

**Annual Report to the ECU Faculty Senate
Office for Equity and Diversity
March 2014**

The Office for Equity and Diversity provides leadership to the University's efforts to foster a welcoming and inclusive environment. The Office promotes equity in educational opportunity, programming, and employment and promotes an environment of diversity, respect, and inclusion for all members of the University community.

The scope of the Office for Equity and Diversity encompasses institutional equity and diversity functions and involves education, intervention, compliance, consulting, programming, outreach and assessment. Administrators in this office monitor institutional practices in support of the principles of diversity and equity so that these guiding principles are applied and assessed institutionally on administrative, academic, budgetary and strategic fronts. Programs and services of the office are available to faculty, staff, and students and support a sustained diverse and inclusive learning, living and working environment.

ECU supports the protections available to members of its community under all applicable federal and state laws, including but not limited to the following: Title IX of the Education Amendments of 1972; Title VII of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Vietnam Era Veteran's Readjustment Assistance Act of 1974; the Americans with Disabilities Act Amendments Act; Title II of the Genetic Information Non-discrimination Act of 2008; Executive Order 11246, as amended; the N.C. General Statutes Section 126-16, as amended; and other applicable federal and state laws.

East Carolina University is committed to equality of educational opportunity and prohibits discrimination against students, applicants, employees, or visitors based on race/ethnicity, color, creed, genetic information, national origin, religion, sex, sexual orientation, age, disability, political affiliation, or veterans' status. The Office for Equity and Diversity administers policies and procedures regarding prohibited harassment and discrimination at ECU, including:

- Notice of Nondiscrimination
- Sexual Harassment, Discrimination and Conflicts of Interest
- Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex Interim Regulation (*new in spring 2014*)
- Racial and Ethnic Harassment
- Sexual Orientation
- Religious Accommodation Interim Regulation
- Improper Relationships Between Students and Employees
- Unlawful Workplace Harassment
- Disability Accommodation Grievance Procedure
- EPA Recruitment Compliance Review Process Interim Regulation (*revised in spring 2014*)

2011 – 2013 Faculty Diversity Data Charts – See attachment

Initiatives Provided or Supported by the Office for Equity and Diversity (OED) Designed to Improve Faculty Representation and Trends in Employment and Promotion Rates

▪ **Recruitment and Outreach:**

- Mandatory search committee training for all members of committees to ensure compliance with equal employment opportunity policies and procedures
- Outreach and recruitment plan reviews and consultations for search committees and hiring officials to assist with efforts to generate a well-populated, diverse pool of qualified applicants
- Interim EPA Recruitment Compliance Review Process Regulation and Standard Operating Practice (revised spring 2014, effective July 1, 2014), outlines the procedures for recruitment and selection of all EPA employees, including those in short-term appointments. In compliance with the Department of Labor mandate, this Regulation and SOP will increase access to short-term employment opportunities.
- National diversity ads placed with publications targeting diverse populations within higher education
- Unlimited online job posting sponsorships for *Diverse Issues in Higher Education* and *INSIGHT Into Diversity*

▪ **Retention and Climate Enhancement:**

- “We’re All Pirates” campaign to promote ECU definition of diversity
- Online harassment and discrimination training for all faculty, staff and student employees
- Prescriptive training and education for areas that receive a high volume of complaints
- Employee Resource Group/Affinity Group Cultural Awareness and Event Support:
 - Chancellor’s Committee on the Status of Women (CCSW)
(International Women’s Day; Mentoring Interest Meeting; Winter Celebration)
 - Organization of Black Faculty and Staff
(Promotion and Tenure Workshop; Cultural Month Celebrations)
 - LGBT Faculty and Staff Group
 - American Indian Faculty and Staff Group (*Launched in 2012*)
 - Chinese Student and Scholar Association
(Chinese New Year Celebration)
- Chancellors Diversity Leadership Cabinet’s (CDLC) Commission on Workplace Climate: recommended a program to regularly assess and enhance the campus climate
- Gender Equity and Discrimination of the Basis of Sex
 - The Interim Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex (approved January 2014) codifies the process for responding to complaints of sex discrimination for faculty, staff and students.
 - The Title IX Compliance Advisory Council is charged with serving as an advisory body to Chancellor Steve Ballard through the Associate Provost for Equity and Diversity on matters relating to the University’s compliance with Title IX. The formation of the Council was approved in spring 2014 and will begin its work in the coming months.

Office for Equity and Diversity Future Developments

In the fall of 2014, with increased staffing capacity, the Office for Equity and Diversity plans to enhance its offerings with the following programs, services, and strategic initiatives:

Recruitment and Outreach

- **Enhanced Affirmative Action Program**
- **Unconscious bias education for search committees**
- **ECU Visiting Scholars Program:** will provide support to departments desiring to invite underrepresented faculty to campus

Climate Assessment and Enhancement

- **A Campus Climate Collaborative, exploring the development of a campus climate tool and annual program**
- **Equity and Diversity Research Associate's Program:** designed to increase faculty research in diversity- related topics
- **Conflict resolution/mediation services**
- **A diversity action plan aligned with the new University strategic plan**
- Three diversity seminars for faculty and staff
- Policy proposals to advance equity and diversity on campus
- **Ongoing equity, diversity and inclusion training, including a 1.5 day EEO Institute**

Retention Support

- Mini-grants and other resources to support the development of mentoring networks
- **Salary Equity Study in collaboration with University Counsel and IPAR**
- **In-depth analyses of retention data**
- Continued support to Employee Resource Groups