

**Proposed Amendment to the Constitution of the
Massachusetts State College Association
Endorsed by the MSCA Board of Directors
March 8, 2002**

Current Language

Article VII. Committees and Appointments
Section 6: Affirmative Action Committee

The Affirmative Action Committee shall serve as a liaison between, and a resource for, campus affirmative action committees. It shall disseminate affirmative action information to all members; organize statewide workshops/conferences under the direction of the MSCA; and monitor campus affirmative action practices. In addition, it shall serve as a resource to the Bargaining Committee to aid it in insuring that the contract is in concert with affirmative action guidelines.

Proposed Amendment (Changes Appear in Bold-Face)

Article VII. Committees and Appointments
Section 6: Affirmative Action, **Equal Opportunity, Diversity** Committee

The Affirmative Action, **Equal Opportunity, Diversity (AA/EO/DIV)** Committee shall serve as a liaison between, and a resource for, campus **AA/EO/DIV** committees. It shall disseminate affirmative action, **equal opportunity and diversity** information to all members; organize statewide workshops/conferences under the direction of the MSCA; and monitor campus **AA/EO/DIV** practices. **The Committee will monitor compliance with the current "Affirmative Action, Equal Opportunity, Diversity Plan of the State Colleges of the Commonwealth of Massachusetts," or its successor.** In addition, it shall serve as a resource to the Bargaining Committee to aid it in insuring that the contract is in concert with affirmative action, **equal opportunity and diversity** guidelines.

Rationale for Amended Language

The rationale for this change is to expand the scope and responsibility of this committee so it is consistent with the current "Affirmative Action, Equal Opportunity, Diversity Plan of the State Colleges of the Commonwealth of Massachusetts," or its successor.