

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, AUGUST 27TH, 2012
10:00am to 12:00pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Rick Barrow, Aaron Bond, Tom Brown, Catherine Cotrupi, Ross Edmonds, Amer Fayad, Marwa Abdel Latif, William Lewis, Anthony Lovelace, Karisa Moore, Lesley Moyo, Bill Ortega, Sue Ott Rowlands, Susan Rosebrough, Emily Satterwhite, Sherri Simmons, Guy Sims, Yannis Stivachtis, Diego Troya

ABSENT: Chris Atkins, Kim Beisecker, Hal Irvin, Nicole DaDamio, Amy Hogan (with notice), Sirisha Iruvanti, Jacqueline Nottingham, Cris Thompson, Jody Thompson (with notice), Mary Ellen Verdu (with notice), Alasia Washington,

GUESTS: Marcie Bishop, Samantha Boyd, Mike Kutnak, Perry Martin, Ellen Plummer, Pam Vickers, Latanya Walker

I. CALL TO ORDER

The meeting was called to order at 10:05 by Chair Yannis Stivachtis. Motion to adopt the Agenda was approved. Vice Chair Lesley Moyo was introduced to members. Members of the commission were introduced.

II. ADDRESS FROM DR. WILLIAM LEWIS, VICE PRESIDENT, OFFICE FOR DIVERSITY & INCLUSION

Dr. Lewis introduced Latanya Walker, Director of Alumni Relations for Diversity, Inclusion, and Community Engagement. Dr. Lewis provided to members that he had met with Yannis and Lesley over the summer, and was excited about present and future opportunities regarding Diversity and Inclusion. He also provided an overview of upcoming diversity efforts, including The Institute for Policy and Governance partnership with Human Resources and the Office for Diversity and Inclusion to commission a study on LGBTQ experiences at Virginia Tech. IPG has conducted focus groups with the support of campus LGBTQ groups. The initial findings were presented to an advisory group. The second meeting of the advisory group will make recommendations to Hal Irvin and Dr. Will Lewis.

The Office for Diversity and Inclusion is currently working with several partners on meetings and strategies to realign the Diversity Strategic Plan with the Plan for a New Horizon. The goal for year two is to develop a comprehensive assessment and evaluation process. The goal for year three is to look at how the university is changing related to diversity. A committee of 45 will meet on September 18th to discuss the Diversity Strategic Plan in its current state. Dr. Lewis reported on upcoming communication efforts including the Path Forward/Pre-college Collaboration/DOOR a comprehensive data base.

III. PRESENTATION OF THE UNIVERSITY GOVERNANCE SYSTEM AND THE ROLE OF CEOD - ELLEN PLUMMER, ASSISTANT PROVOST

Ellen Plummer presented to the CEOD members the University Governance System and identified ways in which CEOD could contribute towards university governance.

IV. GOALS AND TASKS FOR CEOD, YANNIS STIVACHTIS

Following the extensive discussions of the Commission's Chair and Vice-Chair with the university administration, the former CEOD chairs, and the various campus constituencies during the summer period, the following goals for CEOD have been identified for the 2012-2013 academic year:

1. Revive members interest in CEOD
2. Improve the Commission's effectiveness
3. Strengthen the Commission's role in the governance process
4. Reinforce the Commission's relations with the university administration
5. Strengthen the Commission's relations with the various campus constituencies
6. Intensify the commission's visibility

The following Working Groups are proposed:

Working Group on Diversity Strategic Plan

- Working Group on CEOD Effectiveness
 - Working Group on Infrastructure, Facilities, and Services, as related to ADA, Cultural, and Religious Issues
 - Working Group on University Climate (Faculty & Staff), Hiring, Retention, and Conflict Resolution and Mediation Policies
 - Working group on Admissions/Enrollment and university Climate (Students)
- a. The Working Groups should be mixed and include faculty, staff, and students.
 - b. Each Working Group may be divided into sub-groups following the decision of its members.
 - c. Each Working Group will have a Coordinator who will be selected by the WG members.
 - d. The Working Groups will report regularly to CEOD
 - e. The CEOD Chair will be part of the Working Group on Diversity Strategic Plan
 - f. The CEOD Vice-Chair will be part of the Working Group on CEOD Effectiveness

- g. CEOD members whose functions are related to the Working Groups indicated above will be requested to join the respective Working Groups.

Lesley Moyo organized sign-up for different working groups. The following individuals volunteered for working groups. Additional names will be added at the next meeting.

Group 1 – Amy Hogan, Yannis Stivachtis, Sue Ott Rowlands, Amer Fayad

Group 2 - Ross Edmonds, Guy Sims

Group 3 – Emily Satterwhite, Pamela Vickers, Catherine Cotrupi, Sherri Simmons,
Lesley Moyo, Rick Barrows

Group 4 – Bill Ortega, Aaron Bond, Karisa Moore, Susan Rosebrough

Group 5 – Marwa Abdel Latif, Tom Brown, Dannette Bean

Further details regarding Goals and Tasks for CEOD have been posted on the Scholar site.

V. **ANNOUNCEMENTS**

Dean Sue Ott Rowland handed out hard copies to each member regarding the Dean's Research Forum on Health, Race and Rhetoric, sponsored by Virginia Tech College of Liberal Arts & Human Sciences, Monday October 29th, 2012.

ADJOURNMENT

There being no further business the meeting was adjourned at 12:00pm. Next meeting will be September 17th at the Graduate Life Center, Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity