

**Commission on Equal Opportunity and Diversity  
Monday, October 19, 2009 – Graduate Life Center – Room B  
Meeting Minutes**

**Present:** Craig Brians, Ross Edmonds, Pat Hyer (represented by Bethany Flora), Hal Irvin, Brad Klein, Anna LoMascolo, Maxine Lyons, Michelle McLeese, Sue Ott Rowlands (represented by Rachel Holloway), Bhanu Peddi, Ray Plaza, Keisha Riley, Guy Sims, Melissa Simpkins, Maggie Sloane, Jim Snyder, Elisa Sotelino, Mikelles Taylor, Dennis Welch, Ray Williams

**Absent:** Kim Beisecker, Virgilio Centeno, Shirley Cline, Paul Deyerle, Shivani Handa, Stevan Jackson, Aditya Johri, Meghan Kuhn, Kevin McDonald, Daphne Rainey-Wittich, Chris Ramos, Christine Snider, Amy Sorenson, Ethan Wechtaluk

**Guests:** Kathy Lokale, Karisa Moore, Susanna Rinehart,

**I. Call to Order** Chair of the Commission, Guy Sims, called the meeting to order at 10:00am.

**II. Approval of Minutes** The minutes from the October 5th meeting were approved.

**III. Update on Affirmative Action Plan at Virginia Tech- Karisa Moore**

Karisa Moore, Manager of Equity Initiatives in the Office for Equity and Inclusion at Virginia Tech, provided an overview of Virginia Tech's Affirmative Action Program. The Equity Initiative Program works to insure that departments at Virginia Tech make good faith efforts to attract women and under-represented groups into applicant pools. A key effort of the Equity Initiative Program is the creation of a "snapshot" of the university's employee demographics within various disciplines and departments of the university. Utilizing the data provided by PeopleClick and with the assistance of Human Resources. Equity Initiatives provides an assessment of whether various areas of the university are meeting placement goals as determined by local, regional, or national demographics and the availability of qualified applicants within a discipline.

Responding to a couple of questions, Karisa reported that if goals are not met by particular colleges are areas in the university, then Equity Initiatives will work departments to look at ways to improve on the under-utilization of groups. Brad asked if Graduate Assistants were covered by Affirmative Action policies, Bethany said that officially they would not be covered. Michelle asked how the venter PeopleClick was determined and Karisa said that a committee during the past year had reviewed the contract with PeopleClick and decided to continue to utilize the company. Ross noted that using the word minority as defined by the federal government can be limiting and exclusive of other groups where opportunities have traditionally be limited and therefore it is important to clarify how "minority" is defined. Bethany asked what efforts are made to look at under-represented groups that are not minorities. Karisa noted that they work to advise search committees not to make assumptions as to why applicants might be in a pool and to work to focus on the qualifications.

**IV. Policy 1025 – Maggie Sloane**

Maggie Sloane, Director for Compliance and Conflict Resolution, in the Office for Equity and Inclusion at Virginia Tech, reported on the status of proposed revisions to Policy 1025. The revisions have been reviewed by various commissions and while there had been some discussion within both the Faculty Senate and Staff Senate on technical verbiage in the policy, there seemed to be general agreement with the fundamental changes to the policy. With respect to specific wording in the proposed policy changes, the Staff Senate had indicated a desire for further acknowledgement and clarification for the role of Staff within the policy, specifically within Section Four. Maggie provided the clarification that the language in Section 4 is existing policy, not part of the proposed revisions, and as such was approved by University Council and the Board of Visitors in 2005. She also noted that adding the word "staff" to this section would overstate staff members' legal responsibility, and could even work to their detriment.

Various options on wording were discussed; Maggie suggested that the Commission proceed to a vote on whether or not to approve the revisions to the policy.

Bethany made a motion to forward a resolution proposing the changes to Policy 1025 to University Council as the proposed changes are currently written. Dennis seconded. After a quorum of 17 members was established by the Secretary, the motion carried on a vote of 8 to 6.

**V. Old Business**

Guy reported that there had been discussion beyond CEOD on the need for greater awareness of religious holidays when scheduling university events.

**VI. New Business**

Dennis reported on recently attending the National Equality March and commented on the quality of the event and speakers. Guy reminded attendees of SGA's upcoming Forum.

With no further business the meeting was adjourned at 11:23 and Task Forces convened.

Respectfully Submitted,

Perry D. Martin  
Secretary to the Commission on Equal Opportunity and Diversity