



Dec. 16, 2021

Dear Campus Community,

In the Fall 2020, the Provost's Council for Diversity and Inclusion administered the Higher Education Data Sharing Consortium (HEDS) [Diversity and Equity Campus Climate Survey](#). The survey asked students, faculty, staff, and administrators about their perceptions of the University's climate and how the University supports diversity and equity, as well as their experiences with discrimination and harassment at the University. The University endorsed the Council administering the survey to obtain a better understanding of the extent to which the campus climate supports diversity and equity. It was hoped that the results could inform and improve support, policies, and practices at the University related to diversity and equity, including those to prevent or respond to discrimination and harassment.

Many thanks to everyone who completed the survey and shared your thoughts and ideas through it.

The Council created a subcommittee of faculty to review and summarize the survey results for the University community and to provide recommendations. Members of the subcommittee were Jessica M. Nolan, Ph.D., associate professor of psychology, Paul Datti, Ph.D., professor counseling and human services, and Peter Andersen, Ph.D., assistant professor of marketing. The subcommittee has successfully completed its work and the summary is now available for review by members of the University community. The "Campus Climate for Equity and Diversity at The University of Scranton: Narrative Summary and Recommended Next Steps" can be accessed [here](#).

Diversity, equity and inclusion are University priorities that are supported and sustained by our Catholic, Jesuit mission and values. The [Diversity and Inclusion Goal](#) of the Strategic Plan seeks to create a welcoming and supportive community by asking the University to "reflect and understand the diversity of the world by demanding that diversity be a priority as we build an inclusive community and campus culture, develop and deliver our education, and shape our student experience." The [Mission Priority Examen](#) also prioritized diversity, equity and inclusion noting: "[i]nspired by the Catholic, Jesuit values that are foundational to the mission of The University of Scranton, the campus community will continue to explore effective strategies for enhancing the diversity and inclusion of the University of Scranton Community."

I want to join the members of the Council for Diversity and Inclusion in encouraging University faculty, staff, students and departments to review and use the survey results to improve our campus community and to inform future decisions to advance the University's Catholic and Jesuit commitment of *cura personalis – care for individuals in their own uniqueness*.

I especially want to thank Dr. Nolan, Dr. Datti and Dr. Andersen for the thoughtful analysis and recommendations that they provided in the summary and for their commitment to supporting our shared work.

Sincerely,

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