

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, FEBRUARY 29TH, 2016
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Tom Brown (for Patty Perillo), David Clubb, Raifu Durodoye, Mary Beth Dunkenberger, Arianna Jensen-Wachspress, Bradley Klein, Sara Leftwich (for Jack Finney), Gilda Machin Scarpaci, Rebekah Martin, Erika Meitner, Sandra Muse, Jennifer Nardine, Takumi Sato, Mikhelle Taylor, Daron Williams, John Gray Williams, Paul Winistorfer

ABSENT: Melissa Elliott, Noha Elsherbiny, Amer Fayad, Lance Franklin, Karisa Moore, Anita Puckett, Sapna Singh, Amy Tanner, Andrew Tevington, Laura Tollin (with notice), Pamela Vickers

GUESTS: Marcie Bishop, Marcy Schnitzer

CALL TO ORDER

Jennifer Nardine called the meeting to order at 10:30am.

She welcomed Dr. Menah Pratt-Clarke.

NOTES FROM CHAIRS MEETING WITH DR SANDS

Jennifer talked about the commission chairs meeting with Dr. Sands in January 2016.

To improve communication and coordination of efforts CEOD will be putting forth official requests for representation in the President's Inclusion and Diversity Executive Council (PIDEC), and requesting regular communication with the Office of the Vice Provost for Inclusion and Diversity beyond CEOD meetings.

CEOD will be putting forth a resolution or a request to Dr. Sands for an official report on status and deadlines for action regarding the Parental Leave Issue.

The CEOD agenda is to continue changing membership and reorganizing meetings to include caucuses and remove department based representation. Caucuses have been invited to attend the meetings.

CIRRICULUM AND CEOD – DR. PRATT-CLARKE

Dr. Pratt-Clarke discussed how to help the campus advance on selected initiatives.

- She is rethinking the operational structure for InclusiveVT, which presently comprise the Inclusion Coordinators and Advisory Group, to be more reflective of the university structure.

- A Planning for Transformation is scheduled for March 17 to define InclusiveVT.

Dr. Pratt-Clarke asked that CEOD consider its role in promoting diversity in the curriculum. She discussed her experiences with curriculum concerns at Illinois University. Students can go through 4 years of college and not take a class on diversity. At a recent event in the College of Business, she experienced how students struggled to talk about diversity. It is important for Virginia Tech to think through how diversity can be integrated into the undergraduate curriculum.

Arianna Jensen-Wachspres said that at present it is up to students to choose if they want to talk about diversity or take a diversity course. Students tend to choose general education courses that are easiest. Most people in America find it difficult to talk about diversity.

Jennifer talked about bringing commissions together to talk about diversity courses, and asked about our role in the governance structure with respect to this issue. The Commission members discussed an approach to intervening in the approval of the Pathways curriculum plan. Many felt it was important to better understand the current plan, and that “pressing pause” on approval of the Pathways implementation plan would disrupt the considerable work that has been done. Others suggested that a pause would not prevent approval, but would allow time to engage in discussion of diversity in the curriculum.

A Working Group was established, composed of Raifu Durodoye, Arianna Jensen-Wachspres, Erika Meitner, and Marcy Schnitzer. They will meet to discuss the pathways plan by the next meeting on March 14th.

WOMEN’S ALLIANCE DISCUSSION

Mary Beth will have resolution to present at the next meeting on March 14th regarding pay equity, benefits, etc.

WORKING GROUP REPORTS

Mary Beth Dunkenberger handed out a draft hard copy resolution to update CEOD membership to include caucus representatives.

Jennifer shared questions from Brad Klein regarding the resolution.

- 1) How do we know what these caucuses are and whether they truly represent the groups they are named for?
- 2) How were these particular groups selected?
- 3) How was it decided that these groups warrant representation on the CEOD, or for that matter who overall should be represented on the CEOD?
- 4) Will caucus representation be open ended, with the ability to add new groups at any time?

- 5) What should other groups that might warrant representation, like a Jewish Community Caucus, a Latino caucus?
- 6) Doesn't the International Caucus represent double-dipping to some extent?

Jennifer discussed each of these questions in turn. She emphasized that the existing caucuses have been meeting with the President and are recognized as part of the InclusiveVT advisory community. She indicated that they had been recognized as eligible to participate in these processes, and that it made sense for them to participate as representatives in CEOD.

HOLIDAY – POSSIBLE CONVERSION TO CURRICULUM

Mikhelle Taylor reported for this committee. She noted that Columbus Day is a state holiday, and sought clarification on CEOD's goals. The committee is researching what other colleges are doing, and will provide more feedback for the next agenda.

REP REPORTS

Tabled to next meeting.

DISCUSSION FROM THE FLOOR

Committee Members volunteered to lead the application review for the Principles of Community Award. Listed below are:

- 1) Mary Beth Dunkenberger
- 2) Sandra Muse
- 3) Tom Brown
- 4) Daron Williams
- 5) Rebekah Martin

ADJOURNMENT

The meeting was adjourned at 12:00 p.m. The next CEOD Full meeting will be March 14, in the GLC Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity