



President's Commission on Affirmative Action, Equal Opportunity and Diversity

PROCLAMATION

In Recognition of

"Affirmative Action Day"

March 23, 2017

WHEREAS, Montclair State University does not discriminate against any employee or student because of race, color, sex, age, religion, national origin, gender identity or expression, sexual orientation, civil union status, physical/mental disability, and other classes protected by statute; and

WHEREAS, Montclair State University is morally committed and legally obligated to assure the fair and equitable treatment of all employees in every aspect of their employment; and

WHEREAS, Montclair State University supports and embraces the concept of equal opportunity in all aspects of its educational programs, student activities and operations; and

WHEREAS, Montclair State University is committed to involving all constituency representatives from the University community in the deliberative and decision-making processes related to equal opportunity, affirmative action and diversity; and

WHEREAS, the President's Commission on Affirmative Action, Equal Opportunity and Diversity was established in 1974 to assist the University in its efforts to ensure that all employees and students are treated in a fair and equitable manner; and

WHEREAS, the President's Commission on Affirmative Action, Equal Opportunity and Diversity has advanced the principles of fairness and equity for persons of color, women, and other protected classes for 43 years,

NOW, THEREFORE, I, SUSAN A. COLE, President of Montclair State University hereby proclaim March 23, 2017, as ***"Affirmative Action Day"*** at Montclair State University, and I encourage the entire campus community to participate in the activities of the day.

SUSAN A. COLE

March 13, 2017