

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, NOVEMBER 11, 2013
10:00 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Gloria Bensen, Brian Bolton, Tom Brown, Skylar Duncker, Ross Edmonds, Amer Fayad, Jermaine Holmes, Diana Housein-Salaita, Marwa Abdel Latif, Robin Lawson, Elizabeth Lazor, Sara Leftwich, Lesley Moyo, Jennifer Nardine, Anita Puckett, Susan Rosebrough, Laura Rugless, Guy Sims for (Patty Perillo), Amy Tanner, Ayesha Yousafzai,

ABSENT: Judy Alford, Rick Barrow, Aaron Bond, Sam Cook, Brad Klein (with notice), Paul Heilker (with notice), Hal Irvin (with notice), William Lewis (with notice), Corinne Noirot, Bill Ortega, Sue Ott Rowlands, Sherri Simmons (with notice), Mary Ellen Verdu, Nick Warrington

GUESTS: Marcie Bishop, Alicia Cohen, Amy Hogan, Samantha Lambert, Roxanna Link, Dale Robinson, Anthony Scott

I. CALL TO ORDER

The meeting was called to order at 10:00 am by Chair Lesley Moyo. Motion to adopt the agenda was approved.

II. ANNOUNCEMENTS/UPDATES

Ross Edmonds announced that after many years of planning and discussing options the LGBT Caucus established the Lambda Horizon Fund with the Community Foundation as the new method of processing donations for the annual scholarship. This now allows individuals to give a gift with a tax write-off which we had been unable to do until this time. The annual scholarship is given to a rising LGBT senior each year at the Lavender Ceremony.

III. PRESENTATION ON PROTOCOL FOR RESPONSE TO CRITICAL SITUATIONS (STUDENT AFFAIRS)

Tom Brown, Dean of Students Office provided updates on the development of a protocol for responding to bias related incidents. He informed CEOD members that the protocol is currently under revision by Student Affairs. Good ideas and suggestions have been collected from other institutions to see what can be used. Tom will speak with the CEOD about the protocol at the next full meeting on February 3, 2014.

IV. PRESENTATION ON DRAFT PROPOSAL OF CELEBRATION PROGRAMS FOR 50TH ANNIVERSARY OF THE CIVIL RIGHTS ACT (OFFICE FOR DIVERSITY AND INCLUSION)

Alicia Cohen, Office for Diversity and Inclusion, along with Laura Rugless and Dale Robinson from the Office of Equity and Access within the Department of Human Resources, discussed with members a draft proposal on planning some programs/educational opportunities in celebration of the 50th anniversary of the Civil Rights Act (1964-2014) for the upcoming spring semester.

Laura Rugless provided background on the Civil Rights Act of 1964. She discussed Title VII which prohibits employment discrimination and Title VI which prohibits discrimination in programs and activities receiving federal financial assistance.

Dale Robinson provided that activities and events could occur on a local, regional and/or statewide basis. Suggestions and ideas from commission members were welcomed. A draft proposal regarding celebration programs for the 50th Anniversary of the Civil Rights Act has been posted to the scholar site for viewing.

V. UPDATED GUIDELINES FOR WEB BASED SPOTLIGHTS

Chair Lesley Moyo provided updates on the guidelines for web based spotlights. Lesley had met with Roxanna Link, IT and Software Specialist/Office for Diversity and Inclusion, to discuss planning for the CEOD Online Spotlights.

To avoid confusion, Roxanna added that articles would be considered a feature from www.diversity@vt.edu, not a spotlight.

Lesley informed members that the CEOD online spotlights schedule and guidelines were posted on the scholar site.

VI. UPDATED SUMMARY OF 2012-2013 WORKING GROUP RECOMMENDATIONS AND DISCUSSION

Chair, Lesley Moyo handed out a summary of the 2012-2013 Working Group Recommendations. There was much discussion at the last meeting concerning the findings of last year's working groups. Concerns were that the recommendations did not directly affect policy and that is what CEOD is meant to do. Lesley and Jermaine Holmes put together a cleaner document addressing areas that were discussed in the last meeting. Extra columns were added to the document that relate to policy.

Lesley asked that new members volunteer to convene with one of the four working groups to help fill in the columns as much as possible by the next full meeting in February. Several new members volunteered and were added to the groups.

- 1) Diversity Strategic Plan Working Group (WG 1) - completed
- 2) Working Group on CEOD Effectiveness (WG 2) - Ross Edmonds, Lesley Moyo, Anthony Scott
- 3) Working Group on Infrastructure (WG 3) - Brian Bolton, Laura Rugless

- 4) University Climate: Faculty/Staff Working Group (WG 4) - Susan Rosebrough, Sara Leftwich
- 5) Admissions /Enrollment & University Climate for Students (WG 5) – Tom Brown, Marwa Abdel Latif, Ayesha Yousafzai, Jennifer Nardine, Robin Lawson

VII. MEETING ADJOURNMENT

There being no further business the meeting was adjourned at 11:30 a.m. The next Executive meeting will be December 2nd, and the next full CEOD meeting will be February 3rd, 2014 in GLC Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity