The committee met four times in the Fall 2013 semester and five times in the Spring 2014. 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**

**EEOC Fund**

2013-2014 marked the first year of the new EEOC Fund, intended to support proposals that focus on issues related to *social justice, diversity*, and *campus social climate* that will enhance our university community in lasting ways. In this first year of the Fund, the committee prioritized new programming that would bring together members of the Tufts AS&E community for cross-group dialogue and substantive interaction that might not otherwise occur. The committee spent much of the fall developing the objectives and policies for administrating the Fund, discussing the parameters of the Fund with administrators including Dean Berger-Sweeney and Dean Barker, and devising a call for proposals and a review process. Given the time-intensive nature of these start-up tasks, the first proposal deadline was not until January of 2014. We anticipate a greater number of proposals moving forward, with proposal deadlines spread more evenly throughout the academic year.

We provided full or partial funding for four programs in this initial year. Again, we expect both the number of funded proposals and the total funds of support to increase dramatically in 2014-2015. The four proposals were as follows:

- **Water Rights and Gender – A World Water Day Event.** This event included the visit of Dr. Sultana from Syracuse University and was a collaboration between the Environmental Studies Program; Women, Gender, and Sexuality Studies; and TIE. We provided funds for Dr. Sultana’s visit, including a lunch talk for students, faculty, and staff and an afternoon classroom visit. Follow-up forums will be arranged to help facilitate a lasting conversation and impact.

- **Black Men’s Group 4th Annual End of Black History Month Celebration.** This event was intended to bring to campus Aja Monet, a spoken word poet. We provided funds to be used toward the costs of bringing the performer to campus (additional funding from other sources was also obtained).

- **Women’s Rights in American Foreign Policy: Proposal for a Speaker Series in AS&E.** This event was proposed by faculty from IR, Economics, Political Science, Philosophy, Tisch College, and Electrical and Computer Engineering. The intent was to bring to campus two speakers for an interdisciplinary series on global gender issues. We provided funds for honoraria, speaker travel, and catered lunches to provide opportunity for interaction between the speaker, students, and faculty.
• Community Service Trip to Cape Verde Islands. Funding for four students from the Tufts Cape Verdean Student Association to participate in an alternative spring break community service program. The students will establish a pen pal mentoring program between high school students in Cape Verde and Tufts students, as well as a relationship with the Tufts Admissions Office for the purpose of increasing recruitment of international students from Africa. Though we were pleased to fund this commendable program in cooperation with Dean Barker, we also told the students that moving forward, such requests should go directly to Dean Barker.

Freedom of Expression/Harassment Policy
In the fall, we met with the current co-chairs and a former chair of the Committee on Student Life (CSL) in a continuation of a conversation between the two committees that has been ongoing since 2010. Specifically, the CSL asked for our assistance with developing for the student Code of Conduct clear language regarding the differentiation of freedom of expression and identity-based harassment. 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 approved by the Trustees in 2009. It is noted that this 2009 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.

Subsequent to this fall meeting, the EEOC devoted much of its time during the Spring semester to the development of language for the student Code of Conduct regarding identity harassment. At its final meeting of the academic year, the language for a policy proposal related to these issues was unanimously approved by all voting members in attendance. The Committee chairs plan to share this policy proposal with OEO, CSL, and other campus constituencies this summer with an ultimate plan to bring such a proposal to the AS&E Faculty in Fall 2014.

AS&E Multicultural Service Award
Jane Etish-Andrews, Director of the Tufts International Center, and Adriana Zavala, associate professor of Art and Art History, were selected as recipients of the Multicultural Service Award for 2013-2014. 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.

Recommendation for Action in 2014-2015
EEOC looks forward to continuing its work on campus climate, the EEOC Fund, and identity harassment-related issues during the 2014-15 academic year. 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; such proactive programming conceived of by the committee is a potential use of some of the EEOC Fund budget in the years to come. EEOC feels that educational components, including faculty training, are absolutely crucial to help our community members have conversations about such issues both here and beyond Tufts. As noted above, the committee also plans to bring a proposal related to freedom of expression and identity-related harassment to the AS&E Faculty in Fall 2014.

Daniel McCusker, Department of Dance, has agreed to serve as the convener for the committee for the first meeting of 2014-2015. It should be noted that Daniel has agreed to convene the first meeting only, not to chair the committee. He believes—and the committee shares this belief—that the chair of the committee should be a tenured faculty member, or at the very least that a tenured faculty member should be co-chair of the committee. As noted in an email to Jillian Dubman in April 2014, the EEOC will be undergoing drastic turnover in its membership this summer, with 4 tenured faculty members (including 3 former committee chairs) either rotating off or retiring. In April, a committee-generated list of potential new faculty members was sent to Jillian. The committee would note that in order to maintain its workload and effectiveness, no fewer than 3 (and ideally 4) tenure-track (and ideally tenured) faculty members will need to be added to the committee membership beginning in 2014-2015.

Susan Koegel (Bio) and Sam Sommers (Psychology)
EEOC co-Chairs 2013-2014