

May 6, 2022

ATTN: Ms. Cheryl Hyatt & Hyatt-Fennell Team  
Juniata College  
1700 Moore Street  
Huntingdon, PA 16652

Dear Ms. Hyatt:

With more than nineteen years of professional higher education experience intentionally cultivating communities of diverse populations and building institutional responsiveness to identity, belonging and inclusion, I enthusiastically submit my letter of interest and curriculum vitae for the position of **Dean of Equity, Diversity, and Inclusion at Juniata College**.

How one encounters *space*, accesses *resource* and engages *identity* remain not only critical to individual and collective journeys, but also should be centered in the life and mission of an institution intent on meeting the needs of its students. I invite you to take a brief look at some of my accomplishments in various positions and imagine how they can meet the needs of Juniata College in caring for its students, faculty and staff.

- Curated assessment, strategy, training, and programming for diversity, equity and inclusion across campus.
- Collaborated with institutional divisions, areas and departments to address issues of equity.
- Co-chaired presidential task force with a two-year charge to assess institutional DEI efforts with variety of constituents & departments.
- Co-authored the task force's culminating institutional report and recommendations for strategic vision and direction moving forward.
- Led institutional committee on diversity, equity and inclusion implemented as result of the task force's report and recommendations.
- Deepened institutional understanding of and commitment to inclusiveness from all areas of institution.
- Created peer justice education leadership model to provide training and social justice programming.
- Introduced Intergroup Dialogue as institutional initiative for training and education.
- Prepared and managed annual planning calendars, reports and budgets for areas of DEI and ministry.
- Supervised professional staff in DEI, counseling, campus ministry, and international student advising.
- Implemented strategic planning and programming for students, staff and faculty of minority faith identities.
- Represented broad Protestant pastoral and theological perspectives at Catholic and Mennonite institutions.
- Provided pastoral care and spiritual direction to a community of diverse backgrounds, identities and needs.
- Served as departmental liaison to underserved/underrepresented populations.
- Cultivated Safe Space for LGBTQIA+ students to dialogue and obtain support on variety of issues and needs.
- Facilitated diversity training and collaborated on diversity needs assessment for campus ministry.

After reviewing the institution's public profile and materials on this position, I wholeheartedly offer Juniata College my vision, dedication and passion in fulfilling the role of **Dean of Equity, Diversity, and Inclusion**. Thank you for taking the time to review my materials. I graciously look forward to hearing more from you on this exciting opportunity.

Sincerely,



Dr. LaKendra P. Hardware