

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, OCTOBER 20, 2014
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Judy Alford, Brian Bolton, Aaron Bond, Larry Cox, Mary Beth Dunkenberger, Raifu Durodoye, Ross Edmonds, Amer Fayad, Lance Franklin, Hal Irvin, Olivia Javornik, Bradley Klein, Marwa Abdel Latif, Gilda Machin-Scarpaci, Jennifer Nardine, Ellen Plummer for (Jack Finney), Anita Puckett, Lester Schonberger, Anthony Scott for (Tom Brown), Tricia Smith for (Patty Perillo), David Travis Jr., Daron Williams

ABSENT: Gloria Bensen, Sam Cook, Melissa Elliott (with notice), Noha Elsherbiny, Paul Heilker (with notice), Mikayla Meyer (with notice), Corinne Noirot (with notice), Bill Ortega, Amy Tanner, Pamela Vickers, Paul Winistorfer (with notice)

GUESTS: Nikeshia Arthur, Marcie Bishop, Marcy Schnitzer, Frank Shushok, Pamela White

I. CALL TO ORDER

Chair Aaron Bond called the meeting to order at 10:30 am.

II. CONFIRMATION OF THE ELECTRONIC APPROVAL OF MINUTES FOR SEPTEMBER 22, 2014 MEETING

Minutes are approved electronically with no response indicating approval.

III. CONSTITUENT GROUP DISCUSSION

Anita Puckett representing the Appalachian Studies Program expressed concerns in regards to why Ethnicity was not included on the Principles of Community. Ethnicity is a socially-defined category of people who identify with each other based on common ancestral, social, or national experience. Anita added that something else should be in the Principles of Community that would include National Origin.

Chair Aaron Bond said this was a topic for the faculty/staff working group to pursue and suggested drafting a resolution to the full commission. It was agreed by the working group to proceed on this topic.

Olivia Javornik Chair of the SGA Community Initiatives addressed concerns regarding spousal benefits for same sex married couples. Dr. Hal Irvin, Associate Vice President for Human Resources confirmed that Virginia Tech now offers spousal and other eligible dependents health benefits to same sex married couples within 60 days of the marriage. Olivia said she was not aware of this change and thanked Dr. Irvin for providing this information.

IV. WORKING GROUPS CHARGE AND AGENDA REPORT

Judy Alford (Faculty/Staff Working Group)

1. Draft campus notice to promote awareness of religious holidays and the importance of scheduling events around the holiday so as to be more inclusive. We will also discuss ways that we can make this notice more effective.
2. Explore faculty/staff issues related to respect/dialect/social-economic status and benefit structures in relation to discrimination.
3. Clarification and education for policy 1025 changes.

Larry Cox (Student Working Group)

1. Work on solution to classroom inclusion issue
2. Determine method to collect larger issues from the student body
3. Determine awareness or intervention that needs to be done to resolve the issues

Mary Beth Dunkenberger (CEOD Charge, Mission, Membership Working Group)

1. Explore the History of CEOD
2. Align CEOD's Charge with new structure
3. Go forward with Inclusion and Diversity guidelines from the Provost

Sign Up for a Working Group (names added)

1. Bradley Klein and Gilda Machin-Scarpaci (Faculty/Staff Working Group)
2. Lester Schonberger (Student Working Group)

V. POLICY 1025 PRESENTATION

Pamela White, Executive Director Equity and Access and Frank Shushok Jr, Associate Vice President Student Affairs, Deputy Title IX Coordinator for Student Sexual Misconduct talked about upcoming changes to Policy 1025. The United States Department of Education's Office for Civil Rights (OCR) is in charge of enforcing Title IX. An important responsibility of the (OCR) is resolving complaints of discrimination.

Pam provided an overview of how harassment and discrimination issues are handled at Virginia Tech and provided information about campus resources for students and employees to contact when help is needed. Pam welcomed questions from members.

A draft resolution for revisions to Policy 1025 will be presented to CEOD at a later date.

VI. MEETING ADJOURNMENT

There being no further business the meeting was adjourned at 11:55am. Working Groups did not convene. The next meeting will be the Executive meeting, Monday November 3, 2014, beginning at 11:00am, in the Graduate Life Center, Room C.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
EXECUTIVE MEETING
MONDAY, OCTOBER 6, 2014
11:00 am – 12:00 pm
GRADUATE LIFE CENTER ROOM C**

Meeting Minutes

PRESENT: Judy Alford, Aaron Bond, Larry Cox, Raifu Durodoye, Mary Beth Dunkenberger, Mikayla Myer for (Tanushri Shankar), Marcy Schnitzer for (David Travis Jr.), Tricia Smith for (Patty Perillo)

ABSENT: Hal Irvin, Jennifer Nardine (with notice)

GUESTS: Marcie Bishop

I. WELCOME

Chair Aaron Bond welcomed members and chairs of the working groups to the first executive meeting.

II. INTRODUCTION

Introductions were provided by each person and the area they represented.

III. DEVELOP CHARGE FOR EACH WORKING GROUP

Aaron Bond asked the chairs of the working groups to provide three goals for their groups. Members responded with questions and comments.

Faculty/Staff Working Group Goals:

- Drafting campus notice to promote awareness of religious holidays
- Exploring Faculty/Staff issues related to respect/dialect/social-economic status and benefit structures
- Clarification and education for Policy 1025 changes

Student Working Group Goals:

- Creation of pipeline/communication channels for student related issues to CEOD
- Educating for inclusion from students' perspective
- Investigation of SharePoint for increased communication among all groups

Membership/Mission/Membership Working Group Goals:

- Explore the history of CEOD
- Align CEOD's Charge with new inclusion and diversity structure (understand the role of CEOD within the new structure)
- Membership expansion/change related to inclusion model

IV. **SUGGESTIONS FOR NEXT BUSINESS**

Mary Beth Dunkenberger suggested a meeting regarding the History of CEOD .She asked Marcy Schnitzer and David Travis Jr. to take lead in this discussion due to their work in diversity. Marcy agreed to present their findings to the commission in November.

Pamela White, Director for Compliance & Conflict Resolution/Title IX Coordinator, and Frank Shushok Jr., Associate Vice President for Student Affairs will be discussing Policy 1025 and reporting mechanisms for faculty, staff, and students at the upcoming full commission meeting on October 20th.

V. **MEETING ADJOURNMENT**

There being no further business the meeting was adjourned at 12:00 pm. The next CEOD full meeting will be Monday October 20, 2014 at 10:30 am, in the GLC Room B.

Respectfully Submitted,

Marcie Bishop
Recording Secretary, Commission on Equal Opportunity and Diversity