

Commission on Equal Opportunity and Diversity  
Monday, March 2, 2009 – Cascades Room – The Inn  
Meeting Minutes

**Present:** Jean Brickey, Anna LoMascolo, Kevin McDonald, Jonathan Moore, Ingrid Ngai, Fred Piercy (for Sue Ott Rowlands), Ray Plaza, Mikhelle Taylor, Dennis Welch

**Absent:** Kim Beisecker, Craig Brians, Carson Byrd, Virgilio Centeno, Shirley Cline, Ross Edmonds, Pat Hyer, Stevan Jackson, Aditya Johri, Brad Klein, Kathy Lloyd, Maxine Lyons, Yolanda Machado-Escudero, Deborah Morgan, Taris Mullins, Kelly Oaks, Daphne Rainey-Wittich, Richard Shingles, Guy Sims, Ashley Smith, Patricia Smith, Tamim Younos

**Guests:** Karen Eley Sanders, Maggie Sloane, Nicole Rishel

### **I. Call to Order**

Meeting was called to order by Perry Martin – Secretary to the Commission at 10:11am. University opening was delayed for weather-related reasons. Minutes from the February 16, 2009 meeting were accepted.

### **II. Karen Eley Sanders – Overview of CAEE Initiatives**

Karen Eley Sanders, the Associate Vice President for Academic Support Services, presented on various programs of the Center for Academic Enrichment and Excellence. Karen provided an overview of a variety of programs led by CAEE that are designed to reach and nurture students and potential students from groups historically-underrepresented in higher education.

Discussion after Karen’s presentation included questions on ways that CEOD could be supportive of CAEE’s efforts. Karen reported that CEOD could assist by promoting involvement mentoring efforts led by CAEE. Karen also invited faculty participation in travelling to visit disadvantaged areas of Virginia to participate in events that encourage youth exploration of careers and potential majors at Virginia Tech.

### **III. Maggie Sloane – Update on Policy 1025**

Maggie Sloane, the Director of Compliance and Conflict Resolution, provided an update on previously proposed additions to Policy 1025. Maggie indicated that University Legal Counsel had alerted her that the Attorney General of Virginia had issued an opinion that the Executive Branch of Virginia does not have the authority to make changes to Policy 1025. In light of this information, Maggie has been informing groups of the potential legal implications of adding protections covering gender identity and genetic-related characteristics to policy 1025.

After some discussion, it was determined that it would be helpful to further discuss the potential pros and cons for continuing to pursue the additions. It was suggested that Maggie present again to CEOD when attendance would be greater.

### **IV. Diversity Summit Review**

CEOD members reviewed the recent Diversity Summit and reflected on successes and talked over suggestions for future summits. The variety of new faces and the strong attendance was noted as a positive. The table discussions on student climate were highlighted as leading to interesting and thoughtful dialogue. Likewise the panel discussion also was noted as being a good idea.

Suggestions on future plans centered-around continuing to approach the summit with focus areas on particular topics and increased attention on the discussion questions utilized. The timeline for holding the summit was discussed and suggestions were made for combining the summit with other efforts as well as holding the summit at times later in the semester to allow for greater student awareness. There was also discussion on the need to work with key stakeholder groups at early stages in the planning process.

#### **V. Announcements**

Anna announced that the LGBT Caucus is looking to possibly hold a Lavender Ceremony around graduation.

Ray announced that planning is underway for Gobblerfest on August 28<sup>th</sup>.

Ingrid announced the annual International Street Fair will be on April 4<sup>th</sup>.

Kevin discussed the preliminary plans for a “Diversity Leadership Awards” and asked if CEOD might be willing to take this effort on in a leadership capacity. Discussion will be held at future meetings.

Kevin also discussed an upcoming article in the Collegiate Times which focuses on the diversity of the student population and examines the role that CEOD plays in student diversity. It was determined that the questions of the reporter would be sent to the entire CEOD for feedback.

Meeting adjourned at 11:16am.

Respectfully submitted,

Perry D. Martin  
Secretary to the Commission on Equal Opportunity and Diversity