



BELONG TOGETHER

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Celebrating EMU's Campus Pride Listing!

March 14, 2023

Dear EMU Community,

You **B e l o n g** here!

I am sharing the good news that EMU has been included in the [Campus Pride list](#) this year for the first time.

CPI is a national listing of LGBTQ-friendly colleges and universities (i.e., an “environment that is more inclusive, welcoming, and respectful for lesbian, gay, bisexual, transgender, queer and questioning people” ([CPI website](#))).

CPI provides an overall indicator of institutional commitment to LGBTQ-inclusive policy, program and practice. It is a tool for assisting campuses in learning ways to improve their LGBTQ campus life and ultimately shape the educational experience to be more inclusive, supportive and respectful of LGBTQ and allies. CPI is not asking about climate or specific experiences. CPI focuses on written policies, processes, mission, vision, syllabi, etc.

We scored a **3 out of 5** for EMU's index. This is a good score, especially since this is our first time participating. For the [Sports index](#)—ranked separately—we received a 1.5 out of 5. Together, we will continue to work towards inclusive excellence and improving our scores.

EMU is committed to continuing to take steps to make the campus even more inclusive and support our students so they can be their authentic selves. At EMU, welcoming and accepting our students is not enough. Our students are not guests on campus, they are an integral part of our community!

The CPI baseline will be crucial as we develop an action plan. Dawn, DEI coordinator, has already started working on an action plan. The action plan includes convening our community to share the results, what the results mean, and next steps. You will be hearing from the office of DEI soon.

I want to thank everyone who gave their time and effort to answer the hundreds of questions required by the CPI. Special thanks to Dawn Neil for her leadership and hard work.

I am sharing below EMU's 3-star CPI badge.

Jackie



Jacqueline N. Font-Guzmán, MHA, JD, PhD

She/Her/Ella

Vice President for Diversity, Equity, and Inclusion &
Strategic Vision Director and Professor for the Center for Justice and Peacebuilding

Office of Diversity, Equity & Inclusion
President's Office, CC 309
Eastern Mennonite University
1200 Park Road
Harrisonburg, VA 22802
jackie.font@emu.edu

"My silences had not protected me. Your silence will not protect you." - Audre Lorde