

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
MONDAY, NOVEMBER 7th, 2016
10:30 am – 12:00 pm
GRADUATE LIFE CENTER ROOM B

Meeting Minutes

PRESENT: Mike Bowers, Mary Beth Dunkenberger, Raifu Durodoye, Rosemary Goss, Ellington Graves, Anthony Wright de Hernandez (for Jennifer Nardine), María del Carmen Caña Jiménez, Sarah Leftwich (for Jack Finney), Erika Meitner, Karisa Moore, Sandra Muse, Takumi Sato, Elizabeth Spingola, Christine Tysor, James Venable, Pamela Vickers, Michele Waters (for Nicole Johnson), Betty Wilkins, Daron Williams, Maria Elisa Christie (for John Gray Williams).

ABSENT: Tom Brown (with notice), Menah Pratt-Clark (with notice), David Clubb (with notice), Melissa Elliott, Amer Fayad, Logan Glascoe, Deyu Hu (with notice), Bradley Klein, Robin Lawson, Stefanie Metko (with notice), Mahek Nigam, Patty Perillo (with notice), Chris Saunders, G. Don Taylor (with notice), Lisa Wilkes (with notice), Sean Zhang.

GUESTS: Christian Matheis, Marcy Schnitzer, Leemar Thorpe.

WELCOME

Mary Beth Dunkenberger called the meeting to order.

APPROVAL OF MINUTES

Mary Beth presented the minutes from the October 10 meeting with one correction (Chris Saunders, not Chris Pearson, attended the last meeting). Raifu Durodoye moved for approval of the minutes; Christine Tysor seconded. The minutes were approved.

REPORTS OF OFFICERS

The following events were announced:

- Intersections: CAUS Diversity Committee panel on social justice and the built environment, November 9, 4:00-5:00pm
- #VT Unfinished gathering: November 9, noon
- A Candid conversation with Kwame Jackson, November 9, 6:30-7:30pm
- Lee Mun Wah speaker events: November 16, 9:30-noon; 2:00-4:00; and 6:00-9:00pm
- The Armory: An Evening of Cuban Poetry , November 9, 7:30-10:00 PM
- Dakota pipeline discussion in Multicultural Center on Thursday.

- Bad Men as Muse, November 10, 4pm – 5pm
- A Chip on Her Shoulder, November 10, 5:15pm and 7:30pm
- How Religions Shape People, November 10, 7:00-8:00pm
- The Divine: A Play for Sarah Bernhardt, several showings through November 17

PRESENTATION

The presentation from Lisa Wilkes will be rescheduled to the December 5 meeting. Lisa will provide briefing on the restructuring of Virginia tech human resources and possibly, issues of compensation and advancement. Please send comments to the workgroup on compensation and advancement equity if there are issues you would like Lisa to address specifically.

Also in December, Diane Zahm will discuss the proposed Ombuds office in anticipation of a resolution to University Council in February.

WORKGROUP REPORTS AND OLD BUSINESS

Pathways Workgroup:

Ellington Graves reported that the revised Pathways proposal was reviewed by UCCGE and has been approved for public comment through 15 day review. Feedback will be collected through November 30. An information session (date and time TBA) will be held following Thanksgiving break (organized by the workgroup). A resolution on the revised proposal must be approved by both CEOD and CUSP. The Faculty Senate and the Commission on Faculty Affairs will be consulted, and will review the resolution. Raifu clarified that if revisions are made following 15 day review, UCCGE will need to approve the proposal before it is sent to CUSP. Notice has been sent out through the JIRA governance information system, to Deans, and to the Student Government Association. Ellington will provide a draft in advance of the CEOD meeting on December 5, at which time, a second reading and vote on the resolution will be held.

Faculty/Staff Equity Workgroup:

Based on meetings of the workgroup and the Women's Alliance, Mary Beth has drafted a survey to get specificity around questions and issues to be considered. The survey currently focuses on gender and women's issues, but is open to additional feedback. Mary Beth cited research that some universities had established commissions on the state of women.

Gender Identity and Banner:

Pamela Vickers reported that the workgroup will wait until November 15 to follow up with the Registrar on the status of Banner updates. In addition, the workgroup will engage in a widespread identity campaign for trans-inclusive updates. John Gray Williams met with university legal council, which reiterated that they interpret law, not policy. The Dear Colleague letter is *significant guidance*, which is murky in terms of legal

interpretation as it changes over time. The workgroup was advised to reach out to departments to inquire about trans-inclusive policies. The action plan is to start with the Deputy Title IX director, Housing and Residence Life, Equity and Access, University Planning, and Athletics. Liz Spingola noted that the workgroup discussed a survey for individuals who self-identify as trans to determine what services they need. In response to inquiry by Mary Beth Dunkenberger, Pam Vickers confirmed that the Dear Colleague letter applies to students only.

Governance and Recognition:

The governance and recognition workgroup has defined a common purpose and is meeting via google docs.

NEW BUSINESS

Sandra Muse reported on behalf of the Commission on Administrative and Professional faculty. The commission considered a membership seat for library faculty, but determined this did not constitute a large enough constituency. They are discussing extension faculty.

FULL MEETING ADJOURNMENT AND WORKGROUP GATHERINGS

Mary Beth called for a motion to adjourn. Raifu Durodoye moved and Takumi Sato seconded. The meeting adjourned at 11:21am.

Respectfully Submitted,

Marcy Schnitzer
Office for Inclusion and Diversity