

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, MARCH 13TH, 2017
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B**

Meeting Minutes

PRESENT: Mike Bowers, Tom Brown, Mary Beth Dunkenberger, Amer Fayad, Ellington Graves, Deyu Hu, Maria Cana Jimenez, Lia Kelinsky for (David Clubb), Robin Lawson, Sara Leftwich, Erika Meitner, Stephanie Metko, Sandra Muse, Jennifer Nardine, Dale Robinson for (Kelly Oaks), Robin Queen, Takumi Sato, G. Don Taylor, Patty Perillo, Chris Saunders, Elizabeth Spingola, Christine Tysor, James Venable, Pamela Vickers, Michele Waters, Betty Wilkins, Daron Williams, John Gray Williams

ABSENT: Melissa Elliott, Logan Glascoe, Rosemary Goss, Bradley Klein (with notice), Mahek Nigam, Menah Pratt-Clarke (with notice), Sean Zhang, Lisa Wilkes (with notice)

GUESTS: Marcie Bishop, Marcy Schnitzer, Rick Sparks

WELCOME

Mary Beth Dunkenberger welcomed members, who introduced themselves. Deyu Hu will be new vice chair.

APPROVAL OF FEBRUARY 6TH MINUTES

Minutes for February 6th meeting were approved by unanimous vote.

REPORTS OF OFFICERS

Mary Beth reported on a meeting with caucus chairs on February 7. Caucus chairs provided updates, and concerns were raised about compensation and recognition for inclusion and diversity;

OFFICE OF INCLUSION AND DIVERSITY UPDATES

Dr. Marcy Schnitzer talked about the four conversation sessions co-sponsored by the Women's Alliance and the Office for Inclusion and Diversity on February 22nd and 23rd. She said recommendations are being worked on, and results will be shared at the President's InclusiveVT Executive Council meeting on March 28th.

Along with the Women's Alliance, the Office for Inclusion and Diversity will host another conversation session on Monday April 10th for women staff and A/P faculty. The purpose

is to share ideas and suggestions related to promoting and enhancing the success of women at Virginia Tech.

WORKGROUP REPORTS AND OLD BUSINESS

- a. Pathways Workgroup – Dr. Ellington Graves provided that the first reading by CUSP to University Council will be March 13th.
- b. Faculty/Staff Equity Workgroup – Mary Beth referred to the discussion above regarding the Women’s Conversations.
- c. Gender Identity and Banner – Rick Sparks from the Registrar’s Office, discussed Banner 9 transition. He said all Banner pieces are not in place at this time. The 1st round of updates have gone out, and the 2nd round will go out in August. He said this was a big step, but most of the technical work is done.
Dear Colleague Letter – John Gray Williams said that the committed has determined that internal policies are supportive, and there are no plans to roll back these policies.
- d. Governance and Recognition – The working group committee convened on February 28th to decide the Principles of Community award recipient. The decision could not be announced at this time, but has been sent to the President’s office.
- e. Old Business – Sandra Muse attended the joint meeting of commission chairs with President Sands. Concerns were noted regarding staff participation on committees, and lack of supervisor support for service, which is a common concern for CEOD.

NEW BUSINESS

- a. Ombuds Resolution – Mary Beth discussed the resolution to establish the Office of the University Ombuds. Dale Robinson raised concerns about how issues of harassment and discrimination would be handled appropriately and confidentially from the Ombuds office. Tom Brown, Dean of Students provided clarification regarding what his office does, and how it would work with the Ombuds. He noted that the Ombuds is not required to keep records, but can pass off to the Dean of Students or another office that is required. Discussion will continue at the next full meeting.
- b. Policy 1025 and Title 9 – This issue was raised at the previous meeting, regarding concerns about how people can proactively express support for diverse communities in the current political climate. Will the new office of academic communication support be involved in screening communications? Dale Robinson noted that if someone expresses support and there are repercussions, and there is action taken against an employee that comes under the framework of retaliation. Patty Perillo said that the intention of the academic communications office is more central coordination on websites, news, official

- publications, and more centralized messaging around curricular and co-curricular initiatives.
- c. Creation of Workgroup on Compensation and Recognition of Diversity Work – John Gray Williams and Robin Queen will work with Dr. Lisa Wilkes regarding concerns about unpaid labor related to inclusion and diversity work, and how to recognize and compensate people for their work.
 - d. Caucus and Representative Commission Reports – The Commission on Student Affairs has supported the Ombuds resolution, and the Commission on AP faculty has had its first reading of the resolution.

Mary Beth said several CEOD positions are expiring this year. She read the organizational names and asked members to be talking to their constituencies to help get these filled before Spring Semester ends.

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 March 27 at 11:00am, in 301 conference room, Burruss Hall.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity