



July 21, 2015

David Gray
Senior Vice President for Finance and Business
208 Old Main
University Park, PA 16802

Dear David:

The Commission for Women (CFW), the Commission on Lesbian, Gay, Bisexual, and Transgender Equity (CLGBTE), and the Commission on Racial/Ethnic Diversity (CORED) fully endorse the recommendations developed by the Vendor Equity Task Force, dated June 26, 2015. We believe that by taking the actions outlined in the report, Penn State will strengthen the alignment between its values and its contracting policies.

Recommendation 1: Prevents Penn State from procuring contracts with companies that discriminate against their own employees and is consistent with other members of the Committee on Institutional Cooperation as well as the federal government.

Recommendation 2: Strengthens and accentuates the current Penn State policy regarding respectful conduct by companies that do business on campus by making the importance of integrity, responsibility, and respect visible to the contract signers.

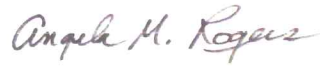
Recommendation 3: Extends efforts by Penn State to reach out to diverse suppliers by adding LGBT-owned businesses to the list of minority-owned, veteran-owned, and women-owned businesses. With this recommendation, Penn State joins several other institutions of higher education that are considering taking this important step forward.

These recommendations will address concerns that are important to all three Commissions' efforts to advance equity and inclusion at Penn State.

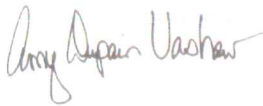
Sincerely,



Vicki L. Hoffman
Co-chair, Commission for Women



Angela M. Rogers
Co-chair, Commission for Women



Amy Dupain Vashaw
Chair, Commission on Lesbian, Gay, Bisexual, and Transgender Equity



Jamie Campbell
Co-chair, Commission on Racial/Ethnic Diversity



Suzanne Weinstein
Co-chair, Commission on Racial/Ethnic Diversity

Enclosure

cc: Katherine Allen
Duane Bullock
Emil Cunningham
Cristol Gregory
Joyce Haney
Marie Lindhorst
Victoria Sanchez
Brittany Schoepp-Wong
Damon Sims
Marcus Whitehurst