

Dr. Sesha Joi Moon
Chief Diversity, Equity, and Inclusion Officer
Office of Diversity, Equity, and Inclusion
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Dear Dr. Moon,

In accordance with the Code of Virginia § 2.2-602 (B), as amended, the following is Longwood University's 2026 Diversity Annual Report.

In its 2019-2025 strategic plan titled "Forefront for the Commonwealth," Longwood institutionalized the foundational principles of the state's Goal 3, specifically Objective 1. The plan prioritizes "Reflecting the Diversity of America—strong commitment to diversity of backgrounds, identities, and intellectual perspectives is crucial for our success pedagogically and civically, as is focus on faculty and staff recruitment and retention, including competitive compensation." Longwood's strategic goals continue to affirm that commitment and reinforce the work of diversity and inclusion.

Longwood University is committed to ensuring that the leadership, faculty, staff, and student body reflect a range of cultures, religions, races, ethnicities, intellectual perspectives, and valuable differences that are reflective of all Virginians. This principle is reflected in Longwood's longstanding [Freedom of Expression](#) policy, which is incorporated into the Faculty Policy and Procedures Manual, Student Handbook, and related University policies, including a resolution passed in June 2026 on the [Constitutional Role and Civic Purpose of Public Higher Education in the United States](#).

During the 2025-26 academic year, Longwood has continued work with the Constructive Dialogue Institute, in collaboration with SCHEV, which introduces inclusion, free expression, and civil discourse principles into the required Citizen (CTZN) 110 courses that are mandatory for freshman students. The program also offers professional development and strategies to support faculty and staff. In the Fall, the Civitae Core Curriculum received a grant from Interfaith America to support a pilot session of a "Day of Dialogue" for first-year students enrolled in CTZN 110: Inquiry into Citizenship. Held on April 22 during Research Showcase day, this half-day session brought 100 students with trained faculty coaches together to dialogue about their developing identity as citizens. In fall 2026, Civitae will be opening this initiative to more CTZN 110 instructors and students with the intention of including all sections of CTZN 110 by spring 2027.

The University is also working to adopt Universal Design for Learning principles. We have adopted Ally in Canvas, assisting faculty to make course materials digitally accessible. In the 2026-27 academic year, this work will continue to advance the UDL principles across campus.

Grant funds through SCHEV's Pell Initiative have targeted resources to rural, low-income areas to recruit and retain Pell-eligible students. The 2024 grant concentrated on enrollment by hiring an admissions counselor dedicated to these areas in rural Virginia, which showed an increased number of Pell-eligible students enrolling in Longwood in the Fall 2024 cohort from targeted areas. Furthering the work in 2025, the University hired a parent engagement coordinator to help guide and advise parents of students through the application, acceptance, and transition to college, in addition to the hiring of additional student success personnel in the Cook-Cole College of Arts & Sciences and the College of Education, Health, and

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Human Services. Initial evaluations of the work of these coordinators has shown positive effects on the performance and retention of Pell-eligible students from these targeted areas. Ongoing work will continue to reduce the retention gap between Pell-eligible students and non-Pell-eligible students.

Longwood's Human Resources department works closely with hiring managers to attract a deep, talented, and diverse pool of applicants for open positions. Through a variety of strategies, including advertising positions in an array of publications, Longwood works to attract candidates from not only minority populations, but from underserved rural areas as well. During onboarding, new employees are trained in University policies related to inclusivity and civility in the workplace, including the University Code of Ethics.

In 2026, Longwood funded an Accessibility Summit to offer the campus community multiple opportunities to engage with accessibility, including constructing accessible furniture for use in academic buildings, creation of an accessibility map, and creating sensory bins to enhance accessibility and inclusivity in our local school partners.

Longwood has reviewed all university programs, policies, practices, and actions in compliance with the Equal Protection Clause of the 14th Amendment to the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws, in accordance with a resolution passed by the Longwood Board of Visitors in March 2025. This includes, but is not limited to: admissions, hiring, promotion, compensation, financial aid, scholarships, prizes, administrative support, discipline, housing, graduation ceremonies, and all other aspects of student, academic, and campus life.

The University will continue to review ongoing guidance from USED and the U.S. Attorney General and make appropriate changes to align with requirements in the Equal Protection Clause of the U.S. Constitution, Title VI of the Civil Rights Act of 1964, and other federal civil rights laws. Longwood's strategic goals continue to affirm the mission of the university, "the development of citizen leaders who are prepared to make positive contributions to the common good of society," and is committed to the principles expressed in our policy on Freedom of Expression.

Yours truly,



W. Taylor Reveley IV
President, Longwood University