December 2012

Human Rights Day

Human Rights Day is observed every year to commemorate the adoption of the Universal Declaration of Human Rights (UDHR) by the United Nations General Assembly on December 10, 1948. The UDHR was drafted as “a common standard of achievement for all peoples and nations” and was the first universal statement that all human beings have certain inherent rights that are inalienable.

President Truman issued the first Presidential Proclamation for Human Rights Day on December 10, 1949. Presidential Proclamation 2866 states that “the attainment of basic rights for men and women everywhere is essential to the peace we are seeking.” He designated that day and “December 10 of each succeeding year as United Nations Human Rights Day.” Other presidents have issued proclamations honoring this day. President Obama honored the day last year and also proclaimed the following week Human Rights Week. To read the Proclamation, click here or click here to learn more about Human Rights Day.

OED Announcements

East Carolina University Wins Diversity Award

Last month, the university was named one of INSIGHT into Diversity magazine’s Higher Education Excellence in Diversity (HEED) award winners. The university was one of the 48 recipients and was recognized for its cultural diversity course requirements, which are consistent with the mission of the university. The award honors U.S. colleges and universities that demonstrate an outstanding commitment to diversity and inclusion. The university is featured in INSIGHT’s December 2012 issue. To read more, click here, or to learn more about the HEED award, click here.

American Indian Faculty and Staff Employee Resource Group

The Office for Equity and Diversity is pleased to announce the creation of an employee resource group for American Indian faculty and staff. The American Indian Faculty and Staff employee resource group will meet for lunch on the second Tuesday of every month, starting on January 8. The group will meet at The Quarry restaurant on Fifth Street at noon. The group met for the first time last month for a luncheon at the Ledonia Wright Cultural Center. Executive Director of the North Carolina Commission of Indian Affairs Gregory Richardson, also a member of the Haliwa-Saponi Tribe, was the guest speaker for the event. For more information about the group, please email Aleshia Hunt.

Did you miss last month’s newsletter? Archived newsletters can be found here.

Know Your Protected Class!

Political Affiliation

Political affiliation is defined as “membership in, participation of, or support of a particular political party, group, or candidate.” Political affiliation discrimination involves subjecting someone (an applicant or employee) to unequal treatment because of his or her political affiliation. Examples of inappropriate conduct based on political affiliation include, but are not limited to: refusal to hire a qualified individual because of the individual’s political affiliation; disparaging remarks about
Retired justice and alumni panel discuss desegregation and diversity at ECU

On November 1, a panel met to speak about desegregation at the university over the past 50 years. Members of the panel discussing desegregation at the university were historian John Tucker, professor of history; alumni Angela Allen and Dennis Chestnut; anthropology major Chantel Miller; alumnus Chris Rey; and keynote speaker Justice Henry E. Frye, the first African-American to serve on the Supreme Court of North Carolina. The panel discussed their personal experiences with diversity and desegregation. Click here to read more.

EPA Recruitment EEO Compliance

Job Announcements
An integral part of a successful recruitment process is providing useful information in the job announcement to potential applicants who are evaluating whether to submit application materials for the position. This information is documented in the Requisition which is used to initiate recruitment for a position and includes the position description, the qualifications for the job, and instructions to the applicant for submitting materials, including the date screening of applications will begin. Qualifications should be clearly outlined for potential applicants to review and assess whether their education and experience meets the requirements of the position so they can best decide whether to submit application materials. Similarly, instructions provided to potential applicants should clearly outline the materials that should be submitted to constitute a complete package and to whom that information should be submitted to best ensure applicants submit a complete application package for consideration. For more information, contact the OED by email or by calling 328.6804.

Women’s Groups on Campus
Various groups on campus meet with one similar mission: to improve the lives of women at the university

Chancellor’s Committee on the Status of Women
Established in 1971, the Chancellor’s Committee on the Status of Women advises the Chancellor, Provost and other university leaders on the planning, implementation and evaluation of policies and practices to promote equity and further the welfare of all women associated with the university. The committee works to actively encourage women’s professional and educational development, establish a climate where women can advance without barriers, and protect the rights of fellow human beings.

The Women’s Roundtable
The Women’s Roundtable provides access scholarships, honors 10 incredible women each year, and works to create a culture of giving by focusing its efforts on raising funds for the university’s Access Scholarship program. The Roundtable also builds a strong volunteer base of women committed to advancing the university and forms a deeper pool of women to be considered for other leadership roles at the university. The Roundtable is also working to create a mentoring and networking program for university females.

Women’s Studies
The Women’s Studies program draws on a variety of academic perspectives to research and study women’s experiences in the United States and around the world. It offers an interdisciplinary view of issues particularly relevant to women. The ECU Women’s Studies Program encourages students to re-vision societal patterns—especially those leading to prejudice—and to explore new frameworks from which to analyze contemporary conditions in women’s lives.

Brody Women’s Faculty Committee
The Brody Women’s Faculty Committee’s primary purpose is to address retention, hiring practices, and how to encourage increased hiring of women within the Brody School of Medicine (BSOM). The committee is currently looking at BSOM
retention and hiring practices. The group has 35 active members and most are clinical and basic science faculty.

Service and Engagement

ECU wins national community engagement award

The university has won the prestigious C. Peter Magrath University/Community Engagement Award for its work with an intergenerational center in the underserved West Greenville community. The award, which comes with a $20,000 stipend, is presented annually by the Association of Public and Land-grant Universities. The university was recognized for its support of the Lucille W. Gorham Intergenerational Community Center, a partnership with West Greenville residents, the Little Willie Center, the city of Greenville and Pitt Community College. To read more, click here.

Organization of African American Staff

OAAS brings staff together and gives back to the community

The Organization of African American Staff (OAAS) “seeks to achieve a visible commitment of the inclusion and valuing of African American staff, faculty, and students at East Carolina University through the promotion of cultural and professional development, wellness, networking, mentorship, leadership, community outreach, scholarship and economic prosperity.” OAAS recently conducted a successful food drive for the Little Willie Center’s annual Thanksgiving Dinner program and is also conducting its annual Holiday Toy Drive to support a family in need through collaboration with the Pitt County Department of Social Services.

The OAAS lunch group is meeting on the second Thursday of the month, December 13, at 1 p.m. at the Ledonia Wright Cultural Center and guests are welcome at any time. For more information, contact Wayne Reeves by email or at 328.4975.

In the News...

Pembroke University Celebrates 125 Years of Accomplishments, Growth

From: Diverse: Issues in Higher Education

The University of North Carolina-Pembroke is celebrating 125 years in March -- a milestone celebration the school has been planning for years. UNC-P, which joined the UNC System in 1971, started off as an elementary school with a goal to educate American Indians of Robeson County and train teachers for the public schools. The school is located in the home of the largest American Indian tribe east of the Mississippi, the Lumbee, and is one of the most diverse universities in the country, with more than 6,000 students. Click here to read more.

A Reboot in Recruiting Women Into Computer Science

From: The Chronicle of Higher Education

The percent of women majoring in computer science is astonishingly low -- nationwide, women earned only 18 percent of the bachelor’s degrees awarded in computer science in 2010, according to the National Science Foundation. To address this issue, schools across the nation are trying to target females through Advanced Placement courses in high school, since interest in the field drops off between middle and high schools. To read more, click here.

Interfaith Calendar

8th Bodhi Day/Rohatsu (Buddhism) 25th Christmas (Christian)
9th Hanukkah (Jewish – Ends Dec. 16th) 26th Kwanza (Interfaith - Ends)
21st Solstice (Wicca/Pagan – Yule and Litha) Jan. 1st and Zarathosht Diso (Zoroastrian)
23th Joseph Smith’s Birthday (Latter Day Saints)

Have equity and diversity news to share?

Please send your news and announcements to oed@ecu.edu.