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Diversity and Inclusion, Office of; Records

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M.E. Grenander Department of Special Collections & Archives

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Summary Information

Repository:	M.E. Grenander Department of Special Collections & Archives
Title:	Office of Diversity and Inclusion Records
ID:	ua370
Date [inclusive]:	1970-2017
Physical Description:	16.30 cubic ft.
Physical Location:	The materials are located onsite in the department.
Language of the Material:	English .
Abstract:	Records of the Office of Diversity and Inclusion and its predecessors. Materials include administrative correspondence, committee and task force meeting materials, planning documentation, and assorted reports, all relating to issues of diversity, inclusion, equal employment, and discrimination.

Preferred Citation

Preferred citation for this material is as follows:

Identification of specific item, series, box, folder, Office of Diversity and Inclusion Records, 1970-2017. M.E. Grenander Department of Special Collections and Archives, University Libraries, University at Albany, State University of New York (hereafter referred to as the Office of Diversity and Inclusion Records).

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Historical Note

The Office was formed in 1971 due to the establishment of an Affirmative Action Program on campus. It was initially part of the Office of Personnel and led by Leon J. Calhoun. As the responsibilities of this office expanded it became its own entity and was known as the Office of Equal Employment Opportunity. The office expanded through Title IX and Section 504 legislation that had recently been signed into law. These included the creation of sports teams for female students and addressed the treatment of students with disabilities on campus. It later became known as the Affirmative Action Office and overseen by Gloria DeSole who also worked in the Task Force for Women's Safety at the same

time. In 2003 it became known as the Office of Diversity and Affirmative Action before becoming the Office of Diversity and Inclusion in 2010. The role of this is to provide diversity-related training and resources, address discrimination and harassment complaints, enforcement and support of legislation such as Section 504. One of their greatest current responsibilities is oversight on the recruiting and hiring processes in all aspects of the University. This includes approval of advertisements for positions and potential candidates for interviews.

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Scope and Contents

This collection includes affirmative action and recruitment plans; student surveys; workforce analysis documents; conference materials; daily correspondence (1974-1986); Federal compliance reports (1971); task force and committee materials including: the Women's Concerns Committee (1978-2000), the Task Force on Women's Safety, the Black Action Coalition, and others. Topics covered include: Section 504 (which addresses disability discrimination), Title IX, and equal employment.

There is a single series dedicated to Women's Studies 399: Classism, Racism, and Sexism, a class taught by staff of the Affirmative Action Office in 1977. Finally, there is also a series containing Affirmative Action Plans produced by the Research Foundation.

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Arrangement of the Collection

Collection is arranged into nine distinct series based on subject. Original order is maintained within each series.

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Administrative Information

Publication Statement

M.E. Grenander Department of Special Collections & Archives

Revision Description

Encoded in EAD by Benjamin Covell 2017 February 7

Processing Information

Processed in 2018 by Erik Stolarski

Access

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Acquisition Information

All items in this collection were transferred to the University Libraries, M.E. Grenander Department of Special Collections and Archives.

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Controlled Access Headings

- Women
- Affirmative action programs
- Affirmative action programs in education
- Discrimination in employment

- Administrative records
- Administrative reports
- Minutes (administrative records)
- State University of New York at Albany

Collection Inventory

Office of Equal Employment Opportunity , 1973-1974

Physical Description: 4.0 cubic ft.

Language of the Material: English.

Arrangement

Series is arranged in its original order.

Scope and Contents

Series is made up of papers from the first iteration of the office as its own entity. Contains memos, correspondence, meeting minutes, and plans for the future of the Equal Employment Opportunity Office.

Title/Description	Instances	
Personnel Associate Position Filled by S. Stronger, 1973 January 3	Box 1	Folder 1
Salary Equalization Data, 1972-1975	Box 1	Folder 2
Personnel Associate (EEO Women) Filled by Dolores B. Schmidt, 1972-1973	Box 1	Folder 3
Federal Compliance Report, 1971 March 26	Box 1	Folder 4
Federal Compliance Report, 1970-1974	Box 1	Folder 5
Federal Compliance Report, 1971 March 26	Box 1	Folder 6
Ethnic Survey, 1970-1971	Box 1	Folder 7
EEO Conference for Administrators, 1973	Box 1	Folder 8
EEO Advisory Committee, 1972-1973	Box 1	Folder 9
EEO Compliance Review, 1971	Box 1	Folder 10
Survey on Religion and National Origin, 1973	Box 1	Folder 11
Title IX Institutional Self-evaluation State University of New York at Albany, 1977	Box 1	Folder 12
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Steno Trainee Program, 1971-1973	Box 1	Folder 21
Review and Analysis of Personnel Activities (RAPA), 1974	Box 1	Folder 22
Affirmative Action Office, 1970-1972	Box 1	Folder 23
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Workforce Analysis, 1972	Box 2	Folder 1
Work Development Program for High School Students, 1972	Box 2	Folder 2
Training Programs, 1971-1972	Box 2	Folder 3
Summary of Affirmative Action Plan, Undated	Box 2	Folder 4
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Student Affairs, 1972 August 2	Box 2	Folder 6
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Sponsored Funds/ Research Foundation, 1971-1973	Box 2	Folder 9
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Requirement Memo's, 1972-1973	Box 2	Folder 11
Recruitment, 1972	Box 2	Folder 12
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Reclassification Committee, 1972	Box 2	Folder 14
Poverty Research and Training Program, 1974 September 5	Box 2	Folder 15
Posting Procedures, 1971 April 2 1974 March 5	Box 2	Folder 16
Policy Statements, 1971	Box 2	Folder 17
Organization Chart, 1973-1974	Box 2	Folder 18
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Newsletter, 1974-1975	Box 2	Folder 21
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Typing Older Returning Students Newsletter, 1976	Box 2	Folder 23
Office for Civil Rights (U.S), 1973 September 25	Box 2	Folder 24
Office of Civil Rights (HEW), 1972	Box 2	Folder 25
Non-Teaching Professionals, 1971-1972	Box 2	Folder 26
Jobs for the Veterans, 1971-1972	Box 2	Folder 27
Job Descriptions, 1971-1972	Box 2	Folder 28
Guidelines for AA in All Departments, Undated	Box 2	Folder 29
A Guide for the Development of AA Programs (SUNY), 1971	Box 2	Folder 30
General, 1973-1974	Box 2	Folder 31
Affirmative Action Budget (86785), 1971 July-1974 December	Box 2	Folder 32
Affirmative Action Advisory Committee, 1972-1973	Box 2	Folder 33
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Affirmative Action Advisory Committee Dr. Nathan Wright. Chairman (EEOAC), 1971	Box 2	Folder 36
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Status of Women/ Institutional Research, 19691971-1973	Box 2	Folder 46
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Office of Equal Employment Opportunity, 1971-1973	Box 3	Folder 2
Office of Diversity and Inclusion: Minority and Women Recruiting Sources, 1972 July 27	Box 3	Folder 3
Special Projects Affirmative Action Folder #2, 1971-1976	Box 3	Folder 4
Equal Employment Committee, 1972-1973	Box 3	Folder 5
Office of Diversity and Inclusion Minutes of November 12, 1974	Box 3	Folder 6
Equal Employment Opportunity Advisory Committee Members, 1973 August 24	Box 3	Folder 7
Office of Diversity and Inclusion: Reports on the Status of Women, 1971-1973-1974	Box 3	Folder 8
Office of Diversity and Inclusion: Grievance Procedure for Review, 1971-1974-1976-1978	Box 3	Folder 9
SUNY -A Affirmative Action Plan, 1973-1974	Box 3	Folder 10
Office of Diversity and Inclusion: Personnel Recruitment and Appointment Policy, 1972 June 7	Box 3	Folder 11
Affirmative Action Committee for Equitable Employment of Minorities, 1970-1971	Box 3	Folder 12
Office of Diversity and Inclusion: Equal Employment Opportunity in SUNY, 1972-1974-1976	Box 3	Folder 13
A Plan for Equal Employment Opportunity in State University of New York, 1972 December 1	Box 3	Folder 14
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Office of Diversity and Inclusion: Title IX Study on Sexism, 1977	Box 3	Folder 23

Office of Diversity and Inclusion: Where are the Women?, 1977	Box 3	Folder 24
Presidents Office, 1973-1977	Box 3	Folder 25
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Affirmative Action: Equal Opportunity Employment, 19711973	Box 4	Folder 1
Affirmative Action Sub-Committee : Ethnic Survey File, 19691971-1972Undated	Box 4	Folder 2
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EEO in SUNY, 1971 November 171972 July 13	Box 4	Folder 19
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Workforce Analysis, 1975-1980

Physical Description: 1.66 cubic ft.

Language of the Material: English.

Arrangement

Series is arranged in its original order.

Scope and Contents

This series holds materials from the analysis of the faculty and staff of the University, breaking the population down by the gender and race of each member.

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AAP: Robert Koff Dean's Office School of Education, 1984-1985Undated	Box 1	Folder 12
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AAP: Paul Wallace Dean's Office College of Humanities, 1984-1985	Box 1	Folder 25
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AAP: John Webb Dean's Office Social & Behavior Sciences, 1983-1984	Box 1	Folder 49
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University Affairs, Undated	Box 1	Folder 86
Office of VP, Undated	Box 1	Folder 87
Career Planning & Placement, Undated	Box 1	Folder 88

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Counseling, Undated	Box 1	Folder 90
Dean's Office Student Affairs, 1979	Box 1	Folder 91
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Residence Halls Administration, Undated	Box 1	Folder 95
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Student Union, Undated	Box 1	Folder 99
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Minority Recruitment Task Force, 1975-1979Undated	Box 1	Folder 101
Affirmative Action Plan and Workforce Analysis Forms, 1979Undated	Box 1	Folder 102
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Affirmative Action Office: Workforce Analysis Part II, 1980	Box 2	Folder 3
Affirmative Action Office: Workforce Analysis Part II, 1980	Box 2	Folder 4
Affirmative Action Office: Workforce Analysis Part II, 1980	Box 2	Folder 5
Affirmative Action Office, 1979	Box 2	Folder 6
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Forum, 1981-1982	Box 3	Folder 2
Recruitment of Minorities, 1972	Box 3	Folder 3
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Affirmative Action Plan Goals and Timetables, Undated	Box 3	Folder 5
Goals and Time Tables for AAP, 1973	Box 3	Folder 6

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Day Files, 1974-1986

Physical Description: 1.0 cubic ft.

Language of the Material: English.

Arrangement

The series is in its original order.

Scope and Contents

This series holds daily office papers filed by Gloria DeSole and Rosemary Kilkenny Sabai who were directors of the Affirmative Action Office during this period. It includes office memos, correspondence within the University and without, and meeting minutes. These all hold information on office work such as the workforce analysis of the campus, hiring waiver requests, and dealings with Section 504 and Title IX.

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Recruitment Plans, 1973-1985

Physical Description: 1.66 cubic ft.

Language of the Material: English.

Arrangement

Series is arranged in its original order.

Scope and Contents

The recruitment Plans series consists of reports on how each department at the University planned "to overcome underutilization of minorities and women" in their new hires process. The series also holds documents created by the Black Action Coalition and other minority and female employment support groups affecting change on the University Campus.

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Waivers, 1982-1985	Box 1	Folder 2
Recruitment Plan, School of Criminal Justice, 1981	Box 1	Folder 3
Rockefeller College of Public Affairs: Recruitment Plans, 1981	Box 1	Folder 4
Recruitment Plans: College of Mathematics and Science, 1978-1979	Box 1	Folder 5
School of Library and Information Sciences, 1979	Box 1	Folder 6
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School of Business: Recruitment Plans, 1982	Box 1	Folder 8
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College of Humanities: Recruitment Plan, 1981	Box 1	Folder 11
College of Social and Behavioral Sciences, 1981	Box 1	Folder 12
School of education: Recruitment Plans, 1980-1982	Box 1	Folder 13
AA Recruitment Plans, 1980-1982	Box 1	Folder 14
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Noticiero, 1975	Box 3	Folder 5
Equal Opportunity Programs, 1973-1974	Box 3	Folder 6
Equal Opportunity Programs, 1974	Box 3	Folder 7
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Minority Enrollment, 1972-1977	Box 3	Folder 9
Minority Education, 1972	Box 3	Folder 10

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Title IX, 1975-1978

Physical Description: 1.33 cubic ft.

Language of the Material: English.

Arrangement

Series is arranged in its original order.

Scope and Contents

This series documents the implementation of the Title IX Program on the Albany Campus. It reveals the actions taken by what was known as the Affirmative Action Office at the time and its work with faculty and staff to amend hiring processes on campus and implement new sports programs. This includes studies and reports on what were current hiring processes and sports teams' offerings, as well as information from other universities and colleges and their work with Title IX.

Title/Description	Instances	
Women Faculty Higher Ed Court Battle Documentation, 1984	Box 1	Folder 1

Court Cases, Undated	Box 1	Folder 2
Speak Out : Feminist Journal, 1975	Box 1	Folder 3
The Spokeswoman, 1975-1977	Box 1	Folder 4
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Status of Women at SUNY Albany, 1969-1972	Box 1	Folder 6
Education of Women, 1975-1978	Box 1	Folder 7
Title IX, 1977	Box 1	Folder 8
Title IX Self Evaluation, 1977	Box 1	Folder 9
Departmental Reports, 1977	Box 1	Folder 10
Women's Sports, 1979	Box 1	Folder 11
Raffel, Norma, 1976	Box 1	Folder 12
Title IX Self Study: Draft1, 1977	Box 1	Folder 13
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Title IX Graduate Student Report, 1977	Box 1	Folder 15
Inter Collegiate Athletics : Self Assessment, 1975-1976	Box 1	Folder 16
Norma Raffel, Title IX Consultant, 1976-1977	Box 1	Folder 17
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Articles on University and Disabled Students, 1980	Box 1	Folder 22
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Where are the Women ? Title IX Self Study, Undated	Box 1	Folder 27
Title IX Self Study, 1978	Box 1	Folder 28
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Section 504, 1977-1980

Physical Description: 1.33 cubic ft.

Language of the Material: English.

Arrangement

Collection is arranged in its original order

Scope and Contents

This series documents the Office of Diversity and Inclusion's Implementation of new Section 504 guidelines, which prohibits discrimination of individuals based on a disability. In this series can be found results of self-studies of the University, reports from the 504 Task Force on success of the program, and future plans to amend employment and admissions practices on campus.

Title/Description	Instances	
CUPA Conference Papers, 1979	Box 1	Folder 1
504 Fact Sheet, 1973	Box 1	Folder 2
Working Paper n Intercollegiate Athletics, 1978	Box 1	Folder 3
Intercollegiate Athletics, 1978	Box 1	Folder 4
Athletics, 1978	Box 1	Folder 5
Coaching Staff Policies, 1978	Box 1	Folder 6
Schedule, 1978	Box 1	Folder 7
Game Programs, 1978	Box 1	Folder 8
504 Task Force, 1980	Box 1	Folder 9
Facilitating Campus Accessibility, Undated	Box 1	Folder 10
Title IX, 1975	Box 1	Folder 11
New Paltz, 1977	Box 1	Folder 12
504 Smoking, 1978	Box 1	Folder 13
504 S.S Design, 1974	Box 1	Folder 14
Handicapped Past Action, 1978		

	Box 1	Folder 15
504 Task Force, 1978	Box 1	Folder 16
Academic Advisement, 1978	Box 1	Folder 17
Admissions, 1978	Box 1	Folder 18
Architectural Barriers, 1978	Box 1	Folder 19
504 Regulations, 1978	Box 1	Folder 20
504 Reports, 1978	Box 1	Folder 21
Budget 504, 1977	Box 1	Folder 22
Correspondence, 1978	Box 1	Folder 23
Employment 504, 1977-1978	Box 1	Folder 24
504 Workshop on Campus Access, 1978	Box 1	Folder 25
504 Next Meeting, 1978	Box 1	Folder 26
504 Accessibility/Education, 1978-1979	Box 1	Folder 27
Sub C. 504 Publicity and Public Ed, 1978	Box 1	Folder 28
Rehabilitation Services, 1977	Box 1	Folder 29
504 Concerns, 1978-1979	Box 1	Folder 30
504 Concerns, 1978	Box 1	Folder 31
504 Task Force, 1980	Box 1	Folder 32
504 Task Force, 1980	Box 1	Folder 33
504 Concerns Group, 1978-1979	Box 1	Folder 34
504 Concerns: Part 1, 1978	Box 2	Folder 1
Five Year Plan, 1989	Box 2	Folder 2
Coalition, 1977-1979	Box 2	Folder 3
504 Transition Plan, 1977	Box 2	Folder 4
505 and Employment, 1979	Box 2	Folder 5
Service Rights, 1979	Box 2	Folder 6
504 Concerns, 1979	Box 2	Folder 7
504 Reports, 1979	Box 2	Folder 8

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General Subject Files, 1988-1998

Physical Description: 1.00 cubic ft.

Language of the Material: English.

Arrangement

Series is arranged in its original order.

Scope and Contents

The General Subject Files holds a diverse array of materials that passed through the hands of the Office of Diversity and Inclusion. This includes campus handbooks and manuals from academic departments and extracurricular activities that needed approval from the office, and articles on issues addressed by the office like sexual harassment.

Title/Description	Instances	
Affirmative Action Plan, 1988	Box 1	Folder 1
Accounting Placement Handbook, 1990-1991	Box 1	Folder 2
Bahia de Ifa, 1990	Box 1	Folder 3
Systemic Psychology Lab Manual, 1990	Box 1	Folder 4
Technical Report Liquids, 1990-1991	Box 1	Folder 5
A Celebration of Literacy, Student Writing, 1989	Box 1	Folder 6
Client Evaluation and Equipment Prescription, 1990	Box 1	Folder 7
Sexual Harassment: It's no Game, Undated	Box 1	Folder 8
Community and Public Service Program, 1990	Box 1	Folder 9
Journals of Continuing Social Work Education, Undated	Box 1	Folder 10
Information for Applicants, Undated	Box 1	Folder 11
Disability Needs Assessment, 1989	Box 1	Folder 12
Handbook for Student Teaching Center, 1990	Box 1	Folder 13
New Coordination Institute, 1990	Box 1	Folder 14
Employee Assistance Program, 1990	Box 1	Folder 15
Department of Environmental Health and Toxicology, Undated	Box 1	Folder 16
Evaluation Conference, 1989	Box 1	Folder 17
Faculty Handbook, 1990	Box 1	Folder 18
College of Humanities and Fine Arts, 1990-1991	Box 1	Folder 19
Institute for Traffic Safety Management and Research, 1990	Box 1	Folder 20
Middle Earth Training Manual, 1990	Box 1	Folder 21
Department of Philosophy: Course Bulletin, 1990	Box 1	Folder 22
Internship Handbook, 1990	Box 1	Folder 23
Reports from Departments, 1990	Box 1	Folder 24
Physics 108 Lab Manual, 1990		

	Box 1	Folder 25
Physics Problem Solving, 1990	Box 1	Folder 26
Shining in the 90's, 1990	Box 1	Folder 27
Orientation Program on A10's, 1990	Box 1	Folder 28
PDP: Staff Directory, 1990	Box 1	Folder 29
VESC Orientation Manual, 1989	Box 1	Folder 30
A New Constitution for a New Century, 1990	Box 1	Folder 31
How to Work with Individuals and Groups, Undated	Box 1	Folder 32
Basic Guide to Living off campus, 1990	Box 1	Folder 33
Justically Speaking, 1990	Box 1	Folder 34
Pathways to Professional Development, 1990	Box 1	Folder 35
Staff Handbook, 1990-1991	Box 1	Folder 36
Questions and Answers: An Update on Disability Related Topics, 1995	Box 1	Folder 37
Educational Opportunities Program Newsletter, 1998	Box 1	Folder 38
Recruitment and Selection Policies, 2005	Box 1	Folder 39

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Affirmative Action Office, 1977-2003

Physical Description: 2.83 cubic ft.

Language of the Material: English.

Arrangement

Series was maintained in its original order.

Scope and Contents

This series holds papers related to the span of time that the Office of Diversity and Inclusion was known as the Affirmative Action Office. This includes a variety of office based materials such as internal memos, correspondence, articles and reports on harassment, periodicals published and written by the office, and meeting minutes. All relates to the Office's efforts to address racism, sexism, and general prejudice on campus. This series also includes materials related to Gloria DeSole, temporary Acting Director of the Office, before becoming Senior Advisor to the President for Affirmative Action and Employment Planning and still acting as head of The Affirmative Action Office. This included her work with the President's Task force on Women's Safety, Women's Concerns Committee, and the LGB Concerns Committee.

Title/Description	Instances	
Hokum Humor Magazines, 1991	Box 1	Folder 1
ASP Articles & Correspondence, 1986	Box 1	Folder 2

Guidelines on Discrimination, 1972	Box 1	Folder 3
Reverse Discrimination, 1972	Box 1	Folder 4
Grey Stevens Digest, 1996	Box 1	Folder 5
Gloria DeSole Diversity Chairs Meeting, 1989	Box 1	Folder 6
Diversity Committees Memoranda, 1990	Box 1	Folder 7
Diversity Committees, 1990-1991	Box 1	Folder 8
Diversity Committees, 1989-1990	Box 1	Folder 9
Diversity Committees, 1988-1989	Box 1	Folder 10
Feminism, 1992	Box 1	Folder 11
Faussilte, 1982	Box 1	Folder 12
Hispanics, 1985	Box 1	Folder 13
NSACS Report, 1995	Box 1	Folder 14
Middle States, 1994	Box 1	Folder 15
Commission on Higher Education, 1994	Box 1	Folder 16
Papers Minorities, 1986	Box 1	Folder 17
Minority Hiring, 1982	Box 1	Folder 18
NCBI Training, 1994	Box 1	Folder 19
Peer Harassment, 1990	Box 1	Folder 20
Politically Correct, 1991	Box 1	Folder 21
CARR Post Doc, 1997-1998	Box 1	Folder 22
Sexism, 1992	Box 1	Folder 23
Sexist Language, 1987	Box 1	Folder 24
Sexual Harassment, 1989-1990	Box 1	Folder 25
Sexual Harassment, 1988-1989	Box 1	Folder 26
Sexual Harassment, 1987-1988	Box 1	Folder 27
Sexual and Racial Harassment, 1980	Box 1	Folder 28
Sexual Harassment, 1986-1987	Box 1	Folder 29
Sexual Harassment, 1985-1986	Box 1	Folder 30
Sexual Harassment, 1984-1985	Box 1	Folder 31
Sexual Harassment, 1983-1984	Box 1	Folder 32
Sexual Harassment, 1982-1983	Box 1	Folder 33
Sexual Harassment, 1981-1982	Box 1	Folder 34

Sexual Harassment, 1980-1981	Box 1	Folder 35
Stop Violence Against Women, 1998	Box 1	Folder 36
Workshop Information, 1996	Box 1	Folder 37
Empowerment Project, 1997	Box 1	Folder 38
Contract Information Empowerment Project, 1992-1996	Box 1	Folder 39
Budgets, 1997	Box 1	Folder 40
Calendar, 1992-1996	Box 1	Folder 41
Leaders of Womens Groups, 1989-1991	Box 1	Folder 42
Womens Meeting with President, 1988	Box 1	Folder 43
Womens Meeting with President, 1987	Box 1	Folder 44
Womens Meeting with President, 1986	Box 1	Folder 45
Womens Meeting with President, 1985	Box 1	Folder 46
Womens Meeting with President, 1984	Box 1	Folder 47
Womens Connection, 1990-1995	Box 1	Folder 48
Womens Connection, 1979-1993	Box 1	Folder 49
Womens Connection, 1994-2001	Box 1	Folder 50
The Advocate, Undated	Box 2	Folder 1
Age Discrimination, 1978	Box 2	Folder 2
AIDS, 19922000	Box 2	Folder 3
AIDS Update, Undated	Box 2	Folder 4
American Association of University Women, 2003	Box 2	Folder 5
Albany Plan, 1992	Box 2	Folder 6
Albany Plan, 1991	Box 2	Folder 7
Albany Plan, 1990	Box 2	Folder 8
Albany Plan, 1989	Box 2	Folder 9
Albany Plan, 1988	Box 2	Folder 10
Albany Plan, 1987	Box 2	Folder 11
American Management Association, 2003	Box 2	Folder 12
Bakke Decision, Undated	Box 2	Folder 13
Community Foundation, 2002	Box 2	Folder 14
Focus, 2002	Box 2	Folder 15
Racism, 1993	Box 2	Folder 16

Committee on Racial Concerns Across the Campus, 1988	Box 2	Folder 17
Sexual Harassment Advisors, 1995-1996	Box 2	Folder 18
Sexual Harassment Pamphlets, 1994	Box 2	Folder 19
Sexual Harassment Advisors, 1994-1995	Box 2	Folder 20
Sexual Harassment Advisors, 1993-1994	Box 2	Folder 21
Harassment Advisors, 1992	Box 2	Folder 22
Sexual Harassment Advising, 1991	Box 2	Folder 23
H Advisors, 1991-1992	Box 2	Folder 24
Sexual Harassment Advisors, 1990	Box 2	Folder 25
Sexual Harassment Advisors, 1987-1989	Box 2	Folder 26
Sexual Harassment Advisors, 2001-2002	Box 2	Folder 27
Statistics Affirmative Action, 1994	Box 2	Folder 28
Womens Concerns Committee, 1991-1992	Box 2	Folder 29
Womens Concerns Committee, 1999-2000	Box 2	Folder 30
Womens Concerns Committee, 1993-1994	Box 2	Folder 31
Womens Concerns Committee, 1992-1993	Box 2	Folder 32
Womens Concerns Committee, 1990-1991	Box 2	Folder 33
Womens Concerns Committee, 1989-1990	Box 2	Folder 34
Womens Concerns Committee, 1988-1989	Box 2	Folder 35
Womens Concerns Committee, 1987-1988	Box 2	Folder 36
Womens Concerns Committee, 1986-1987	Box 2	Folder 37
Womens Concerns Committee, 1987-1988	Box 2	Folder 38
Womens Concerns Committee, 1981-1982	Box 2	Folder 39
Womens Concerns Committee, 1980-1981	Box 2	Folder 40
Womens Concerns Committee, 1979-1980	Box 2	Folder 41
Womens Concerns Committee, 1978-1979	Box 2	Folder 42
Womens Concerns Committee, 1985-1986	Box 2	Folder 43
Womens Concerns Committee, 1984-1985	Box 2	Folder 44
Womens Concerns Committee, 1983-1984	Box 2	Folder 45
Womens Concerns Committee, 1981-1983	Box 2	Folder 46
Womens Concerns Committee, 1982-1983	Box 2	Folder 47
Annual Report and Grievance Procedure, 1976-1977	Box 3	Folder 1

Disabilities Report, 1990	Box 3	Folder 2
University Commission for Affirmative Action, 1976-1977	Box 3	Folder 3
Public Service, 1974	Box 3	Folder 4
Battle John F, 1971	Box 3	Folder 5
LGB Concerns Committee, 1994-1995	Box 3	Folder 6
Safety Task Force, 1979-1980	Box 3	Folder 7
Safety Task Force, 1979-1982	Box 3	Folder 8
Safety Task Force, 1983-1984	Box 3	Folder 9
Safety Task Force, 1981-1982	Box 3	Folder 10
Womens Safety, 1983-1984	Box 4	Folder 1
Womens Safety, 1980-1984	Box 4	Folder 2
Womens Safety, 1978	Box 4	Folder 3
Womens Safety, 1980-1981	Box 4	Folder 4
Presidents Committee on Women in 80's, 1982-1983	Box 4	Folder 5
Womens Safety Task Force, 1982-1983	Box 4	Folder 6
Black Advisory, 1975	Box 4	Folder 7
Black Advisor board, 1975	Box 4	Folder 8
Black Caucus Structure, 1975	Box 4	Folder 9
Black Caucus SUNY Affirmative Action Policies and Implementation, 1975	Box 4	Folder 10
Black Studies, 1975	Box 4	Folder 11
Black Care at University at Albany, 1970-1974	Box 4	Folder 12
Graduate Student, 1978-1981	Box 4	Folder 13
Safety News Articles, 1974-1980	Box 4	Folder 14
Womens Safety Crimes Against Women, 1978-1983	Box 4	Folder 15
Womens Safety Committee, 1979	Box 4	Folder 16
On Campus Articles Posters, 1979-1980	Box 4	Folder 17
Vetter Chrov Art and Science, 1972-1985	Box 5	Folder 1
Womens Safety - Self Defense Workshop Vouchers for Maggie Beso, 1980	Box 5	Folder 2
Womens Safety Protecting Yourself Articles, 1978	Box 5	Folder 3
Affirmative Action Offices, 1979-1985	Box 5	Folder 4
"Where are the Women ?" - Title IX Self-Study, 1977	Box 5	Folder 5

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Women's Studies 399: Classism, Racism, and Sexism, 1977

Physical Description: 0.5 cubic ft.

Language of the Material: English.

Arrangement

Collection is arranged in its original order.

Scope and Contents

The collection holds the materials from Women's Studies Class 399: Classism, Racism, and Sexism. It was taught by Gloria DeSole who was the Director of the Affirmative Action Office. Materials include; student lists, syllabi, handouts, and DeSole's class notes for lecture.

Title/Description	Instances	
Collected Articles, Undated	Box 1	Folder 1
Collected Articles, Undated	Box 1	Folder 2
Collected Articles, Undated	Box 1	Folder 3
Classism, Racism and Sexism Course Info, 1977	Box 1	Folder 4
Class Article List, Undated	Box 1	Folder 5
Other Class Articles, Undated	Box 1	Folder 6
Class Notes, Undated	Box 1	Folder 7
Social and Behavioral Sciences, 1982	Box 1	Folder 8
Affirmative Action, 1978-1982	Box 1	Folder 9
General Info, 1979-1983	Box 1	Folder 10
Minority Concerns, Undated	Box 2	Folder 1
Minority Women, 1976	Box 2	Folder 2
Women, 1976-1978	Box 2	Folder 3

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Office of Diversity and Inclusion Files, 2015

Physical Description: 0.17 cubic ft.

Arrangement

Files in this series have been arrange chronologically.

Scope and Contents

This series holds files documenting the span of time since the Office of Diversity and Inclusion began operating under its current name. This series includes affirmative action plans for both organizations within the university and the university as a whole.

Title/Description	Instances	
2015 Affirmative Action Plan for the Research Foundation, 2015	Box 1	Folder 1
University Affirmative Action Plan, 2015	Box 1	Folder 2

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Research Foundation Affirmative Action Plans, 1984-1996

Physical Description: 1 cubic ft.

Language of the Material: English.

Arrangement

Files in this series were maintained in their original order upon processing.

Scope and Contents

This series contains yearly plans produced by the Research Foundation, describing ways in which the foundation is committed to diversity and outlining nondiscrimination policies to be put in place. This series also includes workforce analysis reports with ethnic and gender breakdowns of various offices and departments within the university.

Title/Description	Instances	
Central Office Plan Update, 1984	Box 1	Folder 1
AA Plan CEN OFF, 1983	Box 1	Folder 2
Research Foundation Affirmative Action Plan for 1985 Support Files, 1985	Box 1	Folder 3
Research Foundation Affirmative Action Plan, 1984-1985	Box 1	Folder 4
Affirmative Action Plan for Research Foundation, 1985-1986	Box 1	Folder 5
Affirmative Action Plan for Research Foundation, 1988-1989	Box 1	Folder 6
Affirmative Action Plan for Research Foundation Appendices, 1988-1989	Box 1	Folder 7
Affirmative Action Plan for Research Foundation Audit Files, 1988-1989	Box 1	Folder 8
Affirmative Action Plan for Research Foundation, 1989-1990	Box 1	Folder 9
Affirmative Action Plan for Research Foundation, 1990-1991	Box 1	Folder 10
Affirmative Action Plan for Research Foundation [1 of 2], 1991-1993	Box 1	Folder 11

Affirmative Action Plan for Research Foundation [2 of 2], 1991-1993	Box 1	Folder 12
Plan Part 2 Draft, 1992-1993	Box 1	Folder 13
Affirmative Action Plan for the Research Foundation Part 2, 1992-1993	Box 1	Folder 14
Workforce Analysis Report Correspondence, 1992	Box 1	Folder 15
Affirmative Action Plan for the Research Foundation, 1993-1994	Box 1	Folder 16
Affirmative Action Plan for the Research Foundation Part 2, 1993-1994	Box 1	Folder 17
Workforce Analysis Report, 1994	Box 1	Folder 18
Affirmative Action Plan for Research Foundation, 1994-1995	Box 1	Folder 19
Affirmative Action Plan for the Research Foundation, 1995-1996	Box 1	Folder 20
Work Force Analysis Report, 1995	Box 1	Folder 21

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