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 previous efforts related to diversity and climate on campus.

**Accomplishments for the Current Year**

**Freedom of Expression**

EEOC’s work has been informed this year, in part, by the President’s Council on Diversity’s Undergraduate Working Group, chaired by Adriana Zavala. At the first fall semester meeting, EEOC discussed the possibility of working with the Committee on Student Life (CSL) regarding Freedom of Expression on campus. The goal of this work would be creating a more welcoming community capable of promoting respectful dialogue across differences consistent with the Policy on Freedom of Expression (FOE) approved by the Trustees in 2009. It is noted that the Policy is a general one that applies to the university as a whole while at the same time suggesting that individual schools can subsequently determine how the policy might be interpreted and administered in each school. In 2010 CSL and EEOC committed to work together via the formation of a subcommittee to create clearer guidelines for the administration of Freedom of Expression in AS&E, however that collaborative undertaking never came to fruition.

In November, the chairs of CSL, Phil Starks (Bio) and Rebecca Spiewak (LA ’13) joined us for to discuss embarking on this collaboration. At this meeting, CSL explained that they wanted to have a clear process in place to deal with freedom of expression issues, if and when these arise. CSL is interested in working with EEOC on facilitating community discussion on what is meant by “welcoming environment” and “civility” so we can better understand when they are in conflict with freedom of expression.

Given the interest of working together with CSL on these issues, we again invited Phil and other CSL members to our February meeting. In addition, we invited Steve Hirsch (former Chair of Freedom of Expression Taskforce) and Keith Maddox (former Chair of EEOC) to better understand the Freedom of Expression policy and the expressed intention in 2010 for CSL and EEOC to work together to ensure that a climate consistent with our community values be fostered and preserved. Based upon these meetings, EEOC decided to move forward to define, promote, and create a community capable of respectful dialogue that will safeguard against expression that creates a hostile environment or limits the ability of any community member to have equal access to all that we offer as community. In particular, we want this response to include:

- Statement of Values or Conduct
- Structures of Accountability to such a statement
- Educational/Pedagogical Components to Promote Dialogue
  - Including best practices on how to promote respectful dialogue
- Facilitation of Community Dialogues on these subjects
In order to begin addressing these issues, EEOC invited multiple members of the community to our March meeting. Jill Zellmer (Director of OEO and EEOC ex-officio member) was asked to discuss Sexual Harassment Law because we felt that it might help EEOC develop a set of best practices and community values statement. In particular, sexual harassment law might provide examples of how to determine when the “line has been crossed.” In addition, Katrina Moore (Chair AS&E Diversity Council) was invited to discuss the bias incident reporting system, and she was joined in this discussion by Associate Dean Marisel Perez who currently oversees the reporting system and also mentors SPEAC (Students Promoting Equality, Awareness, Compassion), a student group that was developed to do anti-bias education on campus but will be restructured in the coming year under Dean of Undergraduate Education John Barker’s new initiatives. The discussion focused on developing case studies and proactive educational information and opportunities drawing from past incidents of bias on campus and beyond. Finally, John Barker was also in attendance and discussed his goal of developing a community values statement. Through these initial conversations, EEOC looks forward to collaborating with these groups as we continue our work in relation to Freedom of Expression.

**Student Religious Groups and Non-discrimination Policy**

EEOC dedicated part of its November meeting and most of its spring semester meetings to discuss the policy formulated by the Committee on Student Life’s decision regarding (re)recognition of student religious groups (SRGs). The new policy has been controversial among some student groups because it delineates a process wherein SRGs may seek a “justified departure” from the the university’s non-discrimination policy in regard to the criteria for selecting leaders of the groups. The exemption must be justified on “doctrinal grounds” in consultation with the university Chaplaincy and criteria for leadership must then be made transparent in the Constitution of the SRG seeking (re)recognition. Given the importance of the nondiscrimination policy for providing equal opportunity for all students, EEOC took time to discuss this new policy and specifically the role of SRGs on campus.

After discussing this policy over multiple meetings, EEOC had two concerns regarding the new SRG policy, and we informed CSL of these concerns via a memorandum. EEOC was particularly concerned about the assumption that “it is reasonable to expect the leaders within individual SRGs to be exemplars of that particular religion.” SRGs are student organizations and exist for educational and social reasons and not for the practice of religion. Therefore, EEOC believes that in keeping with our mission as an institution of higher learning, an “all-comer” policy pertaining to leadership is appropriate and no exemptions are necessary. The practice of religion on campus is under the direction of the Chaplaincy, and not the Tufts Community Union and therefore student groups should not be sites for the practice of religion; EEOC may revisit this issue in the coming academic year, including working with stakeholders to revisit the function and oversight of SRGs on campus. Additionally, EEOC wrote to the CSL regarding the need to enforce transparency, not only of the SRGs, which is clearly stated in the new SRG policy, but also of the basis of the Chaplaincy’s decisions. We look forward to discussing these issues with CSL and
continuing to work with CSL next year on campus climate, community values and Freedom of Expression.

**AS&E Multicultural Service Award**
Carol Baffi-Dugan, Associate Dean of Arts and Sciences; Jinyu Li, Senior Lecturer in the Department of German, Russian, and Asian Languages and Literatures; and Ellen Pinderhughes, Associate Professor of the Eliot-Pearson Department of Child Development, were selected as recipients of the Multicultural Service Award for 2012-2013. This award recognizes the contribution 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.

**Recommendation for Action in 2013-2014**
EEOC looks forward to continuing its work on campus climate, freedom of expression and the function of SRGs on campus during the 2013-14 academic year. We would like to continue the collaboration with the CSL on these issues. Our goal is to be proactive in shaping the community’s response by helping members of the community productively frame their conversations. We also plan to examine the FOE policy and make recommendations for its application in AS&E.

In order to promote a welcoming community capable of respectful dialogue, EEOC plans on examining appropriate educational opportunities that deal with campus climate and bias. EEOC feels that educational components, including faculty training, are absolutely crucial to help our community members have these conversations both here and beyond Tufts. We look forward to continuing to work with Jill Zellmer, Marisel Perez, Katrina Moore, and interested students and groups, including SPEAC, on developing best practices, case studies and peer-leadership training for students.

Through our discussions this year, it has also been clear that it is important that we develop a statement on community values. We hope to collaborate with John Barker as he continues his work on developing a statement of values, principles, and best practices, which he plans to make available to all community members, including students who have not yet arrived on campus.

In order to successfully accomplish these projects, we plan on collaborating not only with the Office of Equal Opportunity, Student Affairs, and Student Services as well as the President’s Diversity Council which will be reconstituted after the current Council completes its work in the fall semester.

Susan Koegel (Bio) and Sam Sommers (Psych) will serve as co-chairs for 2013-2014. Adriana Zavala will be stepping down as co-Chair but will continue to serve on the committee for an additional year, despite this year being the end of her term. EEOC would like to thank Adriana for her unwavering commitment to EEOC and all issues related to diversity and climate on the ‘Tufts’ campus.
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. Finally, we’d like to thank the AS&E Executive Committee for their continuing support.

Susan Koegel (Bio) and Adriana Zavala (Art History, Latino Studies)
EEOC co-Chairs 2012-2013