

March 19, 2019

Dear Central Family,

We continue to press ahead to improve the campus culture, especially as it relates to sexual misconduct and bullying, and I want to update you on our progress.

Following the release of our independent investigations and task force reports in January and the hosting of an Open Forum, I began meeting with and have scheduled a series of small group conversations with survivors of sexual assault and representatives from our African American, Hispanic, and LGBTQ communities, among others. Though I have several more groups to meet with, the insights and feedback from participants have been informative.

Concurrently, I have been working with my Executive Committee to develop the “Action Plan to Change CCSU Campus Culture,” based on findings from our independent investigators and the report from the Task Force on Sexual Misconduct, Bullying, & Campus Culture. While in draft form, we consulted with and sought feedback from the AAUP and SUOAF leadership, as well as the Faculty Senate President. The resulting Action Plan and its 15 key actions will guide us as we institute needed changes and launch initiatives at the departmental and university-wide levels ([To view the full plan, follow this link](#)).

While the plan was under development, we moved forward with a couple of needed steps. George Claffey, the interim Chief Information Officer, and his team are working to identify systems that could be used for institution-wide reporting, monitoring, & tracking of complaints and of the training of personnel. We also are close to administering a campus climate survey.

Many other actions will be completed within the next several months and the remaining few will be concluded by end of the calendar year. With the implementation of our Action Plan, it is my hope and expectation that we will soon see evidence of real and meaningful change of our campus culture.

Sincerely,

Zulma R. Toro
President