Finding Aid to the
Office of Equity, Diversity, and Global Outreach

Office of Equity, Diversity, and Global Outreach
Office of Equity, Diversity, and Global Outreach records, 1972-2009
Record Group 41
5.25 linear ft.

OVERVIEW

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HISTORY

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance . . .” The preamble to Title IX. Taken from the Department of Labor website: http://www.dol.gov/oasam/regs/statutes/titleix.htm

The North Dakota State University (NDSU) Equity and Diversity office developed out of the incorporation of Title IX and the Education Amendments of 1972. Title IX originated from a 1965 Executive Order protecting employees of federal contractors from discrimination on the basis of race, color, religion, or national origin. It was amended by President Lyndon Johnson to include discrimination based on sex, effective October 13, 1968. Over the next four years connections were made between federal contractors and universities by a woman by the name of
Bernice R. Sandler. Sandler realized that the law applied to colleges and universities, and they too were prohibited from discrimination on the basis of sex. Congresswoman Martha Griffith (D-Michigan), fueled by Sandler, gave the first speech concerning discrimination against women in education. Congress passed the bill on June 8th, 1972. It took three years for the Department of Health, Education, and Welfare to implement Title IX into specific regulations. Once complete, the bill was signed into law by President Gerald Ford on May 27, 1975.

In 1974, prior to the finalization of Title IX, NDSU became one of the first universities in the country to comply with Title IX. On August 14 of the same year, North Dakota State University’s President, L.D. Loftsgard, appointed Ellie (Kiland) Chaffee as the first Equal Opportunity Officer on campus. Kilander, who also held the position of Dean of Women and Assistant Dean of Students since 1971, welcomed the challenge. For three years Kilander fulfilled her part-time duties as NDSU’s Equal Opportunity Officer. Her appointment ended when she filed for leave of absence to pursue her PhD from Stanford University.

On September 12, 1977, Sandra Holbrook was named NDSU’s first full-time Equal Opportunity Officer. Responsible directly to President Loftsgard, Holbrook’s duties were to ensure NDSU’s compliance with Title IX and the Rehabilitation Act of 1974. Holbrook stated, “One of the things I feel most strongly about is the necessity for creating an atmosphere of equity at NDSU, whether it be for women, the handicapped, or other minority groups” (It’s Happening at State, 9/14/77, page 3). Like Kilander, Holbrook took eleven months off to pursue her PhD (University of Minnesota). She returned and finished out her career as Equal Opportunity Officer at NDSU until the summer of 2007 when, after thirty-three years at NDSU, she retired.

Holbrook’s other responsibilities throughout her long career included co-chair of the NDSU’s Presidential Diversity Council since its creation in 2001, membership on the NDSU’s Anti-Racism Team, Training Our Campuses Against Racism (TOCAR), Higher Education Anti-Racism Team (HEART), NDSU Extension Services Catalyst Team, Extension Service Changes Agent States consortium, the NDSU Women’s Studies Advisory Board, as well as developing and teaching women’s studies courses on gender and law. After her retirement she frequently returned as a presenter on a variety of topics to students, faculty, and staff at NDSU.

On August 15, 2007 Holbrook was replaced by Eveadean M. Myers as Executive Director and Chief Diversity Officer of NDSU’s Office of Equity and Diversity. After spending ten years at Iowa State University as their associate director of Affirmative Action/Equal Opportunity and Diversity, Myers was ready for change. Myers stated, “I believe NDSU has the opportunity to be a national leader in having a very diverse faculty, staff and student population” (It’s Happening at State, August 15, 2007, page 1).

In addition to her ten years at Iowa State, Myers served as the regional director and national membership chair for the American Association for Affirmative Action. Within this organization she twice received the President’s Award. Myers served as co-chair for the Ames Breaking Down the Barriers Committee, is a past board member of the Story County Ames Boys and Girls Clubs and Ames Community Theatre, and chair of the Central Iowa Industry Liaison Group. Myers also managed to find time to volunteer for the Beloit Children’s Home, Ames Emergency Residence Project and Story County’s Beyond Welfare program.
On August 31, 2007, Eveadean Myers was appointed the Region VIII Director of the American Association for Affirmative Action (AAAA), which includes Colorado, Montana, South Dakota, North Dakota, Utah, and Wyoming. On September 15, 2008, Myers was appointed by NDSU President Joseph Chapman, Vice President for Equity, Diversity, and Global Outreach.

Originally, the Office of Equity and Diversity didn’t have its own office at all. E. Killander ran the organization out of her faculty office, as did Susan Holbrook in the early years, although an Equal Opportunity statement first appeared in the 1976-1978 undergraduate and graduate bulletins. Over the years the Office of Equity and Diversity grew and today the organization has several offices to aid students of NDSU. The name Office of Equity and Diversity has been changed to Equity, Diversity & Global Outreach.

As of 2009, the main office of the Division of Equity, Diversity and Global Outreach is located in the Equity and Diversity Center in the Alba Bales House. Branch offices are located in the Memorial Union and Old Main, consisting of the Tribal College Partnerships, Office of Multicultural Programs, and the Office of International Programs. The Equal Opportunity statement first appears in the 1976-1978 undergraduate and graduate bulletins.

As of 2010 the mission statement of the Division is: “The Division of Equity, Diversity, and Global Outreach serves the NDSU campus, along with its alumni, community, and global neighbors. We value justice and unity, promote acceptance of all cultures and foster inclusive relationships. Through outreach and service, the division prepares global citizens to understand, respect, and accept.”

References: 25 Years of Title IX Digest, Title IX: A Brief History, August 1997, pages 1-2; NDSU Communications Office press release: 1974; It’s Happening at State, 9/14/77, pg. 3; It’s Happening at State, 2/07/07, pg. 2; It’s Happening at State, 8/15/07, pg. 1; It’s Happening at State, 9/26/07, pg. 6.

SCOPE AND CONTENT

The records consist of five series and two sub-series: Equity and Diversity, Title IX (Case Number 08932009, and Attachments), New Faculty Orientation, Women’s Week, and Subjects. All of the information, within each series, is in chronological order by year.

The first series, Equity and Diversity (1972-2009 - gaps) consists of operations related to the office since its inception in 1972--affirmative action plans (1972 and 1976), equal opportunity functions, and the campus self-evaluation under Section 504 of the Rehabilitation Act of 1973 (1977-1979). In addition, memos, correspondence, notes, and random meeting minutes from the Equal Opportunity Council (1977-1982) and the Campus Equity Group (1977-1988), as well as Brochures, Newsletters, and Calendars (2009) concerning the department are included in the series.

The second series, Title IX (1976-2001 - gaps) encompasses information directly related to Title IX and NDSU’s compliance of the law. Many of the materials in this series, and the two sub-series, deal with not only the Equity and Diversity Office and the Athletic Department, but outside sources as well. These records consist of assessments, recommendations, and guides to
Title IX compliance, memos, correspondence, newspaper clippings, status updates from organizations such as the NCAA Gender Equity Task Force, the North Central Intercollegiate Athletic Conference (surveys in men’s and women’s track, swimming, and tennis), as well the development and samples of student participation surveys with correspondence. Sub-series Case Number 08932009 includes materials directly connected to the original complaint against NDSU under Title IX in December of 1992. It is possible that some of the materials found in the Title IX series, after 1992, are indirectly related to this case, however, this sub-series is only focused on materials labeled with the above case number. Within this sub-series is the original complaint as well as the background on the Title IX complaint, correspondence between the Office of Civil Rights, the Athletic Department, and the Equity and Diversity Office covering progress reports, Student Surveys, Corrective Action Agreements, and the Three Year Gender Equity Plan. Also found is random correspondence, clippings, press releases, and reports (1992-1995), as well as memos and random meeting minutes from the Gender-Equity Committee. The Attachments (1991-1993) sub-series contain the attachments to NDSU’s report to the Office Of Civil Rights concerning Title IX, such as squad lists, promotional materials, budgets, examples of national letters of intent, equipment and supply requests, housing policies, travel rosters, men’s and women’s allowances, maps and Locations of men’s and women’s locker rooms, practice and competitive facilities, bylaws, insurance policies, and organizational charts.

The third series, New Faculty Orientation (1985 and 1987-2006), consists of pamphlets and documentation given to new employees, as well as memos and correspondence concerning times, dates, attendance, and presentation details. A few of the years have completed evaluations (1987-88-89 and 91) and comments regarding those evaluations. In addition, several years have complete folders that were handed out to new employees (1993, 1995-1998, and 2000).

The fourth series, Women’s Week (1984-2007), includes newspaper articles, promotional materials, shirt order forms, planning meetings, sponsorship proposals, travel expenses, and income and budget sheets. Also included are the meeting minutes of Woman: A Week of Awareness Committee and Women’s Week Planning Committee, as well as correspondence between several parties involved with the organization and planning of events during Women’s Week. Women’s Week, which began in 1982 at NDSU, is held yearly and the variety of programs and themes all focus on creating awareness, as well as celebrating women’s accomplishments.

The fifth series, Subjects, consists of the Gunkelman Awards (1995-2007), an annual award which was “established in 1987 to recognize the student or employee who has made the most significant and unselfish contributions to creating a happy environment for the enjoyment of NDSU students,” newsletters (The Vision, Bison Beginnings, and The Exchange), 10% Society, a student organization at that, as per their website “provides social activities, support, and education to gay, lesbian, bisexual, transgender, transsexual, queer, intersex and allied students, faculty and staff on the campus of North Dakota State University,” Vice President Meyers presentation and a presentation with Vice President and Provost Schnell, concerning the recruitment and retention of women at NDSU and a Campus Climate Survey. Also found within the series are meeting minutes, memos, correspondence, and articles from the NDSU Human Rights Task Force (1988-1995), as well as random memos from the Multicultural Education Committee(1986-1991). In addition, there are projects such as the Humanities and Social Sciences Multicultural Curriculum Project (dating back to 1986), and Project Tatonka (1988), a grant proposal to the U.S. West Foundation concerning Native Americans in higher education, a

BOX AND FOLDER LIST

BOX 1

Finding Aid

Equity and Diversity (1972-2009)

Affirmative Action Plan – January, 1976 (Sandra Holbrook’s copy)
Reorganization of Equal Opportunity Functions at NDSU – August, 1974
Early Survey Returns – Equal Opportunity – May, 1977
Equal Opportunity Counsel – 1977 – 1982 (memos, correspondence, and notes)
Campus Equity Group – 1977-1988 (pamphlets, memos, and random meeting minutes)
Special Student Services Survey Concerning the Handicapped – December, 1977
Draft – Accessibility for Handicapped at NDSU (with notes) – nd
Section 504 – Final Draft – Self Evaluation – April, 1977
Section 504 – Pharmacy – Regulations for the Handicapped – June, 1978
Section 504 – Humanities and Social Sciences – Regulations for the Handicapped –
June, 1978
Section 504 – Science and Mathematics – Regulations for the Handicapped – June, 1978
Section 504 – Agriculture – Regulations for the Handicapped – July, 1978
Section 504 – Home Economics – Regulations for the Handicapped – August, 1978
Section 504 – Engineering and Architecture – Regulations for the Handicapped –
August, 1978
Section 504 – University Studies – Regulations for the Handicapped – nd
Section 504 – Student Affairs – Regulations for the Handicapped – nd
Section 504 – Mock-Up – NDSU - Institutional Self- Evaluation – 1979
Section 504 – NDSU – Institutional Self-Evaluation – 1979
Guide For Recruitment and Selection of Employees – August, 1982
Booklet- “Accommodating Students with Disabilities” – nd
Cultural Diversity Tuition Waiver Application – Random dates
Equity, Diversity and Global Outreach Newsletter – May 2009
Equity, Diversity and Global Outreach Event Calendar – 2009
Equity, Diversity and Global Outreach Brochures – 2009

Title IX (1976-2001)

Assessment for Title IX Compliance – 1976
Title IX Recommendations – May, 1977
Guide to Title IX Intercollegiate Athletics – February, 1989
Preliminary Assessment of NDSU’s Title IX Compliance – December, 1989
Women’s Enrollment – by College – 1983-1993
Guide to Title IX and Intercollegiate Athletics – Prepared for NCAA - 1991
North Central Intercollegiate Athletic Conference – NCAA Division II Squad List Form – NDSU
1991-1992
NCAA Gender-Equity Task Force - nd (no date)
NCAA Gender-Equity Study – Summary - March, 1992
Memo – Title IX Internal Audit for Athletics – May, 1992
Memo – Appreciation to Staff and Students in Athletics – February, 1993
General Counsel to President/Title IX Plan – February, 1993
NCAA Gender Equity Study – Final Report – March, 1993
Report to Athletic Gender Equity Committee (UND) – summer, 1993
Auxiliary Services – Comments Regarding Letter from Lynn Montgomery – February, 1994
Newspaper Clippings Regarding Title IX – 1993-1997
Response to Spectrum Editorial – September, 1995
North Central Intercollegiate Athletic Conference – NCAA Division II Squad List Form – NDSU
1993-1994
Title IX Hearing – May, 1995
Correspondence – Senators Dorgan and Conrad – re: Title IX - 1995
Men’s Basketball – Travel Expenses – 1995
Correspondence/Updates on Status – 1995-1997
Revised Equity in Athletics Disclosure Act – November, 1996
LSU case – FYI from General Counsel for NDSU – February, 1997
Gender Equality – Response to NCAA – July 1997
Approach to Student-Athletic Resolutions – October, 1997
Participation Surveys for Intercollegiate Athletics – 1997-1998
Sports Sponsorship Survey for Women – November 1998
Prospective Student Questionnaire – February, 1998
Swimming and Tennis Survey – April, 1998
Memo – Participation in Men’s and Women’s Track – 2000-2001

Case Number 08932009 - Office for Civil Rights – NDSU

Original Complaint – December, 1992
President’s Council – Background on Title IX Complaint – January, 1993
Office for Civil Rights - Schedule for Interviews – February, 1993
Office for Civil Rights – Letters to Interviewees - nd
Information Requested in Response to Case – January to March, 1993
Example of Compliance Agreement and Findings - October, 1993
Letter to President James L. Ozbun from Dept. of Education/Office for Civil Rights with
Results of investigation and subsequent documentation – December, 1993
Corrective Action Agreement – November, 1993
Corrective Action Agreement and Information – December, 1993
Title IX Report and Related Documents – December, 1993
Montgomery Response to Review of Draft Attachment A – nd
Printout – Details by Transaction – 1993 (BOX 6)
President Ozbun – Press Release – Corrective Action Agreement - December, 1993
Correspondence, Memos, Clippings – 1993

BOX 2

NDSU’s Progress Report – February, 1994
First Title IX Progress Report – February, 1994
Review of NDSU’s February Progress Report – April, 1994
NDSU’s Progress Report – July, 1994
NDSU’s Progress Report with Appendices – July, 1994
Review of Progress Report – August, 1994
Gender-Equity Task Force – Title IX Student Interest Survey – September, 1994
Gender-Equity Committee – 1992-1994
Correspondence – 1994-1995
Correspondence, Clippings, Reports – 1992-1995
Gender Equity Advisory Committee w/ Correspondence and Information – 1994-1995
Three-Year Gender Equity Plan for Office for Civil Rights – January, 1995
Student Survey/Sports Activities – January, 1995
Student Survey/ Surveys and Comments
Student Survey/ Background Information – 1994-1995
Corrective Action Agreement Report – July 1995
Update on Title IX Corrective Action Agreement – as of November, 1995
NCAA Gender-Equity Survey – 1996
The Three-Part Test – Clarification of Intercollegiate Athletics Policy Guidance – January, 1996
Progress Report – July 1997
Progress Report Concerning Corrective Action Agreement – July, 1999
Response to Annual Title IX Report – August, 1999
Request for Information – September, 2001

Attachments

Attachments to Office of Civil Rights (OCR)
2) Current Publications and Promotional Material
2a) Current Publications and Promotional Materials continued
4) National Letter of Intent – 1993
5) NCC Tender of Financial Assistance
6) NCAA Bylaws Specific to Financial Aid – NDSU Policy Statement
7) NDSU Report on Athletic Program Issues Related to Membership in NCAA Division I vs. Division II – Perspective Student Athletic Interest
8) Equipment and Supply Request – NDSU Equipment Policy
9) Competitive Schedules for Men’s and Women’s Athletics – 1992-93
10) NCAA Bylaw Defining Pre-Season Starting Dates
11) Academic Enhancement Program
12) Directory of 1992-93 Division Members
13) University Policy for Building Usage
14) Location of Team Locker Rooms for Men and Women Athletics
15) NDSU Athletic Training Department Statement
16) Housing Policy for Men and Women Athletics
17) Student Athletes Receiving Financial Athletic Assistance
18) Transportation Requests for Men’s and Women’s Athletics
19) Lodging Requests for Men’s and Women’s Athletics
20) North Central Conference Travel Roster – 1992-93
21) Per Diem Allowances Men’s and Women’s Athletics
22) Maps of Locker Rooms, Practice, and Competitive Facilities
23) List of Weight Training and Conditioning Facilities
24) Team Assignment for Athletic Training Coverage
25) Health, Accident, and Injury Policies
26) Organizational Chart for the Division of HPER/A
Facilities and Scheduling Questionnaire – blank – nd
Athletes’ Questionnaire – blank – nd
Attachment C - Athletes’ Questionnaire – filled out – 1992-1993
Attachment D – List of Releases – January, 1993

BOX 3

New Faculty Orientation (1985-2006)

New Faculty Orientation – September 1985
New Faculty Orientation – September 1987 – with Evaluation
New Faculty Orientation – September 1988 – with Evaluation
New Faculty Orientation – August 1989 – with Evaluation
New Faculty Orientation – August 1990
New Faculty Orientation – September 1991 – with Evaluation
New Faculty Orientation – August 1992
New Faculty Orientation – August 1993 – with Folder Handout
New Faculty Orientation – August 1994
New Faculty Orientation – August 1995 – with Folder Handout
New Faculty Orientation – August 1996 – with Folder Handout
New Faculty Orientation – August 1997 – with Folder Handout
New Faculty Orientation – August 1998 – with Folder Handout
New Faculty Orientation – August 1999
New Faculty Orientation – August 2000 – with Binder Handout
New Faculty Orientation – August 2001
New Faculty Orientation – August 2002
New Faculty Orientation – August 2003
New Faculty Orientation – August 2004
New Faculty Orientation – August 2006

BOX 4

**Women’s Week (1984-2007)**

Women’s Week – 1984
Women’s Week – 1985
Women’s Week – 1986
Women’s Week – 1987
Women’s Week – 1988
Women’s Week – 1989
Women’s Week – 1990
Women’s Week – 1991
Women’s Week – 1992
Women’s Week – 1993
Women’s Week – 1994
Women’s Week – 1995
Women’s Week – 1996
Women’s Week – 1997
Women’s Week – 1997- North Dakota Humanities Council Grant
Women’s Week – 1998
Women’s Week – 1999
Women’s Week – 2000
Women’s Week – 2001
Women’s Week – 2001 – Shirt Orders
Women’s Week – 2002
Women’s Week – 2003
Women’s Week – 2004
Women’s Week – 2005
Women’s Week – 2006
Women’s Week – 2007
Women’s Week – 2007 – Panel

BOX 5

**Subject Files (1995-2007)**
Humanities and Social Sciences Multicultural Curriculum Project (1 of 2)
Humanities and Social Sciences Multicultural Curriculum Project (2 of 2)
Multicultural Education Committee – 1986-1991 (random memos)
NDSU Human Rights Task Force – 1992-1995 (1 of 3), (meeting minutes and memos)
NDSU Human Rights Task Force – 1988-1990 (3 of 3), (correspondence, memos, and meeting minutes)
Project Tatonka w/Abstract – Excellence in Native American Higher Education – 1988
North Dakota Directory for Women in Higher Education – 1986
Lee Mun Wah Seminar – October, 2005
Eveadean M. Meyers, J.D. Presentation – December 2008
Craig Schnell and Eveadean M. Meyers Presentation – December 2009
The Exchange, Newsletter – 1993
Bison Beginnings, Prospective Student Newsletters – July 1998
The Vision, Newsletter – Fall 1999
Bison Beginnings, Prospective Student Newsletters – 2000-2001
10% Society Concerns – random dates
Gunkelman Award – 1995
Gunkelman Award – 1996
Gunkelman Award – 1997
Gunkelman Award – 1998
Gunkelman Award – 1999
Gunkelman Award – 2000
Gunkelman Award – 2001
Gunkelman Award – 2002
Gunkelman Award – 2003
Gunkelman Award – 2004
Gunkelman Award – 2005
Gunkelman Award – 2006
Gunkelman Award – 2007

BOX 6

Printout – Details by Transaction – 1993