

NEWS

The Evergreen State College
Olympia, Washington 98505

FOR IMMEDIATE RELEASE
April 19, 1974

The Board of Trustees of The Evergreen State College today adopted a strong Equal Opportunity Policy and Affirmative Action Program designed within a decade to increase sharply the numbers of non-whites and women among the ranks of the institution's faculty, staff, and student body.

The action also assigned a wide range of responsibilities to college officers for both implementation of the numerical goals and development of programs "to overcome and prevent the effects of systemic institutional discrimination and design neutrality in employment and educational practices."

The policy, replacing one adopted in 1972, expressly prohibits discrimination against any person on the basis of race, sex, age, religion, national origin, or physical disability, except where physical disability is a bona fide occupational qualification. It further requires recruiting, hiring, training and promoting staff and recruiting student in non-discriminatory ways.

Specific goals listed for accomplishment by 1984 include a 25 per cent non-white student enrollment, a 50 per cent female student enrollment, and a 50 per cent female faculty. The goal for non-white faculty members is listed as 25 per cent by 1982. Goals for the hiring of females and non-whites in various managerial, professional, technical, clerical, crafts, operational and service areas vary from 15 to 45 per cent, depending on the category.

The plan assigns specific responsibilities for implementation, sets up monitoring and auditing procedures to assure progress is being made toward goals, spells out grievance procedures and contains a section which identifies present equal opportunity practices problems at the institution.

(More)

Dick Nichols, Director
Information Services

In other business, Evergreen's trustees:

---Approved allocation of a general fund operating \$7,118,199 budget for 1974-75.

The total covers administration, student services, plant operations, library, instruction, computer services, and institutional reserves.

---And, awarded four contracts to low bidders for minor construction projects on the Evergreen campus. The bids totaled \$150,072, including a \$79,800 contract to Valley Crest Landscape, Inc. of Bothell for landscaping in housing and recreation areas, and \$64,237 to Jardeen Brothers, Inc. of Tacoma for building new tennis courts.

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