

# STRATEGIC PLANNING & INSTITUTIONAL DIVERSITY UPDATE

February 6, 2026

SKIDMORE

# Sustaining an Inclusive Community Resources

## All Gender Restrooms

All gender restrooms are designed to be inclusive spaces accessible to everyone, regardless of gender identity.

All Gender Restroom Map:



## Name Policy

The College enables students, staff, faculty, and alumni to use a chosen name in systems and communications maintained by the College's Information Technology Office, except where the use of a legal name is required.

Link to the Name Policy:



## Employee Resource Groups

ERGs enhance our community culture by providing engaging programs and opportunities for connection for Skidmore faculty and staff. Groups are employee-led, employment-related, and formed around interests, backgrounds, identities, and common ties.

To learn more about ERGs:



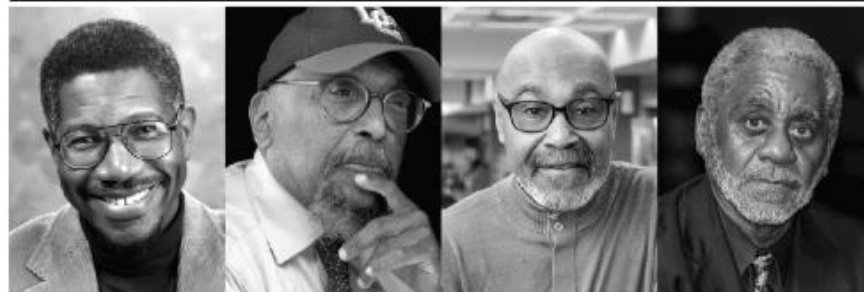
**FRIDAY, FEBRUARY 13**  
**1-4PM**  
**WYCKOFF CENTER**

**community tabling**  
**chair massages**  
**sound healing**  
**arts & crafts**  
**breath work**  
**tea making**  
**raffles**



## **BLACK MEN SPEAKING:**

A Conversation with 8 African-American Writers



Join a dynamic and insightful virtual conversation about American history, literature, politics, and culture with 8 of the most distinguished and accomplished contemporary African-American writers.

Ethelbert Miller, Clifford Thompson, Jerald Walker, Mark Sanders, Gerald Early, David Nicholson, John McCluskey Jr., and Charles Johnson will meet via zoom webinar to share their reflections, comments, protests, and declarations about the state of America, all from perspectives of talented, older black male writers with hundreds of years of shared experience as authors, teachers, artists, and activists.

**WEDNESDAY, FEBRUARY 18, 4-5 P.M.**

Via Zoom Webinar. Registration details available soon..

This event is free and all are invited to spend an hour with the colloquy of these remarkable writers, artists, and intellectuals. Tammy Owens, Assistant Professor of American Studies and Director of the Gender Studies Program, will moderate this event.

Sponsored by the Office of the President, the Gender Studies Program, the English Department, and the Black Studies Program.

**SKIDMORE**

## **Black History Month & Other Inclusion Events**

### **Inclusion Events**

NAVIGATION MENU

**BLACK HISTORY MONTH**  
**FEBRUARY 2026**

*Included below are Black History Month events\* and programs and other inclusion and belonging events taking place at Skidmore.*

#### **\*Black History Month Kick-Off with Ujima**

Date: Sunday, February 1

Time: 5-8pm

Location: Frederick Allen Lodge, 69 Beekman St.

Description: Join Ujima, Skidmore's Caribbean and African-American club to kick-off Black History Month with an evening of joy, reflection, and community. We will celebrate the legacy, resilience and creativity of Black people across the diaspora through music, art, storytelling, and collective reflection.



# CIGU Membership



The Committee on Intercultural and Global Understanding (CIGU) is our main shared governance (students, staff, faculty, and administrators) advisory body to the President and other College officials and entities on matters related to intercultural and global understanding.

**Adrian Bautista, Dean of Students**

**Janessa Dunn, Director of Admissions**

**Cori Filson, Director, Off-Campus Study and Exchanges**

**Oscar Perez Hernandez, Associate Dean of the Faculty**

**Elise Hinrichs '28, Student Member**

**Jude Klein, Associate Director for Employment & Workforce Diversity**

**Kylie Lederman '26, SGA Vice President for Institutional Diversity**

**Mariel L. Martin, Director of the Wyckoff Center**

**Hillary Montague-Asp, Director of Student Diversity and Inclusion**

**Fe Ostrander, Assistant Supervisor Dining Services**

**Kelli Rouse, Director, Opportunity Program**

**Adam Tinkle, Associate Professor and Director of MDOCS**

**Sarah Vero, General Counsel and Vice President for Human Resources**

**Joshua C. Woodfork, Vice President for Strategic Planning and Institutional Diversity, Co-Chair**

**Aiwu Zhao, Associate Professor, Management & Business, Co-Chair**



# CIGU Selected Goals

- Meaningful Dialogue
- Accessibility
- Land Acknowledgement

# Goals for Today



1. As we implement the goals of the Strategic Plan's Foundation 4, "Building the Inclusive Community," discuss what campus practitioners (those doing the work and the community-at-large) need from the Board and what the Board needs from us.
2. Recognize and model meaningful dialogue as a shared competency for all community members.
3. Develop a shared understanding of accessibility as an institutional priority.
4. Develop a shared understanding that a campus-wide land acknowledgement connects to institutional values, historical accountability, and community relationships, including ongoing commitments.



# Questions Raised

- Tangibly Working to Assert Mission Around DEI
- Current Inclusive Hiring Practices
- Status of Bias Response Group (BRG)