Dear Allegheny Community,

I am pleased to share with you the Action Plan for Diversity & Inclusion (see link below) – an important step along our journey together. We have listened carefully to the conversations this fall. The Action Plan outlines concrete steps that have been taken as well as new initiatives that will be introduced this term.

The document is organized around five themes that emerged from the October 3rd forum and subsequent community conversations. They include:

- **Safety**: What can we do to help students and employees feel safer both physically and emotionally on our campus?
- **Community and Campus Climate**: How can each of us foster positive and healthy relationships and create a more inclusive campus?
- **Leadership**: How can the leadership of the College ensure continuing broad conversation and grass-roots input about diversity and inclusivity as well as progress on this Action Plan?
- **Recruitment and Retention**: How do we best recruit a diverse student body and employee profile and then help them achieve success?
- **Communication and Transparency**: How do we sustain open and transparent communication among students, faculty, staff, and administration?

We invite your feedback on this document. I have asked Associate Provost Dr. Ande Diaz and The Council on Diversity and Equity (CoDE) to review the community feedback and to brief the Administrative Executive Committee (AEC). We will use the feedback about the Action Plan Phase I to inform the next phase of this process, which will include community participation and strategic planning. The planning process will commence this semester. A progress report on Phase II will be provided in the fall.

As I noted in my remarks on Martin Luther King Day, our campus continues on a journey to be ever more welcoming, embracing and respectful. Our efforts grow from sincere conviction and are rooted in the highest ideals of residential liberal learning. If Allegheny is to be the place we aspire it to be, a fundamental and unconditional commitment to the inherent dignity of every member of our community must be at the center of all that we do. That commitment is at the core of the Action Plan for Diversity and Inclusion.

I look forward to where our journey together takes us next.

Sincerely,

James H. Mullen, Jr.
President