



# FERRIS STATE UNIVERSITY

## GOVERNMENTAL RELATIONS AND GENERAL COUNSEL

July 27, 2009

Dr. David Pilgrim  
Chief Diversity Officer  
Ferris State University  
1201 S. State Street, CSS 312  
Big Rapids, MI 49307

Dear Dr. Pilgrim:

On behalf of the Governmental Relations and General Counsel division, I am writing to express our continuing strong support of diversity at Ferris State University and the Diversity Plan for the University. We recognize that diversity is critical to enhancing and enriching the cultural environment of our institution, its academic programs, its students, and its workforce. By providing our students with a diverse campus experience, we are preparing them for leadership in the world today where they will be called upon to maximize their potential in personal, professional and public endeavors. We place a high value on the importance of diversity in a great institution and will support the University's efforts to achieve a diverse University community consistent with state and federal law.

Our division has a long history of promoting diversity. Our division monitors the hiring practices of the University and as such we are in a position to assist in the University's efforts to promote the hiring and retention of a diverse workforce. We have and will continue to encourage the recruitment and retention of diversity at all employment levels at the University. We have conducted countless training sessions over the years to both employees and students focusing on sensitivity, diversity, and a respectful workplace, further demonstrating our commitment to diversity. We intend to continue these important activities. As well, our staff has and continues to serve on committees aimed at promoting diversity on our campus, such as the Diversity Action Team and Disability Liaison Committee, and we have co-hosted events such as Accessibility Awareness Day and Mix-It-Up Student Diversity Dinner.

We were pleased to be a part of the University's development of a Diversity Plan and look forward to working with the faculty, students, and staff to assist in this endeavor.

Sincerely,

/s/

Miles Postema  
Vice President and General Counsel

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