

August 5, 2021
University of Colorado Colorado Springs

Dear Search Committee,

It is with great enthusiasm that I apply for the Vice Chancellor for Diversity, Equity and Inclusion position at the University of Colorado Colorado Springs. Based on the position description and the University's commitment to the holistic development of a diverse and interconnected community, this position seems to fit very well with my professional experience, education, and career interests. This role is of particular interest to me since it encompasses my strengths in developing and sustaining a campus culture that exemplifies the ideals of equity, social justice, and multicultural education. Please accept this letter and resume as my formal application.

I believe that my background and passion for working with a diverse population of students, faculty, staff, and community members have provided me with both the practical skills and theoretical foundation vital to support and sustain a dynamic culture of inclusion and belonging. As my enclosed resume indicates, I have dedicated my professional life centering critical diversity scholarship as a foundational lens in pursuit of academic and institutional excellence.

In my current role as inaugural Director of Diversity and Inclusive Excellence, I serve as the diversity officer responsible for guiding and leading institution-wide strategic efforts to advance diversity, equity, and inclusion at Worcester Polytechnic Institute (WPI). Toward the development and implementation of campus-wide collaborative approaches to align and integrate socially just practices, I have had the opportunity to serve as the chair of WPI's Council on Institutional Diversity (CID), launch and co-chair the Bias Response Program (BRP), and lead WPI's DEI strategic planning efforts toward the formation of our current DEI Strategic Framework and Sustainable Inclusive Excellence (SIE) Action Plan. These efforts have not only led to WPI receiving a national honor for placing in the top 2% of higher education schools in the U.S. leading in DEI initiatives and practices in both 2020 and 2021 but continues to elevate our impact toward creating and sustaining a culture of inclusion and belonging at WPI and within STEM.

Additionally, in my previous capacity as the first Director of Diversity & Inclusion and Title IX Coordinator at Olin College of Engineering, I strived to incorporate equity and social justice into the fabric of the institution. While at Olin, I worked closely with campus leadership to promote a welcoming and accessible community through intentional evidence-based practices and strategic campus-wide initiatives. This included the creation of the Office of Institutional Equity and Social Justice (IESJ) and the Council on Institutional Diversity (CID) charged with the recruitment and retention of diverse faculty, staff, and students, developing inclusive learning and work environment, and facilitating training and workshops on identity development, intersectionality, and social change. Additionally, as the Title IX Coordinator, I directed the College's compliance with Title IX as set forth by the Office of Civil Rights (OCR) within the Department of Education (DOE). This included drafting a new comprehensive sexual misconduct policy, the facilitation of live campus-wide prevention and education programs, and managing the response, investigation, and resolution of complaints.

With my professional experience and academic training in critical diversity scholarship, student development theory, higher education law, and organizational change, I am committed to fostering meaningful educational opportunities that promote inclusive excellence across all facets of an institution.

I would appreciate the opportunity to discuss this role and my qualifications in more detail. Thank you for your time and consideration. I am very excited about this opportunity and look forward to speaking with you.

Sincerely,



Rame Hanna