



CENTRAL

CONNECTICUT STATE UNIVERSITY

OFFICE OF EQUITY & INCLUSION

The Central Connecticut State University Office of Equity & Inclusion aims to cultivate a campus environment that is equitable, inclusive, and responsible to enable students, faculty, and staff to achieve their full potential.

OUR PRINCIPLES

- Equity and inclusion are interconnected and integral to CCSU's mission, practices, and policies
- Equity and inclusion is everyone's responsibility
- Equity and inclusion is beneficial to everyone
- Equity and inclusion is an educational value that prepares all students to live and work in a diverse world
- Equity and inclusion strategies are collaborative and coordinated
- Equity and inclusion is committed to creating a more inclusive campus
- Equity and inclusion is dedicated to accountability and assessment
- Equity and inclusion work is relational by building internal and external partnerships
- Equity and inclusion only can be achieved if the climate is welcoming and accessible

OUR OBJECTIVE

The sole purpose of the Office of Equity & Inclusion is to build an inclusive community where students, staff, and faculty can participate in a free and respectful exchange of ideas without fear.

In establishing this community of understanding, safety, and inclusion, we are preparing students to serve in an increasingly diverse world.

Central Connecticut State University is committed to providing a safe and nondiscriminatory employment and educational environment that complies with policies relating to affirmative action, discrimination, and harassment. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate based on sex or race in its educational, extracurricular, athletic, or other programs or in the context of employment.

WHAT WE DO

- We act in a transparent manner with respect for others.
- We work with students, staff, and faculty to develop and maintain a community of inclusion.
- We provide training and support services (trainings on diversity, Title IX and sexual harassment prevention).

WHO WE ARE

Interim Vice President of the Office of Equity & Inclusion

Dr. Nancy “Rusty” Barcelo is the Interim Vice President of the Office of Equity & Inclusion where she provides leadership and guidance to the Office and University. She also serves on various taskforces for the University. Rusty is a nationally recognized expert in diversity, equity, and inclusion in higher education with more than 30 years of experience serving in executive leadership positions. Rusty’s office is in Davidson Hall, Room 119. Telephone: (860) 832-1652.

Diversity Associate

Pamela Whitley is the Diversity Associate in the Office of Equity & Inclusion and the Title IX Officer responsible for managing complaints, investigations, and reporting on sexual harassment, sexual misconduct, sexual assault, and discrimination cases. She ensures that the University’s hiring practices do not discriminate based on any protected classification and applies affirmative action principles in making hiring decisions. Central is committed to attracting and retaining a diverse faculty, staff, and student population. Pamela’s office is located in Davidson Hall, Room 119. Telephone: (860) 832-1653.

Victim Advocacy

Joanna Flanagan is the Victim Advocacy and Violence Prevention Specialist and provides services to assist and support individuals who have been affected by sexual assault, relationship violence, and/or stalking. Services include assistance navigating different reporting systems and providing information on available options to address safety or other concerns. Joanna also keeps our CCSU community current on diversity training, Title IX training, and sexual harassment prevention training. Joanna’s office is located in Willard DiLoreto, Room D305. Telephone: (860) 832-3795.

Women’s Center

Jacqueline Cobbina-Boivin is the coordinator of The Women’s Center, which offers a multi-purpose program and service center for female students, staff, and faculty. Men are also welcome to use the resources of the center. The center provides support services for re-entry, peer education, sexual assault, crisis intervention, educational programs, and advocacy. Jacqueline is located in the Student Center, Room 215. Telephone: (860) 832-1677.

University Assistant

Richard Kirby serves as the University Assistant where he monitors the process of affirmative action searches, updates search logs, processes invoices and payments, and coordinates special events and meetings. Richard is located in Davidson Hall, Room 119. Telephone: (860) 832-1652.

Student Workers

The student workers perform administrative duties and provide office support.