



**State of Connecticut**  
**Commission on Human Rights and Opportunities**  
Central Office – 450 Columbus Blvd Ste 2, Hartford CT 06103  
*Promoting Equality and Justice for all People*

**SENT VIA EMAIL**

December 11, 2025

Karim Ismaili, EdD, President  
Eastern Connecticut State University  
83 Windham Street  
Willimantic, CT 06226

**RE: 2025 Affirmative Action Plan - APPROVED**

Dear Dr. Ismaili:

Pursuant to Section 46a-68(d) of the general statutes, the Commission on Human Rights and Opportunities has reviewed the proposed affirmative action plan submitted by Eastern Connecticut State University on July 3, 2025. The Commission at its regular meeting on October 8, 2025 voted that the plan be **APPROVED**.

The review and analysis of the proposed affirmative action plan was performed in accordance with Section 46a-68-103 and is transmitted herewith. **THE SCHEDULED DATE FOR YOUR NEXT FILING is July 30, 2026.**

The Commission requests that the attached evaluation be thoroughly reviewed to ensure that all deficiencies, omissions, and errors identified in the Evaluation be addressed.

For technical assistance or if you have any questions you may contact Gary Madison, CHRO Representative, at 860-541-3411 or Johnette Tolliver, State Program Manager/Affirmative Action and Contract Compliance, at 860-916-7524.

Sincerely,

Tanya A. Hughes  
Executive Director

Attachment

C: Dr. LaMar Coleman, Vice President for Equity and Diversity  
Jianguo Zhu, Director of Institutional Research/HR Administrator  
Johnette Tolliver, State Program Manager/Affirmative Action and Contract  
Compliance  
Gary Madison, CHRO Representative