

September 20, 2022

To: FDU Campus Communities

From: Michael Avaltroni, University Provost and Senior Vice President for Academic Affairs
Uchenna Baker, Vice President for Student Affairs and Dean of Students
Dale Caldwell, Executive Director, Rothman Institute of Innovation and
Entrepreneurship, and Chair, Diversity, Equity, Inclusion, and Accessibility Council

Subject: DEIA Initiatives

Dear Members of Our Campus Communities,

As you may recall, this past May we embarked upon a significant first for our University community. In partnership with the FDU Poll, we launched a comprehensive climate survey to assess the current experiences and sentiments of our community members around areas of diversity, equity, inclusion, and accessibility. The executive summary of these findings is now available on the [University's website](#).

The results will serve as guideposts toward three purposes: first, to inform us of areas where we can and must do better in regards to creating a community of belonging for all of our students, faculty and staff; second, to create conversations around these issues, patterns and themes to make our community more inclusive, more welcoming and more inviting to all; and third, to use this as a call to action that provides us with deliberate plans and strategies to address places where we need to invest greater effort and where we fall short of the high standards that we need to hold regarding these issues. It is our deepest desire to create a community where every member feels a sense of true belonging and feels that they can find their place alongside a sense of community, respect and support.

This survey and the many robust conversations with our existing Diversity, Equity, Inclusion, and Accessibility (DEIA) Advisory Council have led us to the next step of this journey toward creating a more inclusive University community for all. At this time, we believe that the foundational pieces are in place for a more deliberate structure and strategy for our DEIA Advisory Council. Through ongoing efforts and commitments to diverse thinking and actions within and outside the classroom, Fairleigh Dickinson University will assure that its faculty, staff, students and partners are committed to building a community that promotes and celebrates a culture of diversity, equity, accessibility, and inclusion.

To assure that we address the breadth of needs and opportunities to establish and grow this culture at FDU, the council will expand its role and membership to focus on four key areas of diversity and will assemble members focused on each of four initiatives:

Campus Culture and Belonging
Educational Programming Implementation
Engagement and Retention
Building Diversity Pipelines

We will be collecting interest and reassembling this council of representatives from throughout the University, including all academic areas, disciplines and key units. **If you are interested in**

servicing, please complete this [brief questionnaire](#). We know this will be a meaningful, focused and productive group that assembles with a common goal and purpose around the key areas of focus that make our community more inclusive and welcoming for all.

We look forward to working with our entire campus community to make an impact on our campuses and support all who call it home. We hope you will join us in this meaningful work.

Sincerely,
Michael, Uchenna and Dale