The full Committee met three times in the Fall semester and four times in the Spring. We dealt with a number of issues this year that continued our efforts from 2008-09.

Freedom of Expression

In late Fall 2009, the Trustees approved language for a Declaration of Freedom of Expression at Tufts (http://trustees.tufts.edu/data/expression/) based on the recommendations of the Task for on Freedom of Expression, chaired by Professor Jeswald Salacuse. EEOC discussed the approved language and concluded that it lacks any meaningful statement of the consequences for those who might violate this expressed ideal. Furthermore, it is not clear how the statement might be used for setting specific policy on each of the campuses. We recognize that this was by design considering idiosyncrasies on each campus. Thus, commend Professor Salacuse and the Task Force for its efforts toward drafting a statement that is entirely consistent with its charge. However, we also believe that the statement only partly addresses issues concerning diversity and climate at Tufts.

EEOC participated in a joint meeting with the Committee on Student Life and Undergraduate Dean of Student Affairs Bruce Reitman to discuss the development of a student conduct policy that can address claims accusing individuals and organizations of violating the Declaration on Freedom of Expression on the Medford Campus. EEOC and CSL stated their willingness to work with the Dean toward drafting a policy.

Letter of Concern

In Spring 2009 EEOC submitted a Letter of Concern to the Deans of Arts and Sciences (Robert Sternberg) and Engineering (Linda Abriola). Written in the wake of recent incidents of bias on campus, the letter advocated that the administration take a more prominent leadership role in not only increasing campus diversity, but also in encouraging members of the Tufts community to help to create a campus climate supportive of that diversity. In addition, we put forth several suggestions for initiatives to better equip and engage a broader range of community members beyond those consistently engaged by these issues. In meetings with each Dean, we discussed ways in which current activities helped to meet these goals could be facilitated, and discussed the potential for implementing new strategies. In 2009-10 we continued work on several issues raised in the letter of concern with varied success, described below.

Faculty Information Form and Department Chair Reports. One specific recommendation was to ask faculty and department chairs to include efforts toward diversity and climate in their yearly reports to the Deans. The goals were to allow the Deans to better assess the efforts of individual faculty and departments in this domain, while directly and indirectly communicating to the faculty the importance that the University places on these efforts. An EEOC subcommittee headed by Steven Hirsch (Classics) and Julian Agyeman (UEP) crafted recommended language for each of these forms, which we presented to Dean Sternberg (at his request). Dean Sternberg formed a steering committee to address these issues, and in early Spring 2010 EEOC learned that the steering committee had approved
these initiatives, and determined the final language. Those changes were included in the 2009 Faculty Information Form and the Department Chair Report.

**Course Evaluation Revisions.** EEOC also recommended making changes to the Course Evaluation Forms in order to give instructors more useful feedback concerning how they might address issues of diversity and climate in the classroom. An EEOC subcommittee headed by Adriana Zavala (Anthropology) and Carol Baffi-Dugan (Dean of Students) drafted suggestions for modified/additional questions and submitted them to Jack Ridge, chair of the Educational Policy Committee (EPC). These events happened to coincide with a continuing EPC discussion about transitioning from a paper-and-pencil course evaluation system to an online system. EEOC met with Jack Ridge, to discuss the recommendations and received feedback. But ultimately the EPC decided to table the transition due to a variety of concerns. EEOC continues to advocate for these changes, but is currently content to wait until the transition to an online system.

**Orientation Programs.** We also discussed ways in which orientation programs for new students and new faculty might begin to address issues of diversity and climate. Recognizing that these efforts are already in place for undergraduates, we discussed ways to improve those efforts at the beginning stages. Furthermore, we discussed logistics concerning a diversity and climate-related presentation at the new faculty orientation each year.

**Work-Family Balance**

EEOC member Elizabeth Remick (Political Science) discussed her independent efforts toward bringing University attention to the difficulties faced by faculty members who have both child and elder-care responsibilities. Among other issues, these difficulties directly impact scholarly productivity and effectiveness in the classroom. Based on preliminary research, Professor Remick determined that University policies that might help to alleviate these difficulties are either absent, or not in line with several leading peer institutions. To further explore these issues and how Tufts might respond, the AS&E Executive Committee has formed a Task Force on Work-Family Balance, co-chaired by Professor Remick and Kevin Dunn (English).

**Departures of Lisa Coleman and Robert Sternberg**

EEOC would like to recognize and thank Dr. Lisa Coleman, Director of the Office of Institutional Diversity, and Dr. Robert Sternberg, Dean of Arts and Sciences, for their contributions to Tufts. Specifically, we applaud their efforts toward creating a campus climate that is supportive of a diverse community of students, faculty, and staff. We are disappointed that they will be leaving their posts, and recognize that these positions of leadership are crucial toward achieving this goal. We would like to stress that the search for replacements for both positions reflect these individuals’ and the University's expressed commitment to diversity and climate, in addition to the more traditional concerns of research and teaching. Diversity and climate should not be an afterthought.

**ASE Multicultural Service Award**

Professor David Gute (Civil and Environmental Engineering) and Dr. Linda Sprague-Martinez (Education) were selected as recipients of Multicultural Service Award for 2009-10. This award recognizes the contributions of members of the AS&E faculty and/or staff who have
made significant efforts to define Tufts as a multicultural environment in which race, ethnicity, religion, class, gender, and sexual orientation are not barriers to the full enjoyment of community membership. We greatly appreciate these individuals for their efforts both inside and outside the classroom.

**Sexual Assault Policy**

EEOC met with Alex Flanagan, a student representative from the group Students Active For Ending Rape (SAFER) to discuss their efforts advocating revision of the sexual assault policy for the Tufts campuses. The concerns largely centered on the nature of the judicial process that was seen as problematic from the side of both accusers and the accused. SAFER was working with the Dean of Student Affairs toward resolving these problems.

**Additional Meetings**

EEOC also met with Provost Jamshed Bharucha, who outlined several of the University initiatives (both new and continuing) related to diversity and climate. While many of the initiatives were ongoing, some arose in response to a meeting with a group of students representing the Open Letter Coalition. The Provost primarily stated his interest in increasing the visibility of these efforts through regular electronic mailings, a new brochure focused on diversity and climate, and a website that would represent a portal for diversity and climate-related activities at Tufts. The departure of Lisa Coleman from OID makes the progress of this effort less certain, but the Provost insisted that it would be done.

In addition to the activities in committee, the EEOC chair attended a committee chairs meeting conducted by the AS&E Executive Committee to discuss committee workload and needs, as well as a meeting with Dean Robert Sternberg and several other committee chairs to discuss their activities and communicate concerns.

Submitted by,

Keith Maddox (Psychology)
EEOC Chair for 2009-2010