June 20, 2017

Dear Faculty and Staff:

We are called by the vision of Kent State University to be a community of change agents whose collective commitment to learning sparks epic thinking, meaningful voice and invaluable outcomes to better our society. Guided by this charge, we aspire to be a workplace and a learning community where everyone feels respected and valued. Our commitment to principles of fairness and respect for all creates a climate that is favorable to the free and open exchange of ideas. We know that our diversity is a source of strength that helps foster new opportunities in education, research and in service to others.

As a federal contractor, we are legally obligated to follow Affirmative Action & Equal Employment Opportunity guidelines. Each year, we prepare and maintain an Equal Opportunity and Affirmative Action Plan (the “Plan”) in accordance with federal regulations. The process of completing this plan annually gives us an opportunity to review our institutional policies and shine light on areas where we have room for improvement in making our commitment to diversity come alive.

We know at our core that fulfilling our legal obligations is only the beginning of a strong and engaged Affirmative Action Plan. We must build an inclusive and diverse workforce that directly aligns with the University’s Strategic Priorities; specifically, the priority to recruit and retain talented faculty and staff in pursuit of a distinctive Kent State. Initiative 2.3 challenges us to prioritize attention to the diverse human element of the university. The Affirmative Action plan serves as a valuable tool in advancing this objective.

We ask you to review the plan carefully, giving particular attention to issues that affect your area of responsibility. Share the plan with your colleagues and encourage them to use the information to inform strategies for addressing equity and diversity issues and ensure appreciation and understanding of the principles of affirmative action. The university’s current plan can be found at: www.kent.edu/hr/affirmative-action-plan.

Please join me in being personally committed to doing what is necessary to create a campus environment that serves as a model for the sort of diverse and inclusive society we are striving to build. Thank you for your engagement in shaping and fostering Kent State University as a great place to work, learn and serve and that truly transforms lives and communities in an inclusive environment.

With warm regards,

Beverly J. Warren
President

Office of the President
P.O. Box 5190 • Kent, Ohio 44242-0001
330-672-2210 • Fax: 330-672-3281 • http://www.kent.edu