

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY**  
**MONDAY, FEBRUARY 23<sup>RD</sup>, 2015**  
**10:30 am – 12:00 pm**  
**GRADUATE LIFE CENTER ROOM B**

**Meeting Minutes**

**PRESENT:** Suzanne Baker, Aaron Bond, Tom Brown, Nicholas Chartrain, Larry Cox, Mary Beth Dunkenberger, Raifu Durodoye, Ross Edmonds, Melissa Elliott, Amer Fayad, Lance Franklin, Kylie Gilbert for (Tanushri Shankar), Hal Irvin, Bradley Klein, Jennifer Nardine, Anita Puckett, David Travis Jr., Pamela White, Daron Williams, Paul Winistorfer

**ABSENT:** Judy Alford (with notice), Alex Apollonio, Gloria Bensen, Sam Cook, Noha Elsherbiny, Jack Finney (with notice), Paul Heilker (with notice), Olivia Javornik (with notice), Gilda Machin-Scarpaci (with notice), Corinne Noirot, Bill Ortega, Lester Schonberger, Tricia Smith for Patty Perillo (with notice), Amy Tanner (with notice), Pamela Vickers (with notice), Anne Zajac

**GUESTS:** Marcie Bishop, Marcy Schnitzer

**I. CALL TO ORDER**

Chair Aaron Bond called the meeting to order at 10:30 am.

**II. CONFIRMATION OF THE ELECTRONIC APPROVAL OF MINUTES FOR LAST MEETING**

Minutes are approved electronically with no response indicating approval.

**III. CONSTITUENT GROUP DISCUSSION**

Aaron Bond discussed the InclusiveVT Advisory Community event that will be held on March 5th, 3:00pm-5:00pm, in Owens Banquet Room. The Advisory Community is anyone who self-identifies as being an active, intentional, and engaged member in the inclusion efforts of Virginia Tech. It will provide feedback to the President's Inclusion and Diversity Executive Council and university leadership on initiatives and other inclusion and diversity efforts. At this gathering, there will be an update on progress, discussion of current and future initiatives, and opportunities to provide feedback. An invitation on behalf of Anna LoMascolo with the Women's Center at Virginia Tech was posted to the CEOD scholar site with a link to register for the event.

Tom Brown circulated a paper invitation to members to join the Campus Climate Check-Up, Exploring Individual and Institutional Bias, sponsored by the Dean of Students Office in the Division of Student Affairs. This would include the Virginia Tech community, Vice President for Student Affairs Dr. Patty Perillo, and Dean Tom Brown for a discussion on the inclusivity and diversity climate on campus. The meeting is scheduled for Tuesday February 24, 2015, 4:30pm-6:30pm, in the GLC Multipurpose Room.

#### **IV. INFORMATION ABOUT CHANGES TO POLICY 1025-PAM WHITE**

Pamela White provided members with information regarding Policy 1025 changes. Subject to the Violence against Women Reauthorization Act of 2013, the following definitions will be added to University Policy 1025 (the anti-Discrimination/Harassment Prevention Policy): Domestic Violence, Sexual Assault, Dating Violence, and Stalking. Pam provided to members definitions of each. She included that a resolution would be presented to University Council, the Board of Visitors, and other commissions all at one time.

#### **V. DO WE NEED TO ADD ETHNICITY TO THE PRINCIPLES OF COMMUNITY- ANITA PUCKETT**

Anita Puckett provided a power point presentation regarding why ethnicity should be added to the Principles of Community. There was a discussion of where this would go in the Principles of Community. Should it be added to the list of “age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, and veteran status”? Or should a statement be added that says “We reject all forms of prejudice and discrimination, including, *but not limited to*, those based on ...” Pamela White indicated that if the list of protected groups changed in the Principles of Community, then it would also need to change in Policy 1025. At present, the policy reflects only those statuses that are protected by the State or the Federal Government. A policy protecting groups not included in state or federal policies would have no teeth. There was a discussion of whether groups had to be officially protected in order to be recognized in the Principles of Community, noting that some groups were included in the original Principles prior to being recognized as protected by the government.

Tom Brown noted that the Hokie Handbook is a resource for students regarding policy and procedures and the office of student affairs, and students do utilize it.

Question and comments were welcomed by members.

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

Judy Alford (Faculty/Staff Working Group)

1. The group is awaiting guidance/advise/ information regarding defining caucuses and why there is only one caucus represented on university council.
2. They are still looking for someone to volunteer to edit the holiday memo regarding conflicts with religious events.

Larry Cox (Student Working Group)

1. Larry had a meeting with Tom Brown to discuss the updates that are being done to the DSA website to create a portal for students. This portal would help them determine who can assist them with issues of bias and discrimination. While the portal is being completed, the working group will meet with leaders of different student groups making them aware of the new changes and asking them to forward this information to their members.

2. The group is waiting for an email regarding how they can help create a resolution for the student version of the President's Principles of Community Award.
3. There was mention of a perception amongst graduate students that student services are not geared toward, or available to them. To get more information on this perception, Larry plans to meet with the GSA president and Ennis McCrery.

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

1. Mary Beth received data from Human Resources with breakdowns by classification regarding race, ethnicity, gender, etc.
2. The motion to accept the first resolution to affirm CEOD as governing body within the new InclusiveVT structure was passed. First to accept was Pam White and second was Amer Fayad.
3. The motion to accept the second resolution to revise CEOD's charge was passed. First to accept was Larry Cox and second was Pam White.

## **VII. PRESIDENTIAL PRINCIPLES OF COMMUNITY AWARD-MARCY SCHNITZER**

Marcy Schnitzer provided updates regarding the Presidential Principles of Community Award. The original deadline for applications was 5 p.m. on February 20<sup>th</sup>. Due to inclement weather, applications may be submitted to David Travis, Jr. by 5 p.m. on Wednesday February 25<sup>th</sup>. After this deadline, all applications will be uploaded into a special folder on the CEOD scholar site. The award recipient will be selected by a committee of members of the Commission on Equal Opportunity and Diversity (CEOD). David has received six applications at this time.

## **VIII. VICE CHAIR NOMINATIONS**

Aaron Bond asked for nominations for Vice Chair of CEOD for the upcoming academic year. Mary Beth Dunkenberger was nominated by Chair Aaron Bond and Amer Fayed was nominated by Mary Beth Dunkenberger. Decisions will be announced in an upcoming meeting. Jennifer Nardine will assume the Chair position after May, 2015.

## **IX. ADJOURNMENT**

There being no further business the meeting was adjourned at 11:45 a.m. The next meeting will be the Executive meeting, Monday March 16, 2015 at 11:00 a.m. in 1100 Torgersen.

Respectfully Submitted,

Marcie Bishop  
Recording Secretary, Commission on Equal Opportunity and Diversity

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY  
EXECUTIVE MEETING  
MONDAY, MARCH 16, 2015  
11:00 am – 12:00 pm  
TORGERSEN 1100**

**Meeting Minutes**

**PRESENT:** Judy Alford, Aaron Bond, Larry Cox, Raifu Durodoye, Mary Beth Dunkenberger, Stephen Hensell for (Olivia Javornik), Hal Irvin, Jennifer Nardine, Tanushri Shankar, David Travis Jr.

**ABSENT:** Tricia Smith (with notice)

**GUESTS:** Marcie Bishop

**I. WELCOME**

Chair Aaron Bond welcomed members.

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

Larry Cox (Student Working Group)

1. Waiting on DSA to update website to create a portal for students.
2. Waiting on email regarding how to help create a resolution for the student version of the President's Principles of Community Award.

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

1. Working Group will meet on Tuesday March 17<sup>th</sup> at 3:00pm to discuss possible changes in membership of CEOD, and other issues.
2. Make a list of possible information needs for proposed annual report to present at the next full meeting on March 23<sup>rd</sup>.
3. Will reach out to International Faculty representative Amer Fayad with assistance regarding forming a caucus and when they would like to be represented on CEOD.

Judy Alford (Faculty/Staff Working Group)

1. Working Group is exploring "What Constitutes a Caucus"
2. Waiting on information regarding why there is only one caucus group represented on University Council.

**III. PRINCIPLES OF COMMUNITY AWARD**

Nominee Applications for the Presidential Principles of Community Award was uploaded to a special folder on the CEOD scholar site. The deadline for receiving votes from selected CEOD committee members was March 13<sup>th</sup>. Chair Aaron Bond announced Dr. Karen DePauw as the award recipient and will follow-up by sending a letter to Dr. DePauw informing her of this award.

IV. **AGENDA DEVELOPMENT FOR FULL MEETING**

1. Vote for Vice-chair
2. Discuss Diversity Annual Report
3. Vote on whether to add ethnicity to the Principles of Community

V. **ADJOURNMENT**

There being no further business the meeting was adjourned at 11:40 a.m. The next CEOD Full meeting will be Monday, March 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