EOAA Spring 2013 E-Newsletter

Update from the Director

Well I think we can safely now declare that spring is here after several false starts! As we move towards the summer months we have experienced some staff changes here in the office for Equal Opportunity and Affirmative Action. First, Tina Marisam joined our office in April as an Associate to the Director. Tina previously practiced labor and employment law in the Boston office of Wilmer, Cutler, Pickering, Hale and Dorr LLP. In her legal practice, she litigated employment law cases, advised clients on employment law matters and drafted corporate policies and agreements. Tina holds an A.B. from Princeton University and a J.D. from Harvard Law School, where she served as President of the Harvard Legal Aid Bureau. Prior to law school, Tina was an English lecturer at the Institute for Management and Economics in Almaty, Kazakhstan and the Central University for Finance and Economics in Beijing, China. We are thrilled to have Tina as part of our team. She brings great problem solving and analytical skills as well as having thrilled the Search Committee with her training skills.

Our outstanding student worker Maria Agostinho graduated this spring from CEHD with a degree in Human Resources and has taken a position as a Talent Acquisition Coordinator for Univita Health. We are sorry to see her go, but we are also proud and congratulate her on her accomplishments. We are currently seeking her replacement.

Also as you may know, Dr. Katrice Albert will become the next Vice President for Equity and Diversity, effective June 14, 2013. Dr. Albert comes to us from Louisiana State University (LSU) where she has served
since 2005 as the institution’s chief diversity officer. In that role, she developed and implemented strategic initiatives and policies aimed at cultivating a campus environment that embraces individual difference, sustains inclusion, and enhances institutional access and equity. For more information about Dr. Albert see https://diversity.umn.edu/vpoed.

We are currently seeking nominations for the **Lillian H. Williams Award** named in honor of the founding director of Office of Equal Opportunity and Affirmative Action. The award recognizes individuals and units within the University community who exemplify Ms. William’s spirit and commitment to equal opportunity and affirmative action. Nominations are due June 15, 2013 and the winners will be announced at the EOAA Fall Liaison Conference on October 10, 2013 at Coffman Memorial Union. Please see the following link for more information about the award. https://diversity.umn.edu/eoaa/lillianhwilliamsaward

Last fall Michael O’day and I met with a selected group of Deans and Directors and provided them with information about their workforce, including hiring and promotion data for the last 3 years, data on participation in EOAA and OED training and a summary of complaints over a three year period. These meetings were also an opportunity to talk about challenges and victories in the area of hiring and recruiting diverse candidates. If you are interested in a copy of similar information for your unit or in having a meeting please contact the EOAA Office.

The proposed Board of Regents policy on Sexual Harassment was finalized last May 2012, the most significant change being that it now includes specific language about retaliation. We are in the process of developing an Administrative Policy on Sexual Harassment and one to be consistent with the policy on Equity, Diversity, Equal Opportunity and Affirmative Action. We will be seeking your feedback on these proposed administrative policies that are being developed in order to make the process of pursuing a complaint under these policies more clear as there are overlapping approaches.

Finally, I would like to remind you to talk with your departments about the importance of considering religious holidays and observances when planning Department Meetings, classes, developing syllabi and scheduling other programs. Please note that Rosh Hashanah is on September 4 – 6, 2013 during the first week of classes this fall. To review the language of the relevant policies related to religious accommodation and absence please see our website at https://diversity.umn.edu/eoaa/policiesanddirectives.
Update on Affirmative Action

Revised Census Data
This summer EOAA, with assistance from Human Resources and Institutional Research, will be incorporating the recently released 2010 EEO Census Data into our Affirmative Action Plans for 2014. This means that in 2014 you may notice an increase in the availability percentage (and hiring goals) for people of color in Bargaining Unit, Civil Service and some P&A positions. The impact on availability estimates for women should be less dramatic. Estimates of female and minority availability for faculty positions are derived from degrees awarded data in the particular area of specialty and are not impacted by revised census data.

Revised Job Groups
The University is required to create job groups comprised of similar jobs for analysis in our AAP. Normally, there is little change in these groups from year to year. However, with the current HR project to create job families and newly released census data, which requires us to map census codes to specific jobs, you may see some small changes in the composition of job groups in 2014.

Pay Equity Study
The Women’s Faculty Cabinet conducted a salary equity study in 2007 that revealed a salary gap between men and women. Subsequently, the University hired statistician, Murray Clayton from the University of Wisconsin to conduct another study that also revealed a smaller gap, but still suggests the need for further analysis and evaluation. This effort has been led by the Provost’s Office and EOAA has participated in a number of discussion and presentations.

The goal is to develop a process by which departments can regularly examine pay equity issues and create a mechanism for individuals to have their concerns about salary reviewed.

Similarly, the Job Family Study being performed by Human Resources is also expected to assist in the ability to evaluate individual concerns about compensation equity. The EOAA also investigates issues of alleged discrimination based on pay.

Update on Hiring Goals for Individuals with Disabilities and Military
Veterans

The Office of Federal Contract Compliance Programs (OFCCP) has not yet issued final rules regarding hiring goals for individuals with disabilities and military veterans. It was expected that these rules would be announced in April of 2013.

Events

The **Equity and Diversity Certificate Program** is offering its Core and Supporting Curriculum Workshops throughout the summer. The Program helps participants develop tools necessary for advancing equity and diversity in all aspects of their personal and professional lives. It is free of charge and open to University students, faculty and staff. For more information, visit [https://diversity.umn.edu/equitydiversitycertificate](https://diversity.umn.edu/equitydiversitycertificate).

The UMD Campus is offering both **Adult and Youth Mental Health First Aid Training** this summer. Adult Mental Health First Aid Training is an interactive 12-hour training program that prepares members of the community to provide mental health first aid to individuals experiencing a mental health problem. Youth Mental Health First Aid is an interactive 8-hour training program that introduces participants to the unique risk factors and warning signs of mental health problems in adolescents. Register at [http://www.d.umn.edu/ce/learningopportunities/prodevelopment/mhfa.html](http://www.d.umn.edu/ce/learningopportunities/prodevelopment/mhfa.html).

A presentation entitled **“Engaging International Students in the Classroom”** will be held at the University’s Center for Teaching and Learning on Wednesday, August 28 as part of the 2013 August Teaching Enrichment Series. The presentation will address, among other things, challenges faced by international students in the classroom and how the presence of international students can enrich the classroom experience. Visit [http://www1.umn.edu/ohr/teachlearn/workshops/enrichment/index.html](http://www1.umn.edu/ohr/teachlearn/workshops/enrichment/index.html) for more information.

**The 2013 Twin Cities Pride Festival** will take place on June 29th and 30th at Loring Park in Minneapolis. For more information, visit [https://www.tcpride.org/](https://www.tcpride.org/).

**The 2013 Juneteenth Festival** to celebrate the ending of slavery will be held on June 15 at 5114 North Mississippi Drive in Minneapolis. Visit
www.juneteenthminnesota.org for more information.

**Equity and Diversity Certificate Program Dialogue Circle** is open to Equity and Diversity Certificate Program participants who have completed the core curriculum (workshops 1 – 6) were invited to participate in dialogue circles. Kimberly Hewitt, Gabrielle Mead, and Maria Eustaquio co-facilitated dialogue circles this semester with OED’s Director of Education, Anne Phibbs. Three dialogue circles, with around 15 participants each, met every month for nine months. The circles provided participants the time and space to engage in conversations around various Equity and Diversity related topics.

Through readings, videos, and shared discussion, participants explored questions, challenges, and ideas about equity and diversity, privilege and marginality, and how equity and diversity affects their roles at the University. Through the course of the semester, circles members and facilitators formed open and responsive learning communities. Circles met for their final sessions this May and many participants expressed their intention to continue these conversations with their circle members in the future.

**Important Information about Title IX**

Title IX is about more than athletics. It is a federal statute that prohibits sex discrimination at the University of Minnesota, including sexual harassment and sexual violence. In April 2011, the U.S. Department of Education’s Office for Civil Rights (OCR) published a Dear Colleague letter providing guidance to educational institutions like the University of Minnesota about their responsibilities under Title IX. The University of Minnesota has a number of systems in place to comply with this statute and letter, and, over the last year, the University’s Office of Equal Opportunity and Affirmative Action (EOAA) has been strengthening campus partnerships in an effort to better educate about and address these serious issues.*

As an example, EOAA has been working more closely with the University’s Office for Student Conduct and Academic Integrity (OSCAI), the office charged with ensuring compliance with the Student Conduct Code. OSCAI receives and leads investigations into allegations student sexual misconduct. EOAA has recently begun consulting on these cases more systematically by reviewing and making recommendations to OSCAI before findings are finalized. EOAA and OSCAI also are meeting more
regularly to review cases and evaluate processes.

EOAA also has been working with the University’s Police Department (UMPD). This year, EOAA facilitated four training sessions to UMPD employees to talk about EOAA’s investigatory process. During these sessions, EOAA also asked the UMPD to inform sexual harassment and violence complainants about their right to file a complaint with EOAA, whether or not they pursue a criminal complaint. EOAA and the UMPD will continue on-going discussions about how to best collaborate on cases of sexual misconduct.

EOAA continues to work with other constituents on campus, as well, including Human Resources representatives, department heads and other supervisors, and the Aurora Center (an on-campus resource for personal support for those impacted by sexual harassment and sexual violence). EOAA plans to continue these collaborations in the coming years in our efforts to fulfill the University’s Title IX obligations, comply with Board of Regents’ polices on sexual harassment, and to help foster a work and educational environment free from discrimination and harassment.

More information about University polices prohibiting sexual harassment and about EOAA’s consultation, complaint, and investigatory process can be found on the EOAA website, diversity.umn.edu/eoaa. If you have questions about raising awareness about, investigating, or addressing sexual harassment, please contact EOAA.

* EOAA Director Kimberly Hewitt is the University’s designated Title IX Coordinator. Office for Equal Opportunity and Affirmative Action (EOAA) 274 McNamara Alumni Center 200 Oak Street SEMinneapolis, MN 55455 Office: 612-624-9547 Fax: 612-624-5223

© 2010 Regents of the University of Minnesota. All rights reserved. To unsubscribe from receiving messages from EOAA, please email your request to: eoaa@umn.edu