

Commission on Equal Opportunity and Diversity
Monday, March 19, 2007

Minutes

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Linda Woodard, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Ray Plaza, Ruth Grene, Jean Brickey (for Maxine Lyons), Tom Gorman (Antionette Strotter), Valerie Hardcastle, Ann Kilkelly, Rick Shingles, Sue Ellen Crocker, Elizabeth Gilboy (for Jack Davis), Guy Sims (for Zenobia Hikes)

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Kim Beisecker, Pat Hyer, Brad Klein, Mike Taczack, Elizabeth Sotelino, Aaren Salido

Guests: Jane Ann Williams, Sarah Wang, Jonathan McCloud, Pat Burton, Amy Adams

I. Call to Order

The agenda was adopted.

II. Chair Report

The first candidate for the vice president for multicultural affairs was here last week for a campus interview. Kenneth Durgans will be here this week. Please attend the open session on Thursday at 4:00 at The Inn. The podcast is available from the president's website for those unable to attend. Members interested in attending dinner with the candidate on Wednesday at 6:00 p.m. should respond to Carlos.

III. Presentation by Barbara Allen Smith

Barabara Allen Smith, director of Women's Studies, gave a brief presentation on her department. It is housed in interdisciplinary studies. They have two undergraduate minors and a graduate certificate program. She distributed a list of fall courses to demonstrate the breadth of studies offered. She shared their broad and integrative vision which looks at intersections of gender, race class, etc. There is a commitment to education of students and a university wide mission to address questions/issues around gender, race, inequality, etc. They are moving toward the creation of an undergraduate major and a master of arts degree. In order to establish a graduate program, they will need GA positions as well as more faculty, especially faculty of color. A question was raised on how graduate students access certificate program. Smith shared that it is mostly through word of mouth, but they are working on raising visibility.

IV. Revised Religious Holidays Webpage

The purpose of this page is to inform the university community at all levels about religious holidays, to educate for accommodations, and to maintain sense of diversity and equity when it comes to religion. Students from Carlos' class are contacting student organizations to get information from them and are also investigating what other institutions have in place. It will include dates and descriptions of holidays. The students will present at the meeting on April 2. Ray shared Jewish Life on Campus brochure which will be the template for other groups. The office also funded a research project for a major religious survey (beliefs and affiliations).

V. Feasibility of Making MLK a Faculty Holiday

A question was raised about the feasibility of making MLK Day a faculty holiday. It was suggested that we investigate what other universities are doing. There was some concern voiced that if Virginia Tech was closed, the then we likely would not get a high rate of participation in

programming events on campus. The BOV would have to approve the institution closing. One of the graduate assistants from OMA will research this and report back at the next meeting.

VI. Open Seats for 2007-08

The call should go out at then end of this week for at-large seats and applications available through a website. Individuals will ideally be identified in early April to fill one at-large seat for CEOD and the two at-large seats for University Council.

VII. Announcements

Ray distributed the draft of the four proposed goals for the revised diversity strategic plan. A website is being developed to get feedback. This has been shared with college diversity committees. There will be a one-day intensive workshop in May to work on the revised diversity strategic plan. One concern raised was the lack of mention of academic programs. The monitoring of the university and diversity strategic plans will be the same. It was requested that recommendations on wording and strategies be shared with members of the task force.

The application process is now available for students interested in being a part of MOSAIC. A new website should be out by the end of the week. Please encourage students to apply. There are 200 spaces and Ray is confident they will be filled. If members are interested in teaching a section, please contact Alicia. They are working to be sure it counts for an Area 2 or 7 for students in all colleges.

The 7th Black Alumni Reunion was this past weekend. It was an extremely positive event.

The meeting was adjourned so that taskforces could meet.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission