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## ABSTRACT

This report contains a summary of information submitted by public and independent colleges and universities in Connecticut concerning incidents of racism and intolerance that occurred on campuses during 1993. It reviews the number, type, and disposition of incidents that occurred and describes programs and activities undertaken to promote pluralism and to educate the campus community about appropriate and inappropriate behaviors. The bulk of the report consists of summaries of incidents and programs at the University of Connecticut, University of Connecticut Health Center, Charter Oak College, the 4 Connecticut State Universities, 12 community and technical colleges, and 19 independent colleges and universities. (MDM)

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- Wilcox School of Nursing



# STATE OF CONNECTICUT

## Department of Higher Education

### Board of Governors for Higher Education

#### Policy Regarding Racism and Acts of Intolerance in Connecticut Colleges and Universities (Adopted July 18, 1989)

#### Background and Rationale

Colleges and universities throughout the country and in Connecticut recently have experienced a disturbing rise in student-to-student violence, often race-related. This new wave of racism is especially dangerous since it enlarges the evils of discrimination to include harassment, physical violence and abuse. In settings where racial minorities are subject to attack, no group that is different from the majority is safe.

Acts of intolerance not only are morally reprehensible but also are contrary to the promotion of pluralism. Pluralism is of particular importance in higher education, since it is an essential requirement for the free and open pursuit of knowledge and understanding. Students, faculty, and staff create a marketplace of ideas on college campuses by bringing multiple perspectives to a single enterprise. Colleges and universities must reflect the racial, religious, and ethnic diversity of society in order to prepare students to live productively in that society. Similarly, all persons, regardless of any condition of their being, must be able to pursue higher learning in an environment free from acts of hatred and the threat of violence.

It is not enough, therefore, to open the doors of the campus. All who enter must encounter a climate of acceptance, one characterized by justice and fairness.

This policy addresses racism and other acts of bigotry by calling for a reaffirmation of Connecticut higher education's commitment to: (1) acknowledging the worth of all persons within the higher education community; (2) promoting pluralism; and (3) seeking an end to acts of intolerance.

#### Principles

The Board of Governors for Higher Education, in adopting this policy, sets forth the following Principles:

1. Colleges and universities have a duty to foster tolerance.
2. The promotion of racial, religious and ethnic pluralism within higher education is a responsibility of both individuals and the higher education community.
3. Every person in the higher education community should be treated with dignity and assured security and equality.

4. Individuals may not exercise personal freedoms in ways that invade or violate the rights of others.
5. Acts of violence and harassment reflecting bias or intolerance of race, religion, gender, sexual orientation, disability, and ethnic or cultural origins are unacceptable. Since these acts are inconsistent with the teachings and values of higher education, individuals who engage in such behaviors have no place on college campuses.

#### Institutional Responsibilities

Each Connecticut college and university shall develop the following plans and procedures and submit them to the Board for its review by March 1, 1990.

1. A plan to promote pluralism, which includes the identification and elimination of practices counter to pluralism.
2. A statement condemning racism, intolerance, and other acts of hatred or violence based on differentness.
3. A plan to inform the campus community, including students, faculty and staff, about the statement.
4. A plan to educate the campus community about appropriate and inappropriate behaviors, which includes activities intended to increase sensitivity and encourage acceptance of others.
5. A process to hear and resolve grievances relating to this policy in a timely fashion, which identifies remedies and imposes penalties, up to and including suspension and expulsion.

Implementation of this policy will be reviewed as provided for in Section 10a-34-11 (g) of the Regulations for Licensure and Accreditation of Institutions and Programs of Higher Learning. Part of the institutional accreditation process will consist of review of reports submitted annually by each college and university to the Board of Governors, beginning in January 1991. These reports shall include the number, type, and disposition of incidents that occurred during the previous calendar year involving acts of violence and harassment reflecting bias or intolerance of race, religion, gender, sexual orientation, disability, and ethnic or cultural origins. The reports also shall describe activities undertaken to promote pluralism and to educate the campus community about appropriate and inappropriate behaviors.

7-19-89

## AN OVERVIEW

This report contains a summary of information submitted by public and independent colleges and universities in Connecticut concerning incidents of racism and intolerance for the period January 1 through December 31, 1993. It summarizes the number, type and disposition of incidents that occurred on Connecticut college and university campuses and describes programs and activities undertaken to promote pluralism and to educate the campus community about appropriate and inappropriate behaviors.

The report was prepared to comply with the policy adopted by the Board of Governors for Higher Education in July 1989 aimed at promoting pluralism, acknowledging the worth of all persons within the higher education community, and seeking an end to acts of intolerance.



Summary  
Acts of Racism and Intolerance at Connecticut Colleges and Universities  
1993

Public Colleges and Universities

Name	Number	Type
<u>University of Connecticut:</u>		
University of Connecticut	14	7 Race 2 Religion 1 Gender 2 Sexual Orientation 2 Ethnic Origin
UConn Health Center	94	28 Race 2 Religion 47 Gender 13 Disab 3 Ethnic Origin 1 Other
<u>Connecticut State University:</u>		
Central CT State University	2	2 Race
Eastern CT State University	4	2 Race 1 Gender 1 Sexual Orientation
Southern CT State University	0	
Western CT State University	2	1 Race 1 Religion
<u>Community-Technical Colleges:</u>		
Asnuntuck Community- Technical College	1	1 Gender
Capital Community- Technical College	0	

Community-Technical Colleges: (cont'd)

Name	Number	Type
Gateway Community- Technical College	0	
Housatonic Community- Technical College	0	
Manchester Community- Technical College	32	2 Race 1 Religion 26 Gender 3 Disability
Middlesex Community- Technical College	1	1 Race
Naugutuck Valley Community- Technical College	4	2 Race 1 Gender 1 Sexual Orientation
Northwestern Connecticut Community-Technical College	0	
Norwalk Community-Technical College	1	1 Race
Quinebaug Valley Community- Technical College	0	
Three Rivers Community- Technical College	1	1 Race
Tunxis Community-Technical College	3	3 Race
	<hr/> 157	

### Independent Colleges and Universities

Name	Number	Type
Albertus Magnus College	0	
Briarwood College	0	
Bridgeport Engineering Institute	0	
Fairfield University	2	1 Race 1 Sexual Orientation
Hartford Graduate Center	0	
Hartford Seminary	0	
Holy Apostles College	0	
Katharine Gibbs School	1	1 Race
Mitchell College	4	2 Race 1 Gender 1 Sexual Orientation
Mount Sacred Heart	0	
Paier College of Art, Inc.	0	
Quinnipiac College	1	1 Religion
Sacred Heart University	3	3 Gender
Saint Joseph College	2	1 Sexual Orientation 1 Ethnic
St. Vincent's College	0	
Swiss Hospitality Institute	0	

Name	Number	Type
Teikyo Post University	1	1 Sexual Orientation
University of Bridgeport	6	4 Race 2 Gender
University of Hartford	10	3 Race 4 Religion 2 Gender 1 Disability
University of New Haven	1	1 Race
Wilcox College of Nursing	0	
	—	
	31	

### Summary Totals

Public Colleges and Universities	157
Independent Colleges and Universities	31
	<hr/>
	188

### Summary by Type (Public and Independent)

Race	62
Religion	11
Gender	85
Sexual Orientation	7
Disability	17
Ethnic/Cultural Origin	6
	<hr/>
	188

### Disposition of Incidents

No Action - Offenders Unidentifiable	20
Charges Dropped/ Declined to File/Press Charges	44
Cases Resolved/Mediation	67
Cases Pending	22
Investigation/ No Grounds	9
Probation/Warning	7
Removal from Univ Property/Dismissed Terminated	6
Disciplinary Hearing/Campus Judicial System	6
Criminal Charges Filed	3
Complaint Filed with Federal\State Agency	2
Other	2
	<hr/>
	188

3/94  
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# Acts of Racism and Intolerance at Connecticut Colleges and Universities: 1993

## Public Colleges and Universities

Name	Number	Type	Disposition
University of Connecticut  (Inc. Branches)	14	7 Race	<b>Race</b> 5-no action (offenders unidentifiable) 1-apology (victim declined to file) 1-arrest (physical assault)
		2 Religion	<b>Religion</b> 1-no action (offender unidentifiable) 1-disciplinary hearing conducted
		1 Gender	<b>Gender</b> no action (victim declined to file)
		2 Sexual Orien.	<b>Sexual Orientation</b> 1-no action (offender unidentifiable) 1-victim declined to file charge
		2 Ethnic/Cultural Origin	<b>Ethnic/Cultural Origin</b> 1-criminal charge filed 1-employee terminated

## Activities to Promote Pluralism

President issued "Social Equity Agenda: Ten Point Plan to Improve Diversity at UConn" for FY 1993. Its text is as follows:

1. Recruit and retain more minority students
2. Recruit and retain more minority faculty and staff
3. Hire new Associate Provost/Multicultural Affairs
4. Review and revise the Student Conduct Code
5. Conduct training programs for management on diversity
6. Maintain multicultural training emphasis in the Department of Residential Life

7. Generate corporate support for diversity activities
8. Ensure that UConn publications reflect diversity
9. Improve services to international students
10. Use FY 93 and FY 94 to assess and improve our programs and activities that foster cultural diversity

President regularly discusses diversity and affirmative action as they apply to student and employee access and retention in Cabinet meetings. Performance in these areas is included in reviews of executives and managers.

Vice President for Student Affairs and Services included four divisional goals to promote pluralism in the division's programming and planning document for the 1992-1995 cycle: recruitment, retention, responsiveness, diversity.

Admissions Office bought advertising time on Waterbury radio station that has black listener audience and used a variety of print media aimed at diverse populations.

Admissions Office staff revised its publication to highlight the presence and achievements of minority students and students with disabilities. Published a separate brochure on support programs.

President's Affirmative Action Advisory Committee conducted an all-day retreat for constituents of the university around the theme of "Community Building in a Diverse Population."

UConn ADVANCE published information and reports on events during Black History Month, Bigala Awareness Week, Puerto Rican/Latino Awareness Month, Women's History Month.

Division of Extended and Continuing Education honored the Year of Diversity by selecting a painting by a disabled artist for its summer catalog.

The Office for Affirmative Action Programs sponsored interactive video conferences on diversity issues.

The School of Allied Health Professions conducted "Racism Awareness Workshops" for faculty, staff and students.

Division of Extended and Continuing Education offered more than 24 programs related to diversity. All were open to the general public.

The Hartford Regional Campus conducted a Diversity Survey to assess students' attitudes about racial climate on campus. Findings from survey are being used to examine curriculum and affirmative action policies. Open forums on diversity held in fall 1993.



Admissions Office close-captioned the orientation videos for the hearing impaired.

Department of Career Programs conducted a Minority Career Conference to aid minority students in entering the labor market and to encourage them to use the services of the department.

Student Activities and Union Programs held a "Power Hour" leadership workshop on issues of special interest to student leaders of color in November 1992 and a workshop that focused on mentoring for women students in February 1993.

The staff of the Department of Student Affairs engaged in a variety of activities such as Violence Prevention Network; Multicultural Advisory Committee; Special Populations Committee.

President Hartley chose diversity as the fall convocation theme for the second consecutive year.

A new Asian American Cultural Center was opened and a full-time director appointed. This increased the number of cultural centers at UConn to four.

The President's Affirmative Action Advisory Committee instituted an affirmative action multicultural award. Three individuals and one school received the first awards for outstanding contributions to diversity and equal opportunity during the 1993 calendar year.

#### Activities to Educate Campus Community about Appropriate and Inappropriate Behaviors

The Office for Affirmative Action Programs distributed 200 posters inviting victims of acts of intolerance to contact that office for assistance.

The Office for Affirmative Action Programs met with new student orientation leaders to discuss the school's harassment policy.

The Office for Affirmative Action Programs began training on handling reports and complaints of discrimination for personnel at complaint entry points. The training team consisted of representatives from the Office for Affirmative Action Programs, Student Affairs, Labor Relations and the Women's Center. During FY 1993 the team reached a group from the Personnel Department, the Cultural Centers, Police Department and Labor Relations. They also trained the Student Affairs and Services Department Heads, School of Business Administration, the Hartford Regional Campus and the President's Office.

The Admissions Office's Orientation and Tours Program introduced a diversity training exercise into its program. All new students are required to participate.

University of  
Connecticut  
Health Center

94

28 Race

Race

17-resolved  
7-dropped  
3-pending  
1-withdrawn

2 Religion

Religion

2-resolved

47 Gender

Gender

22-resolved  
23-dropped  
1-pending  
1-withdrawn

13 Disability

Disabilities

10-resolved  
3-pending

3 Ethnic Origin

Ethnic/Cultural origin

2-resolved  
1-dropped

1 Other

Other (veteran)  
resolved

Incidents reported from the UConn Health Center encompass all acts processed by the Office of Diversity and Affirmative Action by full and part-time employees, volunteers, patients and students.

#### Activities to Promote Pluralism

Consultant employed to assist in the development of strategies for managing diversity.

Diversity training conducted biweekly for all Health Center supervisors and managers.

Biweekly orientation meetings for all new employees to provide training in the area of managing diversity.

Team building seminars conducted by consultant for Nursing Department.

Dissemination of Affirmative Action Policy statement to all employees.

#### Activities to Educate Campus Community

All supervisors and managers received two hours training on sexual harassment and were asked to take training back to their departments.

Forty persons were trained as sexual harassment education trainers.

Sexual harassment posters distributed to all departments.

Seminars conducted by the Director of the Office of Diversity and Affirmative Action.

Name	Number	Type	Disposition
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Charter Oak	0		
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Activities to Promote Pluralism

Statements in support of pluralism included in catalog.

Photographs that underscore the pluralistic composition of the student body, alumni and staff in college publications.

Articles in publications that demonstrate the importance of pluralism.

Activities to Educate Campus Community

Same as above.

## Connecticut State University

Name	Number	Type	Disposition
Central	2	Race	<p><b>Race</b></p> <p>1-incident investigated by AA Officer, found no grounds for complaint Case pending at CHRO</p> <p>1-incident mediated by the judicial coordinator; one student removed from residence halls; one student placed on probation; another student found innocent of any wrong doing</p> <p>While second incident took on racial overtones, investigators found that the original incident was not racially motivated.</p>

### Activities to Promote Pluralism

Efforts to increase the number of students of color through recruitment and retention programs:

Networking with community outreach and high school guidance counselors, the community/technical college transfer advisors, Upward Bound and CONNTAC programs, community, social and educational agencies across the state.

Continuous visits to targeted high schools with significant populations of underrepresented students.

Continued participation in college fairs aimed at recruiting underrepresented students.

A pre-confirmation workshop held for students of color that have been admitted to CCSU. Students and their families invited to campus in spring.

Continued sponsorship of Project Awareness which brings students of color to campus and provides social and cultural experiences at CCSU.

CCSU's Plan to Promote Pluralism adopted a more active and energetic strategy to recruit students of color.

Latin American Students Organization sponsored Puerto Rican Political Debate, Latino faculty and student reception, Latino one day conference with other area colleges, Latin American week, Sweets of Latin America, LASO Dinner.

Organization of African and African American Students sponsored CCSU homecoming, Greek Letter Organization Forum, Concert: De La Soul and Tribe Called Quest, Celebration of Kwanza, Celebration of the Arts.

Programs and workshops to promote diversity sponsored by the Human Relations Committee.

Specialized training programs for student staff and student leaders on sensitivity and cultural awareness developed by the Student Affairs Division.

First debate in the U.S. among leading proponents on the future of Puerto Rico hosted at CCSU.

A student newsletter written and published by students of color to target underrepresented students through providing different perspectives for African-American and Latino students at CCSU.

A monthly African-American Lecture Symposium presented visiting scholar lectures in African-American studies.

A Center for Caribbean Studies extended the university's presence into nearby cities where large numbers of Caribbean immigrants live and provided opportunities for exchanges between CCSU and the Caribbean Islands.

A Latino Cultural Awareness Leadership Retreat permitted 50 Latino students to explore the diversity of the Latino culture, the contributions of Latino people and develop leadership skills for Latino students.

President established a Minority Enrollment and Retention Committee and charged it to promote the ideals inherent in the university's commitment to the principles of diversity.

President reorganized a Race Relations Committee which was named the Committee on Human Relations. The committee reports to and makes recommendations to the President as appropriate.

A Committee on Multicultural Understanding advocates multicultural perspectives within the School of Education and Professional Studies. The committee promotes multicultural awareness among faculty and students, with a focus on urban education.

A member of the faculty of the School of Education and Professional Studies administers an institute for multicultural understanding.

Project Impact, a CSU project sponsored by the Center for Educational Excellence, provided expertise from a multicultural scholar in residence through a series of workshops for faculty from across the university system who wish to infuse their courses with multicultural perspectives.

The university began a free shuttle service for students in fall 1993. The shuttle stops at the Old State House, Capital Community-Technical College, West Farm's Mall, and CCSU's Student Center.

Eight student organizations participated in A Celebration of Human Rights on the anniversary of the Rodney King decision.

University Forums were held on "Gay and Lesbian Rights: Reflections After the March" and "Diversity." The President and Vice President for Student Affairs were discussion leaders at the forum on diversity.

Student organizations continued to sponsor festivals and other events that highlight different racial and cultural backgrounds and provide greater understanding of the diverse campus population.

The Mosaic Committee produced "The World Game," a simulation of how the world's cultures interact around resources.

The CCSU Counseling Center continued to sponsor self-help groups that focus on building healthy relationships among people.

#### Activities Undertaken to Educate Campus Community

The Affirmative Action Office sponsored a workshop, "Valuing Differences, for faculty, administrators and staff that focused on developing communication skills, identifying personal barriers that impact prejudice and recognizing how perceptions surrounding race, gender, and other differences affect the workplace and the classroom.

The Affirmative Action Office sponsored a video conference, "Successfully Employing People with Disabilities ...What Managers Need to Know."

Training sessions related to sexual harassment in the workplace were held for all members of the Department of Public Safety,

The campus judicial coordinator and the Vice President for Student Affairs conducted workshops for students aimed at helping them to understand the judicial system and how to combat inappropriate behaviors of a racial or sexual nature by using the system.

Residence Life sponsored 22 training activities related to tolerance.

Diversity training was a major component of orientation programs for new students. It was also emphasized in the ongoing training conducted for resident assistants and student center staff.

The film "Silverlake Life" had its Connecticut premiere at CCSU and was followed by a discussion with two AIDS patients.

Name	Number	Type	Disposition
Eastern	4	2 Race	<b>Race</b> 1-judicial hearing to be held 1-one student charged, another student required to do community service and placed on probation.
		1 Gender	<b>Gender</b> student separated from residential life and placed on disciplinary probation.
		1 Sexual Orien.	<b>Sexual Orientation</b> visiting offender unidentifiable

#### Activities to Promote Pluralism

Third Annual Black and Latino Alumni Reunion held.

Other events, designed to enhance multicultural awareness:

Day of African Dance and African Drumming

Lecture on issues of race, class, gender and ethnicity in higher education

Lecture on the Mohegan Tribe of Native Americans sponsored by the English Department.

Forum on the Rodney King case conducted.

Special celebrations held for Women's History Month, Black History Month and Latin American Awareness Month.

Celebration to honor Martin Luther King.

#### Activities to Educate Campus Community

The Center for Educational Excellence held year long series on Native American Studies, Puerto Rican Studies, Asian American Studies, Class and Gender.



A participatory workshop held on sexism, racism, homophobia and other issues.

ECSU participated in a nationwide conference on "Confronting Sexual Harassment on Campus."

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Name	Number	Type	Disposition
Southern	0		

Activities to Promote Pluralism

Office of Equal Opportunity Programs developed and implemented two comprehensive academic and orientation programs for freshmen and continuing students.

Tutorial Assistance Program assisted students through tutorials.

Faculty and staff mentorship program assisted in preparing students for success on a predominantly white campus.

Residence hall employees participated in training and cultural workshops.

Outreach activities designed to utilize multicultural materials and personnel.

Activities to Educate Campus Community

All university publications contain policy statement regarding racism and intolerance.

Workshops and training sponsored by affirmative action office and office of multicultural affairs.

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Name	Number	Type	Disposition
Western	2	1 Race	Race dismissed
		1 Religion	Religion Informal hearing No action requested

Activities to Promote Pluralism

Formation of "Cross-Cultural" Advisory Committee - included an all day Saturday retreat.

Kwanza celebration

Black History Month event

Women's History Month activities

Student Honors Program on cultural sensitivity

Appointment of full-time Director of Multi-Cultural Affairs

Year long activities that included guest speakers, films, plays, musicals, classroom presentations and updated multi-cultural library materials

Activities to Educate Campus Community

Continued emphasis during student orientation

Residence Life programs for students and staff

Plan to promote pluralism stated in all major publications.

Participation in Project Impact - multicultural education infusion by faculty

### Community-Technical Colleges

Name	Number	Type	Disposition
Asnuntuck	1	Gender	Gender Under investigation

#### Activities to Promote Pluralism

Committee on Diversity appointed to focus on ways to enhance the college's efforts toward creating a more hospitable climate for diversity, articulate the college's stance on diversity and multiculturalism, identify areas requiring attention and design ways to measure success in achieving goals over time.

Created a college bulletin board to highlight diversity activities and issues.

Sponsored an International Fair.

Sponsored 4th Annual African American Read-In.

Multicultural Luncheon held for faculty and academic staff.

Sponsored college trip to the Holocaust Museum in Washington, D.C.

Added new material on multiculturalism to the LRC collection.

#### Activities to Educate Campus Community

Conducted sexual harassment training for faculty and staff.

Conducted workshop on diversity for Diversity Committee members.

Conducted workshop on diversity for faculty who teach Self and Others.

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Name	Number	Type	Disposition
Capital	0		

#### Activities to Promote Pluralism

Credit-bearing courses offered on Women in Literature, Psychology of Gender, Latin American Fiction and Psychology of Race and Ethnic Relations.

Continuing Education courses offered on Managing Cultural Diversity, Building Bridges: Understanding Homophobia, Sexual Harassment Awareness, Understanding Puerto Rican Culture, Conversational Spanish and Conversational Hausa.

Instructors of literature courses redesigned curricula and instructional methodologies to incorporate numerous books, stories and essays by authors of color. New textbooks selected that emphasize multiculturalism. World History course introduced and degree requirements rewritten to encourage students to study world history.

A paired course introduced which merged curricula for ESL students into the Introduction to Computers course.

Two faculty members earmarked their Awards for Excellence to sponsor Spanish classes for staff and faculty and to hire a diversity consultant for the two campuses.

Grants coordinator worked with committee of staff and faculty to prepare a National Endowment for the Humanities proposal that focuses on multiculturalism.

Campus Ministry conducted weekly support group for campus women.

College hosted art exhibits that featured the works of Latino faculty and a photographic exhibit of Connecticut's "Heritage Artists."

English as a Second Language courses offered to approximately 530 students in preparation for their enrollment at the college.

Through federal, state and social service grants, approximately 350 educationally disadvantaged students were trained in basic skills in preparation for entry into college and/or employment.

Early Childhood Education division incorporated literature and music by artists of color and continued its commitment to include diverse presenters as part of its anti-bias curriculum. A new elective, "Multicultural Education-Bringing Children into the 21st Century," was added.

Homecoming Week brought a jazz combo, African American dance troupe, Mexican and Puerto Rican music to the college.

The Black Student union continued its activity and visibility in sponsoring numerous campus activities.

The Hispanic Student Association continued its sponsorship of a Christmas party for shelter children, the Spring Latin Fiesta, and volunteer tutoring in local schools.

The International Club promoted awareness and respect for the multiple cultures at the college.

A series of brown bag lunch discussions were held that focused on interracial issues and brought together faculty, staff and students.

#### Activities to Educate Campus Community

The college's Professional Day featured an expert on issues of racism and intolerance on college campuses.

Multiple workshops offered that explored strategies for supporting ESL students who are mainstreamed into regular classes.

The Committee on Racism, Sexual Harassment and Acts of Intolerance was reconfigured to include representatives from both campuses. The committee conducted a research, interviewed and selected a consultant to develop and analyze a survey of diversity issues on campus. Survey instrument was prepared with committee input and will be distributed to students, staff and faculty.

Students and faculty participated in systemwide training aimed at combatting prejudice and discrimination.

All managers received training on issues of sexual harassment.

Faculty and staff attended a conference entitled "Redefining Diversity - Civil Rights for the 21st Century."

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Name	Number	Type	Disposition
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Gateway	0		
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Activities to Promote Pluralism

Approximately 140 students, staff and faculty participated in an International Day = A Great Buffet of Cuisine prepared by different ethnic groups on campus.

Ethnic Student Receptions held that featured African American and Latin Heritage.

Hosted videoconference "Beyond the Dream V."

Activities to Educate Campus Community

Six workshops conducted on diversity issues.

Supervisory personnel received training on Sexual Harassment Prevention and Response.

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Name	Number	Type	Disposition
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Housatonic	0		
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Activities to Promote Pluralism

Information, materials and training sessions regarding sexual harassment policies conducted with key administrative personnel and faculty.

Black History Month celebration included lectures and demonstrations.

Readings, lectures and recitals highlighting Latino art, music, and culture conducted.

Relevant issues concerning diversity and pluralism posted.

Bilingual program expanded.

#### Activities to Educate Campus Community

Faculty meetings included issues related to appropriate and inappropriate behaviors in and out of the classroom.

General information regarding sexual harassment policies and reactions posted and distributed.

Center for students with disabilities expanded and integrated with services provided through the Center for Educational Services.

Diversity issues continuously revisited by different committees.

Name	Number	Type	Disposition
Manchester	32	2 Race	Complaint filed with EOC based on race.
			A number of harassment complaints resulted in all parties agreeing to have no further contact with each other.
		1 Religion	Student warned about verbally harassing faculty member.
		3 Disability	Hospital affiliation discontinued after investigation revealed that student with disability was discriminated against.
			Complaints filed with OCR under ADA.
	26	Gender	Investigation unable to substantiate rape charge by unidentified caller.
			Student warned about harassment complaint.
			Three reports of stalking resulted in campus escorts, special parking and restraining orders.
			Two sexual harassment complaints withdrawn.

### Activities to Promote Pluralism

Program featuring Latin-American music held.

Black History month activities conducted.

Workshop conducted entitled "Cold Water: What It's Like to be an International Student."

Campus newspaper articles on faces of diversity.

Lectures on Journey to Mecca and China and its Food.

Program on AIDS.

Workshops for faculty and staff in commemoration of Martin Luther King.

President's Advisory Committee on Racism and Cultural Diversity formed.

Distribution of campus-wide brochure on Sexual Harassment: Tell Somebody.

### Activities to Educate Campus Community

Sexual Harassment Prevention training for President, Deans, Supervisors, Affirmative Action Officer and Director of Personnel.

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Name	Number	Type	Disposition
Middlesex	1	1 Race	Race Offender transferred from work assignment.

### Activities to Promote Pluralism

International Day activities conducted.

Women's Center established. Series of programs related to victimization.

Revision and distribution of updated informational posters prohibiting discriminatory acts.

### Activities to Educate Campus Community

Revision and distribution of brochures focusing on sexual harassment and AIDS awareness.

Training sessions for management, staff and faculty on sexual harassment.

College forums on sexism and sexual harassment.

Training on diversity issues for affirmative action officer.

Name	Number	Type	Disposition
Naugatuck Valley	4	2 Race	<b>Race</b> 1-finding of no reasonable cause 1-under review
		1 Gender	<b>Age Discrimination</b> no cause
		1 Sexual Orien.	<b>Sex Orientation</b> under review

#### Activities to Promote Pluralism

Multicultural committee formed to carry out programs to promote pluralism and diversity.

Affirmative Action Committee continued to monitor and promote positive action regarding pluralism and diversity.

Funding from the Waterbury Foundation to encourage awareness through the Fine Arts.

Gender-Bias Elimination Action Plan continued to reduce the limiting effects of sex-role stereotyping.

#### Activities to Educate Campus Community

Campus-wide sexual harassment training conducted.

Meetings between representatives of student organizations and President and other administrators to discuss current issues, promote leadership and encourage appropriate behavior and discourage inappropriate behavior.

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Name	Number	Type	Disposition
Northwestern CT	0		

#### Activities to Promote Pluralism

Diversity topics discussed at orientation.

Bilingual brochure used for recruitment purposes.

Black History Month activities conducted.

Statement on pluralism distributed to students and staff.

Attendance at workshop on sensitivity to pluralism issues.

Cultural activities conducted to promote understanding of pluralism issues:

International dinner, KWANZA celebration, African percussion dance group and presentation on African American Families and the Church



### Activities to Educate Campus Community

EEO Committee sponsored efforts to identify and address practices that are counter to pluralism.

Statement published in College Bulletin.

Workshop on sexual harassment for management, faculty and staff.

Instruction to Promotion, Tenure, Sabbatical Leave Committees on equal opportunity, non-discrimination issues.

Discussions and dramatic presentation depicting campus situations including racial incidents at student orientation.

Prejudice Reduction/Welcoming Diversity Workshop presented by Student Activities Office.

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Name	Number	Type	Disposition
Norwalk	1	Race	<b>Race</b> Forum conducted by attorneys to discuss conflict between free speech and the right to an equal opportunity for education.

### Activities to Promote Pluralism and to Educate Campus Community

College hosted the annual Norwalk Dr. Martin Luther King birthday celebration.

Multicultural pot luck lunch with entertainment held.

Lecture on Hispanics in American Culture presented.

Movie series celebrating African American writers, actors and artists held.

Sears Committee sponsored numerous all-college forums to discuss issues related to institutional multiculturalism.

College hired a Minority Fellow who will receive training in preparation for a permanent position in the community/technical college system.

The Sears Committee, Affirmative Action Committee and the Center for Teaching and Staff Development Committee contracted with the Anti-Defamation League to sponsor a day long conference entitled "A Campus of Difference" for all staff.

A Minority Recruitment Task Force was formed to assist in efforts to hire staff from diverse backgrounds.

Focus Groups were conducted with representatives from the black and Hispanic communities to ascertain how the college can best meet the needs of black and Hispanic residents.

The college is instituting core curriculum courses in humanities and social science that have a multicultural emphasis.

A Performing Arts Series for students, faculty and community that emphasizes multicultural music, theater and dance was funded by the college.

A Student Leadership Weekend focused on multiculturalism and supportive appropriate behavior in the college community.

A panel of legal experts spoke to an audience of about 100 on the conflict between free speech and ensuring a welcoming atmosphere for all students.

Statements about cultural diversity and non-discrimination were included in revised college bulletins and publications.

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Name	Number	Type	Disposition
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Quinebaug Valley	0		
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Activities to Promote Pluralism

Faculty exchanges between ESL and credit courses on the Danielson campus.

Three workshops conducted to assist non-native speakers in regular classrooms.

Peer tutors hired to work with non-native speaking faculty, staff and students in identified courses.

Activities to Educate Campus Community

Faculty discussed improving the focus on race/ethnicity and gender at faculty retreat.

ESL Advisory Board established to improve effectiveness in community outreach.

A Film series with positive depictions of African American, Latino and Asian peoples presented.

Faculty continue to seek greater inclusion on minority perspectives in textbooks.

Sexual harassment training provided for all supervisors and staff.

Name	Number	Type	Disposition
Three Rivers	1	1 Race	Race resolved informally through discussion with faculty member and student.

#### Activities to Promote Pluralism

New credit course on Malcolm X offered in fall 1993.

Afro-American Student Association sponsored several events during Black History Month.

Hispanic student organization sponsored cultural heritage and fund-raising event in fall 1993.

President reactivated the Diversity Committee as a part of the governance structure with representatives from both campuses.

#### Activities to Educate Campus Community

AIDS Awareness Seminar sponsored by the Afro-American Student Association in February 1993.

Sexual Harassment Training program for staff and faculty expanded to include over 90 percent of faculty and staff.

Six persons participated in a training program that explored issues related to diversity, discrimination and stereotypes on campus.

Name	Number	Type	Disposition
Tunxis	3	3 Race	Race resolved through discussion  Race student refused to confront instructor or permit officials to confront instructor for fear of retaliation.

#### Activities to Promote Pluralism

Staff members represented college in outreach activities to New Britain.

Annual International Day held in October featured cultures of Asia, Poland, the Philippines, and South America through music, dance and food.

Library displays featured Japanese, Native American and African cultures through literature and artifacts.

Exhibit featuring the art of school children from Bosnia contrasted with the art of Farmington school children of the same age. Drawings were hung on opposite sides of campus main hallway to highlight the apparent contrasts of drawings done by children under conditions of war and peace.

Bazaar held following Bosnian art exhibit, that presented works of art and artifacts from the African and African American cultures.

The addition of two minorities to the professional staff resulted in a resurgence of activity in the Minority Student Alliance and an upsurge in minority student response.

#### Activities to Educate Campus Community

Round Table discussions conducted to obtain feedback on how minority students feel about the campus environment.

Workshops conducted that heightened awareness about sexual harassment and sexual orientation.

## Independent Colleges and Universities

Name	Number	Type	Disposition
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**Albertus Magnus            0**

Activities to Promote Pluralism

Increased activity by the Minority Student Union.

Mixers in spring and fall sponsored by the Minority Student Union.

Celebration of International Culture Day.

Campus-wide celebration of Cultural Diversity.

Sensitivity awareness incorporated into Residence Directors' training.

Activities to Educate Campus Community

Policy on Racism and Intolerance published in Student Handbook.

Two new academic courses introduced into curriculum: (Sociology): Minorities and (History): African American History.

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Name	Number	Type	Disposition
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**Briarwood                    0**

Activities to Promote Pluralism

Ethnic calendar displayed in Academic Hall.

All- Student Convocation conducted at which contributions by minorities in society was the topic of guest speaker.

Activities to Educate Campus Community

Speakers discussed tolerance and how it applies to campus life at orientation.

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Name	Number	Type	Disposition
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**Bridgeport                    0**  
**Engineering**

Activities to Promote Pluralism

Catalog updated to emphasize BEI policies regarding racism and intolerance.

### Activities to Educate Campus Community

Policies regarding racism and intolerance reviewed at five convocations for entering students and the total student body.

Policies reviewed at faculty convocations and department meetings.

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Name	Number	Type	Disposition
Fairfield	2	1 Race	Race graffiti removed, offender unidentifiable
		1 Sexual Orien.	Sexual Orientation resolved through judicial office

### Activities to Promote Pluralism

Residence Life staff established theme months and sponsored 128 programs on topics such as diversity, Black History, Women's History.

Freshmen Year Experience included topics to promote pluralism.

### Activities to Educate Campus Community

University Handbook addressed intolerance.

Handbook amended to include prohibition on harassment based on sexual orientation.

Floor meetings held in residence halls to address inappropriate behaviors.

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Name	Number	Type	Disposition
Hartford Graduate Center	0		

### Activities to Promote Pluralism

None

### Activities to Educate Campus Community

None

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Name	Number	Type	Disposition
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Hartford Seminary 0

Activities to Promote Pluralism

Hartford Seminary's purpose statement promotes and supports pluralism institution-wide and community-wide.

Written criteria was adopted in 1983 by the Council on Degree Programs that required all course syllabi to be inclusive of all groups, give representation to underrepresented groups, and to promote interfaith understanding where possible.

A variety of periodicals that deal with cultural issues was made available to faculty, staff and students in library.

The following workshops and seminars were offered to staff, students and the general public in 1993:

Generations of Black and Comely Women

Islamic Spirituality: Bible and Qu'ran

Moving Toward Understanding, Dialogue and Reconciliation Among African American and Caribbean Communities

Fundamentalism in Christian, Islamic and Jewish Traditions

African Diaspora: Common Experiences, Common Goals: Bridging the Gap Between Cultures

Women, Word and the Church: Experiencing Spirit-Inspired Traditions of the Near East, Celtic, Native American, African American, Latino, Asian, Jewish and Muslim Communities

When Cultures Meet: Islam in America

Activities to Educate Campus Community

All publications include statements pertaining to civil rights, equal opportunity, discrimination and reporting procedures for evidences of improper behavior.

Faculty Retreat in September 1993 focused on racism, racial justice and cultural diversity.

Name	Number	Type	Disposition
Katharine Gibbs	1	1 Race	Race offenders dismissed from the school

### Activities to Promote Pluralism and Educate Campus Community

Seminar conducted for all faculty, staff and students on sexual harassment.

Name	Number	Type	Disposition
Mitchell	4	2 Race	<b>Race</b> Offenders unidentifiable
		1 Gender	<b>Gender</b> Offender counseled regarding sexual harassment and informed that further incidents would result in disciplinary action. Notation placed in personnel file.
		1 Sexual Orien	<b>Sexual Orientation</b> Offender unidentifiable

### Activities to Promote Pluralism

Segment on cultural diversity included in 1993-94 Freshman Seminar required of all freshmen.

Presentation on multiculturalism to faculty and staff in November 1993.

Black History Month activities featured films and speakers and advertised to entire campus community.

International Students Association conducted an International Fair to educate college community about different cultures.

### Activities to Educate Campus Community

Two sensitivity workshops conducted which focused on sexual harassment with required attendance for supervisors and voluntary attendance for non supervisors.

Name	Number	Type	Disposition
Mount Sacred Heart	0		

### Activities to Promote Pluralism and to Educate

Reported " Not Applicable".



Name	Number	Type	Disposition
Paier	0		

#### Activities to Promote Pluralism

A competitive project in advertising classes in which students were required to create a poster to promote pluralism. The winning poster was displayed prominently throughout the college and community.

Bi-weekly "Spatter Chats" conducted that focused on multiculturalism.

#### Activities to Educate Campus Community

Attention to respect and appreciation for diversity at freshman orientation. Students reminded that to some people they as artists appear a bit "odd. The implication being that they know first-hand how it feels to be the victims of intolerance.

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Name	Number	Type	Disposition
Quinnipiac	1	1 Religion	<b>Religion</b> investigation conducted- offender unidentifiable

#### Activities to Promote Pluralism

Division of Student Affairs incorporated the following programming expectations into its planning process for 1993-94 in response to the institutional commitment to enhance diversity and pluralism:

To promote stronger relationships between students of different ethnic backgrounds, lifestyles and cultural identities

To help dispel racial and ethnic myths and stereotypes through awareness raising, education and interaction

To expose students to the various cultures represented on campus

To examine and experience global and community perspectives

To create interpersonal relationships between students which will continue beyond the college experience

Eleven leadership training programs were offered to orientation leaders, student government, clubs and organizations, resident assistants, student leaders, faculty and staff.

The leadership training program focused on understanding individual differences, prejudice reduction, breaking down barriers and building common bonds, abusive relationships, recognizing biases, students with disabilities, power relationships between people, women in leadership, getting to know oneself through others.

International dinners and food fairs held.

#### Activities to Educate Campus Community

Summer orientation included "The Library Game" in which all students investigated famous people from different ethnic/cultural groups and compiled "Unique Facts."

Orientation closing ceremony addressed the importance of recognizing and accepting the varied cultures that make up the campus community.

Session on disabilities and support services on campus included for every orientation group.

Students from a Bi, Gay and lesbian organization spoke about their experiences as gay college students.

Monthly bulletin boards in residence halls that addressed respecting others, sexuality and religion.

Five workshops focused on women and alcohol, rape awareness, nutrition and wellness, sexual harassment, human sexuality and safer sex.

Three community outreach activities for youth organizations, food pantries, nursing homes.

Experiential multicultural program that asked students to role play an ability, race, gender or sexual orientation different from their own conducted.

Murals that depicted heritages of residents of campus complexes prepared and displayed.

Movies presented that examined anti-semitism, sexual assault, contemporary black issues and the life of Malcolm X.

Workshop on sign language presented to members of SAFEROADS.

Name	Number	Type	Disposition
Sacred Heart	3	3 Gender	<b>Gender</b> 1-individual removed from university property 1-complainant assisted with legal pursuits 1-complainant assisted with medical, legal and emotional needs

#### Activities to Promote Pluralism

Diversity training for RAs and orientation committee leaders.

Diversity session for all students in class of '97 in first-year seminar.

Six wellness dimensions covered in RA & Activities programming (spiritual, physical, intellectual, career, emotional, social).

Diversity promoted within campus ministry staff and offerings.

Appointment of coordinators for AHANA and for International Student Services.

Hispanic Week activities included film series, reading Maya history, presentation on El Salvador, and fiesta dance party.

Black History Month activities included Black poetry reading, play featuring black actors, African drum and rhythm convocation, a day of unity.

#### Activities to Educate Campus Community

Revision and distribution of new student handbook with easier identification of policies and acceptable standards.

Residence hall meetings to review and discuss standards and guidelines.

Statement on acceptable behavior reviewed at each judicial hearing.

Culture Awareness Council established to prepare students for life in a diverse society.

Minority subcommittee established within Student Academic Support section.

Preliminary groundwork done to initiate a multicultural brochure.

New plan to recruit and retain minority students developed.

Nine workshops conducted that addressed sexual assault prevention and general crime prevention.

Several programs for faculty, administrators and staff on sexual harassment in the workplace.

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Name	Number	Type	Disposition
Saint Joseph	2	1 Sexual Orien	<b>Sexual Orientation</b> offender unidentifiable
		1 Ethnic	<b>Ethnic</b> investigation conducted - finding of no malicious intent

#### Activities to Promote Pluralism

Seventh annual ceremony commemorating life of Martin Luther King

Series of activities for Black History Month

Diversity training for resident assistants

Diversity workshops for new student orientation

Fall Festival International Experience

#### Activities to Educate Campus Community

Three events planned for Women's History Month 1994 to create awareness and increase sensitivity to Gay/Lesbian/Bisexual issues.

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Name	Number	Type	Disposition
St. Vincent's	0		

#### Activities to Promote Pluralism

Brochure prepared for the recruitment of a culturally diverse population.

Participated in Adopt-A-School program in inner city.

Community building Days of Reflection.

#### Activities to Educate Campus Community

Presented Mission video stressing the dignity and worth of each person.

Name	Number	Type	Disposition
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Swiss Hospitality 0  
Institute

Activities to Promote Pluralism

Developed new policies for harassment, racism and acts of intolerance.

Conducted workshop for staff and faculty on diverse backgrounds.

Weekly/monthly international dinners to heighten cultural awareness among students and staff.

Student orientation conducted four times per year.

Activities to Educate Campus Community

New policies for harassment, racism and acts of intolerance developed.

Workshop concerning appropriate behavior conducted for staff and faculty.

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Name	Number	Type	Disposition
Teikyo Post	1	1 Sexual Orien	Sexual Orientation offender unidentifiable Support provided victim through security office

Activities to Promote Pluralism

Diversity workshop scheduled as part of orientation for new students.

Diversity training for peer educators.

Special component aimed at heightened awareness to issues of diversity built into week-long resident assistant training.

Diversity training conducted for all members of the Student Government Association.

Diversity Task Force established. Recommendations from task force incorporated into university's strategic plan.

Fixed percentage of student activities budget set aside for bringing to campus activities and programs that promote pluralism.

Ongoing Cultural Series - university sponsored programs that highlight differences in varying cultures.

University established within its strategic planning document a goal that ensures a commitment to promoting diversity. It states, "To ensure diversity within the University community and provide a campus climate supportive of diverse populations, it is every department's responsibilities to develop strategies to ensure this goal's success."

A component dedicated to cross-cultural communication included in Campus Leadership Development Day.

Spring International Day focusing on ethnic and national cultures scheduled.

#### Activities to Educate Campus Community

Student Handbook that includes Acts of Intolerance Policy distributed to all students. Policy included as part of Student Code of Conduct.

Supplemental document "Code of Conduct" which identifies actions directed at individuals because of their differences as major offenses sent to all students.

Residence hall meetings conducted to communicate policy.

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Name	Number	Type	Disposition
University of Bridgeport	6	4 Race	<b>Race</b> 2-incidents not sustained 2-not pursued
		2 Gender	<b>Gender</b> 1-unresolved 1-sustained but reversed on appeal

#### Activities to Promote Pluralism and Educate Campus Community

Diversity workshops conducted in residence halls.

Multicultural dinner nights held.

Window on the World sessions conducted about different cultures.

Black History Month activities presented.

Student orientation program stressed policies and procedures.

AIDS Awareness sessions.

Community involvement - "UB Cares".

Name	Number	Type	Disposition
University of Hartford	10	3 Race	Race cases under investigation
		4 Religion	Religion cases under investigation
		2 Gender	Gender 1-arrest 1-judicial referral
		1 Disability	Disability closed by judicial referral

#### Activities to Promote Pluralism

Presentation on Diversity/Pluralism.

Diversity in the workplace on college campus conducted.

"Violence in America" program conducted.

Teleconference - "Healing Racism".

"Student Government Alive and Well at the university" written by President for publication in campus newspaper.

Program on Rastafarianism - history and culture.

Hanukkah Service conducted for non-Jewish residents.

Gay Artists' Gallery - display of works by gay artists.

Holiday parties held in campus complexes for religious celebrations.

Student Affairs Staff Retreat conducted with diversity theme.

Student Staff discussions on subjects of sexism, heterosexism, rights and responsibilities of community members, role modeling and tolerance.

November newsletter devoted to "Diversity News".

Resident Assistants did bulletin boards and area office with diversity theme.

Program on anti-semitism presented.

"Who Are We" bulletin board focused on diversity.

International Dinner in village apartments area.

Movies - "Desert Hearts" and "Crying Game" presented.

Gay Jeans Day observed.

### Activities to Educate Campus Community

Implemented Partners in Action for campus safety.

Letter to faculty about campus climate for discussion in classrooms.

Cultural sensitivity training for all Public Safety officers.

Residence hall meetings stressed important policies and, role of community members regarding tolerance.

Bulletin board messages displayed about intolerance and acceptance.

Meeting with members of Student Assistance Program to discuss issues and to brainstorm ideas.

Articles that promote pluralism disseminated on a regular basis to departments, offices, and organizations.

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Name	Number	Type	Disposition
University of New Haven	1	1 Race	Race Interim Suspension, removed from residence hall and given sanction, warning regarding expulsion in case of recurrence of incident

### Activities to Promote Pluralism

Survey of attitudes concerning diversity at UNH administered to administrators, faculty and staff.

Forum on the Incident in Waco, Texas conducted.

Diversity Issues Action Plan developed by the Committee on Diversity.

### Activities to Educate Campus Community

Articles written for student newspaper and faculty publication.



Name	Number	Type	Disposition
Wilcox School of Nursing	0		

Activities to Promote Pluralism and Educate Campus Community

Cultural/ethnic diversity concepts included in all nursing courses and the "College Survival" course offered to freshmen.

Faculty and student affairs personnel participated in community activities to address homelessness, poverty and diversity.

Minority recruitment activities increased through outreach programs to targeted schools and programs.

Student Affairs Committee began process of assessing student services including the Student Bill of Rights.

3/94  
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