

## **AREAS OF FOCUS**

---

- Hire and retain People of Color, especially African-Americans and Latinos, women faculty in underrepresented departments, and women in senior management positions.
- Review on an ongoing basis all aspects of equal employment opportunity/affirmative action and make appropriate adjustments, including the issues of retention of Faculty and Staff of Color, so that there are no policies and/or procedures that have an adverse impact.
- Conduct EEO/AA and an institutional assessment to better understand the multi-faceted nature of diversity issues/concerns at the University of Massachusetts Dartmouth.
- Create diverse candidate pools based on geographical area.
- Identify a University-wide initiative that achieves EEO/AA for the entire five campuses with appropriate individuals perhaps EEO/AA and Human Resources professionals.