

Commission on Equal Opportunity and Diversity
Monday, March 13, 2006

Minutes

Present: Sam Camden, Ross Edmonds, Ray Plaza, Rick Shingles (for Susan Anderson), Jean Brickey, Ruth Grene, Carlos Evia, Ben Dixon, Linda Woodard, Kim Beisecker, Marilyn Kershaw, Edd Sewell, Anna LoMascolo (for Ellen Plummer), Sue Ellen Crocker, Pat Hyer, Richard Benson, Pat Hyer, Michael Goode, LaChelle Waller

Absent: Sumeet Bagai, Maxine Lyons, Angela Kim, Maj Zaheda, Tina Harvey, Ruth Grene, Susan Willis-Walton, Valerie Hardcastle, Kevin McDonald, Kris Tilley-Lubbs

Guests: Jane Ann Williams, Laura Gillman, Jennie Reilly, Debbi Morgan

I. Adoption of Agenda

The agenda was adopted.

II. Chair Report

Tomorrow is the one-year anniversary of the Principles of Community. There are three commemorative posters which are available from the Office of Multicultural Affairs or the CEOD site, www.ceod.org.vt.edu. There is also a link to the resource center for the Principles from that site. There is a press release on the university's homepage about the anniversary. Additionally, t-shirts will be available for giveaways. A memo went out on Friday to all faculty and staff about the one-year anniversary and the brochure developed by Carlos' class for student organizations were also sent last week. Last spring a student organization sponsored the Victory over Violence program. At one of the events Susan Anderson was recognized for her work and there was also a promise of book donations on Ghandi and Martin Luther King, Jr. There are over 30 books which will be available for circulation in April. Kim Beisecker shared that they did put the translations of the Principles in the orientation packet in the home language of international students. Ray needs a substitute for University Council next Monday, March 20. Pat offered to sign in on behalf of Ray. There will not be a meeting on April 3 as originally scheduled. Task forces are encouraged to meet during that time if needed. The at-large process is now open for one position on CEOD and the two at-large CEOD positions for University Council.

III. Task Force Updates

A. College Diversity Committee

There was nothing new to report.

B. Diversity in the Faculty Promotion Process

They have developed a resolution which is attached. There was some conversation on some of the wording in the resolution. Linda suggested as a parallel activity we develop the same resources for AP faculty and for staff. Ann moved that the resolution be endorsed. It was seconded and the motion passed. It will now be brought to the Commission on Faculty Affairs.

C. Data and Research Support & Policy Integration

Invitations to the roundtable discussions have gone out to various individuals across campus. Ruth is coordinating the faculty side. They discussed this morning offices that need to be involved. These include: the Police department, a Safewatch representative, Judicial Affairs, OMA, EO, Cranwell, and some individuals from off-campus sites. Carlos is working on a facilitator guide and will be seeking facilitators and note takers for this event. Everyone on the commission is invited.

D. Campus Climate

They have been focusing discussion on developing a program using the FDI as a guideline for faculty diversity training. Jane Ann needs to be involved in their conversations. It was requested to have her report to the commission at the next meeting what is being planned in the area of diversity education and training.

IV. Leadership of Commission

Ray began discussion about a chair and vice chair for the 2006-07 year. It is hoped to have the election of a chair and vice chair at either the April 24 or May 8 meetings. Ben assured the members that OMA will continue to provide the administrative support to the chair and vice chair. There is some concern about groups that haven't had representation on the commission this year.

Announcements

Women's Month activities are continuing. Ann shared a program that is occurring Thursday, Friday, and Saturday of this week called "Prozac Blues." It is in the Torgersen Museum at 8:00 pm each night. Copies of the latest issue of the VT Conductor were distributed. Ray spoke with the Commission on Classified Staff Affairs last week. There was a productive conversation with a number of points raised. Ray will provide more information from that session at the next meeting. Jean shared that there is an editorial article on the Lee Hall controversy in the Roanoke Times on Sunday. There will be an update on the implementation of the Lee Hall recommendations at a later meeting. Jennie shared that on March 17 and 24 there will be a universal design workshop called, "All Tests are not Designed Equal." Saturday, April 8 is the International Street Fair to kick-off the International Week programs.

Meeting adjourned at 12:05 p.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission