



# DAEMEN

COLLEGE

**A World of Opportunity**

Office of the President

November 15, 2019

Students, Faculty and Staff  
Daemen College

Dear Students, Faculty and Staff:

I hope by now you have had the chance to read Vice President Naylor's communication to the campus describing the College's efforts to address concerns arising from a culturally insensitive photo posted on the @DaemenLife Instagram account on Halloween.

We are addressing several factors, including holding accountable the administration of that site to ensure that proper protocols are put in place moving forward. I have directed Dr. Naylor to develop a plan, to be approved by the College, that will ensure that multiple individuals will review submitted photos before they are uploaded.

As you know, the Daemen community is becoming increasingly more diverse, and it is important to ensure that we all—faculty, staff, and students—are properly educated on cultural competencies and micro-aggressions. The Division of Student Affairs has made great strides in mandating training for all new students over the last several years, and I believe it is time that the rest of our community do the same. I am asking Dr. Ida Gibson—our newly appointed Director for the Center for Diversity and Inclusion—to develop, over the course of the rest of the academic year, appropriate training that we will begin rolling out for all faculty and staff starting this coming fall.

Additionally, I plan to discuss with Student Government leadership other measures that can lead to positive change.

I want to thank all students, faculty and staff for continuing to work together to make Daemen an inclusive and culturally sensitive environment.

Cordially,

Gary A. Olson  
President