

February 20, 2007

Dear Colleagues:

I am pleased to announce that the Diversity Office website is operational. The URL is [www.ferris.edu/diversity](http://www.ferris.edu/diversity). The purposes of the website are many and varied: to share the evolving diversity plan, to highlight diversity-themed activities on campus, to provide information on campus organizations that deal with diversity, to offer teaching resources, and to present other material about diversity.

My hope is that the entire campus will visit the site and offer comments and criticisms, especially as relates to the Diversity Plan. It is important that the Diversity Plan that guides this institution accurately reflect the values and beliefs of all groups at this institution.

As you know, I have created a Diversity Planning Committee. These people are working hard to assess where we are as an institution, where we want to go, and how to get there. Our meetings are characterized by frank and honest discussions. How could it be otherwise? We did, after all, create a definition of diversity that is prefaced by this statement, “We will be a community where people value individual and group differences, respect the worldviews of others, and communicate openly.” This is how we see ourselves—and it is the vision of Ferris that we have.

Please read the evolving plan. Feel free to point out grammatical errors, spelling flaws—and, more importantly, comment on philosophical thrusts, perceived areas of bias, and proposed solutions. Remember: the Diversity Plan is evolving; there are some sections where little work has been done—there are no sections that are near completion.

I offer my thanks to Patty Terryn for assisting with the site; Robert Maul, my former student and current research assistant for identifying resource materials, and Elaine Kamptner for constructing the website.

David Pilgrim  
Chief Diversity Officer