

THE UNIVERSITY OF DELAWARE IS COMMITTED TO CREATING AN EDUCATIONAL COMMUNITY THAT IS INTELLECTUALLY, CULTURALLY, AND SOCIALLY DIVERSE, ENRICHED BY THE CONTRIBUTIONS AND FULL PARTICIPATION OF PEOPLE FROM DIFFERENT BACKGROUNDS. TOWARD THAT END, THE UNIVERSITY IS FURTHER COMMITTED TO:

- INCREASING THE RACIAL AND CULTURAL DIVERSITY OF ITS STUDENT BODY, FACULTY AND STAFF
- CREATING A CLIMATE THAT EXPECTS AND ENCOURAGES ALL MEMBERS OF THE UNIVERSITY COMMUNITY TO RESPECT AND APPRECIATE INDIVIDUAL AND CULTURAL DIFFERENCES
- PROMOTING EQUITY FOR PEOPLE OF DIFFERENT BACKGROUNDS THROUGHOUT ALL AREAS OF UNIVERSITY LIFE
- DEVELOPING ORGANIZATIONAL PRACTICES THAT INCLUDE THE PARTICIPATION AND PERSPECTIVES OF THESE GROUPS
- ENHANCING THE CURRICULUM BY INCLUDING THE CONTRIBUTIONS AND PERSPECTIVES OF DIFFERENT RACES, CULTURES, AND GENDERS

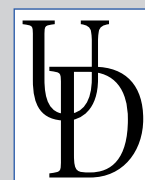
THE PRESIDENT'S COMMISSION TO PROMOTE RACIAL AND CULTURAL DIVERSITY WAS CREATED TO GUIDE THE UNIVERSITY IN ACCOMPLISHING THESE GOALS. ITS CHARGE IS TO PROMOTE EQUITY AND DIVERSITY THROUGHOUT THE FABRIC OF UNIVERSITY LIFE TO ENRICH THE INTELLECTUAL AND SOCIAL COMMUNITY WE SHARE TOGETHER. THE STATUS OF AFRICAN-AMERICANS AND OTHER MINORITIES AT THE UNIVERSITY WILL RECEIVE THE COMMISSION'S PRIORITY ATTENTION.

TO CARRY OUT ITS CHARGE, THE COMMISSION: INVESTIGATES CURRENT CONDITIONS AT THE UNIVERSITY; RESEARCHES EFFORTS BEING UNDERTAKEN TO ADDRESS ISSUES OF EQUITY AND DIVERSITY AT OTHER INSTITUTIONS ACROSS THE NATION; HOLDS PUBLIC HEARINGS ABOUT ITS PROPOSED IDEAS, AND RECOMMENDS A PLAN OF ACTION, AND CONDUCTS PERIODIC EVALUATIONS OF PROGRESS, THAT WILL CREATE AN ENVIRONMENT THAT SUPPORTS DIVERSITY. THE COMMISSION MAKES RECOMMENDATIONS TO THE PRESIDENT AND REPORTS TO HIM AS FREQUENTLY AS NECESSARY TO ACCOMPLISH ITS MANDATE.

CHARGE OF THE PRESIDENT'S COMMISSION TO PROMOTE
RACIAL AND CULTURAL DIVERSITY
MAY, 1988

The Commission to Promote Racial and Cultural Diversity

1994-1995
Annual Report



Current Members

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The principle role of the Commission to Promote Racial and Cultural Diversity is to help assure that our campus climate is supportive of the diverse populations that comprise the University of Delaware.

Commission members are appointed by the President and include representatives from the faculty, staff and student body. The Commission meets monthly as a committee of the whole. Two task forces—the Diversity Indicators and Diversity Education—have been established to assess the campus climate and to provide educational programming that will help make the campus more inclusive and accepting for diverse groups. In addition, individual caucuses reflect the interests and needs of particular constituent groups and are an integral part of Commission activities. The caucuses serve the needs of African Heritage faculty and professional staff, individuals with disabilities, the Jewish community, as well as the needs of Latino/Latina groups, Asian Americans and Pacific Islanders, the Lesbian, Gay and Bisexual community and campus religious groups.

The 1994-1995 academic year was devoted to learning about the special needs and interests of the caucuses. Each group made a presentation to the Commission, describing their activities and suggesting ways in which the campus climate could be enhanced, not only for their particular group, but for the campus as a whole. This was the first time that the constituent groups which are represented on the Commission had an opportunity to make specific suggestions for enhancing campus human relations. At the culminating Commission meeting in May, members reviewed the recommendations and identified those which would be highlighted in this year's Annual Report. These recommendations follow.

I. Recommendations

- Increase the racial and cultural diversity of the University's faculty, staff and student body.

Faculty - The number of faculty members from underrepresented groups continues to be low in number. The Commission recommends that the administration devise innovative approaches to recruit and retain faculty from all underrepresented groups and suggests adding resources to those departments who make demonstrable progress.

Staff - The number of minority group members remains low in all non-faculty employment categories. The Commission recommends that the University continue special efforts that will increase the presence of all underrepresented groups.

Students - There has been progress made in increasing the racial and cultural diversity of the University's student body; however, further improvement is needed. The Commission recommends that every effort be made to increase the number of students from all underrepresented groups by seeking external funding for scholarships and enhanced academic support services.

- Monitor University employment practices to enhance the climate for diverse members of the University's faculty and staff.

The Commission recommends that a group of diverse faculty and professional staff be available when applicants from protected classes visit the University. There is a need to make individuals considering employment at the University feel welcome as well as understand the cultural climate in which they will be working.

The Commission recommends that each of the caucuses establish a mentoring system to assist newly hired faculty and staff feel comfortable with the University, its policies, practices and procedures. The names and campus telephone numbers of caucus members will also be added to the Affirmative Action Recruitment Manual so that prospective employees, search committee members and department heads have an additional resource to call on.

The Commission recommends that deans and department chairpersons be evaluated annually concerning their contributions to increase the number of protected class faculty, staff and students; a process already in place for professionals and salaried staff.

The Commission recommends that a committee be appointed to review current personnel practices with regard to religious observances, particularly those that affect observant Jewish faculty, staff and students.

- Address the specific concerns of students as expressed in their individual caucus groups.

African American students

- The current African American student population at the University is approximately 4.6%. African American students believe this number to be "unacceptable" and urge that a more active recruitment program be implemented.

- African American students believe that some faculty members are "insensitive" to their needs and interests. The Commission recommends that the Provost encourage faculty to participate in diversity workshops, ask the college deans to share the concerns of African American students with department chairs and encourage active discussion at departmental meetings to lessen this perception.

Figure 1—Percentage of Protected Class Members at the University of Delaware, by EEO Category, Compared with State of Delaware and Nation.

EEO Category/Minority group	U of D	State of DE	Nation
Executive/Administrative/Managerial			
Women	40.4	36.7	38.1
Blacks	8.1	7.5	5.7
Hispanics	0.3	1.4	4.4
Asians	0.8	1.3	2.7
Native Americans	0.8	0.2	0.4
Faculty			
Women	32.3	43.1	40.5
Blacks	3.1	6.5	4.8
Hispanics	1.3	4.6	3.4
Asians	5.0	7.5	6.9
Native Americans	0.4	0.0	0.4
Professionals			
Women	56.3	48.5	47.4
Blacks	7.7	8.6	6.8
Hispanics	1.0	1.4	4.0
Asians	3.2	2.6	4.3
Native Americans	0.3	0.2	0.4
Secretarial/Clerical			
Women	93.0	81.8	78.8
Blacks	8.0	15.7	11.3
Hispanics	1.1	1.8	7.0
Asians	0.5	0.7	2.7
Native Americans	0.8	0.2	0.6
Technical/Paraprofessional			
Women	41.0	43.8	45.5
Blacks	19.7	10.7	9.3
Hispanics	1.7	1.2	5.7
Asians	3.4	2.8	4.4
Native Americans	0.9	0.3	0.6
Skilled Craft			
Women	4.4	15.9	21.2
Blacks	7.5	15.4	10.0
Hispanics	1.9	2.6	11.0
Asians	1.3	0.9	2.5
Native Americans	0.6	0.4	0.8
Service/Maintenance			
Women	58.7	41.6	37.6
Blacks	34.2	26.4	15.6
Hispanics	1.8	3.1	12.2
Asians	0.9	1.0	2.4
Native Americans	1.1	0.6	0.9

Data Sources: University of Delaware: March 1995 Workforce Analysis State and Nation: 1990 data by occupation

Prepared by: Office of Institutional Research and Planning

- African American students are concerned that the student judicial process, conducted under the aegis of the dean of students office, has levied unfair verdicts and sanctions against African American students and organizations. The Commission recommends that this concern be referred to the vice president for student life to handle as appropriate.
- African American students have expressed concern that “insufficient funding” has been given to support their student organizations and that Black Greek organizations have received “consistently unfair treatment.” The Commission recommends a careful review of these concerns by the vice president for student life.
- African American students believe that the new student orientation program held for incoming black students in prior years was beneficial to their academic and social success at the University. The Commission recommends that this program be considered for reinstatement by the appropriate administrative offices.

Latino Students

- The Latino caucus is concerned about the low number of students, faculty and staff currently at the University. The Commission believes that recruitment initiatives should be increased for Latinos, including increased scholarship support for students interested in coming to Delaware.
- The Latino caucus seeks a resource center on campus that would meet student needs and interests and would serve as a focal point for social and academic gatherings. The Commission endorses the provision of such space; a recommendation follows later in this report.

- The Latino caucus recommends that a revision be made to the University’s admission application so that prospective students can specify their ethnic background. This would include provision of a Latino category which also identifies the specific country of origin. The Commission recommends that this matter be referred to the office of the registrar.

Jewish Students

- Jewish students, faculty and staff have expressed concern that holding classes on the high holy days (Rosh Hashanah and Yom Kippur) puts them at an academic disadvantage in spite of the University’s excused absence policy. The Commission recommends that efforts be made to sensitize non-Jewish faculty concerning the undue burden the assignment of extra papers, homework, etc. places on students who are absent for these holidays and assure that they are not directly or indirectly penalized for missing classes/work.
- The Jewish caucus has expressed concern about holding commencement on the Jewish sabbath. The Commission recommends that the University review the possibility of holding commencement on an alternate day. Similarly, the Commission endorses the request that the University make every effort to avoid scheduling important events on Jewish holy days.
- The Jewish caucus seeks support for cultural programming that will promote a more hospitable climate for Jewish faculty, staff and students. The Commission recommends that support be made available as part of the University’s overall commitment to promote cultural diversity in a campus life.

Protected Classes

Protected class members are individuals identified under Title VII of the Civil Rights Act, as amended, and Executive Order 11246. The University of Delaware collects data on the following protected classes:

Age – All persons who are 40 years of age and older.

Black – A person not of Hispanic origin, i.e., with origins in any of the Black racial groups of Africa.

Persons with Disabilities – Any person who:

1. Has a physical or mental impairment that substantially limits one or more of his or her major life activities,
2. Has a record of such impairment or
3. Is regarded as having such impairment.

A disability is substantially limiting if it is likely to cause difficulty in securing, retaining or advancing in employment.

Hispanic – A person of Mexican, Puerto Rican, Cuban, South American or other Spanish culture or origin.

Other – Includes persons not classified as Black or Hispanic (includes American Indians, Alaskan Natives, and Asian/Pacific Islanders).

Women

- Jewish students have expressed concern about the lack of kosher dining facilities as part of the University's student meal plans. The Commission recommends consideration of expanded kosher meal offerings during Passover and at other times during the academic year as well as increased vegetarian choices at all eateries.

- **Address general caucus concerns**

Lesbian, Gay and Bisexual Caucus

- A major concern expressed by faculty, student and staff caucus members is the need to have a center where members of the caucus can gather, share common experiences and socialize. The caucus understands that the diversity unit has a graduate student available to assist lesbian, gay and bisexual members of the University community. In their view, the availability of this individual does not negate the continuing need for a separate gathering spot, one that would be staffed by a full-time professional. The Commission endorses this request; a recommendation follows later in this report.
- The Lesbian Gay Bisexual caucus is concerned that the University's multicultural course offerings do not reflect issues of interest to members of their group and request expansion. The Commission recommends that the matter be referred to the Faculty Senate for further consideration.
- The Lesbian, Gay, Bisexual caucus believes that there is a need to have a "hotline" available to assist caucus members who may need specific advice and counsel. The Commission recommends that the diversity unit consider

the installation of such a phone line for the 1995-1996 year.

African-Heritage Faculty Caucus

- There has been no increase in the number of full-time black faculty at the University in the time period 1987 through 1994. Their numbers remain at twenty-eight (approximately 3% of the total full-time faculty). The caucus recommends that an aggressive and innovative approach be developed by the provost to recruit and retain African heritage faculty members. This recommendation is endorsed by the Commission, which also supports the establishment of a mentoring program to assist black faculty through the tenure and promotion process. It also supports the interest of the African heritage faculty in being actively involved in the recruitment of black faculty and recommends that the office of affirmative action and multicultural programs develop a process whereby their expertise and talent can be utilized.
- The African Heritage faculty is concerned that in some academic departments the research priorities of black faculty are not taken seriously nor are they allocated adequate research funding. The Commission recommends that this concern be brought to the attention of the provost.
- The African heritage caucus seeks to broaden the teaching of the African/African American experience beyond those courses currently offered under the aegis of the Black American Studies program, e.g., having the English department offer courses in African/African American Caribbean literature. The Commission supports this proposal and recommends appropriate implementation

through the Faculty Senate. The Commission also supports the caucus recommendation that the Provost's office consider changing the status of the Black American Studies program to that of an academic department.

Asian-American/Pacific Islander Caucus

- The absence of Asian Americans and Pacific Islanders in executive positions at the University is a major concern of the caucus. The Commission recommends that the University make increased efforts to recruit qualified Asian Americans and Pacific Islanders whenever senior level positions become available.
- The caucus also seeks to enhance educational opportunities so that current University employees can secure more senior positions. The Commission supports the request, noting that the office of the assistant vice president for affirmative action and multicultural programs offers programs to make underrepresented groups aware of and encourage their participation in executive training opportunities, e.g. the ACE programs.

Religious Concerns Caucus

- The religious concerns caucus, a newly formed group of campus religious leaders—priests, rabbis and ministers—has offered several recommendations to strengthen campus human relations. These include a more diverse selection of religious and secular music played on the Memorial Hall carillon, greater attention given to the excessive use of alcohol by students, and the inclusion of the names, addresses and phone numbers of campus religious leaders in the University directory. In addition, the caucus expressed concern that proselytizing of

students, especially in the residence halls, be closely monitored. These suggestions are endorsed by the Commission and will be referred to appropriate University offices for further consideration.

- **Provide University space for diverse caucuses and groups**

The Lesbian, Gay, Bisexual Caucus and the Latino Caucus both expressed a need for a separate space where caucus members could come together and share common experiences, and other caucuses expressed similar needs. The Commission understands and supports the request, but also recognizes that space is at a premium. The Commission recommends that a facility be identified with meeting rooms, a social/all-purpose room, mailboxes, local telephone service, etc. that would accommodate the diverse groups represented by the Commission. As envisioned, the facility would be staffed with a secretary and a Council, comprised of representatives from the several caucuses, would provide overall direction for use of the facility. The Commission will refer the request for space to appropriate administrative offices.

II. Affirmative Action

Monitoring the University's Affirmative Action program is a continuing responsibility of the Commission. This includes reviewing global data to assure that protected class members employed at the University rank favorably in employment categories when compared with their counterparts in the State of Delaware and in the nation (see Figure 1). Increased efforts need to occur if the University's employment profile is to truly reflect the diversity we celebrate and value.

III. Goals, 1995-1996

The Commission is committed to fostering a campus climate that promotes an appreciation of the diverse composition of its workforce and student body. To that end, the following strategic objectives for Commission activity have been identified for the 1995-1996 academic year.

- Assist the individual caucuses in addressing their needs and interests.
- Conduct a University-wide survey of students and employees to determine the receptivity of the campus to the needs and interests of diverse groups.
- Assure that the requirements of the Americans with Disabilities Act (ADA) are understood and implemented effectively.

- Develop a mentoring program for newly hired employees which helps them acclimate to the campus and understand how the University functions.
- Continue monitoring the University's progress in recruiting, retaining and promoting members of protected classes, as well as initiatives to help supervisors manage an increasingly diverse workforce.