

STRATEGIC PLANNING & INSTITUTIONAL DIVERSITY UPDATE

September 18, 2026

SKIDMORE

Equal Employment Opportunity Policy at Skidmore College



Skidmore College is committed to being an inclusive campus community and an Equal Opportunity Employer. The college therefore prohibits discrimination against any individual or group of its students, prospective students, employees or candidates for employment on the basis of race, color, religion, age, national or ethnic origin, genetic information, predisposition or carrier status, physical or mental disability, veteran status, marital status, sex, sexual orientation, gender identity or expression, domestic violence victim status or any other category protected by applicable federal, state or local laws. The college also prohibits domestic violence, dating violence and stalking, which need not be based on an individual's protected status.

Diversity and Inclusion at Skidmore College



Skidmore college is committed to fostering a diverse and inclusive community in which members develop their abilities to live in a complex and interconnected world. Consistent with our educational mission, we recognize ourselves as a community that respects individual identities based on varying sociocultural characteristics such as race, ethnicity, gender identity and expression, sexual orientation, national origin, first language, religious and spiritual tradition, age, ability, socioeconomic status and learning style. We strive to create a socially just world that honors the dignity and worth of each individual, and we seek to build a community centered on mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating a welcoming, safe and inclusive environment. We recognize that our community is most inclusive when all members participate to their full capacity in the spirited and sometimes challenging conversations that are at the center of the college's educational mission.

Skidmore College Land Acknowledgement



With gratitude, we honor the Indigenous stewards of the lands and waters now known as Saratoga Springs. This area continues to hold deep significance for Mohican, Kanien'kehá:ka (Mohawk), and Abenaki communities, from whom it was seized. Skidmore College commits to educating our campus community about Indigenous histories and legacies. We further commit to truth, transformation, and repair through partnership with local Indigenous Nations and communities, and through a collective responsibility to steward the lands and waters as a place for peace for all future generations.



Policy & Infrastructure Updates



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:

