

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, APRIL 4TH, 2016
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Tom Brown, Catherine Caldwell, Menah Pratt-Clarke, Mary Beth Dunkenberger, Amer Fayad, Lance Franklin, Arianna Jensen-Wachspress, Sara Leftwich, Gilda Machin-Scarpaci, Rebekah Martin, Erika Meitner, Karisa Moore, Sandra Muse, Jennifer Nardine, Anita Puckett, Takumi Sato, Mikhelle Taylor, Pamela Vickers, Daron Williams, John Gray Williams

ABSENT: David Clubb, Raifu Durodoye (with notice), Melissa Elliott, Noha Elsherbiny, Bradley Klein, Sapna Singh, Amy Tanner, Andrew Tevington, Laura Tollin, Paul Winistorfer (with notice)

GUESTS: Marcie Bishop, Marcy Schnitzer

WELCOME

Chair Jennifer Nardine welcomed members.

REPORTS RESOLUTION (MARY BETH DUNKENBERGER)

It was decided after feedback from the last meeting to pull the resolution. The working group will continue to work with Dr. Pratt-Clarke's office to gather information.

Mary Beth Dunkenberger said the Women's Alliance supported the resolution.

MEMBERSHIP RESOLUTION (JENNIFER NARDINE)

Jennifer Nardine read aloud the 2nd reading of the resolution to update CEOD membership to include Caucus representatives.

The recommendation: Implement beginning in 2016-2017 school year.

Jennifer asked for the vote to pass.

Lance Franklin accepted, Arianna Jensen-Wachspress second, and all approved.

PATHWAYS RESOLUTION (MENA H PRATT-CLARKE)

Jennifer read the resolution aloud.

Therefore, let it be resolved that, during the 2016-17 academic year UCCGE and CEOD, in coordination with CUSP, CFA, and University Council, and in consultation with the Faculty Senate, will review the ways in which intersectional diversity can be incorporated into the Pathways curriculum beginning Fall 2017.

The resolution passed CEOD and will go to University Council on April 18th for the 1st reading. The 2nd reading will be May 2nd and approved by the end of spring semester.

A small group from CEOD will work this summer crafting what proposed changes would be.

GENDER RESOLUTION (JOHN GRAY WILLIAMS)

John Gray Williams talked about the modified sections of the resolution. Dr. Pratt-Clarke asked that it be sent to her to look at.

John Gray talked about the March 29th meeting that Raifu Durodoye had attended with AISB where he asked about the potential difficulties associated with capturing transgender data and using preferred name.

John Gray forwarded the email from Raifu to Jennifer Nardine and others to view the notes from the meeting. Raifu had asked about proposal to university council to capture transgender data and add a new column to Banner.

The options were to table the resolution for 6 weeks or bring up at the next meeting when more information is gathered. There is challenges and issues and not enough clarity. John Gray recommended to table and Arianna Jensen-Wachspress seconded.

REPORTS FROM HOLIDAY WORKING GROUP (JOHN GRAY WILLIAMS)

Mikhelle Taylor said the Columbus Day issue had been addressed at JMU, UVA, and George Mason. She said it would be hard to change a state holiday. She suggested we ride it out to see where it goes and then address it at Virginia Tech. She will continue to look and get some ideas of what a resolution may look like.

REPORTS, AS RELEVANT, FROM EXTERNAL COMMISSIONS/COMMITTEES

Mary Beth Dunkenberger announced the Women's Alliance full meeting on April 19th.

AdvanceVT Leadership Lunch with University Distinguished Professor Karen Roberto on April 19th at The Inn.

Anita Puckett talked about the Appalachian Studies Annual Conference next March 2017 and how students can be involved. She also talked about money to support the event and keynote speakers.

ADJOURNMENT

The meeting was adjourned at 12:00 p.m. The next CEOD Executive meeting will be Monday April 18th, 2016 at 11:00 a.m. in the GLC Room D.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
Executive Meeting – Monday April 18th, 2016
11:00 a.m. – 12:00 p.m.
Graduate Life Center, Room D

Meeting Minutes

PRESENT: Raifu Durodoye, Jennifer Nardine, Menah Pratt-Clarke

ABSENT: Tom Brown (for Patty Perillo), Mary Beth Dunkenberger (with notice), Sara Leftwich, Karisa Moore

GUESTS: Marcie Bishop, Marcy Schnitzer

I. WELCOME

Chair Jennifer Nardine welcomed members.

II. DISCUSS PATHWAYS RESOLUTION

Jennifer Nardine had a meeting with the Commission on Faculty Affairs (CFA) on April 15th to discuss the Pathways Resolution.

Jennifer suggested that at some point in the summer a working group should convene to review ways in which intersectional diversity can be incorporated into the Pathways curriculum beginning fall 2017. This would jump-start the collaboration with UCCGE that will occur if the Pathways resolution passes. The group will include Raifu Durodoye, Marcy Schnitzer and others to be determined. Menah Pratt-Clark said we may need to ask for additional volunteers for the curriculum committee.

Menah, Mary Beth, and Jennifer will meet with the University Curriculum Committee for General Education (UCCGE) on Wednesday April 20th to discuss 1) the resolution to add a CEOD representative to the membership of the committee, effective fall 2016 and 2) the Pathways proposal set for its second UC reading on 5/2. Menah said she would know more after the meeting on Wednesday.

III. GENDER IDENTITY RESOLUTION UPDATE

Menah had a meeting on April 4th with folks from HR, IT, and the President's office to discuss the resolution to enable banner and other administrative processes to respect an individual's gender identity.

The decision was to create a new field in Banner 9. There were many modifications requested. Plans are to modify HR first, then finance, then students, with a January 2017 rollout.

There was discussion regarding changes to Hokie Spa, and Hokie Passport, with more information to follow on these issues.

IV. PARENTAL LEAVE REPORT

Rachel Gabriele will be at the next meeting on May 2nd to discuss Parental Leave. The leave for faculty is being considered by the Provost office.

Alex Parrish - Staff Senate, is interested in getting into the conversation on behalf of staff.

V. PAY EQUITY REPORT

Deferred to fall.

Focus on Pathways group.

VI. AGENDA DEVELOPMENT FOR FULL MEETING

Discuss 1st reading of Pathways (what happens next)
UCCGE Reading (what happens next)
Discuss HR parental leave (Rachel Gabriele)
Update on Banner 9 (Menah Pratt-Clarke)
Discuss Summer workgroup (people to serve)
Elect vice chair

MEETING ADJOURNMENT

The meeting was adjourned at 11:40 a.m. The next CEOD full meeting will be Monday May 2nd, at 10:30 a.m. in the GLC Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity