

May 3, 2016

To the Dartmouth community:

We write to share new information that will help inform our work to create a more inclusive community at Dartmouth. The information comes from two sources: the Dartmouth Community Study Survey, and the Inclusive Excellence working groups. We have just received the final reports from both. In the coming weeks, we will be holding forums to discuss the findings. We hope you will join us.

A year ago we launched the Dartmouth Community Study in order to gain a better understanding of our community's views of the living, learning, and working environment at Dartmouth—our campus climate. As part of the study, in October we conducted a survey of all students, faculty, and staff. The firm Rankin & Associates, which specializes in campus climate assessments, administered the survey and has presented us with their final report. The report's executive summary and the full report are available [here](#).

This weekend, we received recommendations from the Inclusive Excellence working groups. The three working groups studied existing data and initiatives at Dartmouth and national best practices related to diversity and inclusivity at all levels of the institutions, in order to develop recommendations for next steps and points of accountability.

We encourage you to read the Rankin report and the Inclusive Excellence recommendations and then to join us in a conversation. This month there will be several opportunities to learn more about both processes and to share your thoughts and ideas about the data and recommendations. You can find a complete list of forums [here](#). You are also welcome to share comments, suggestions, and top priorities concerning this work with us at Diversity@Dartmouth.edu.

An executive committee that includes both of us, Executive Vice President Rick Mills and Vice President for Institutional Diversity & Equity Evelynn Ellis, will study the groups' recommendations, as well as the community study survey data and other feedback from the community. Before the end of the term, we will share with the campus an action plan designed to achieve measurable results.

We would like to express sincere appreciation to the members of the Inclusive Excellence and Community Study working groups, to everyone who contributed to both processes and to everyone who completed the survey. Your contributions will inform our work.

The well-being of our community is important to us and essential to Dartmouth's success. The Community Study survey results and the Inclusive Excellence process are not ends in themselves but, rather, tools that we will use to help guide our work and assess our progress in building a more diverse and inclusive Dartmouth.

Sincerely,

Phil Hanlon '77
President

Carolyn Dever
Provost