

Office of the President

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October 3, 2005

Dear Colleagues,

About three years ago, the President's Diversity Council adopted a vision statement for diversity at NDSU:

As a gateway to lifelong education, NDSU is an inclusive community that thrives on diversity and actively embraces the unique contributions of all people.

Since then, the Council has worked hard to assess our campus climate for diversity and to develop a strategic plan to help us make that vision a reality. The attached *Strategic Plan for Diversity, Equity and Community 2005-2010* is the result of their efforts. The process of developing it has, itself, initiated some changes, but now it is time for all of us at NDSU to move into active and intentional implementation of this plan.

I urge every University administrator and department leader to review this plan with those in their units in order to identify and implement steps that are appropriate to their units' work and mission. In addition, I also want to point out that this plan is not a prescription for our efforts to enhance diversity, but rather it provides direction and identifies opportunities. I encourage you to look for other opportunities and undertake other efforts that would contribute to the achievement of our vision--even though they may not be an explicit action step in this plan.

The plan includes a process by which we can annually identify the accomplishments of our efforts and share them throughout the University. In that way, we can mark our progress and also benefit from each other's work. Achievement of our vision for diversity is critical for us to become the University we aspire to be.

Sincerely,

A handwritten signature in black ink, appearing to read "Joseph A. Chapman". The signature is stylized and written over the printed name below it.

Joseph A. Chapman
President

“... we view diversity as being about gain. Diversity is about respect. Diversity is about making sure that all people feel welcome at the table of human interaction.”

Joseph A. Chapman