Penn’s New Equal Opportunity and Affirmative Action Policy

We are pleased to announce that Penn has revised its Equal Opportunity and Affirmative Action Policy as well as its Nondiscrimination Statement effective on January 1, 2009. The new policy and statement reflect the University’s unwavering commitment to equal opportunity and affirmative action. We appreciate all of the comments and suggestions received which helped to shape the new policy. We are especially grateful to the members of the University Council Committee on Diversity and Equity for their assistance and advice.

We wish to take this opportunity to note our continued opposition to the Solomon Amendment which was upheld by the United States Supreme Court in 2006 and is inconsistent with the University’s policy on equal opportunity. We will continue to express our objections to it as we seek to have it rescinded and to have the military adopt a more inclusive policy.

Amy Gutmann
President

Ron Daniels
Provost

Craig Carnaroli
Executive Vice President

Arthur Rubenstein
Executive Vice President of the Health System and Dean, School of Medicine

The University of Pennsylvania’s special character is reflected in the diversity of the Penn community. Diversity is prized at Penn as a central component of its mission and helps create an educational and working environment that best supports the University’s commitment to excellence in teaching, research, and scholarship. We seek talented faculty, students and staff who will constitute a vibrant community that draws on the strength that comes with a substantial institutional commitment to diversity along dimensions of race, ethnicity, gender, sexual orientation, age, religion, disability, veteran status, interests, perspectives, and socioeconomic status.

Grounded in equal opportunity, nondiscrimination, and affirmative action, Penn’s robust commitment to diversity is fundamental to the University’s mission of advancing knowledge, educating leaders for all sectors of society, and public service. The University of Pennsylvania prohibits unlawful discrimination based on race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status, or any other legally protected class.

Penn is committed to ensuring that its academic, social, recreational programs and services as well as opportunities for admission and employment are available on an equitable and nondiscriminatory basis without regard to an individual’s legally protected class status. Penn also has written affirmative action programs to address any underutilization of women, minorities, people with disabilities, and qualified covered veterans. The Office of Affirmative Action and Equal Opportunity Programs, in collaboration with the Division of Human Resources and the Office of the Provost, oversees the implementation and administration of the University’s equal opportunity, affirmative action, and nondiscrimination policies and programs.

The University recognizes the right of members of the community to raise questions and pursue complaints of discrimination and adheres to a strict policy that prohibits retaliation for doing so. Questions, complaints of alleged discrimination, or concerns regarding these policies or their implementation may be directed to the Executive Director, Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).

Nondiscrimination Statement
(To be used in University publications)

The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).
Online Sexual Harassment Training Program Wins Award

Ralph J. DeLucia

The School of Medicine’s web-based Sexual Harassment Training program placed third at the Pennsylvania Distance Learning Association’s e-Learning Excellence Awards. PADLA is the local chapter of the U.S. Distance Learning Association, an organization that promotes the development and application of distance e-Learning for training and education.

The School of Medicine developed this training program as part of its continuing efforts to provide work and study environments free from sexual harassment. SOM’s Office of Organization Effectiveness led the effort to develop this award-winning online training program, with assistance from the Office of Affirmative Action and Equal Opportunity Programs, the Office of General Counsel, and the Division of Human Resources. The training program, designed for Penn Medicine’s faculty, managers and supervisors, provides essential information regarding what sexual harassment is, what it is not, and what an individual’s responsibilities may be. The program also explains the risks that are unique to faculty, managers, and supervisors and provides a step-by-step process to use should an issue arise.

In the near future, this program, and other diversity-related programs, will be more widely available to others in the Penn community.

New Ph.D. Program in Africana Studies

Gale Garrison, Associate Director, Center for Africana Studies

The University of Pennsylvania will offer a new Ph.D. program in Africana Studies beginning in the fall of the 2009-2010 academic year. This innovative program, housed in the Center for Africana Studies, will prepare students for careers in the academy and professions, enabling them to make ground-breaking contributions to national and global discourse and problem-solving in the 21st century.

With the launching of the Ph.D. Program, Penn joins an elite group of universities with graduate programs in Africana Studies – the scholarly interrogation of the history, society, and culture of peoples of African descent and their dispersal around the globe. Most programs only offer master’s degrees in the discipline. Currently, Penn’s is the only program to offer the Ph.D. in Africana Studies. “The advantage of our program is that it avails students of the opportunity to specialize not only in African, African American, African Diaspora or Black Studies, but also Africana Studies,” said Tukufu Zuberi, Chair of the Ph.D. Program in Africana Studies and Faculty Associate Director of the Center for Africana Studies. “Our three-track approach to the discipline makes us that much more appealing as a graduate program.”

The Ph.D. Program in Africana Studies is interdisciplinary in nature and trains students in a three-fields approach to African, African American, and African Diaspora studies. The Program allows students the flexibility to design courses of study that both reflect their individual interests and also respond to emerging fields of research in the discipline. For example, a student who wishes to study literature can do so while focusing on the experiences of African peoples in the United States, South America, Africa, or the Caribbean.

Members of the Graduate Group in Africana Studies represent a broad cross-section of the dynamic academic community at the University of Pennsylvania and provide students with the opportunity to learn in a truly interdisciplinary environment that encompasses the social sciences, humanities, natural sciences, law, business, communication, and education.

The Ph.D. Program in Africana Studies is the result of a decades-long effort by University faculty, staff, and students to elevate the study of peoples of African descent to its rightful and necessary place in the curriculum at Penn and the academy at large.

At the end of the 19th century renowned scholar W.E.B. Du Bois, who taught at Penn as a lecturer in 1896, called on Ivy League Universities to collaborate with African American colleges and universities to conduct a study of peoples of African descent in the Americas and Africa over the next 100 years. In many ways, Du Bois’ vision has finally been realized at Penn with the formation of the Ph.D. Program in Africana Studies.
The Equal Pay Act of 1963

Patrice Miller

Last summer marked the 45th anniversary of the passage of the Equal Pay Act. The Equal Pay Act, a federal law amending the Fair Labor Standards Act, prohibits discrimination on the basis of sex in the payment of wages or benefits, where men and women perform work of similar skill, effort, and responsibility for the same employer under similar working conditions. It includes exceptions for pay differentials based on merit, seniority systems, production systems, and other factors other than sex. The Equal Pay Act covers men and women who are salaried as well as those in hourly positions. In the Act’s Declaration of Purpose, Congress stated that sex-based pay discrimination:

- Depresses wages and living standards for employees necessary for their health and efficiency;
- Prevents the maximum utilization of the available labor resources;
- Tends to cause labor disputes, thereby burdening, affecting, and obstructing commerce;
- Burdens commerce and the free flow of goods in commerce; and
- Constitutes an unfair method of competition.

When President John F. Kennedy signed the Equal Pay Act into law on June 10, 1963, women working full-time were paid on average 59 cents to the dollar earned by their male counterparts. By 2007 this figure had risen to approximately 78 cents to the dollar -- an increase of about one-half of a penny in each of the intervening years. (U.S. Women’s Bureau and the National Committee on Pay Equity, http://www.pay-equity.org/info.html).

The good news is that the national wage gap continues to close and that it narrows at a faster rate for younger women entering the workforce. The larger national gap among women over 40 may be a generational effect, indicating that younger women are making career choices similar to those of men, or because of increased equity in the workplace.

Penn is committed to ensuring that compensation and all other aspects of its employment practices are equitable. A number of initiatives have underscored the University’s commitment to equity, including its family-friendly policies for junior faculty and graduate students (see http://www.upenn.edu/almanac/volumes/v52/n24/ff-pol.html) and its periodic Gender Equity Reports (see http://www.upenn.edu/almanac/volumes/v52/n31/gender-equity.html).

The Office of Affirmative Action and the Division of Human Resources routinely monitor practices to ensure that Penn remains in full compliance with the law. If you would like additional information about the Equal Pay Act please contact the Office of Affirmative Action and Equal Opportunity Programs at (215) 898-6993 or TDD (215) 898-7803.

Penn Accepts Violence Against Women Award Grant for 2008-2011

Ralph J. DeLucia

According to the National Violence Against Women Survey (July 2000) domestic violence affects the lives and compromises the safety of millions of Americans each day, with tragic, destructive and sometimes fatal results. The U.S. Department of Justice indicates that nearly one in four American women between the ages of 18 and 65 has experienced domestic violence. Further, according to the Department of Justice, one in five female students, and one in eight male students, report being physically and/or sexually abused by a dating partner, and more than one in eight female college students report being stalked (H.R. 3244: Violence Against Women Act of 2000). In the face of these staggering statistics, the University of Pennsylvania, along with its community partners, has formally accepted a three-year Violence Against Women grant award (2008 – 2011) from the U.S. Department of Justice. This is in continuation of a grant awarded to Penn, Drexel, and the University of the Sciences in 2003.

The grant is administered by the Penn Women’s Center.

The grant will help Penn and its community partners: continue its comprehensive, collaborative, and coordinated response on campus and the surrounding community; provide educational programs and outreach to educate and address dating/domestic violence, sexual assault, and stalking issues; strengthen effective security and investigation strategies to combat any violent crimes against women on campus; and strengthen victim/survivor services in cases involving violent crimes. The University will continue to develop best practices and share resources effectively in making safety, education, and prevention of violence against men and women a high priority on campus and in our community.

http://www.upenn.edu/affirm-action
Penn Women’s Center Celebrates its 35th Anniversary

Jennifer Jackson, Outreach and Program Coordinator, Penn Women’s Center

This year, the Penn Women’s Center (PWC) celebrates 35 years of continuous presence and service in our community. The world has changed considerably during our time here and the Penn community has done much to show its support of the women who work, study and lead on this campus. We thank all of our partners over the years and encourage future participation as we continue into the 21st century, with all of its unique challenges and opportunities.

In her Convocation address to the Class of 2012, President Amy Gutmann reminded us all that successful, happy students manifest in their work a sense of “integrity and courage.” Our nation’s President, Barack Obama, has called for a renewed spirit of service. PWC’s programming for the 2008-2009 academic year has been organized around these related ideas.

Our highly successful and uniquely visible Go Pink! Fundraiser brought together faculty, staff and students who raised nearly $3,000 for Penn’s Rena Rowan Breast Center and helped raise awareness about a form of cancer that has touched so many of our lives. Our ongoing, Feel Good Fridays, program takes stress management seriously, providing students with free workshops to help them recharge to go forward with good work. This semester, Women’s Week 2009 (February 9-13, 2009) and our 35th Anniversary Celebration Week (March 16-20, 2009) seek to inspire courage, foster integrity, and support service projects among peers and in the larger community.

January is National Stalking Awareness Month

Ralph J. DeLucia

During January 2009, communities across the country observed National Stalking Awareness Month, a time to focus on a dangerous crime that affects 1.4 million victims a year. According to the U.S. Department of Justice (National Institute of Justice: Stalking in America, 1998) one in twelve women and one in forty-five men will be stalked during their lifetime, for an average duration of almost two years.

To learn more about stalking, promote National Stalking Awareness Month, learn more about ways to support victims and combat the crime, visit the Division of Public Safety’s website, it’s Department of Special Services http://www.publicsafety.upenn.edu/Safety. For more information, please contact Susan Dever, Support Specialist, Department of Special Services in the Division of Public Safety at 215.898.8762 or email her at sdever@publicsafety.upenn.edu.

In The Know……..

Mentoring Programs for Junior Faculty
Penn has made a strong commitment to creating a strong framework for mentoring junior faculty members, including leadership development, cross-campus networking opportunities, and workshops with leading global experts in academic mentoring. For information, please visit the Provost’s Office website (http://upenn.edu/provost/mentoring/).

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Rape Aggression Defense (RAD)
The Rape Aggression Defense (RAD) System is a program of realistic, self-defense tactics and techniques. The RAD System is a comprehensive course for women which begins with awareness, prevention, risk reduction and avoidance, and progresses to the basics of hands-on defense training. The RAD program is offered free of charge to all Penn students, staff and faculty by the Division of Public Safety with support from the Trustees’ Council of Penn Women. The spring 2009 training schedule is available at http://www.publicsafety.upenn.edu/downloads/Ad_SS_DP_RAD_Spring_09.jpg. For more information, contact Susan Dever, Support Specialist, Department of Special Services in the Division of Public Safety at 215.898.8762 or email her at sdever@publicsafety.upenn.edu.

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Updated OAA/EOP Training Catalog is available online.
The Office of Affirmative Action and Equal Opportunity Programs offers several training programs for departments. The current training programs are listed on our website at http://www.upenn.edu/affirm-action/training.html. For further information or to schedule a needs analysis, please contact us at oaaeop@pobox.upenn.edu or (215) 898-6993 or TDD (215) 898-7803.
JANUARY is National Mentoring Month

January 1:
- Emancipation Day (United States): Abraham Lincoln signed the Emancipation Proclamation on January 1, 1863.
- Japanese New Year: New Year (shogatsu or oshogatsu) one of the most important holidays in Japan.

January 6: Three Kings Day: A Christian holiday also known as Epiphany celebrating the arrival of the Magi bearing gifts for the Christ child. In Puerto Rico and elsewhere in the world it is the day children receive gifts in commemoration of the Magi's visit.

January 15: World Religion Day (Baha'i): Aimed at fostering interfaith understanding and harmony by emphasizing the common denominators underlying all religions.

January 19: Martin Luther King, Jr. Holiday: The federal holiday honoring the Reverend Dr. Martin Luther King, Jr. who was born on January 15, 1929. The holiday is observed on the third Monday in January.

January 26:
- Chinese Lunar New Year: The celebration takes place during the first three days of the first lunar month (late January or early February). Each year is symbolized by a different animal and 2009 is the "Year of the Ox."
- India Republic Day: A national holiday that marks the adoption of the Constitution of India and the transition of India from British dominion to a republic on January 26, 1950.

January 27: International Holocaust Remembrance Day: The United Nations designated this day as a universal commemoration in memory of the victims of the Holocaust. It was so designated by United Nations General Assembly Resolution 60/7 on November 1, 2005

January 29: Tet Nguyen Dan: This Vietnamese Lunar New Year Festival marks the beginning of spring.

FEBRUARY is Black History Month

February 1: Freedom Day (U.S. National) - National Freedom Day is a celebrated on February 1st, the day in 1865 that President Abraham Lincoln approved the joint resolution of Congress that proposed the 13th Amendment to the U.S. Constitution which abolished slavery. The 13th Amendment was ratified on December 6, 1865.

February 24: Mardi Gras: French for "Fat Tuesday," and also known as Carnival and Shrove Tuesday, is the last day before Lent. Lent is observed by Christians as a period of fasting and repentance leading up to Easter. Traditionally, it is a day for eating and having a party before a long period of discipline and repentance.

February 25: Ash Wednesday (Protestant, Roman Catholic): Ash Wednesday is the first day of Lent, the 40-day period (not including Sundays) of fasting and repentance leading up to Easter.

MARCH is Women History, Greek-American Heritage and Irish-American Heritage Month

March 1: National Women of Color Day: In 1988, the National Institute for Women of Color proclaimed March 1st as a day to celebrate the accomplishments of women of color.

March 8: International Women’s Day: Celebrated around the world as a day to acknowledge the achievements and gains made and to focus on the work still needed to assure equality for women around the world.

March 17: St. Patrick's Day: Traditionally, a Roman Catholic feast day in honor of St. Patrick the patron saint of Ireland.

March 21: International Day for the Elimination of Racial Discrimination: In 1966, a United Nations proclamation established this as a day dedicated “to remind the international community of the dire consequences of racism, but also to recall our obligation and determination to combat racial discrimination.”
APRIL

April 5: Palm Sunday: The last Sunday before Easter, Palm Sunday is a Christian holiday that commemorates the entry of Jesus into Jerusalem as crowds spread palm branches and hailed him as the Messiah six days before his crucifixion.

April 8: Passover: A Jewish and Samaritan holiday commemorating the Exodus and the liberation of the Hebrews from slavery in Egypt in the time of Moses. Passover is named for the last of the Ten Plagues visited on the Egyptians by Yahweh before the Exodus. All firstborn male children were killed, but those Hebrew households that had slaughtered a lamb and marked their doorposts with its blood were “passed over.”

April 10: Good Friday: A Christian holiday observed the Friday before Easter commemorating the crucifixion of Jesus Christ.

April 12: Easter: A Christian holiday on which the resurrection of Jesus Christ is celebrated three days after his death by crucifixion.

April 19: Easter: Eastern Orthodox churches observe Lent during the 40 days preceding Palm Sunday. In Eastern Orthodox churches Lent begins on a Monday and Ash Wednesday is not observed.

April 21: Holocaust Remembrance Day (Yom Hashoah). A day to remember those who suffered, fought, and died during the Holocaust.

MAY is Asian Pacific Heritage Month

May 5: Cinco de Mayo: The holiday commemorates an initial victory of Mexican forces over French forces in the Battle of Puebla. The date is observed in the U.S. and other locations around the world as a celebration of Mexican heritage and pride.

May 21: World Day for Cultural Diversity for Dialogue and Development: On December 20, 2002, the United Nations’ General Assembly declared May 21st to be World Day for Cultural Diversity for Dialogue and Development. The day is an opportunity for people to learn to live in harmony with other cultural groups and to increase their knowledge of the importance of cultural diversity.

May 25: Memorial Day: is a federal holiday observed on the last Monday of May to honor U.S. men and women who died in military service of their country.

UPCOMING EVENTS

February 7, 2009: 16th Annual Feminist Law Teachers Conference The conference will be held on Saturday from 8 a.m. until 6 p.m. at Penn Law School, Room T253. For further information, please see http://www.law.upenn.edu/.

February 9-13, 2009: Women’s Week. An annual celebration of women and their accomplishments organized by the Penn Consortium of Undergraduate Women. For additional information, please contact the Penn Women's Center at 215-898-8611.

March 4-6, 2009: Women’s Studies LGBT Conference: “Rethinking Sex.” The Alice Paul Center for Research on Women, Gender, and Sexuality, the Women's Studies Program, and the Lesbian Gay Bisexual Transgender (LGBT) Center, will host a three-day conference featuring 30 of the most prominent scholars in the field. Lectures and workshops will address gender and sexuality in the context of human rights, global media, immigration, activism, and political economy. For further information, please see http://www.sas.upenn.edu/wstudies/rethinkingsex/.

March 6, 2009: Women of Color at Penn Conference & Luncheon. This event will include a conference, awards luncheon, and a vendor fair. This year’s conference will focus on reducing health disparities for Women of Color. The events begin at 9:00 a.m. and conclude at 2:00 p.m. For tickets and additional information, please contact the African American Resource Center at aarc@pobox.upenn.edu.

March 23-28, 2009. QPenn: Penn’s LGBTQ Pride Week. A week-long series of LGBTQA events ranging from high profile speakers and performers to the annual Pride Games, Drag Show and QBall. For additional information, please see www.qpenn.org.

March 29 – April 5: Festival Latino: An annual, weeklong celebration to celebrate the richness of Latino culture. For further information, please see La Casa Latina’s website at http://www.vpul.upenn.edu/lacasa/festival.html.
UPCOMING EVENTS (continued)

April 3: The 8th Annual Disabilities Symposium: *Cool Ideas on Hot Topics* – The symposium runs from 8:00 a.m. until 4:30 p.m. Plenary Speakers include Salome Heyward, Esq., disability rights attorney; Dr. Dan Gottlieb, psychologist and host of a weekly NPR show; and Michael Baime, M.D., founder and director of the Penn Program for Stress Management. For further information, please contact Student Disabilities Services at 215-573-9235 or see http://www.vpul.upenn.edu/lrc/sds/

UPCOMING LECTURES AND SEMINARS

**February 27, 2009: Black Feminism Panel** featuring Claudia Mosquera Rosero (Universidad Nacional Colombia) and Dr. Maria Ines Barbosa (UNIFEM). Co-sponsored by Center for Africana Studies and the Program in Latin American and Latino Studies. The lecture is at 12:00 noon in The Forum at Stiteler Hall. For additional information, please visit http://www.sas.upenn.edu/lals/.

**April 2, 2009: Pa'lante, Siempre Pa'lante: The Young Lords. The program** features film producer Iris Morales at 7:00 p.m., in Van Pelt Library, Room 425, and is sponsored by the Program in Latin American and Latino Studies. For additional information, please visit http://www.sas.upenn.edu/lals/.

**April 3: Global Islam in Everyday America:** This one day conference explores Islam and Muslim identities in the U.S. by interrogating the multiple implications resonating from stereotypes of Islam and the ways in which the imagined versus the lived experiences of American Muslims are implicated. This conference is sponsored by the Asian American Studies Program. For additional information, please see http://asam.sas.upenn.edu/.

**Race in the Academy Series: PennGSE**

**March 19, 2009: Are We Post-Racial Yet?: Race, Representation, and Economic Reality.** Dr. Julianne Malveaux, President, Bennett College for Women will deliver this lecture. For further information about this program or others that are part of this series, please visit Penn GSE’s website at http://www.gse.upenn.edu/node/625.

**Visiting Faculty Scholars of Color Series: PennGSE**

*For further information about this series, please visit Penn GSE’s website at http://www.gse.upenn.edu/node/545.*

**February 17, 2009: How We Become Cycle-Breakers, Tyrone Howard,** Associate Professor of Urban Schooling in the Graduate School of Education & Information Studies at UCLA. Dr. Howard’s work has centered on the achievement gap facing African American and other culturally diverse students and the importance of providing teachers the skills and knowledge to assist them in reversing persistent underachievement.

**March 17, 2009: Miguel Urquiola** is an Assistant Professor in the School of International & Public Affairs and the Department of Economics at Columbia University. Dr. Urquiola’s work centers on educational issues in developing countries and the United States, such as the effects of voucher financing and accountability schemes.

**April 21, 2009: Anthony Lising Antonio** is an Associate Professor of School of Education at Stanford University. Dr. Antonio will be focusing on two key topics: how students and their families gather and digest information about college admissions, and how increasing racial and cultural diversity is affecting higher education.
To register to receive our publication electronically, please send an email with your name, department and email address to: monicajo@upenn.edu

OAA Mission Statement
The mission of the OAA/EOP is to provide central leadership and support for the University’s efforts to achieve an educational and work environment that is diverse in race, ethnicity, interests, abilities and perspectives.

The office will work to ensure the implementation of equal opportunity, affirmative action and non-discrimination policies through education, training and active partnership with others from the campus and the broader Philadelphia communities.

“Supporting Diversity through Education, Training and Active partnership”

University of Pennsylvania’s Nondiscrimination Statement
The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, Sansom Place East, 3600 Chestnut Street, Suite 228, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 898-7803 (TDD).