EEOC Annual Report 2017-2018
Kamran Rastegar, Chair
Daniel McCusker, Co-Chair, Acting Chair

Daniel McCusker, served as Chair for the year.

EEOC spent 2016-2017 questioning its necessity relative to a host of new programs and initiatives that have changed the landscape of diversity, inclusion and social justice at Tufts. EEOC took stock of its place and acknowledged that historically the committee has responded to requests from other units rather than initiating action. We finished the year aiming to be proactive rather than reactive.

In 2017-2018, EEOC was involved in two major initiatives, both of which have furthered the conversation about important campus issues but have not resolved them. Consequently we left aside for future committee members to consider and implement the goal of being more proactive.

The committee used its first meeting to review its charge. See below:

**Equal Educational Opportunity Committee (EEOC) – 1 SEAT**

A Committee on Equal Educational Opportunity, consisting of five or more members of the Arts, Sciences and Engineering faculty serving 5-year terms, up to three elected undergraduate students from Arts, Sciences and Engineering including at least one student from Arts and Sciences and from Engineering, and at least one graduate student named by the Graduate Student Council. The following administrators or their designees shall be ex-officio members without vote: The Deans of Undergraduate Education, Student Affairs and Admissions, the Director of the Office of Equal
Opportunity and Affirmative Action, the Affirmative Action Officer of Arts, Sciences and Engineering, and the Diversity Education Officer of Arts, Sciences and Engineering. This committee shall concern itself with those programs intended to provide equal educational opportunity to students from all segments of society, it shall promote efforts to attract, support and retain students, faculty, administrators, and staff from all segments of society, and it shall be concerned with the creation of a positive working, learning, and living environment for the campus community. Its activities may include reviewing and reporting on progress in these areas as well as proposing new programs.

2017-2018

1. - Formulated a set of proposals in response to research conducted by Psychology Department faculty members that demonstrate that Faculty Teaching Awards have historically not reflected the full diversity of eligible A&S Faculty.

2. - Responded to concerns addressed to the acting committee chair about the unwelcoming atmosphere that the portraits in the Coolidge Room and the murals in Alumnae Hall create for women and people of color.

In addition, the acting committee chair served on the Diversity Fund panel. In response to concerns about the kinds of grant requests being made by SMFA faculty, he spoke at a November SMFA faculty meeting about the nature of the Diversity Fund, its mission and what it funds.
There is an ongoing need to educate SMFA about the work of the Diversity Fund.

1. - At the invitation of Dean Glaser, Lisa Shin and Sam Sommers presented the historical data about Faculty Teaching Awards that Psychology Department faculty had compiled, and EEOC presented its proposals for dealing with this data, at the 1/31/18 A&S Faculty Meeting. See below:

—PROPOSAL: all committees that make awards provide a five-year history of past awardees that is included in the call for nominations. This is a way to embed in institutional memory and reinvigorate discussions of race and gender bias among departments.

--PROPOSAL: going forward, gather names of *nominees*, not just winners to assess the overall pool of candidates who are being considered for awards mirroring what the University does with job searches.

—PROPOSAL: An Annual Report be compiled by the Secretary of the Faculty documenting in one accessible place information about awardees and nominees.

--PROPOSAL: Where appropriate to the award, that Nominees be retained in the pool of potential awardees for more than the current year. For example, nominees for EEOC Awards are active for two years.

--Recommendation: Recruiting “new” candidates for awards requires making chairs and deans aware of the concerns about a lack of diversity in the Faculty Awards pool.
--Recommendation: Someone or some on-campus body look at the recommended awardees well in advance of the Award Ceremony to ensure that the awards reflect all the faculty including women and faculty of color.

--Question: What other mechanisms can be used to gather teaching award nominations, since studies have demonstrated that student evaluations often reflect implicit biases against women and faculty of color.

--Question: How does Tufts insure that faculty who teach in programs that do not award undergraduate degrees or do not have undergraduate majors are considered for Faculty Teaching Awards.

--Question: How does Tufts recognize the excellent teaching of Tufts Lecturers and Senior Lecturers given the requirements of many of the established teaching awards?

—Question: How can nominations be incentivized?
    * Remind faculty that awards (when well-publicized) increase departmental enrollments
    * Faculty recruitment and retention tool

2. The acting Chair facilitated two meetings, organized by Dana Deitsch, Curator and Director of the Tufts University Galleries, and gallery staff, in Alumnae Hall, about the murals in that space.

The first meeting, at 9:30AM, on 12/20/17, had a large and engaged turnout that discussed the history of the murals, the problematic imagery, and possible interventions. There was no
formal agenda but was an opportunity for anyone who came to speak.

The second meeting, at 4PM, on 3/5/18, was more formal and included presentations by the Director of the Africana Center, Art History faculty and students, and a representative from University Archives.

Outcomes:
A working group will be formed by the University’s central administration, with a direct line to the President’s office, consisting of Dina Deitsch, Curator and Director of the University Galleries, and Laura McDonald, the Collection Registrar, Dean Bauer, a representative from President Monaco’s office and a to-be-decided group of faculty and Center Director’s and alumni relations.

Students reached out to the President’s office about the murals because of the public meetings. Central administration contacted the Gallery Director about its desire to form a working group. The involvement of central administration and direct line to the President’s office is the best possible outcome.

The Gallery is working on new didactics around the murals that they plan to have in place by fall. They are also working with CRD to install their archival photos in the area outside the hall.

EEOC presented the Multicultural Service Awards to Penn Loh, Senior Lecturer, UEP, and Sarah Iacobucci, Department of Chemistry, Director of Undergraduate Laboratories.

Other Business:
EEOC met as a committee with Dean Glaser to discuss Faculty Teaching Awards.

EEOC met as a committee with Dr. Amy Freeman, CDO, to offer out support to her efforts.

EEOC will be reaching out to Dean Glaser next year to discuss strategies for recruiting and retaining faculty and staff of color in light of the departure of so many colleagues at the end of this academic year.

EEOC will invite the new CDO for the Medford campus, Rob Mack, to a committee meeting to begin forging a relationship.

Kamran Rastegar, Associate Professor, Department of International Literary and Cultural Studies, Director, Arabic Program, will serve as the 2018-2019 Chair.

Heather Nathans, Professor and Department Chair, Drama & Dance, Alice and Nathan Gantcher Professor in Judaic Studies, will serve as the 2018-2019 Co-Chair.