

## **Commission on Equal Opportunity and Diversity**

Monday, September 13, 2010

10:00 a.m. – 12:00 p.m.

Graduate Life Center, Room B

**Present:** Kim Beisecker, Craigs Brian, Jean Brickey, Ross Edmonds (chair), Justin Graves, Bruce Hayden, Hal Irvin, Karen Jones, Brad Klein, Meghan Khun, Nathan Lavinka, William Lewis, Anna LoMascolo, Lee Lovelace, Chaney Mosley, Ellen Plummer, Keisha Riley, Sam Riley, Emily Satterwhite, Guy Sims, Jim Snyder, Jody Thompson, Diego Troya.

**Absent with Notification:** Terrance Austin, Mark Cartwright, Virgilio Centeno, Cris Thompson, Connie Wilkinson.

**Absent without Notification:** Lubna Chowdhury, Alan Grant, Frank Hernandez, Aditya Johri, Daphne Rainey-Wittich, Christine Snider

**Guests:** Ashley Wood, Jasmine Graham, Leah Richardson, Robyn Hudson, Maggie Sloane, Pam Vickers, Luz Semeah.

**Next meeting is scheduled:**

**Monday October 11, 2010 in Room B of the Graduate Life Center from 10:00-11:30 a.m.**

Ross Edmonds will appoint a recording secretary for future meetings.

The minutes for the meeting of May 3, 2010 were approved as submitted. Ross asked that attendees let Jandelle Fournillier, [jafourni@vt.edu](mailto:jafourni@vt.edu) know if they would like to be on the mailing list.

### ***University Governance 101***

Ellen Plummer presented an overview of the governance process at Virginia Tech and explained its history and function. A copy of her PowerPoint presentation will be placed on CEOD's Scholar site. There will be a report to the Board of Visitors at their March 2011 meeting on progress under the Diversity Strategic Plan. Ellen completed her presentation in record time.

### ***CEOD 2010-2011 informational materials***

Ross took members of the Commission through the information in the materials provided to them in the notebook them at the meeting. Specific areas that Ross would like for the Commission to address or review this year include:

- The Diversity Summit
- Standards for Inclusive Policies, Programs and Practices, which was adopted by CEOD in 2004 and is posted on the Provost's webpage at <http://www.provost.vt.edu/documents/Standards.pdf>

- Policy 1025 <http://www.policies.vt.edu/1025.pdf> , Virginia Tech’s Antidiscrimination and Harassment Prevention Policy, specifically Section 4, Responsibilities of Administrators, Supervisors and Faculty.
- The Campus Notice, *Fostering a welcoming environment during upcoming holiday season*

Brad Klein suggested that a Scholar website be established and that the meeting times and structure as well as electronic copies of handouts be placed on that site. This site will be set up.

**Meeting Structure** Historically, the Commission has met twice a month for two hours at a time. This summer, a small discussion group consisting of Ross Edmonds, Keisha Riley, Michelle McLeese, Ray Williams, Hal Irvin, Anna LoMascolo, Ellen Plummer, Guy Sims, Maggie Sloane, Perry Martin, and Karen Eley Sanders met to discuss the role and functioning of the Commission. One suggestion from the smaller group was that the larger Commission consider this question.

Ross has researched what other commissions do, and found a wide range of meeting frequency.

A motion was unanimously passed that:

**Meetings will be scheduled two times a month, from 10:00-11:30 am, with the chair empowered to cancel the second meeting.**

***Vice Chair***

A vice chair is needed for the commission. The vice chair serves as president-elect. Any current Commission member with a term ending 2012-2012 is eligible to be vice chair. There are currently eleven people eligible to be vice chair.

Kim Beisecker suggested setting up a nominating commit to contact those who are eligible and send recommendations to the chair/report back to the commission at the closest meeting at a month from today.

Ellen noted that some commissions go with co-chairs or co vice chairs.

**A subcommittee will talk with each eligible person and come back with a recommendation.**

**Committee**

- Guy Sims
- Kim Beisecker
- Anna LoMascolo
- Keisha Riley
- Chaney Moseley

***Diversity Summit***

The Diversity Summit has been running for 13 years. Would it be better suited to having a home in an office? The Commission can *support* it, but it doesn’t fit into the charge. Should the Commission do the Diversity Summit? Should we seek an office to run it? Or has it had its

heyday and it's done? Financial support has always come from ODI. Usually around 200 people attend. Perhaps if there is a Summit, it should be related to the diversity strategic plan. What are its objectives? Objectives should be identified before going into the planning process. Perhaps policies and procedures. Another subcommittee. A small group-ODI should play a key role in talking about objectives.

If it continues, where should it be housed? The Commission or an administrative unit? There is data that the Provost wishes to push out, for example, Advance VT surveys, etc.

A motion was approved that an ad hoc committee discuss the diversity Summit and where we need to take it, and bring recommendations back to the body.

**Committee:**

Guy Sims  
William Lewis  
Jody Thompson  
Meghan Kuhn  
Sam Riley  
Ellen Plummer

For the next meeting, review the charge and think about where to take the Commission next year.

***Membership Review***

There was some discussion of conducting a membership review, to examine whether there were too many people, or if there are constituencies who feel they are not represented. The consensus of the group was that there is not a need for a membership review.

The question was raised as to whether religious organizations are represented on CEOD. The response was that they are not—the religious organizations are campus ministries, but these are not student organizations.

Pam Vickers, the newly-hired ADA Coordinator, was introduced to the group.

**Ross asked the group to email him with thoughts about building priorities around the Diversity Strategic Plan, especially in light of policies and procedures. His email is [edmondsr@vt.edu](mailto:edmondsr@vt.edu)**

Issues to address at the next meeting:

- 1) Policy 1025
- 2) The “holiday memo”.

Respectfully submitted by:  
Maggie Sloane