

Open Forum on Diversity

Skidmore College

March 30, 2007

Dear Dean Oles and Associate Dean Steigerwald,

We'd first like to thank you for your attendance at Project Unity on Friday. We thought the meeting was extremely productive in allowing students to get a better sense of the present state of affairs; it also allowed you to get a better sense of the issues we are dealing with and the urgency of the current situation

As per your request, we would like to formally submit our opinions and recommendations on diversity at Skidmore College:

The biggest and most symbolic commitment to diversity at Skidmore is certainly our strategic plan. We applaud *Goal II: Intercultural and Global Understanding* and its aim of improving access, achievement and intercultural knowledge on our campus. In particular, we'd like to thank President Glotzbach and his cabinet, as well as the Intercultural and Global Understanding Taskforce, for taking these issues so seriously. We feel that these goals go a long way in addressing the needs of our increasingly diverse student body.

We also would like to recognize that Skidmore has made great strides in recent years at improving diversity on our campus. In particular, we would like to thank the admissions office by noting that we are extremely excited that this year's first-year class is the most diverse class in the history of our college.

However, we feel that the recent departure of Dr. Hilal Isler highlights many larger issues that are not being adequately addressed, despite our strategic plan. Although, we are extremely pleased with the leadership of President Glotzbach and the energy that he has put forth towards diversity on our campus, we do not feel that a sufficient amount of focus has been put towards diversity at the student affairs level under your leadership.

As a remedy to that situation, we feel that the following issues need to be expeditiously addressed:

*The Intercultural Center* – This space is insufficient to serve our student body. It is neither intercultural, nor a center for diversity on campus. Instead, it is more akin to a multipurpose room. In line with the actions of many of our peer

faculty need to be provided with enough resources to allow them to adequately respond to the demands of our

Admittedly, we do not purport to be experts in this area; consequently, we'd like someone with an objective

Zhaolin Ma '08,  
President, Asian Cultural Awareness

Shubhangi Gokhale '07,  
President, Hayat

Munkhtsetseg Ayurzana '09,  
President, International Students Union

Sarah Soltau '07,  
President, Newman Club

Allison Canas '07,  
Co-President, Raices

Marleny Diaz '07,  
Co-President Raices

President, Students Organized Against Racism

Tiffany Islar '08,  
President, Ujima

In addition: Abra Aziagbe '10, Vanessa Banti '09, Stephanie Block '08, Emma Bloomer '10, Christopher Bradt '09,  
Amy Cantone '09, Signe Ceylan '09, Elizabeth Edelheit '07, Kappes Emmons '09, Sarah Faude '09, Kavita Gadani

**IPEDS Full-Time Faculty Count by Gender and Race/Ethnicity, Fall 2006**

	Female		Male		Fall 2006 Total	
	Count	Overall %	Count	Overall %	Count	Overall %

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**Spaces Dedicated to Multicultural Student Services At Our Peer Institutions**

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**Vassar: The ALANA Center**

US News Ranking: *12*

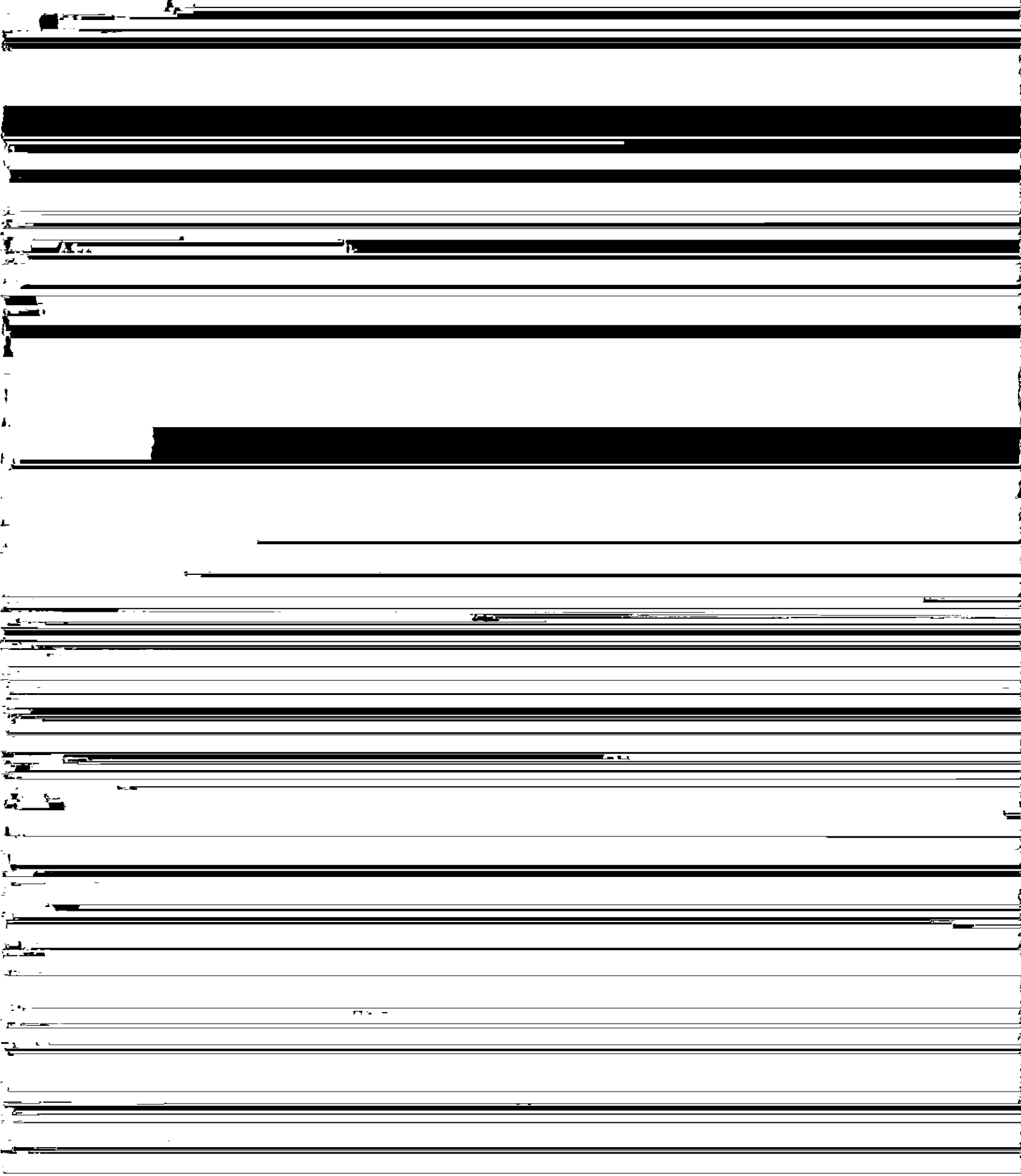
Students of Color & International Students: *23%*



**The Space:**

BOT Prep Meeting  
The Case For Space

**Hamilton: The Afro-Latin Cultural Center**



The Case For Space

**Kenyon: Snowden Center**

US News Ranking: 29

Students of Color & International Students: 10%



**Williams: Multicultural Center Houses (Jenness, Rice, Hardy)**

US News Ranking: *1*

Students of Color & International Students: *32%*

**1). Jenness House**

BOT Prep Meeting  
The Case For Space

US News Ranking: 1  
Students of Color & International Students: 32%

*\*In addition to the Schmidt Law College Center of Excellence*

NCODE 0007

**Conversation With**

education, positive communication, and cross-cultural understanding in culturally diverse settings

**Dialogue Sessions**

**One-on-One Meetings**

**Roundtable Discussions**

**Informal Caucus Meetings**

Building upon a solid programming tradition, **NCORE 2007** will provide a range of policy, planning, and pedagogical perspectives from around the country and will highlight exemplary working models and approaches which are adaptable to other institutional or regional settings.

- Assisting higher education institutions to create inclusive higher education environments, programs, and curriculum; improve campus racial and ethnic relations; and expand opportunities

## Top Colleges & Universities Adopt Gender Protections

*News & World Report* include gender identity and expression in their non-discrimina-

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**Colleges & Universities with Inclusive Policies**

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**Arizona**

Arizona State University  
University of Arizona

**California**

California College of the Arts  
California Institute of Technology\*  
City College of San Francisco

**Maryland**

Goucher College  
Johns Hopkins University\*  
University of Baltimore

**Massachusetts**

Brandeis University\*  
Harvard University\*  
MIT\*

**At-A-Glance**

29 Public Institutions  
42 Private Institutions  
3 Community Colleges  
28 Top 50 Institutions

## Location Matters

Fully 46% of all schools that include gender identity and expression protections in

their policies are located in the Northeast. (West: 24%

Midwest: 22%. South: 8%. West: 46%.)

2011-12. Data as of January 2006, shortly after Washington enacted a state

