



Dear Colleagues:

Improving diversity and inclusion ranks high among our strategic priorities for the University of Dayton. As we strive to reach our vision of academic excellence and be true to our mission as a Catholic, Marianist institution, we must live out the charism of inclusivity and community by fully embracing all people who are a part of our University.

In the fall of 2004, the University community completed a Diversity Climate Audit to help us better understand the diversity climate at UD from a number of different perspectives. Prior to the Audit, the University undertook many initiatives which advanced the ideal of making a lasting cultural change on campus – one that integrates diversity, inclusion and social justice principles throughout the fabric of the University. Our accomplishments include:

- Development of a Committee on Diversity in Community in 2001.
- Opening of the Women's Center in 2002.
- Granting of the first round of Diversity Initiative Grants in 2003, with continuous funding being granted for individuals and departments to encourage diversity efforts with more than \$10,000 allocated to date.
- Development of Diversity Plans for each administrative and academic division in 2004.
- Creation of BRIT (Biased Related Incident Team) and the BRIT website in 2004.
- Designing and delivering sexual harassment prevention training for supervisors and employees, with 83% of our employee base participating.
- Implementation of various academic initiatives such as Academic Excellence Program, Africana Studies Minor, Center for International Programs, Minority Engineering Program, and Women's Studies.
- Sponsorships of diversity activities offered through Diverse Student Populations, School of Law, Student Activities, and the Women's Center along with other units and departments.
- In the spirit of continuing to strive toward achieving the University's diversity goals, in spring of 2003 a recommendation was made to form a team of University of Dayton administrators and other "influential" leaders from the campus who would travel and attend the 2004, 2005 and 2006 National Conference on Race & Ethnicity. Thus far more than 50 administrators, faculty, staff and students have experienced NCORE and returned to the campus with new and energetic ideas, best practices and strategies to improve the campus climate for all.

- Implementing the Dayton Early College Academy (DECA) in partnership with Dayton Public Schools which will soon enter its third year.
- Launching the Diversity Lecture Series, featuring Brian McNaught, Andrew Young, Coretta Scott King and Roger Daniels.
- Hosting the first Inclusion and Diversity celebration on March 1, 2005 to highlight and acknowledge past efforts and to announce future direction of inclusion and diversity at the University; and
- Formation of the Inclusion Teams for improved campus climate, launched in May 2005 to further embed inclusion and diversity throughout the University.

Now, the results of the Climate Audit have been provided to members of the President's Council for review, analysis, and strategy development. Please click on this link to review the [Executive Summary of the Climate Audit](#). As you see, we have made significant strides by implementing many tangible efforts, as noted above. The Audit helps us further our understanding of where we are with this important initiative, and provides us with a road map as to where we need to move in order to be a community leader in diversity and inclusion.

I welcome you to review this important document and pay close attention to the recommendations. The Diversity Inclusion Teams will be focusing on these initiatives, as well as others, in the coming months as we work towards our Vision of Excellence. I offer my personal commitment to, and invite you to join in cultivating and sustaining an environment that educates, encourages, and empowers all who enter here.

Sincerely,

Daniel J. Curran, Ph.D.
President