

Commission on Equal Opportunity and Diversity  
Monday, December 4, 2006

Minutes

**Present:** Ross Edmonds, Deborah Morgan, Ann Kilkelly, Carlos Evia, Elisa Sotelino, Sue Ellen Crocker, Linda Woodard, Sam Camden, Antionette Stroter, Kris Tilley-Lubbs, Sheila Carter-Tod, Kevin McDonald, Valerie Hardcastle, Jack Davis, Guy Sims (for Zenobia Hikes), Rick Shingles, Kim Beisecker, Maxine Lyons, Ben Dixon, Zebib Bahta, Mike Taczak, Ray Plaza, Brad Klein, Pat Hyer, Jack Davis

**Absent:** Craig Brians, Elizabeth Waterman, Saurabh Attarde, Aaren Salido, Patricia Smith, Ruth Grene

**Guests:** Jennie Reilly, Maggie Sloane, Jean Brickey

**I. Call to Order**

The agenda was adopted.

**II. Chair Report**

Carlos opened the meeting with an update on the language issue. He is meeting with Karen DePauw on December 11 to further discuss the issues that have been raised at commission meetings. If you have ideas or proposals please send them to Carlos prior to Monday so he can present them at this meeting. Two resolutions were presented to Dr. Dixon from both the Staff Senate and the Commission on Equal Opportunity and Diversity. Carlos shared some information on a case involving a doctoral student to illustrate that unfortunately the language issue continues to affect people in the university community. Bernice Hausman will come to speak to the CEOD in the spring in her role as the Ethics Chair for the Faculty Senate about ethical consequences for faculty who do not follow the Principles of Community. Ray shared that how/where students report cases like this (issues in the classroom) was a topic of conversation at the last Race and the Institution Task Force meeting last week. Kim suggested the importance that no matter who a student goes to, he/she should get full attention or directed to the appropriate person/office. One recommendation is the creation of a contact card with important numbers for all faculty and staff. Kim recommended that the university fill the position of Dean of Students and all cases can be directed to that office, as was the case when Barbara Pendergrass was here.

**III. Task Force Reports**

- A. Campus Climate – The focus for spring will be an evaluation of all the campus climate groups and how they interact. Ross has met with Dr. McNamee and he was pleased to hear about the one-year review of Safewatch along with other groups. They hope to have a report completed by the end of spring semester.
- B. Events and Programs – The group has been working on the Diversity Summit which is scheduled for January 19 at Owens Banquet Room from 2:00 – 5:00 p.m. The official email with the registration link should go out today or tomorrow.
- C. Multicultural Education – There was a two-part agenda which included gathering information and having presentations by faculty at the commission meetings to get a better sense of what is happening in the curriculum. This began with Terry Kershaw's presentation and will be followed by a presentation by Barbara Allen Smith in January. They have collected a lot of information and are processing that information to create a simple listing of what academic and other educational opportunities exist on campus. Another component of the task force is focused on the

diversity competency initiative. The proposal is actually before the Task Force on Race and the Institution.

- D. Diversity Strategic Plan – The goals have been split among the members for each to focus on and they hope to present a response in January on how the plan should be revised. In the spring there will be dialogue with the full commission as well as others in the community as part of the revision.
- E. Policies – They have been working on the categorization of diversity activities for the Faculty Activity Report. They hope to have their document ready for distribution in January.

**Announcements**

Information will be disseminated this week about MLK week in January. Kevin shared his concern regarding the discussion regarding the case that was presented early. It was determined that the commission should not discuss specific cases. Rather, the Office for Equal Opportunity will periodically update the commission on the broad themes that emerge from different cases that have come to the attention of their office.

The meeting was adjourned at 11:10 a.m. for task force work.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission