

**Commission on Equal Opportunity and Diversity
Monday, December 7, 2009 – Graduate Life Center – Room B
Meeting Minutes**

Present: Craig Brians, Jean Brickey, Paul Deyerle, Ross Edmonds, Bruce Hayden, Pat Hyer (represented by Ellen Plummer), Hal Irvin, Meghan Kuhn, Anna LoMascolo, Maxine Lyons, Michelle McLeese, Bhanu Peddi, Ray Plaza, Keisha Riley, Guy Sims, Maggie Sloane, Christine Snider, Jim Snyder, Mikhelle Taylor, Ethan Wechtaluk, Dennis Welch

Absent: Kim Beisecker, Virgilio Centeno, Shivani Handa, Stevan Jackson, Aditya Johri, Brad Klein, Kevin McDonald, Sue Ott Rowlands, Daphne Rainey-Wittich, Melissa Simpkins, Amy Sorenson, Elisa Sotelino, Ray Williams

Guests: Karisa Moore, Virginia Reilly

I. Call to Order

Ross Edmonds, Vice-Chair of CEOD, called the meeting to order at 10:09 a.m.

II. Approval of Minutes

The minutes from the November 16th meeting were approved.

III. Welcome of Bruce Hayden, Dean of Students Representative

Bruce Hayden, Assistant Dean of Students, was introduced as now serving in the ex officio seat representing the Dean of Students Office.

IV. Diversity Summit Update

Ross provided an update on the planning related to the January 29th Diversity Summit. The call for registration is going out the week of December 7th. The Summit has been advertised on VT News. Members of the planning team have met with the Asian Student Union to gather their input and involvement in planning the program. The students were very supportive of the focus of the Summit.

Key themes of the meeting with the ASU included discussions on stereotypes, racism, language differences, differences between graduate students and undergraduate students, varying connections to Asian heritage, and academic stereotypes.

Discussion on the Summit included the need for expanded opportunities to learn about Asian cultures as well as challenges related to reporting and tracking populations due to federal guidelines that tend to view Asian students as one uniform group.

Ross also requested assistance from the Commission in serving as facilitators.

V. Old Business

No old business was discussed.

VI. New Business/Announcements

Ross discussed a recent proposal by Governor Kaine towards extending Plus One Benefits to other qualified adults as part of the health insurance opportunities offered to state employees. Discussions on Governor Kaine's proposal have entered the public phase and the LGBT Faculty Staff Caucus will be sending letters to various campus groups asking for their support. Additionally, there is a hope that the Virginia Tech administration will offer official support

of this proposal. Keisha made a motion for CEOD to send a letter to President Steger requesting his support for this proposal. Christine seconded.

Follow up discussion on the proposal centered on the various aspects of this proposal as it would apply to employees and their family members. Hal indicated that this proposal is eliciting a lot of discussion among HR leaders across the state and they will continue to examine specifics of the proposal. Motion was approved by a show of hands. A request was made that a copy of the letter be sent to Dr. McNamee.

Jennie announced the proposed updates to policy 4075 are being reviewed by other commissions.

Ray provided an overview of the upcoming MLK events and announced that Cornel West was the keynote speaker for this year's celebration.

Michelle announced that a class that she is part of, "Diversity and Inclusion in a Global Society," is doing research on diversity among graduate students and she requested CEOD's assistance in sending out a link to a survey to graduate students.

Hal announced that the results from the recent organizational climate survey given to Staff, AP Faculty, and Research Faculty are being reviewed and that the general findings from this survey will be shared with CEOD at a later date.

With no further business the meeting was adjourned at 11:19 a.m.

Respectfully Submitted,

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