

Commission on Equal Opportunity and Diversity

Monday, October 11, 2010

10:00 a.m. – 11:30 p.m.

Graduate Life Center, Room B

Present: William Lewis, Karen Jones, Hal Irvin, Jim Snyder, Bruce Hayden, Mary Christian for Alan Grant, Kelly Belanger, Virgilio Centeno, Bradley Klein, Jean Brickey, Christine Snider, Meghan Kuhn (vice chair), Sam Riley, C. Ray Williams, Jr. for Mark Cartwright, Ross Edmonds (chair), Diego Troya, Anna LoMascolo, Lee Lovelace, Craig Brians, Adam Abbruzzese for Aditya Johri, Emily Satterwhite, Jon Jaudon, Guy Sims, Jody Thompson, Frank Hernandez, Elyana Javaherigilani for Lubna Chowdhury, Keisha Riley

Absent with Notification: Ellen Plummer, Cris Thompson, Connie Wilkinson, Nathan Lavinka, Terrence Austin, Justin Graves

Absent without Notification: Kim Beisecker, Chaney Mosley

Guests: Maggie Sloan

Next meeting is scheduled:

Monday, October 25, 2010 in Room B of the Graduate Life Center from 10:00-11:30 a.m. May be cancelled depending on agenda.

Meeting called to order at 10:05AM.

Motion to pass minutes from previous meeting seconded and so passed.

Ross gave update from University Council. Specifically addressed plans from the Commission on Grad Student Affairs to look at anti-bullying efforts. CEOD may play a part of those discussions as they move forward. Commission members discussed existing VT policies that address issues related to bullying, as well as the need to further determine what exists related to policy, standards of conduct, and the need to carefully define terms related to the discussion.

Vice Chair Subcommittee Report

Members of the subcommittee spoke with each of the eligible Commission members over the past couple of weeks to gauge interest in serving as Vice Chair of the Commission. Meghan Weyrens Kuhn expressed an interest and said a few words about what she hoped to contribute. She also confirmed her interest in serving as Chair next year. Guy Sims motioned to nominate Meghan Kuhn as Vice Chair, which was seconded. Commission unanimously supported the motion.

Diversity Summit Subcommittee Report

Subcommittee proposed a new format to allow CEOD to play a key role in monitoring the Diversity Strategic Plan, and to contribute to open dialogue and transparency. In

short, the new plan proposes that CEOD facilitate quarterly action meetings to address each key dimension of the DSP. At the end of the academic year, the CEOD will hold a progress report for broad-based conversation and reporting out on each of the DSP dimensions. A recommendation will be made that the SGA take on any programmatic aspects of the Diversity Summit. Discussion ensued around an appropriate name for the university-wide report out to ensure that staff can count attendance towards diversity competencies for evaluation purposes. Commission agreed that the concept is good and subcommittee will word-smith to devise a program title that works for everyone.

Annual Holiday Letter

Commission members discussed the necessity of disseminating this letter. Some strongly urged the need for it, while others questioned sending it annually at winter holiday time. It was agreed that the more vague the wording the better. It was also suggested that it be sent at intervals during the year, rather than solely at winter holiday time. Hal Irvin informed the Commission that the holiday letter showed up frequently as a negative issue in the employee climate survey. Will Lewis proposed that the letter be disseminated early in the academic year, with periodic reminders throughout the year. In addition, he proposed the creation of a website to highlight diverse cultural celebrations throughout the year, with links to various organizations and events. This would forge space for learning and dialogue. At the end of the discussion a motion was put forwarded and seconded that the Commission pursue Will's ideas, with the understanding that he may call upon members of the Commission to support and help with implementation.

Scholar Site

Ross went over the Scholar site with us. All Commission members have access. There is a calendar, announcement section, a VT Diversity News RSS Feed, Resources (i.e., materials from and for meetings), polls, and you can directly upload documents, etc. to your drop box. He will also continue to add links to relevant VT policies.

CEOD Priorities

An additional request for discussion was put forth, specifically around the FARS and how it factors into the DSP. Also addressing accountability and rewards. Please continue to submit priorities to Ross.

Check Scholar for upcoming events and programs announced during CEOD, including Celebration of Diversity, the Latino Festival, American Indian Heritage Month, and Conflict Resolution Day celebration.

Meeting adjourned at 11:25AM.

Respectfully submitted by:
Anna LoMascolo