

Dear Members of the Lehigh Community:

Over the course of the past academic year, we have continued our focus on making Lehigh a more welcoming and inclusive campus community, and are making progress on many fronts.

We're pleased to see the work that is being done by so many clubs, organizations, departments and individuals to improve our campus culture. Students, faculty and staff have come together to organize events that celebrate our differences, highlight what unites us, provoke honest discussion and inspire us to pause for reflection. We encourage you to visit the [Diversity and Inclusion website](#) to learn more.

There is clearly more to do, but we wanted to provide an overview of some recent efforts:

Climate Survey: Significant progress has been made on implementing a climate survey, which was developed and designed largely through the efforts of faculty members Gordon Moskowitz, Christopher Burke, Christopher Liang, and Dominic Packer. The survey is being piloted with a small sample of students this month. The intent is to administer it to the full campus community at the start of the 2015-16 academic year, and at the start of every subsequent academic year. We will also continue the senior survey, which is given to graduating students in an effort to gather their candid insights about their Lehigh experience, as well as their suggestions for improving it.

Summer Scholars Institute: We are planning on offering the second Summer Scholars Institute, which debuted last July to help first-generation students succeed at Lehigh. The program, which was led by Director of Multicultural Affairs Tyrone Russell, was extremely successful in acclimating students to Lehigh prior to the start of the past academic year. This year's program will be strengthened through the addition of classes in chemistry, calculus and economics.

Newly Created Position: This past January, Karen Salvemini joined our staff as the Equal Opportunity Compliance Coordinator, and is already making an impact in this new role. The Office of General Counsel -- frequently in conjunction with Brooke DiSipio, director of Gender Violence Education and Support, and Chris Mulvihill, Dean of Student Conduct and Community Expectations -- have made presentations to more than 43 groups across campus, representing more than 1,500 individuals, on identifying and dealing with harassment in many forms, including sexual misconduct. These sessions have been critical in expanding understanding of these issues, and in gaining insights from those being trained.

The university's Policy on Harassment and Non-Discrimination (now posted [here](#) and in common areas around campus) has been finalized. Significant and thoughtful feedback from faculty, staff and students was collected through the [Council for Equity and Community blog](#), and carefully considered. Undergraduate and graduate student organizations, as well as faculty and staff committees, were also consulted for their input on the proposed policy. The revised draft was approved by the faculty at a special faculty meeting in March, and will go before the Board of Trustees for final review at the trustees' June meeting. If the policy is approved at that time, the campus community can expect additional training on the specific details of the policy during the fall 2015 semester.

Online Training Tool to Address Harassment: More than 30 percent of the campus community has completed an online harassment training tool that was made available earlier in the semester. All members of the Lehigh community are expected to complete this effective training tool, which is accessible on the [General Counsel's website](#). Any member of the campus community who has not yet completed the training must do so by the end of September 2015.

Restorative Practices Model: We're very excited about a Restorative Practices program that is being piloted by the Student Affairs area. This model focuses on repairing harm and building community. The model was successfully employed in the aftermath of last year's UMOJA House vandalism, when candid, constructive discussions were moderated between both groups affected. The model serves to ensure that individuals: 1) accept responsibility for their behavior; 2) develop a clear understanding of the harm caused; and 3) define and act on effective steps necessary to repair the harm. It is important to note that this model does not excuse unacceptable behavior, but focuses more on building a sense of community through a deeper understanding of the impact of such behavior.

The sense of progress and of shared resolve to create a better Lehigh continues, and it is incumbent upon all of us to help sustain that momentum. We encourage you to go to the [CEC blog](#) to post about any group or individual efforts you've made over the past year, and we thank you for the role all of you have and will continue to play in our progress.

Kevin L. Clayton '84, '13P
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