The committee met 4 times in the Fall 2014 semester and 4 times in the Spring 2015 semester. The following represents our activities over the year:

Identity Harassment Policy: EEOC continued to investigate the implementation of an identity harassment policy in AS&E. Although EEOC drafted a statement defining identity harassment by the end of the 2103-2014 academic year, this statement had not been implemented into the formal AS&E faculty or student handbooks. Upon investigating how this statement could be formally implemented, EEOC learned that the University Office of Equal Opportunity (OEO) had formalized a policy on sexual harassment and had plans to expand the sexual harassment policy to include other forms of identity. The co-chairs met with OEO director, Jill Zelmer, who outlined the OEO’s current activities and plans for the 2014-2015 academic year. Given that a university-wide harassment policy was to be implemented by OEO, EEOC decided to end our efforts towards implementing our original identity harassment statement. We believed that an effective university-wide policy would be more useful than having a separate AS&E statement. However, we are concerned with the lack of information disseminated across university faculty, staff and students about these new developments being organized by OEO. EEOC will continue to monitor the status of a broad identity harassment policy at Tufts and will possibly investigate new collaborations with OEO to help better communicate existing policies to AS&E.

Diversity Fund: During the 2013-2014 academic year, EEOC oversaw the disbursement of the “EEOC Fund.” However, our newly appointed Dean, Jim Glaser, made the formal decision to change how the EEOC Fund would be administered. As of Fall 2014, the monies dedicated to the EEOC fund were placed into what is now labeled the “Diversity Fund.” The primary changes to the new Diversity Fund were 1) the administrative process of the Diversity Fund would now be carried out by the Dean’s office under the guidance of Jillian Dubman and 2) the committee that will decide the awards for the Diversity fund will be made up of four representatives from the Dean’s office and four faculty from EEOC. EEOC would be in charge of nominating their representatives to the Diversity Fund. Dean Glaser gave the Diversity Fund committee the authority to determine what types of projects would be awarded funds.

The total amount of money to be awarded by the Diversity fund is officially reported to be $125,000. However, EEOC would like to note that what appears to be an increase from the original $35,000 from the 2013-2014 EEOC Fund is not necessarily as large as it may seem. Approximately $90,000 of the current Diversity Fund represent money which had in the past been dedicated towards the freshman orientation activities annually sponsored by the Group of 6 and the Career Center internship grants. Therefore, part of the Diversity Fund’s role would be to decide whether funding for these freshman orientations and internship grants should be continued or distributed to another activity. The EEOC firmly believes that the structuring of the new Diversity Fund is problematic given that it is inappropriate for a committee to make decisions on existing programs without evidence or data to make an evaluation. Faculty do not believe it is their responsibility to oversee the activities of staff and program directors on campus yet the Diversity Fund indirectly creates this responsibility. The Diversity Fund committee composed a letter to the Deans outlining their concerns and suggestions for changes and EEOC
submitted a formal letter of support of the Diversity Fund committee’s recommendations. We have not yet received a response from the Dean’s office.

**AS&E Multicultural Service Award:** Deborah Pacini-Hernandez, professor of Anthropology, Stephan Pennington, assistant professor of Music and Steph Gauchel, Director of the Women’s Center were selected as recipients of the Multicultural Service Award for 2014-2015. This award recognizes the contribution of members of the AS&E faculty and 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.

**Welcoming the new Chief Diversity Officer, Mark Brimhall-Vargas to Tufts:** EEOC welcomed the new Chief Diversity Officer, Mark Brimhall-Vargas to our May 2015 meeting. At this May meeting, we offered an overview of EEOC activities to Brimhall-Vargas and began a conversation on how EEOC can collaborate with his office on new initiatives. We are happy to report that Brimhall-Vargas has organized a summer retreat for interested parties to discuss issues of diversity on campus.

**Recommendation for Action in 2015-2016**
1. EEOC should continually work with Jillian Dubman and the AS&E Committee on Committees to ensure that faculty terms on the EEOC are appropriately straddled so as to maintain a healthy balance of existing and new members to the committee. This past year, EEOC suffered setbacks because of the major changes to the committee’s makeup which made it difficult to initiate new activities.

2. EEOC’s concerns related to the status of an identity harassment policy and the implementation of the Diversity fund continue be unresolved. EEOC may need to form subcommittees so that members can work on both of these issues simultaneously.

3. EEOC looks forward to beginning new initiatives with Mark Brimhall-Vargas’s office. Some EEOC members voiced interest in increasingly looking at developing new pedagogical or learning modules addressing issues related to diversity and inclusion. One topic that received strong interest was the growing campus tensions surrounding increasingly used concepts such as “safe spaces” and “trigger warnings.” One possibility would be to use the Diversity Report as a working document and use it to formulate faculty training. Alternatively EEOC could sponsor more ongoing, regular dialogues about difficult situations in the classroom and out. In either case, EEOC could work closely with Dean of Student Affairs, Mary Pat McMahon and her staff as well as CELT in our efforts to support vulnerable students while still helping those students take ownership of their own educations.