

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY**  
**MONDAY, FEBRUARY 6, 2017**  
**10:30 am – 12:00 pm**  
**GRADUATE LIFE CENTER ROOM B**

**Meeting Minutes**

**PRESENT:** Mike Bowers, Lynn Byrd (for Sandra Muse), Mary Beth Dunkenberger, Ellington Graves, Deyu Hu, Maria Cana Jimenez, Lia Kelinsky for (David Clubb), Robin Lawson, Sara Leftwich, Erika Meitner, Stephanie Metko, Jennifer Nardine, Kelly Oaks, Menah Pratt-Clarke, Robin Queen, Takumi Sato, Glenda Scales for (G. Don Taylor), Patricia Smith for (Tom Brown and Patty Perillo), Elizabeth Spingola, Christine Tysor, James Venable, Pamela Vickers, Michele Waters, Betty Wilkins, Lisa Wilkes, Daron Williams, John Gray Williams

**ABSENT:** Melissa Elliott, Amer Fayad, Logan Glascoe, Rosemary Goss, Bradley Klein (with notice), Mahek Nigam, Chris Saunders, Sean Zhang

**GUESTS:** Marcie Bishop, Marcy Schnitzer

**WELCOME**

Mary Beth Dunkenberger welcomed members, who introduced themselves.

**APPROVAL OF DECEMBER 5<sup>TH</sup> MINUTES**

Minutes for December 5<sup>th</sup> meeting were approved by unanimous vote.

**REPORTS OF OFFICERS**

Mary Beth reported on new members.

- a. At-Large Position - Robin Queen
- b. University Council Student Representative – Michele Waters

Sandra Muse attended Commission Chairs Meeting with President and Provost on February 6<sup>th</sup>, and will report at our next meeting.

A meeting with Caucus Chairs will be held on Tuesday February 7<sup>th</sup>. Mary Beth will report at our next meeting.

**OFFICE OF INCLUSION AND DIVERSITY UPDATES**

- a. Climate Survey Considerations – Dr. Menah Pratt-Clarke said she would discuss a university wide climate survey at the Caucus planning meeting on February 7<sup>th</sup>, with plans for a survey to be disseminated in the fall.

- b. Facilitation of Session on the Status of Women at Virginia Tech – Along with the Women’s Alliance, the Office for Inclusion and Diversity will host four conversation sessions on February 22<sup>nd</sup> and 23<sup>rd</sup> to provide an opportunity for women faculty and doctoral students to share ideas and suggestions related to promoting and enhancing the success of women at Virginia Tech. Invitations have gone out for each session. Additional sessions for A/P faculty and staff will be held on April 10.

### **WORKGROUP REPORTS AND OLD BUSINESS**

- a. Pathways Workgroup – Dr. Ellington Graves reported that the first reading by CUSP was two weeks ago. The second reading will be on February 13. The target date to University Council will be the first meeting in March.
- b. Faculty/Staff Equity Workgroup – A resolution is being drafted to establish a Council on the Status of Women at Virginia Tech. It will be brought to CEOD in March.
- c. Gender Identity and Banner – John Gray Williams said that the Registrar’s Office will be rolling out the new banner system, using the preferred name field for the class rosters. They are still benchmarking with other institutions. There will be more information by March.

Dear Colleague Letter – John Gray has received feedback from Facilities, Athletics, Health and Wellness, and Residence Life. It appears that the university is responding to the guidance in the Dear Colleague Letter. Mary Beth suggested CEOD consider a statement in support of what the university is doing on behalf of transgender students.

- d. Governance and Recognition – Daron Williams reported on the selection of the Vice Chair. The electronic survey for vice chair nominations will go out on February 13<sup>th</sup>.

Principles of Community Award – Nominations for the Principles of Community Award are now being accepted. The applications should be submitted to the Office for Inclusion and Diversity by February 26<sup>th</sup>. Members will get together as a working group on February 28<sup>th</sup> to decide the award recipients. Members were asked to respond to Daron Williams for working group availability.

Membership Changes – the committee is reviewing data dating back to 2012 to guide future decisions on CEOD membership.

### **NEW BUSINESS**

- a. Caucus and Representative Commission Reports – Mary Beth inquired about the status of Dreamer/DACA students. An FAQ page is being developed to address issues raised by the students, and the Dreamers will be petitioning for charted student organization status.
- b. Request to Pass Resolution on the Importance of Immigrants and Visitors to Community Diversity and University Success – Based on a review of letters from other university Presidents, as well as the Faculty Senate letter, Erika Meitner

drafted a resolution regarding the status of international students. Mary Beth asked whether it could be a statement of support, as opposed to a resolution. It was suggested we may wish to collaborate with other groups in submitting a resolution. Erika will work on revision as a statement of support and send out with a request for an Evote.

- c. Discussion of concerns about unpaid labor related to inclusion and diversity work – John Gray Williams raised concerns about how to compensate people doing diversity work. For example, how can the work of the caucuses be made measurable in order to determine its value to the university. Concerns were raised about how diversity is recognized on EFARS, and for research faculty, graduate students, and staff.

### **MEETING ADJOURNMENT AND WORKGROUP GATHERINGS**

The meeting was adjourned at 12:00pm. The working groups will convene from 12:00pm-1:00pm. The next meeting will be the CEOD Executive meeting on February 20 at 11:00am, in the GLC Room D.

Respectfully Submitted,

Marcie Bishop  
Recording Secretary, Commission on Equal Opportunity and Diversity