

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY**  
**MONDAY, MARCH 23, 2015**  
**10:30 am – 12:00 pm**  
**GRADUATE LIFE CENTER ROOM B**

**Meeting Minutes**

**PRESENT:** Judy Alford, Alex Apollonio, Suzanne Baker, Aaron Bond, Larry Cox, Raifu Durodoye, Mary Beth Dunkenberger, Ross Edmonds, Lance Franklin, Bradley Klein, Gilda Machin-Scarpaci, Jennifer Nardine, Anita Puckett, Tricia Smith for (Patty Perillo), David Travis Jr.), Daron Williams, Paul Winistorfer, Anne Zajac

**ABSENT:** Gloria Bensen, Tom Brown, Nicholas Chartrain, Sam Cook, Melissa Elliott (with notice), Noha Elsherbiny, Amer Fayad, Jack Finney, Paul Heilker, Hal Irvin, Olivia Javornik (with notice), Corinne Noirot, Bill Ortega, Lester Schonberger, Pamela Vickers, Pamela White, Amy Tanner (with notice)

**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 FEBRUARY 23, 2015 MEETING**

Anita Puckett noted a revision to the minutes for February 23<sup>rd</sup> meeting and Judy Alford a revision to the minutes for March 16<sup>th</sup>. Marcie Bishop will make revisions and post to the CEOD scholar site.

**III. CONSTITUENT GROUP DISCUSSION**

Mary Beth Dunkenberger suggested that Christine Dennis Smith, Co-Director of Services for the Women's Center or Dr. Ellen Plummer join the next CEOD full meeting to provide an update on the sexual assault legislation.

Chair, Aaron Bond announced the first reading of Resolution 2014-15A and 2014-15B to University Council on April 6<sup>th</sup>, 2015. The second reading will be on April 20<sup>th</sup>, 2015.

Tricia Smith talked about the four cultural achievement ceremonies scheduled on May 14, 2015 prior to the spring graduation ceremonies on May 15. She encouraged commission members to support these very important events by attending the ceremonies, Donning of the Kente, Lavender Ceremony, Aliyah Ceremony, and Hispanic-Latino Achievement Ceremony. The events will include a keynote speaker, food, and are open to all faculty and staff to participate. A sign-up sheet will be distributed at the next CEOD full meeting. More information can be found at [www.mps.vt.edu](http://www.mps.vt.edu).

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY  
EXECUTIVE MEETING  
MONDAY, APRIL 6<sup>TH</sup>, 2015  
11:00 am – 12:00 pm  
GRADUATE LIFE CENTER ROOM G**

**Meeting Minutes**

**PRESENT:** Judy Alford, Aaron Bond, Larry Cox, Raifu Durodoye, Jack Finney, Hal Irvin, Jennifer Nardine, Tricia Smith for (Patty Perillo), David Travis Jr.

**ABSENT:** Mary Beth Dunkenberger (with notice)

**GUESTS:** Marcie Bishop, Marcy Schnitzer

**I. WELCOME**

Chair Aaron Bond welcomed members.

**II. UNIVERSITY COUNCIL MEETING APRIL 6<sup>TH</sup> AT 3:00 P.M.**

Aaron Bond reminded members of the first reading of Resolution 2014-15 A and 2014-15 B to University Council at the 3:00 p.m. meeting today.

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

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

1. Aaron Bond and Judy Alford provided updates for Mary Beth Dunkenberger.
2. In an effort to provide guidance that is representative of the needs, goals, and aspirations of the existing caucuses, as well as the developing caucuses and affinity groups, the working group put together a short Qualtrics survey/questionnaire which was sent out to current and potential caucus leaders on April 6<sup>th</sup>. The leaders were asked to share with other members of their caucus and respond to the survey by Monday, April 13<sup>th</sup>.
3. Judy Alford asked who to connect with regarding a Jewish Caucus. Brad Klein and Sue Kurtz' names were provided.

Judy Alford (Faculty/Staff Working Group)

1. Judy Alford said that her term on CEOD will end this spring semester so she will need to be replaced as chair of the working group.

Larry Cox (Student Working Group)

1. Larry Cox is still working with Tom Brown on the DSA portal.
2. Larry met with Ennis McCreery and Monika Gibson regarding graduate student services. Larry requested that inclusive language be more inclusive of graduate students. He also asked that they make sure there is more communication between the Dean of Students and the Graduate School regarding services for graduate students.

**IV. AGENDA DEVELOPMENT FOR FULL MEETING**

1. Dr. Ellen Plummer will provide an update on the sexual assault legislation
2. Discuss Caucuses
3. Discuss new chairs for working groups
4. Ideas, what's next for CEOD, support InclusiveVT Initiatives
5. Invite Deans to CEOD meetings in the upcoming fall semester to talk about what they are doing initiative related
6. Employee Climate Survey

The meeting was adjourned at 11:25 a.m. The next meeting will be the CEOD full meeting on Monday April 20<sup>th</sup>, 2015 at 10:30 a.m. in the GLC Room B.

Respectfully Submitted,

Marcie Bishop  
Recording Secretary, Commission on Equal Opportunity and Diversity

Tricia announced that in collaboration with SGA, the VT NAACP event “Racism: The Power of Illusion” to be held on April 7<sup>th</sup> at 6pm in the Graduate Life’s Center Multipurpose room. Keynote speakers will be Drs. Graves and Matheis. Student leaders throughout campus will facilitate these sessions. A flyer regarding the event will be posted to the CEOD scholar site.

**IV. VOTE TO ADD ETHNICITY TO THE PRINCIPLES OF COMMUNITY--ANITA PUCKETT**

Anita Puckett distributed a hard copy of a letter to members regarding thoughts from Dr. Sam Cook on the current movement to change the language of the Principles of Community to better reflect a climate of inclusivity at Virginia Tech. Aaron Bond read the letter aloud to members.

Due to more needed information and consideration on adding ethnicity to the principles of community Anita Puckett made the motion to table the issue until the fall semester. Second to motion was Dr. Lance Franklin. Anita asked that Dr. Cook’s letter be added to the minutes.

**V. WORKING GROUPS CHARGE AND AGENDA REPORT**

Judy Alford (Faculty/Staff Working Group)

1. Judy will rewrite the holiday letter regarding conflicts with religious events. It should be ready by summer 2015.
2. Still investigating an issue regarding caucuses and representation in the governance system. Judy emailed Kim O’Rourke with questions regarding why the Black Caucus have a seat on council, but no other caucuses do. Kim responded that in part, it was due to the fact that the black caucus was the only caucus that existed at the time that the Constitution was developed. Kim will research the issue and get back with Judy in a few days.

Larry Cox (Student Working Group)

1. A meeting has been set up with Ennis McCrery and Monika Gibson to follow up on the graduate perception work Larry was doing with Tom Brown.
2. Waiting on the update from Tom Brown about the new DSA portal.

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

1. Working with Judy’s group regarding “What Constituent a Caucus”
2. A Qualtrics survey has been developed, and will be sent out to all caucuses. Mary Beth inquired whether there is a Jewish caucus. Brad Klein asked whether there was a ballpark definition of a caucus. Brad suggested several area Jewish communities. A question was raised regarding why the Black Caucus, but not others, had a seat on university council. Ross Edmonds reported on changes to university council membership, and noted that the Black Caucus was the only one in existence at the time of the last membership change.
3. Diversity Annual Report – the committee has discussed items for a report on diversity. They will work with Marcy Schnitzer and Pam White to determine content for this report.

**VI. PRESIDENTIAL PRINCIPLES OF COMMUNITY AWARD-MARCY SCHNITZER**

Five CEOD subgroup committee members voted Dr. Karen DePauw as the Presidential Principles of Community Award recipient. David Travis sent a draft of the award notification letter to President Sands for his signature, which will then be sent to Dr. DePauw.

**VII. VICE CHAIR ELECTIONS**

Mary Beth Dunkenberger was elected vice chair beginning in the fall semester.

There being no further business the meeting was adjourned at 11:30 a.m. Working Groups did not convene. The next meeting will be the CEOD Executive meeting, Monday April 6, 2015 at 11:00 a.m. in the GLC Room G.

Respectfully Submitted,

Marcie Bishop  
Recording Secretary, Commission on Equal Opportunity and Diversity