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Office of Equity & Diversity  
1973-present

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Arranged and Described  
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March, 2004  
Willimantic, Connecticut

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## **BRIEF DESCRIPTION OF THE COLLECTION**

Title	Office of Equity and Diversity, 1973-present.
Extent	9 linear feet. 15 boxes.
Arrangement	The material was divided into five series and ordered chronologically within each series.
Provenance	The original material came to the archives in the spring of 2003 from records discovered in Shafer Hall. These included copies of the Affirmative Action Plan dating from 1977-1990. Later copies came to the archives from the Office of President David G. Carter Sr.
Finding Aid	Printed finding aid available in repository. Electronic version: <a href="http://ecsu.archives.s3-website-us-east-1.amazonaws.com/">http://ecsu.archives.s3-website-us-east-1.amazonaws.com/</a>
Preferred Citation	[Series, Date, Folder description], Office of Equity and Diversity, 1973-present. University Archives, J. Eugene Smith Library, Eastern Connecticut State University, Willimantic, Connecticut 06226
Access points	Universities and colleges--Administration.
Restrictions	None.
Document types	Correspondence. Publications. Administrative Records. Press releases.

### **SCOPE AND CONTENT NOTE:**

The collection offers information on the early implementation of Title IX of the Civil Rights Act requiring gender equity and equal opportunity for all educational programs receiving federal funding.<sup>1</sup> It also documents the development and growth of the department as other state and federal laws were enacted including the areas of affirmative action, sexual harassment, disability and age discrimination. Materials include correspondence, policy and procedure statements, reports, information on committees and workshops. This collection is not complete in all series nor all time periods, however, Series V- Reports offers a complete collection of Affirmative Action Plans dating from 1977 to the present.

### **SERIES DESCRIPTION:**

#### Series I - Committees

This series includes information on the first Title IX committee and related committees such as the Affirmative Action Committee dating from 1977-1986 and the Diversity, Race, and Justice Advisory Committee dating from 2007-present.

#### Series II - Correspondence

This series includes correspondence concerning the development and implementation of an Affirmative Action Plan in 1973, the implementation of Title IX programs on Sexual Harassment and Discrimination, and the Distinguished Affirmative Action Award.

#### Series III - Policy & Procedures

This series includes a copy of the federal Title IX Workbook from 1975-1976, information on the Americans with Disabilities Act (1992), information on Sexual Harassment & Discrimination and related issues.

#### Series IV - Publications

This series includes information on workshops and policies offered to the campus community. Current policy statements, for example, are listed as web page content as they were retrieved from the Equity and Diversity web pages on the Internet.

#### Series V - Reports

This series is the largest portion of the collection. It includes reports related to affirmative action in the state of Connecticut, sexual harassment in the workplace and affirmative action plans from 1977-present. Copies of the Affirmative Action Plan are also available digitally beginning with the 2001 report and are available by request.

### **BIBLIOGRAPHY:**

<sup>1</sup> "Title IX, Education Amendments of 1972" (Title 20 U.S.C. sections 1681-1688)  
Retrieved 10/20/2005 at <http://www.dol.gov/oasam/regs/statutes/titleIX.htm>

**RELATED COLLECTIONS:**

Related information may also be found in the following collections: AccessAbility Services, Administrative Affairs, Office of the President and Connecticut State University-CSU and Connecticut State Colleges & University-CSCU Board of Regents collections.

The University Archives has a substantial collection of university archives material and also houses the Connecticut Studies Collection. For more detailed information on these collections please speak with a staff member, call 860-465-5563 or visit the Smith Library Archives & Special Collections online at <http://ecsu.archives.s3-website-us-east-1.amazonaws.com/>

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	Steering Committee for Minority Affairs	20 August 1985
	Affirmative Action Advisory Committee	1986
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	Diversity, Race, and Justice Advisory-Minutes	20 Sep 2007
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	Diversity, Race, and Justice Advisory Members	27 February 2014
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	Office of Civil Rights Complaint	26 November 1979
	Distinguished Affirmative Action (DAA) Award	November 1988
	Mini Race Culture Seminar	May 1990
	Distinguished Affirmative Action Award – Call for nominations	[1990]
	Policy on Discrimination & Sexual Harassment	21 September 1992
	Policy on Discrimination & Sexual Harassment	30 August 1993
	Affirmative Action Plan and Policy	6 December 1999
	Multiculturalism and Diversity Workshop	12 March 2001
	Diversity in Hiring	11 November 2002
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	Affirmative Action Statement and survey	3 January 2008
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	Retirement (Eubank)	2 June 2009
	Retirement Reception – Dr. Constance Belton-Green	25 August 2010
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	Equal Opportunity in Higher Education	7 October 1980
	Hiring Guidelines	1987-1988
	Americans with Disabilities Act, Introduction (2)	[1992]
	Sexual Orientation Teleconference	24 January 1992
	Affirmative Action Award Nomination	Spring 1992
	Procedures for Conducting Affirmative Action Searches	Fall 1992
	Statement of Policy on Discrimination & Sexual Harassment	1992-1993
	Affirmative Action Search Guidelines	October 1992
	Americans with Disabilities Act, Introduction	[1996-1997]
	Policy Statement Regarding People with Disabilities	September 1996
	Procedure for Conducting Affirmative Action Searches:	January 1997
	Management, Confidential Unclassified Personnel	
	Discrimination & Sexual Harassment	February 1997
	Affirmative Action Policy Statement	14 July 1997
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	Full Time Instructional Faculty	
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	University of Michigan Supreme Court	[2003]
	Affirmative Action Policy Statement	29 December 2004
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	Discrimination	n.d.
	Understanding & Valuing Diversity- Manual	n.d.
	Policy on Pluralism	6 June 2013
	Mission Statement and Comments	6 June 2013
	Procedures for Affirmative Action Searches	6 June 2013
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	Policy and Grievance Procedures on Discrimination and Sexual Harassment	Spring 2014
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	Guidelines for Reasonable Accommodations for People with Disabilities	Spring 2014
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	Faculty-Staff Guide for Students with Disabilities (DHE)	15 April 1991
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