

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, OCTOBER 19, 2015
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Tom Brown, Mary Beth Dunkenberger, Raifu Durodoye Jr., Amer Fayad, Arianna Jensen-Wachspress, Marwa Abdel Latif, Sara Leftwich for (Jack Finney), Erika Meitner, Sandra Muse, Jennifer Nardine, Anita Puckett, Sapna Singh, Mikhelle Taylor, Laura Tollin, David Travis, John Gray Williams

ABSENT: David Clubb, Melissa Elliott (with notice), Noha Elsherbiny (with notice), Lance Franklin, Bradley Klein, Jamie Hollimion, Gilda Machin-Scarpaci (with notice), Karisa Moore, Patty Perillo (with notice), Takumi Sato, Amy Tanner, Andrew Tevington, Pamela Vickers, Daron Williams, Paul Winistorfer (with notice)

GUESTS: Marcie Bishop, Jennifer Brierly, Marcy Schnitzer

WELCOME

Chair Jennifer Nardine welcomed members.

DATA SURVEY – APPALACHIAN REPORT

Deferred until November 2nd.

WORKING GROUP REPORTS

Raifu Durodoye (Equity/Diversity Working Group)

1. The group convened on October 16th to discuss issues to work on.
2. Subgroups were formed to collect data and provide feedback to the working group.
3. The working group will convene again to put together a rough outline of the report to be shared with CEOD in late November.

John Gray Williams (Holiday Working Group)

1. John Gray reached out to Legal to discuss the possibility of changing Columbus Day to Indigenous People's Day, but has not heard back at this time.
2. It was suggested that someone from Legal would come talk with CEOD to address the history and legal issues regarding this topic.
3. The group discussed the possibility of creating a better day to celebrate Indigenous People's Day, instead of trying to replace Columbus Day.

Marwa Abdel Latif (Membership working Group)

1. The working group convened on October 13th to look at the overall membership on CEOD. It was discussed how caucus groups came to have a seat on the commission, and possibly adding more formed caucus groups to replace some of the people already on CEOD.
2. Discussion continued in regards to adding an InclusiveVT person to the CEOD as an ex officio member. Marwa suggested having someone from the Inclusion Coordinators to attend a CEOD meeting to talk about how we can collaborate together, and present on how they would add to the CEOD.
3. It was suggested to connect with Dr. Lance Franklin regarding how the Black Caucus came to have a seat on the CEOD and University Council.

LAURA TOLLIN – DISABILITY ISSUES ON CAMPUS

Laura Tollin will share with CEOD any upcoming disability activities in regards to speakers coming to campus.

The disability caucus contains faculty/staff and students. The disability caucus and staff senate work close together.

Jennifer Nardine said that the Library is hosting an exhibit on how to be a good ally for people with disabilities.

COMMISSION/COMMITTEE REPORTS

Commission on Administrative and Professional Faculty Affairs – Sandra Muse

Commission on Staff Policies and Affairs (deferred)

Commission on Faculty Affairs (deferred)

Commission on Student Affairs (deferred)

NEW BUSINESS

Marcy Schnitzer announced that Author and Educator Tim Wise will be on the Virginia Tech campus November 2 and 3 for a keynote presentation and to engage in discussions and training sessions with faculty, staff, administrators and the public. The keynote presentation will be at 7:30 p.m. on Monday, November 2, at the Moss Arts Center. Admission is free and open to the public, but a ticket is required. They can be picked up at the Moss Arts Center beginning Monday October 19th.

John Gray Williams said that many gains had been made in the past year, but there is still a major issue with workplace protection for LGBT employees. There is no statute that protects private sector employees. He asked members to visit Equality Virginia on-line and look at what they were doing on harassment in schools for the LGBT community. Equality Virginia monitors all legislation introduced to the Virginia General Assembly and advocates on behalf of Virginia's LGBT community. They work to introduce and support pro-legislation and to oppose bills that move them backwards.

John Gray asked that CEOD to draft a letter of support on behalf of the university; John Grey will write a draft and bring to CEOD.

Erika Meitner talked about benefits for employees regarding parental leave for adoptive parents. It was suggested that Yohna Chambers in Human Resources be asked to present about benefits in an upcoming CEOD meeting, to see how we compare to other institutions.

Jennifer Nardine discussed with members the possibility of changing the name of the CEOD due to issues or goals behind diversity and inclusion. She asked members to ponder on the thought, possibly look at different terms or language, to define what we are doing.

Members agreed that this would be an important discussion to have with the Inclusion Coordinators this year, and then discuss changes next year after the New Vice- Provost for Inclusion and Diversity arrives.

ADJOURNMENT

The meeting was adjourned at 11:45 a.m. The next CEOD Full meeting will be Monday November 2nd, 2015 at 10:30 a.m. in the GLC Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity