Diversity Actions and Activities
Updated March 14, 2008

Planning and Assessment

Done

1. The Faculty Senate and AAUP leadership on September 24, 2007 issued a call for all suggestions to be sent to them for a meeting with the administration scheduled for October 16 to plan implementation. Similar calls have been issued by others including the President of Student Government on October 2 and the Provost on October 11. (Diversity 1, 2, 3)

2. Conduct a gender survey of students to assess the climate. This survey should be done electronically to protect confidentiality. (AAUW)

In 2004 and 2006, Student Affairs administered the Noel-Levitz Student Satisfaction Survey (SSI). This survey was available electronically to all undergraduate students. In 2004, 59% of the respondents were female students (1523), and during the 2006 administration 58.22% (1169) were female. For the purpose of this report, the following two scales were reviewed: “Campus Climate” and “Safety and Security.” While completing the SSI students are asked to report on a Likert scale with 1 being least important/satisfied and 7 being highly important/satisfied.

The following represents responses to the two scales:

<table>
<thead>
<tr>
<th>Year</th>
<th>CCSU Females</th>
<th>All CCSU Respondents</th>
<th>4 Year Public</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Importance</td>
<td>Satisfaction</td>
<td>Importance</td>
</tr>
<tr>
<td></td>
<td>6.37</td>
<td>4.91</td>
<td>6.23</td>
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<tr>
<td>2004</td>
<td>6.35</td>
<td>5.00</td>
<td>6.21</td>
</tr>
<tr>
<td></td>
<td>6.55</td>
<td>4.69</td>
<td>6.35</td>
</tr>
<tr>
<td>2006</td>
<td>6.54</td>
<td>4.75</td>
<td>6.33</td>
</tr>
</tbody>
</table>

A review of the above table reveals that CCSU females assign a higher level of importance to campus climate and safety and security than either “All CCSU Respondents” or “4 Year Public.” While they place a high level of importance on these two scales, it is encouraging to see that the level of satisfaction reported by CCSU females on the same scales improved from 2004 to 2006. In addition, the level of satisfaction reported by all CCSU students on scale of Safety and Security exceeded the satisfaction report at “4 Year Publics.”
The level of satisfaction in area of “Campus Climate” for all CCSU students is lower than at 4-year public institutions for both years, although increases in satisfaction are reported from 2004 to 2006.

Following the administration of SSI in March 2004 and again in March 2006, a Senior Associate from Noel-Levitz conducted an all-day workshop with various members of the campus community. These highly publicized seminars drew over 150 faculty, staff, and students of the University. During both the 2004 and 2006 program the consultant met with the President and members of Executive Committee to discuss the results and possible strategies. The results of the SSI surveys are incorporated in both University Goals and Student Affairs Goals.

The Student Center will again administer the EBI survey for College Unions/Student Centers. When last administered in 2006, CCSU student responses to “College Union has a Positive Environment” revealed responses from both female and male students that compared favorably with all other categories (select 6, Carnegie Classification, and All Institutions).

3. The campus-wide College Employee Satisfaction Survey (CESS) was administered in October 2007 and results were received from the Noel Levitz Company in December. Additional research and analyses was requested and received in January 2008. Raw data, research findings, and analyses done by both Noel-Levitz and by the CCSU Office of Institutional Research and Assessment were posted to a dedicated website for use by all employees. On January 29, 2008 a campus-wide Town Meeting was held to update the campus community on the progress in the NEASC reaccreditation process. 19 CESS survey items related to NEASC were analyzed and discussed. On March 7 another campus wide meeting will be held to discuss all of the survey results. The meeting will include a panel of representatives from the various campus constituencies who participated in the survey and a review of the data by the Director of Institutional Research and Assessment and the UPBC. Specific plans for improvement on areas of weakness are being solicited.

In Progress

4. A Request for Proposals (RFP) was issued for an Equity Study, with a deadline of November 30, 2007. We sought proposals to examine all hiring and compensation practices including salaries; rank; promotion; tenure; retention; career paths for women, Black, Latino and sexual orientation minorities; student admissions and financial aid (need and merit); graduation; and majors, with a report to be produced during the spring 2008 semester as recommended in the 2007 Faculty Senate Diversity Committee Report. An Equity Study Committee, as proposed in the Senate Diversity Committee Report, was formed to review the proposals and serve as consultants to the vendor.
The University received two proposals for the Equity Study, for $250,000 and $500,000 respectively. The Equity Study Committee recommended to the Faculty Senate Diversity Committee that neither proposal be accepted due to the cost. Several alternatives were proposed to the Faculty Senate Diversity Committee for how to go about studying the issues and the Diversity Committee is expected to respond in the near future. (Gender Equity 1)

5. An expert diversity audit committee has been formed to investigate, hold hearings, and listen to concerns of administrators, faculty, staff and students regarding racism, marginalization, intolerance, etc. and to evaluate progress made on implementation of efforts to improve diversity. The team, which includes leaders from the System Office, Board of Trustees, and the National Association of University Women, among others, will report their findings to the Board of Trustees, faculty and staff, and the President. Meetings began in early December 2007. (Diversity 1)

6. There are two new diversity initiatives within the School of Arts and Sciences for 2007/08. Sixteen Arts and Sciences faculty have been appointed to the Arts and Sciences Diversity Committee. Professors Cindy White (Communication) and Gustavo Mejia (Modern Languages) have agreed to serve as co-chairs. This Committee is asked to explore diversity issues within the School, identify the challenges, and propose concrete solutions that can be implemented. (Diversity 1)

7. Student Government President Alex Estrom issued a call to students during the first week of October using multiple media sources including Pipeline, The Recorder, student listserv, etc. He asked for constructive suggestions to improve the campus climate. He received relatively diverse single opinions, but one concerted response from numerous individuals concerning suggestions for a more welcoming campus atmosphere for GLBT students. A meeting between President Miller, Vice President Toston and the students was held in October to develop a specific set of plans. A University Assistant has been hired within Student Activities (spring 2008) to oversee programming and services for members of the GLBT community. (Diversity 1)

**Recruitment**

Done

8. The School of Engineering and Technology’s (SE&T) and the School of Education and Professional Studies’ (SEPS) 2007-08 Dean’s Scholarships focused mainly on recruitment of underrepresented groups. (Diversity 1)
9. The SE&T dean developed and submitted in November 2007 a National Science Foundation $600,000 grant proposal to recruit and provide scholarships to underrepresented groups via Community Colleges and Connecticut Pre-engineering Program. (Diversity 1)

10. Increase students’ options by supporting high-quality child care in conjunction with other family-friendly policies. For instance, provide child care for children of all ages for students. (AAUW) CCSU sponsors the Early Learning Program which, although set up as a private non-profit corporation, is located on university property and is subsidized by the university. The ELP is licensed to enroll 26 children at any given time. The ELP gives first priority to the children of CCSU students, it currently has only 5 such children enrolled. Its remaining enrollment is comprised of 5 children from the CCSU staff, 13 from the New Britain community and the remainder from other communities.

In Progress

11. Our extensive success in recruiting African-American and Hispanic/Latino students and relative successes in recruiting faculty and staff (see Appendix D) will be used to improve our poor record of recruiting Hispanic/Latinos for Executive – Managerial positions; e.g., of the 17 tenure track hires for 2006/07 in Arts & Sciences, five of the appointed faculty are non-white and eight are women, and of the 14 tenure track appointments made in Arts and Sciences for 2007/08, two were non-white and seven were women. (Gender Equity 2, 3, Diversity 1) Over 200 applications were received during the recent recruitment for Chief Diversity Officer, an executive level position. Of the 17 applicants who were deemed Finalists, 14 are from underrepresented groups, and nine are women.

12. The recruitment project for engineering (through the CSU federal initiatives) is focused on recruitment of underrepresented and underprivileged groups. The intent is to select promising minority science students in high schools and offer them a summer engineering camp at CCSU and research activities in our labs. (Diversity 1) This proposal received $133,000 and currently is at the stage of the implementation plan development for 2008-2009. The SE&T has already applied for additional allocation of $367,000 of federal money to expand the current project.

13. Efforts will be made to ensure that executive management is balanced with adequate representation of Latinos, African Americans, and other underrepresented members. (Gender Equity 2, Diversity 3)

14. Increase need-based scholarship support. (Diversity 1)
The amount of financial aid has increased from $52,745,666 to $57,471,344 over the past three years. Progress will continue.

Additional Recommendations

15. Set hiring goals for faculty/staff to increase number of Latinos, African Americans and other underrepresented groups. (Gender Equity 2, Diversity 1) Hiring goals are set pursuant to Affirmative Action Regulations and are based on a comparison of the relevant workforce and employee population at the University. Both short and long-term goals for hiring include Latinos, African Americans and other underrepresented groups.

Governance

Done

16. The position of Coordinator of Multicultural Affairs/Director of Affirmative Action was upgraded to Executive Assistant to the President/Chief Diversity Officer, moving it to the Associate Vice President level. This position will be a member of the Executive Committee reporting directly to the President. The search for this position began in July 2007 and was extended in December and advertised nationally for the second time. To date, five candidates have been interviewed on campus. Additional interviews are scheduled during February and March 2008. (Diversity 3)

17. Since the editorship of the student newspaper is an elected position, we are encouraging students with a variety of viewpoints and backgrounds to join the staff and become voting members. (Integrity C, E)

18. Vice President Toston has conducted and will continue to conduct regular meetings with individuals and groups such as the Latin American Student Organization, Inter Residence Council, Student Government Association President, Media Board and the staff and editors of The Recorder. (Integrity E)

19. In late spring 2007, the staff of The Recorder proposed modifications to the Constitution as a result of discussions with the Task Force on Journalistic Integrity and Responsibility. The Student Affairs Committee approved those modifications in a meeting October 2, 2007. (Integrity A)

20. Change the Code of Conduct so that there is no longer a time constraint of when students must report incidences of sexual assault. The Code of Conduct is being reviewed at the Connecticut State University System level. In the current Code of
Conduct, it states, “Any exception to the submission deadline must be authorized by the Vice President for Student Affairs or his or her designee.”

21. During President Miller’s Opening Address (September 2007), the following item was featured. It was also highlighted in CCSU Now.

Reorganization of Student Judicial Process:
The student judicial process underwent a comprehensive review this summer with the intent of improving campus-wide communication, verifying compliance with the Code of Conduct, and reducing the time required to bring cases to conclusion. One professional has been added to the staff, and a Triage Team has been developed to facilitate an improved process. While the Connecticut State University System will review the 90-day reporting requirement of the Code, the Vice President for Student Affairs will waive this rule for all cases involving interpersonal violence. Feedback to the campus on cases will be available from the Counsel to the President when legally appropriate.

22. Establish clear written policies regarding the tenure process. In addition, require annual written evaluations with explicit performance measures to address the candidate’s progress in research, service and teaching. (AAUW)
All non-tenured faculty receive written evaluation of performance and a corresponding recommendation for renewal/non-renewal in accordance with Article 4.11.2 of the CSU-AAUP contract. The format for these evaluations is proposed by the Senate and approved by the President and is available at www.ccsu.edu/humanresources/formsindex.html. The Faculty Senate and the administration collaborated to convene an ad hoc committee on promotion and tenure, which met during the fall semester 2007 to develop guidelines for faculty engaged in the promotion and tenure process. The committee’s report was adopted by the Senate on September 10, 2007 and approved by President Miller on October 2, 2007. The Faculty Senate also revised the Promotion and Tenure Committee by-laws in December 2007.

23. President Miller met with Dr. Maria Martinez, past president of CALAHE, and Myrna Garcia-Bowen, current CALAHE President, on October 25 to plan hosting the organization at Central. (Gender Equity 2, Diversity 1) The facilities are ready if and when CALAHE chooses to move.

In Progress

24. Establish a Student Ethics Board as an extension of the current work of the Student Ethics Committee chaired by student Kenneth Barone to draft a student code of ethics pertaining to all student clubs and organizations. (Integrity C, E)
25. Establish clear written policies on sexual harassment and sexual assault and publish these policies in the student handbook as well as in the student newspaper each semester. These policies should include a guide on where students should go if they feel they have been a victim of sexual harassment or assault. In addition, these policies should include information regarding the Office of Diversity and Equity so that students understand that they should report any harassment or assault to the Director of this office. (AAUW)

Various documents including the Survival Guide (student handbook), the undergraduate and graduate catalogues, websites, are reviewed for consistency and accuracy in relation to policies and procedures on a regular basis. Further, Student Affairs staff have been involved in discussions with University Police and members of the Women’s Center staff in order to review protocols relating to these student issues. The Code of Conduct is undergoing a review at the system level, and this will include issues relating to sexual assault.

26. Implement a policy that allows a student to report sexual harassment and sexual assault one time to a response team. Then, this team can disseminate the information appropriately to other offices. (AAUW)

During the meetings mentioned in the previous item involving various staff, the issue of a response team has been discussed. (AAUW)

27. A standing committee should be set up with recommendations of members from the CCSU Latin American Association, Africana Caucus, the Committee on Concerns of Women and other underrepresented groups on campus. They must be consulted regularly on issues about Latinos, African Americans, and other underrepresented groups. (Gender Equity D, Diversity 1)

As soon as the Chief Diversity Officer is hired, such a committee will be formed. Although an interim committee was discussed, it was deemed more appropriate to wait for the input of the new Diversity Officer.

Additional Recommendations


29. Upgrade the Ombudsman position to a full-time, permanent position and remove it from any one college, making it independent. It should be attached to the Provost’s or President’s office, although the person would have a teaching assignment. This will create more independence for the Office. (Diversity 1)

Education

Done
30. Reassigned time has been given to Professor Martin to advise the newspaper with a search for a full-time person to follow. On October 19 a faculty retreat was held which is expected to result in a proposal for a journalism major. (Integrity B, C, D)

31. Workshops emphasizing diversity have been conducted for all employees. “Promoting Diversity through Service Excellence” by Peg Gould, Consultant, The Visions Center for Creative Management, was held on October 2, 2007 and over 100 employees attended.

32. On October 16, 2007, the Provost's Office sponsored a teleconference offered by Stacy Blake-Beard through InsideHigherEd.com entitled "Mentoring Diverse Faculty" to which Deans, Department Chairs, and Faculty Senate Diversity Committee members were invited.

33. On February 26, 2008, two performances by a nationally recognized theatre troupe were held for all faculty and staff. Entitled “Synergy from Others: Cultural Diversity on Campus,” this training was co-sponsored by the Office of Diversity and Equity and the Human Resources Department. Faculty were encouraged to bring their classes to the performances. (Integrity E, Diversity 1)

34. An RFP was issued and a consultant was hired to review the hiring and search process and write a search manual beginning in January 2008. This project is expected to be completed by the end of the spring 2008 semester. (Gender Equity 3)

35. The School of Arts and Sciences with the Office of Multicultural Affairs (now Diversity and Equity) hosted two university-wide lectures exploring the role and relevance of minority educators in higher education. The first lecture on February 22, 2007 featured Prof. Michael Eric Dyson, Professor of Religious Studies and African Studies at the University of Pennsylvania who spoke on the “The Status of African Americans in Higher Education.” On March 1, 2007 the second lecture featured Felipe Luciano, the first Puerto Rican network news anchor whose topic was “The Status of Latinos in Higher Education.” (Integrity E, Diversity 1)

36. The School of Arts and Sciences provided support in the amount of $800 and the School of Education and Professional Studies provided $1,000 for the Fourth Annual Amistad Lecture, “The Amistad Legacy: Reflections on the Spaces of Colonization,” February 27, 2007, sponsored by the Amistad Committee. (Diversity 1)

37. The School of Arts and Sciences provided support for the annual conference sponsored by the Center for Africana Studies. Support for this annual conference has also been provided by the Office of Multicultural Affairs and Affirmative Action (now Office of Diversity and Equity). The conference was held on
November 9, 2007 in Torp Theater. Scholars from across the nation and South Africa were invited. (Diversity 1)

38. Faculty participated as lecturers and presenters in the Fifteenth Japan/Korea Week October 23-27, 2006. (Diversity 1)

39. The School of Arts and Sciences was a sponsor of the Women and Film Festival held October 17-19, 2006, contributing $2,500. (Diversity 1)

40. The Dean’s Leadership Institute in SEPS was resurrected in the fall 2007. Scholarship money along with special programs and mentoring are provided to new CCSU students from underrepresented groups in the teaching profession. (Diversity 1)

41. The School of Education and Professional Studies is one of the sponsors of the National Association for Multicultural Education (NAME) Conference and, in addition, funds the registration fees for all SEPS faculty who wish to attend. In 2007 SEPS sent 18 faculty to this conference. (Diversity 1)

42. Identidad Latina (a Spanish newspaper) and the Latin American Association at Central hosted the Latino de Oro Awards, which were presented to Latinos/as in Connecticut who have provided exemplary service on behalf of the Latino/a community. This ceremony was held in Torp Theater on November 17, 2007. The institution purchased 50 tickets at $25 each to enable our students to attend. (Diversity 1)

43. Thirty-five student leaders from CCSU clubs and organizations attended an ADL diversity training session on October 6, 2007. (Integrity E, Diversity 1) Another one of these training sessions is planned for the Spring 2008.

44. An audio conference titled “Mentoring Minority Faculty” presented by Stacy Blake-Beard was held on Tuesday, October 16, 2007. It was open to all faculty. (Diversity 1)

45. The campus movie channel, Residence Life Cinema (on channel 15) showed the films Glory and The Untold Story of Emmet Louis Till from January 21 through February 17, 2008.

46. The Chinese Culture Center held its Lunar New Year Celebration in Welte Auditorium on February 3, 2008.

47. A Bob Marley Tribute dinner and concert was held February 5, 2008 on campus.

48. A diversity training program for students was held February 5 and conducted by Professor Marisa Mealy of the Psychology Department. A follow-up panel discussion on the diversity was held February 7.
49. The Africana Student Organization presented a panel discussion entitled “Reflections of Black History” on February 7, 2008 at the Center for Africana Studies.

50. The CCSU radio program “Frank, Gil and Friends” featured a tribute to singer, dancer and actor Sammy Davis, Jr. on February 12.


52. The Office of Diversity & Equity supported a Latina student, Sharyn Lopez, in attending the 26th National Hispanic Leadership Conference February 13-17, 2008.

53. A lecture on “Immigration in the 21st Century: Legal Challenges and Opportunities,” will be given by Maria Echaveste, former counsel on immigration of President Clinton’s administration, on February 27, 2008.

54. Dr. Frances Kendall, a diversity specialist from California, spoke on “Talking about Race and Other Sensitive Issues When That’s Not What We Were Trained to Do” on February 28. Cosponsored by the Faculty Senate Diversity Committee and the Office of Student Affairs.


57. The Center for International Education held a program in celebration of International Women’s Day “Women, Education and Culture: Celebrating Women’s Accomplishments” on March 6, 2008.

58. The lecture “Health Care for Latinos: Cultural Issues for Providers, An Applied Anthropology” was presented by Adriana Ros, Multi-Cultural Access Coordinator, Saint Joseph Regional Medical Center, Inc. of Indiana on March 6.

60. A Latin American literature roundtable discussion was held on March 12 with professors from CCSU, Penn State and University Paul Verlaine.


64. Sponsored by the School of Arts & Sciences, a panel discussion “Promoting Diversity in Higher Education through Global Awareness” will take place on March 31, 2008, Founders Hall.

65. Sergio Ramirez, Nicaraguan writer and former Vice President of Nicaragua, will lecture on “Literary Influence of Latin-American Immigration,” on April 2.

66. A lecture “Latinos in Higher Education: The California Experience,” will be delivered by Dr. Philip Garcia, Director of Analytical Systems for the California State University Chancellor’s Office, on April 7, 2008.

67. Dr. Ramona Hernandez, Director of the Institute for Dominican Studies at the City College of NY, will lecture on “Economic Factors on Latin American Immigration” on April 23.


69. A Latin American Music and Art end-of-year cultural event will be held May 5, 2008.

70. The School of Arts & Sciences 2008 Diversity Initiative Grants program has funded the following projects to promote greater awareness of diversity issues within the School. (Gender Equity 4, Diversity 1)

- Title: (an)OTHER Show: Works by Selected Artists of Color (Art, $3,000) Fall 2008
- Diversity and Global Awareness in Higher Education (Modern Languages, $2,300) March 31, 2008
- Design for Diversity (Design, $2,220)
- Language for a New Century (English, $3,000) with Hartford Public Library. May 2008
- Guerrilla Girls on Tour (History, $3,000) March 4, 2008

71. The School of Arts & Sciences committed funding in the amount of $1,500 to Michael Ansarra of Athletics for Harmony Classic – CCSU v North Carolina Central University accompanied by the Marching Sound Machine Band. (Diversity 1)

72. The School of Arts & Sciences was one of several sponsors for Fifth Annual Amistad Lecture “Breaking the Chains” featuring Dr. Runoko Rashidi, held February 26, 2008. (Diversity 1)

73. A team of Arts and Sciences faculty (Moises Salinas and Beth Merenstein) will be sent to the May 2008 National Conference on Race and Ethnicity in Higher Education. (Diversity 1)

74. The School of Arts & Sciences provided support for the lecture to be held March 13, 2008, “The Black Power Movement in America-Past and Present” featuring Dr. Penial Joseph from Brandeis University Department of African and Afro-American Studies and State University of New York – Stonybrook Department of Africana Studies. (Diversity 1)

75. The School of Arts & Sciences Dean’s Scholarship provides support for students from underrepresented groups.

76. Hire additional counselors so that students can receive the help that they need. If additional counselors cannot be hired due to budgetary concerns, provide students with a list of other resources that can be utilized for counseling needs. (AAUW) During this current fiscal year, significant resources have been designated to increasing the amount of counseling hours available for students. Efforts included the hiring of an Associate Director of Counseling & Wellness, funding for an additional part-time counselor (winter break and spring semester), funding for a full-time AAUP Counselor (search in progress), and funding for a part-time psychiatrist. In addition, practicum students from the Marriage and Family graduate program have been added to the Counseling & Wellness office in order to increase counseling hours.

77. Following an audit of office procedures, the new Director of Counseling & Wellness increased clinical hours to more closely mirror national standards for 23 clinical hours per week, per full-time counselor. This audit has further resulted in improved office functions including the elimination of a waiting list and the availability of hours for walk-in appointments and emergencies. The director has also purchased scheduling software that improves staff efficiency, provides valuable information on clients, as well as the source of referrals. The result has been improved use of counselors’ schedules to meet the needs of our students.
78. Also, a software package has been purchased by the Department of Counseling & Wellness to help faculty with the process of referring students for counseling. While the program has not yet gone live, the director is meeting with various groups around campus to prepare for a successful launch.

79. It is also important to note that the University has an active group of “Natural Helpers” who are supervised through our Counseling & Wellness Center. This group of students serves as a resource to other students who need assistance with personal problems. The Natural Helpers undergo a rigorous training program in late summer and were involved as orientation leaders to our incoming freshmen students during 2007. Much of their work centers on substance abuse prevention, and the Natural Helpers recently presented seminars on topics of healthy relationships and making healthy choices when consuming alcohol. The Natural Helpers have collaborated with many offices/departments on campus including the following: Women’s Center, Student Conduct, Residence Life, CCSU Police, Pre-Collegiate and Access Services, and Recruitment and Admissions. The Natural Helpers currently comprise a group of 40 engaged students: 4 men and 36 women. Looking to the future we will seek to increase our involvement of males in the Natural Helper program.

80. On a weekly basis, the Student Behavior Review Team brings together staff from Counseling & Wellness, Residence Life, Student Conduct, and Student Affairs to share relevant information on how we respond to the needs of our students, and where improvements are needed.

81. Provide opportunities for women faculty and staff to meet together in a forum setting so that they can voice their concerns to each other. For instance, you could reinstate the CCSU Women and Community Women luncheons. In December 2007, the Vice President for Student Affairs hosted over forty women faculty, staff, and students at a dinner meeting that encouraged collaboration across the campus. This will be an annual event. (AAUW)

82. Women's Social and Networking Happy Hour:
Our monthly Women’s Social & Networking Happy Hour provides an opportunity for all women at CCSU to come together monthly to provide support and share accomplishments while enjoying the company of each other. It is an opportunity for women serving in all aspects of the University from clerical to management to be empowered, network with each other and share different opportunities for development in a relaxed and social environment.

In Progress

83. The Provost has formed a University Ad Hoc Committee to recommend curricular and co-curricular steps for improving the campus climate for diversity with
emphasis on including a component in the First-Year Experience course to
guarantee exposure for all new students. (Diversity 1, 2)
This committee, which includes faculty, staff, students, and alumni met
throughout the fall semester of 2007. Discussions have focused on infusing
diversity into the curriculum, on recognizing inherent biases in the existing
curriculum (e.g., excluding African and Asian cultures from courses in world
literature, not allowing Modern African American Literature to satisfy major
requirements, etc.), and on developing plans to propose a “D” designation for
“diversity” courses. The committee has also discussed plans to bring alumni back
to campus to discuss the diversity climate in previous years.

84. To increase students’ sense of civic responsibility and sensitivity to diversity, the
Provost is working with faculty across the curriculum to foster greater community
engagement. Events included a Colloquium on Community Engagement in
December 2007 and a Service Learning Workshop in January 2008. (Diversity 1,
2)

85. The new Executive Assistant to the President/Chief Diversity Officer will work
with the Provost to facilitate a research agenda combining faculty expertise at
CCSU with surrounding racial and ethnic communities. This research will be
supported and valued in the promotion and tenure process. (Gender Equity C,
Diversity 3)

86. The School of Arts & Sciences 2008 Diversity Initiative Grants program will fund
two or three proposals per semester that promote greater awareness of diversity
issues within the School. About $12,000 will be made available to fund faculty
proposals that promote greater awareness of diversity issues within the School.
This round of grants will fund activities in spring and fall 2008. (Gender Equity
4, Diversity 1)

87. Student Affairs has funded two new campus-wide diversity initiatives each for
$5,000. Project Inclusiveness is led by two student senators (Alexia Reddicks and
Allen Jenkins) and a campus minister (John Campbell). It is aimed primarily at
students. The faculty effort is led by the Faculty Senate Diversity Committee.
Sessions are being held fall 2007 and spring 2008 semesters. (Diversity 1)

88. Consultation with the State President and National Executives of the American
Association of University Women has occurred. Campus-wide diversity training
in conjunction with the Women’s Center was initiated on November 19, 2007.
(Diversity 1)

89. Recognizing that families are a source of strength, a Family Advisory Council and
family web-site are being discussed. (Diversity 1)

90. A leadership training institute for faculty, staff and possibly graduate students
with emphasis on including individuals from underrepresented groups is in the
planning stages led by Richard Bachoo, Chief Administrative Officer. The purpose will be internships in a year-long mentoring effort to help those aspiring to leadership positions and mentoring programs for new faculty and staff. (Gender Equity 4, Diversity 1)

91. The SE&T is in the process of establishing a “Women in Science and Engineering and Technology” student club (W.I.S.E). In spring 2007 the Dean took the initiative at a meeting with female faculty and encouraged them to establish the club. The W.I.S.E. club will be registered soon. (Diversity 1, Gender Equity 4)

92. The Ombudsman (Antonio Garcia-Lozada) and the Director of Counseling and Wellness (Tim Corbitt) have moderated town hall meetings of student groups beginning the second week of November 2007 and continuing periodically. (Diversity 1, Integrity E)

93. Implement a public service announcement (PSA) campaign on campus to raise awareness of sexual harassment and sexual assault. These PSAs should be displayed in common areas, such as the student center, hallways, dorms, and classrooms. Posters featuring information about sexual harassment, sexual assault and prejudice are placed in many locations around campus, including the student center, the residence halls, and classroom buildings. Outside of the Counseling & Wellness Center are several brochures about sexual assault and getting help. Some information is available in Spanish. Brochures on topics of interest are also available in the Health Service. Some of the posters have been designed by students involved with the Women’s Center.

94. Information about sexual harassment is posted on bulletin boards outside of the Human Resources Office. On the Human Resources website, information is available on consensual relationships as well as sexual harassment. On the website for Counseling & Wellness is found “The Link Between Alcohol and Sexual Assault.” (AAUW)

95. Senior Women’s Networking: Our CCSU Senior Women’s Social & Networking event will occur in May 2008. It provides graduating senior women the opportunity to meet fellow graduating women and female alumni. This event will allow graduating females to network with female alums, learn what they are doing in their careers and community while sharing memorable experiences at CCSU. This event is coordinated with the Women Involved Now, our female student club.

96. Provide additional funding to support the Africana Center, Caribbean Center, African American Studies, Latin American Studies, Women’s Center and create a Gay/Lesbian resource center. In addition, provide regular support for diverse visiting scholars, and hire permanent administrative staff for these centers. (Diversity 1, 2) Student Affairs hired a university assistant to coordinate programming and services for gay, lesbian, bi-sexual, and transgender students.
During the 2007/08 fiscal year, additional resources will be dedicated to our Mosaic Center (Student Activities and Leadership Development).

97. Provide a mandatory seminar concerning sexual harassment and sexual assault to all students during orientation, including new students, transfer students, and international students. (AAUW) During orientation for new students (September 2007) a professional theatre group was utilized in presenting several typical vignettes of college life, one featuring a sexual assault. Following each vignette the actors interact with the audience to check on the level of comfort and understanding, and to answer questions. International students are involved in orientation activities, as are first year students. During the first month of fall semester 2007 meetings were held in every residence hall during which the Women’s Center staff met with students to discuss sexual assault and domestic violence.

Additional Recommendations

98. There should be full funding for a general diversity requirement based on the FYE model, which includes stipends/release for faculty/staff conducted training, and incentives for faculty to teach diversity sections. (Diversity 1, 2)

99. Provide university training for faculty and staff and infuse the campus curricula with the Nonviolent Communication (NVC) model as created by Dr. Marshall Rosenberg www.cnvc.org. (Diversity 1)

100. Create a full-time Women, Gender and Sexuality Studies Program (WGSS) position; provide office space and additional reassigned time for the co-coordinators of the Program. (Diversity 2)

101. Formation of an interdisciplinary ad-hoc committee on the student foreign language requirement including consideration of requiring at least two years study of a second language. (Diversity 2)

102. Require all faculty and staff to attend sexual harassment and sexual assault training each year. This training should include information regarding the steps that he/she must take when he/she has been a victim of harassment or assault. In addition, this training should include information on the steps that he/she must take when a student reports that he/she has been a victim of harassment or assault. (AAUW) Sexual harassment training was provided for supervisors in March 2004. It covered information regarding federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment. Sessions will be reinstituted in Spring 2008 and continue annually.
103. Increase women’s employment options by supporting high-quality child care in conjunction with other family-friendly policies. For instance, provide child care for children of all ages for faculty and staff. (AAUW) Child care was discussed during meetings (Spring 2008) of the Committee for Concerns of Women. Further investigation of this issue was the recommendation. (See Item # 10)

104. Provide mentoring programs for women. (AAUW)

_Telling Her Story_ is an experience at which CCSU female students, staff, faculty and administrators meet once a month to share their personal and professional successes. The goal of the series is to develop a supportive community for females on campus as well as develop mentoring relationships for new female students, staff, faculty and administrators.

_Take Your Daughters & Sons To Work Day_, Co-sponsored with the Committee on the Concerns of Women. By bringing girls and boys together to create a more equitable world—at home, at school, and in the workplace.

_Women’s Social and Networking Event_ provides an opportunity for the women at CCSU to meet monthly in a social setting to network with each other and build camaraderie amongst the female faculty, staff, and administrators. (See Item # 94)

03/14/08