

OEO REGISTER

WAYNE STATE UNIVERSITY

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The **Office of Equal Opportunity** is responsible for the implementation of the University's Non-Discrimination / Affirmative Action policies, procedures, and practices to ensure that no person is discriminated against in employment, educational programs and activities on the basis of race, color, sex (including gender identity), national origin, sexual orientation, marital status, height, weight, disability, or veteran status.

The OEO provides the following services to the University community:

- Affirmative Action and equal opportunity planning
- Americans with Disabilities Act monitoring and compliance
- Veterans Administration reporting
- Search committee liaisons and employment search committee training
- University employment action monitoring
- Conflict resolution and mediation
- Anti-discrimination, diversity, and sexual harassment seminars.



"The time has come to reaffirm our enduring spirit; to choose our better history; to carry forward that precious gift, that noble idea; that all are equal, all are free and all deserve a chance to pursue their full measure of happiness."

- Barack Obama



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America Names It's First Female Major Party Nominee

Regardless of individual political party affiliations or preferences, America made history on July 28, 2016 when Hillary Rodham Clinton became America's first female major party nominee for president. Hillary accepted the Democratic Party's nomination at the Democratic National Convention in Philadelphia, Pennsylvania. Hillary Clinton will now run for election to become America's 45th President of the United States in November



In LGBTQ NEWS:

Guidelines Issued to Support LGBTQ Community

On May 13, 2016, the U.S. Department of Education and U.S. Department of Justice issued a Dear Colleague Letter which provides guidelines regarding Title IX rules and regulations prohibiting sex discrimination in educational programs and activities.

The guidelines assist institutions such as Wayne State with supporting the LGBTQ student community. The guidelines require schools to treat students consistent with their gender identity, allow students to participate in activities and access facilities consistent with their gender identity, and protecting transgender student's privacy.

Michigan's K-12 public schools are also receiving guidance to support their LGBTQ community. The State of Michigan Department of Education held its final public meeting on May 10, 2016 on the School Board's draft statement and guidance on safe and supportive learning environments for LGBTQ students in Michigan's K-12 public school system. Among the proposed guidelines were that schools adopt and enforce policies protecting LGBTQ students, provide professional development on issues affecting LGBTQ students, support the formation of extracurricular student-led clubs such as Gay-Straight Alliances, address students by their chosen name and pronouns that correspond to their gender identity, and allow the use of restrooms in accordance with gender identify.

References: OCR/U.S. DOJ Dear Colleague Letter (May 13, 2016) AJ Trager (2016, May 19 Vol. 2420). State Board of Ed Hears Final Public Testimony on K-12 LGBT Guidelines. BTL, pp. 8. BTL Staff (2016, May 19 Vol. 2420). Federal government releases guidelines to help schools ensure rights for Trans Students. BTL, pp. 11.

WSU Community Mourns Orlando *Pulse* Victims



The Office of Multicultural Student Engagement arranged a private dialogue on June 13th to allow the students to connect with classmates and faculty in an effort to convey their emotions and frustrations into positive actions on campus and beyond, to remember the victims of the mass shooting at a gay Orlando nightclub on June 12th. Members from the OMSE, Office of Diversity and Inclusion, GLBTA Student Union and the Muslim Student Association took part in the dialogue.

The dialogue initiated a strong sense of community and the speakers summed up the feelings of the crowd upon gathering. Cara Mitrano, co-leader of the GLBTA Student Union, Marquita Chamblee, Ph.D., the provost of Diversity and Inclusion, and Chair of the Philosophy Department John Corvino, Ph.D. conveyed their thoughts on the recent tragic event and expressed that Wayne State students and the Detroit community recognize this tragedy and are in full support of the LGBT community. They reminded the people that we should reject fear-mongering, hate-mongering, stereotyping and hatred. Instead, we were encouraged to seek understanding, deeper meaning and truth.

Wayne State is a community of diverse faiths, races, ethnicities, ages, sexual orientations and gender identities. Our diversity is one of the most illuminating things about Wayne State and one that gives the community the most hope. Following the dialogue, attendees lifted purple carnations in the air as each of the 49 victims was saluted by name and age during an outdoor vigil.

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2016 Affirmative Action Status Report

In support of Wayne State's strong tradition of supporting the principles of equal opportunity, non-discrimination and affirmative action, the Office of Equal Opportunity (OEO) presented Wayne State's annual Affirmative Action Status Report (AASR) to the Board of Governors on June 24, 2016. The AASR provides the collection of data regarding the employment of academic and non-academic staff, discrimination and harassment complaint processing, and the University's efforts to promote supplier diversity. It serves as the principal report on the state of equal opportunity and equity at Wayne State. The AASR presentation is available on the Wayne State Board of Governor's website at bog.wayne.edu.



Faculty Administration Building



Los Angeles Zoo & Botanical Garden 2015 Hispanic Heritage Celebration

EVENTS

- *African World Festival*
Friday—Sunday, August 19-21, 2016

This free three-day festival will take place at the Charles H. Wright Museum. Enjoy arts, crafts, music, ethnic food and much more!

thewright.org/African-world-festival

- *Detroit Jazz Festival*
Friday—Sunday, September 2-5, 2016

Come out and enjoy the sounds of Detroit in the heart of Detroit, this Labor Day weekend!

For more info contact:

www.detroitjazzfest.com

Looking Forward ...

Americans observe National Hispanic Heritage Month each year from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 also marks the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community. The term Hispanic or Latino, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. On the 2010 Census form, people of Spanish, Hispanic and/or Latino origin could identify themselves as Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or "another Hispanic, Latino, or Spanish origin." Today, 55 million people or 17% of the American population are of Hispanic or Latino origin. This represents a significant increase from 2000, which registered the Hispanic population at 35.3 million or 13% of the total U.S. population. This year will be the celebration's 28th anniversary!

References: <http://hispanicheritagemoth.org/>

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