

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY**  
**MONDAY, JANUARY 26<sup>TH</sup>, 2015**  
**10:30 am – 12:00 pm**  
**GRADUATE LIFE CENTER ROOM B**

**Meeting Minutes**

**PRESENT:** Judy Alford, Suzanne Baker, Aaron Bond, Tom Brown, Nicholas Chartrain, Larry Cox, Mary Beth Dunkenberger, Raifu Durodoye, Ross Edmonds, Noha Elsherbiny, Amer Fayad, Jack Finney, Olivia Javornik, Bradley Klein, Gilda Machin-Scarpaci, Jennifer Nardine, Tricia Smith for (Patty Perillo), Anita Puckett, Amy Tanner, Marcy Schnitzer for (David Travis Jr), Pamela White, Paul Winistorfer

**ABSENT:** Gloria Bensen, Sam Cook, Melissa Elliott (with notice), Lance Franklin, Paul Heilker (with notice), Hal Irvin (with notice), Mikayla Meyer, Corinne Noiro, Bill Ortega, Lester Schonberger, Pamela Vickers, Daron Williams, Anne Zajac

**GUESTS:** Marcie Bishop

**CALL TO ORDER**

Chair Aaron Bond called the meeting to order at 10:30 am and welcomed all members. He announced that Vice-Chair Jennifer Nardine would be assuming the position as chair in the upcoming fall semester. CEOD will elect a new Vice-Chair.

**CONFIRMATION OF THE ELECTRONIC APPROVAL OF MINUTES FOR NOVEMBER 17, 2014 MEETING**

Minutes for November 17<sup>th</sup>, 2014 meeting were approved electronically, with no response indicating approval.

**CONSTITUENT GROUP DISCUSSION**

Olivia Javornik, SGA Director of Community Initiatives discussed plans for a picnic that will be held in remembrance of the April 16<sup>th</sup> shooting and in appreciation for the strong community bond we have here in Blacksburg. Olivia is in charge of planning/coordinating it so she wanted CEOD to know that she could use it as a platform to debut things if they choose too.

Anita Puckett representing the Appalachian Studies Program expressed concerns for the second time in regards to why ethnicity was not included on the Principles of Community. The faculty/staff working group will present a resolution to CEOD before the last full meeting in May.

Mary Beth Dunkenberger reported that a group met with representatives of Human Resources on January 13 to talk about classifications and associated benefits and professional development. They have requested 5 years of data, which may help with benchmarking for an annual equal opportunity report. Another issue is that we do not do performance evaluations across all employee classifications. Perhaps an InclusiveVT initiative could be to develop a toolbox of metrics.

Mary Beth joined the meeting with the Women's Center on January 13<sup>th</sup> to discuss sexual violence on campus. The Virginia Tech community is invited to engage in ongoing dialogue series on campus sexual violence to discuss how we can invent a future free from gender based violence. Attachments have been posted to the CEOD scholar site regarding dates and times for this dialogue series.

Tricia Smith suggested that CEOD work on a definition of what a caucus is. Tricia will meet with the Faculty/Staff working group to discuss this further. Tricia also announced that the Commission for Student Affairs has a draft proposal to institute a student version of the Principles of Community Award. This proposal will also be brought to CEOD.

### **WORKING GROUPS CHARGE AND AGENDA REPORT**

Judy Alford (Faculty/Staff Working Group)

1. Will send the CEOD Memorandum on Religious and Ethnic Holidays quarterly to the University Calendar as a reminder for folks scheduling events in an effort to avoid scheduling conflicts.
2. Continuing to work on faculty/staff issues and concerns.

Larry Cox (Student Working Group)

1. Working with Dean Tom Brown to make sure that students were aware of the different rights and reporting options available to them. The goal would be to create a presentation to bring to different student groups to educate them about what is available.
2. Working on new principles of community award for students that will be announced soon.

Mary Beth Dunkenberger (CEOD Charge, Mission, Membership Working Group)

1. Introduced Resolution to Affirm CEOD as Governing Body within New Inclusive VT Structure. After corrections are made, there will be a second reading at the next meeting.
2. Introduced Resolution to Revise the Commission on Equal Opportunity and Diversity's Charge. After corrections are made, there will be a second reading at the next meeting.
3. Still working on the Mission Resolution to be introduced to the commission.
4. Still working on the Membership Resolution to be introduced to the commission. Looking at membership of other commissions.

### **PRESIDENTIAL PRINCIPLES OF COMMUNITY AWARD REVIEW CRITERIA**

Marcy Schnitzer announced that emails have gone out to seven nominees regarding the Presidential Principles of Community Award. The nominees have until February 20<sup>th</sup> to submit their application packet to David Travis.

The question arose as to whether a retired Virginia Tech faculty/staff member could be a nominee for this award, and all were in agreement as long as they were an active retiree.

Several members volunteered to be on the award committee that will review the applications- Jennifer Nardine, Amer Fayad, Raifu Durodoye, Suzanne Baker, Gilda Machin-Scarpaci, and Olivia Javornik.

## **ADJOURNMENT**

The meeting was adjourned at 11:50 a.m. The next meeting will be the CEOD Executive meeting on Monday February 9<sup>th</sup>, 2015 at 11:00 a.m. in the GLC Room B.

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY  
EXECUTIVE MEETING  
MONDAY, DECEMBER 1, 2014  
11:00 am – 12:00 pm  
GRADUATE LIFE CENTER ROOM C**

**Meeting Minutes**

**PRESENT:** Judy Alford, Aaron Bond, Tom Brown for (Patty Perillo), Larry Cox, Mary Beth Dunkenberger, Jennifer Nardine, Marcy Schnitzer for (David Travis Jr.)

**ABSENT:** Hal Irvin, Raifu Durodoye

**GUESTS:** Marcie Bishop

**I. WELCOME**

Chair Aaron Bond welcomed members.

**II. WORKING GROUP UPDATES/QUESTIONS/CONCERNS**

Judy Alford (Faculty/Staff Working Group)

1. The faculty/staff working group submitted the holiday's calendar notice to the executive committee for review. After a few revisions, a draft will be submitted for final approval by the commission. The draft will be posted to the CEOD scholar site asking members to respond with comments by Wednesday, December 3<sup>rd</sup> at 5 p.m. After final approval by the commission the letter will be posted to the VT News.
2. The working group will continue to work on Policy 1025 awareness, education, and publicity, and faculty/staff issues and concerns.

Mary Beth Dunkenberger (CEOD Charge, Mission, Membership Working group)

1. The working group will meet on December 9<sup>th</sup> to discuss changes to the CEOD charge and membership, and will consider the process for review and approval. A resolution will be presented to the commission in January for voting.
2. The working group will also discuss the role of CEOD in the new structure.
3. Mary Beth announced a meeting on January 13<sup>th</sup> with the women's community to discuss faculty and staff classification structures. Karisa Moore will provide breakdowns by classification and race, ethnicity, gender, etc. Benefits will be discussed also.

Larry Cox (Student Working Group)

1. The student working group will create a presentation for other commissions
2. They will then keep building on the initial campaign to conduct an online survey to receive ideas and feedback from students regarding issues around campus.

**III. DISCUSS PRESIDENTIAL PRINCIPLES OF COMMUNITY AWARD**

Marcy Schnitzer said that second guidelines for the 2015 Presidential Principles of Community Award will be released soon. A description of the award was posted to the CEOD scholar site on November 18<sup>th</sup>, 2014. Marcy said there was a committee established

last year to evaluate nominations, and CEOD would discuss this at the next full meeting in January.

IV. **AGENDA DEVELOPMENT FOR FULL MEETING**

The Executive Committee discussed agenda items for the next full meeting on January 26<sup>th</sup>. Working groups will present.

V. **ADJOURNMENT**

The meeting was adjourned at 12:00 p.m. The next meeting will be the CEOD full meeting on Monday January 26<sup>th</sup>, at 10:30 a.m. in the GLC Room B.

Respectfully Submitted,

Marcie Bishop  
Recording Secretary, Commission on Equal Opportunity and Diversity

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY  
EXECUTIVE MEETING  
MONDAY, FEBRUARY 9, 2015  
11:00 am – 12:00 pm  
GRADUATE LIFE CENTER ROOM B**

**Meeting Minutes**

**PRESENT:** Judy Alford, Aaron Bond, Mary Beth Dunkenberger, Jennifer Nardine, Tricia Smith for (Patty Perillo), Raifu Durodoye, David Travis Jr.

**ABSENT:** Hal Irvin, Larry Cox (with notice)

**GUESTS:** Marcie Bishop

**I. WELCOME**

Chair Aaron Bond welcomed members.

**II. WORKING GROUP UPDATES/QUESTIONS/CONCERNS**

Judy Alford (Faculty/Staff Working Group)

1. The working group will discuss whether to pursue adding ethnicity to the Principles of Community and added that it would need to go through Governance.
2. Subgroup will research the definition of Caucus and inform CEOD on the findings. There are questions regarding how to keep them engaged and how the forming groups would get a seat on CEOD.

Mary Beth Dunkenberger (CEOD Charge, Mission, Membership Working group)

1. The working group met on February 10<sup>th</sup> to discuss language changes in the two resolutions that will have their 2<sup>nd</sup> reading at the next CEOD full meeting.
2. Discussed possible changes in membership of CEOD regarding how/if to include new forming caucuses, functional difference between ex officio and members, reducing seats for faculty and staff senate reps (currently 3 each) in order to accommodate new members without significantly increasing total group size.

Larry Cox (Student Working Group)

1. Larry met with Tom Brown to discuss student reporting of harassment and discrimination. Tom indicated that changes were being made to the DSA websites to make reporting options more prominent. Larry will help CEOD publicize changes and help guide students to the appropriate areas.

**III. AGENDA DEVELOPMENT FOR FULL MEETING**

1. Information about changes to Policy 1025—Pam White
2. Discussion about adding ethnicity to the Principles of Community—Anita Puckett
3. Discussion about Diversity Annual Report
4. Second reading on Commission Charge
5. Second reading on New Structure
6. Vice-chair Nominations

IV. **ADJOURNMENT**

The meeting was adjourned at 11:30 a.m. The next meeting will be the CEOD full meeting on Monday February 23<sup>rd</sup>, 2015 at 10:30 a.m. in the GLC Room B.

Respectfully Submitted,

Marcie Bishop  
Recording Secretary, Commission on Equal Opportunity and Diversity