The full Committee met four times in the Fall semester and four times in the Spring. In addition, members of the committee also met with Dean Joanne Berger-Sweeney, with President Anthony Monaco and Interim Provost Peggy Newell and with Dean Linda Abriola of the School of Engineering. We dealt with a number of issues this year that continued our efforts from 2010-11 specifically related to the ongoing conversation about renewing the University’s commitment to creating a more diverse and equitable environment that benefits all members of our community.

**Accomplishments for the Current Year**

**Diversity, Climate, and Inclusion Recommendations**

In Spring 2011, the Committee drafted a report titled *Diversity, Climate, and Inclusion (DCI) Recommendations*. The report suggests a practical and philosophical framework for thinking about diversity and climate. It includes specific recommendations for initiatives to augment opportunities and minimize barriers to a diverse and inclusive community, as well as addressing the future of the Office of Institutional Diversity. As described in its *Recommendations*, EEOC defines diversity as the dimensions of social categorization and identity (i.e., race/ethnicity, gender, sexual identity and orientation, class and economic background) that encompass those members of the community who are historically underrepresented and/or marginalized in American institutions due to past and current discriminatory attitudes and institutionalized practices.

In June, EEOC submitted its *Recommendations* to Dean Joanne Berger-Sweeney and in early September to President Anthony Monaco, Interim Provost Peggy Newell and Dean Linda Abriola. Members of the committee met with Dean Berger-Sweeney in June to discuss the report, with President Monaco and Provost Newell in September, and in November with Dean Abriola. These meetings were in addition to our regular committee meetings. Overall, response to EEOC’s *Recommendations* was constructive.

The committee’s meetings with the President, Provost and Dean of the School of Engineering, suggested opportunities for a renewed approach at the University to Diversity, Climate, and inclusion. The President requested permission (through his Chief of Staff Michael Baenen) to share the DCI *Recommendations* with the Academic Council. EEOC agreed to allow the report to be shared and still welcomes feedback from the Academic Council. Dean Abriola shared information about initiatives in the school of Engineering dedicated to DCI. EEOC would like to see similar initiatives considered for A&S including general faculty meetings dedicated to DCI, as well as facilitated faculty workshops. EEOC was especially encouraged by the announcement in September of the creation of the President’s Council on Diversity. EEOC recognizes that the President’s Council on Diversity has been charged with developing recommendations for new initiatives and goals for AS&E. In addition, the committee is
aware that the charge to the Council on Diversity and the mission of EEOC may overlap; members of the committee, therefore, nominated the co-chairs of EEOC for membership on the Council. Several members of EEOC were appointed to the Council on Diversity, and co-chair Adriana Zavala will chair the Working Group on the Undergraduate Experience.

Over the past year, and related to EEOC’s Recommendations, important progress as been made in the school of Arts and Sciences under Dean Berger-Sweeney’s leadership, with initiatives such as the A&S Working Group on Race and Ethnicity, the announcement of faculty cluster-hires to support the study of race and ethnicity from an interdisciplinary perspective, the creation of the Intercultural and Social Identities Programs, as well as nearly completed approval for a new major/minor in Africana Studies and a new minor in Asian American Studies. EEOC commends Dean Berger-Sweeney and the administration for these important advances to the University’s mission to create a more diverse and sustaining community.

Moving forward, EEOC would like to see the University continue to develop a clearly delineated leadership structure for articulating and overseeing DCI within the organization. In addition, the Recommendations call for a re-examination of the University’s Mission statement as it describes our commitment to creating and sustaining a diverse community so that all members can maximize opportunities. EEOC would like to see further advances insofar as initiatives that engage the entire community to be more assertively anti-bias and to change existing tendencies toward exclusion. It would also like to see a process implemented for assessing contributions to, accountability for and outcomes of the University’s efforts on Diversity, Climate and Inclusion.

In addition to meeting with relevant senior administrators regarding the DCI Recommendations, EEOC also invited student leaders of the Pan-African Alliance to come and discuss their perspectives on the formation of an Africana Studies Major. EEOC was particularly interested in learning more directly from the coalition of students that came together to advocate for the creation of the new major. As of this writing, plans for the creation of a new overarching program to house Africana Studies are still in the exploratory stages but a new major in Africana Studies (to be housed within the Africa in the New World minor) and a new minor in Asian American Studies (to be housed within American Studies) were both passed by the curriculum committee. These programs will go before the faculty for a vote in early May. EEOC is also interested in the ongoing and related conversation about interdisciplinarity at Tufts, and in particular the ways in which faculty contributions to existing programs exact a toll on junior untenured faculty. Members of the committee plan to attend the faculty retreat on May 22.

In March the committee met with John Barker, Dean of Undergraduate and Graduate Students. Dean Barker arrived at Tufts in January and the committee was eager to hear about his plans for transforming the first- and second-year experience and engaging the student body in conversations about equal access to the opportunities Tufts provides.
Dean Barker spoke of the importance of creating programs that will reach the larger cross-section of the student body that is not actively engaged in programs and initiatives to enhance DCI. In April, EEOC also met with Katrina Moore, Director of the Africana Center and newly appointed Director of the Intercultural and Social Identities Programs (ISIP). During its last meeting of the year, EEOC met with members of the Working Group of the Undergraduate Experience (UWG) of the President’s Council on Diversity. A very productive discussion was had regarding the scope of the UWG’s work with the committee providing valuable input on the UWG’s plans moving forward. EEOC looks forward in the coming year to supporting initiatives developed in the Dean’s office, ISIP and the development, by UWG and the Council on Diversity, of goals and recommendations for enhancing diversity on Tuft’s campuses.

**AS&E Multicultural Service Award**

Lecturer Linda Beardsley of the Education Department and staff member June Goldstein of TEDCC were selected as recipients of Multicultural Service Award for 2011-12. 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 co-chairs attended a committee chairs meeting conducted by the AS&E Executive Committee to discuss committee workload and needs.

**Recommendations for Action in 2012-13**

EEOC anticipates that its concerns regarding Diversity, Climate and Inclusion will overlap with the goals and work of the Working Group on the Undergraduate Experience of the Council on Diversity. While EEOC was prepared to continue to meet with senior administrators with the goal of advocating for the re-creation of an Office of Institutional Diversity, EEOC recognizes that the future of OID is related to the work being undertaken by the working group on Administrative Policies and Structures of the Council on Diversity. Nevertheless, EEOC plans to continue to bring its Recommendations for DCI to the community and to assist in facilitation ongoing conversations on these issues. The committee looks forward especially to meeting with in-coming Provost and Senior Vice President David R. Harris and hearing about his perspective on DCI at the University.

In addition, in the committee’s final meeting of the year the definition of the term “inclusion” was raised; it appears that there are students and groups on campus who feel strongly that the University’s goal should be to reassess, and in some instances transform its current programs and initiatives related to DCI since some existing structures are deemed to be intrinsically biased and some students may not wish to be included in existing programs and structures. The committee plans to devote attention to understanding this issue in greater depth in the coming year.
This past year, EEOC also considered collecting data to compare Tufts to its peer institutions in terms of its support for a more diverse community and ways in which historically underrepresented groups can have a voice and agency in transforming our campuses to create a more supportive social and educational climate for a diverse community. It will work closely with the UWG to bring about a renewed commitment to and needed change in crucial areas related to DCI.

Adriana Zavala will continue as co-chair for 2012-13; it has yet to be determined who will serve as co-chair. Sam Sommers (Psych) and Susan Koegel (Bio) have both volunteered, and first-year student Andrew Nuñez has also volunteered to serve as student co-chair. The decision will be made over the summer.

EEOC would like to thank senior administrators, students and staff who were able to attend meetings this past year. We’d also like to thank Jill Zellmer, director of OEO, for her support for our meetings this year.

EEOC would especially like to thank Martha Trudeau Tucker for her service to the committee. Martha served as committee co-chair this year and is retiring in May 2012. Finally, we’d like to thank the AS&E Executive Committee for their continuing support.

Adriana Zavala (Art History; Latino Studies)
EEOC co-Chair 2011-2012