The full Committee met three times in the Fall semester and six times in the Spring. We dealt with a number of issues this year that continued our efforts from 2009-10.

**Diversity, Climate, and Inclusion Recommendations**

The Committee has drafted a report titled Diversity, Climate, and Inclusion (DCI) Recommendations submitted to incoming President Anthony Monaco (through his assistant, Michael Baenen), Interim Provost Peggy Newell, Dean Linda Abriola, and Dean Joanne Berger-Sweeney. The report contains elements of our past efforts as well as additional recommendations based on several conversations over the course of the year.

Background: 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. To our knowledge, two of those initiatives were implemented by Dean Sternberg during his tenure (modifications to the faculty information form and department chair reports).

Since that time, there has been turnover in the ranks of the upper administration (Dean of A&S; eventual departures of the President and Provost, Director of Office of Equal Opportunity and senior staff members, as well as the continuing vacancy of the Director of the Office of Institutional Diversity). Our concerns were focused on how this vacancy may have affected the campus the state of the campus. To assess this, we held meetings over the course of the year with President Bacow, his assistant Michael Baenen, Dean Berger-Sweeney, Yvette Dalton-McCoy (Graduate Diversity Coordinator in the Office of the Provost), Dawn Terkla (Institutional Research) and all of the Group of Six Center Directors. Each of these individuals shared their activities in the areas of Diversity, Climate, and Inclusion and weighed in on the impact of the absence of the Director of OID.

In addition, Sarah Jung, a recent graduate in the Education Department, presented her recently completed assessment of the diversity-related practices of several major Universities through their web portals. Many of these were Tufts comparison schools. We also met with Sarah Habib, a student who was a member of the Presidential Search committee to get her thoughts on the role that diversity and climate related concerns played in the search for and selection of the new President. We also took advantage of the expertise and experiences of several members of the Committee.

These meetings suggested an opportunity for a renewed approach to Diversity, Climate, and inclusion, prompting the DCI report. The new report suggests an overall framework for thinking about diversity and climate, and specific recommendations for structural and
procedural initiatives so that we might augment the opportunities that a diverse and inclusive campus climate afford while minimizing barriers to full enjoyment of those opportunities. At the time of this writing, both Deans and the interim Provost have acknowledged receipt of the report and agreed to meet with EEOC in the future to discuss the recommendations.

**Freedom of Expression**

EEOC is working with the Committee on Student Life (CSL) and Undergraduate Dean of Student Affairs Bruce Reitman to develop of a student conduct policy that can address claims accusing individuals and organizations of violating the Declaration on Freedom of Expression ([http://trustees.tufts.edu/data/expression/](http://trustees.tufts.edu/data/expression/)) on the Medford Campus. CSL has taken the lead and will present their efforts at a future joint CSL/EEOC meeting.

**ASE Multicultural Service Award**

Professor David Locke (Music) and Yvette Dalton-McCoy (Graduate Diversity Coordinator in the Office of the Provost) were selected as recipients of Multicultural Service Award for 2010-11. 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.

**Additional Meetings**

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.

Submitted by,

Keith Maddox (Psychology)  
EEOC Chair for 2010-2011