

Commission on Equal Opportunity and Diversity
Monday, May 5, 2008

Minutes

Present: Ray Plaza, Sue Ellen Crocker, Daphne Rainey, Ann Kilkelly, Sheila Carter-Tod, Kevin McDonald, Ross Edmonds, Carlos Evia, Guy Sims (for Zenobia Hikes), Pat Hyer, Kelly Oaks, Ruth Grene, Sam Camden, Jean Brickey, Toni Stroter, Judy Ridinger (for Hal Irvin?), Rick Shingles, Virgilio Centeno (for Elisa Sotelino), Jack Davis

Absent: Stevan Jackson, Kim Beisecker, Patricia Smith, Deborah Morgan, Dennis Welch, Maxine Lyons, Brad Klein, Mikhelle Taylor

Guests: Natalie Hart, Pam Linkous, Susanna Rinehart, Maggie Sloane, Jennie Reilly, Julie Walters Steele

I. Call to Order

Ruth called the meeting to order.

II. Special Presentations

- A. Susanna Rinehart presented information on issues of diversity and inclusion in classroom and curriculum. She passed out a handout with brief descriptions of progress in inclusive excellence in the classroom and curriculum. There was some conversation about some of the challenges around curricular reform, faculty development and classroom climate.
- B. Sheila Carter-Tod gave a brief summary of recommendations from the academic programs subcommittee of the implementation team. There is a recommendation for incentive based course transformation and strengthening of existing dedicated programs but also the development of a Hispanic/Latino academic program. Part of the proposal includes a position in CEUT to support faculty with course transformation. This would be similar to writing across the curriculum in that courses that exist can be modified to have issues of race/racial privilege, etc. included. Members have looked at some models and Temple University has had a requirement for awhile, so Sheila plans to see how theirs works. The goal is to get some money behind this proposal and have workshop in 2009-10 with pilot courses (live with designation) in the spring 2010 followed by assessment of the pilots and submission of course requests in 2010-11. A question was raised about the Graduate School. Dean DePauw has a plan for this since it would be handled differently for graduate programs. There is also a graduate subcommittee of the implementation team.
- C. Ann Kilkelly provided some introductory comments from the task force on education and resources. They have focused on developing a website to help with the lack of visibility, availability and accessibility of dedicated academic programs. Ross shared the website that has been developed. It is a database driven website called Diversity Courses and it is focused toward students. The task force developed topics for courses and started putting in courses for each topic. They tried to keep it simple – area, number of course, title, if cross-linked, and also when taught/offered. The links take individuals directly to the timetable. They will test it this summer with five departments who have offered to work with the system. The Office of Multicultural Affairs will host this and Roxanna is working closely with Ross. It was suggested that there be offered a certificate in diversity studies that could encompass multiple specialties. Also a concentration in diversity that could be satisfied in a number of ways. The site will be linked of university diversity website, so it will be easy to find. Additional next steps were provided in a handout.
- D. Natalie Hart from the Athletic Department shared the Minority Opportunity Plan that was created as a result of the NCAA certification process which also led to the creation of her position. Virginia Tech is the only university that has a position like this. There is a committee that

Athletic Department formed. They need to have someone outside of athletics looking at diversity initiatives and CEOD could serve in that capacity. Every other year the CEOD will look at the diversity initiatives and then on opposite years a consultant will come to review the initiatives. A liaison will be identified to work with both the athletic department and CEOD to keep information flowing and provide periodic updates. Some things that the department has implemented as a result of the certification process are sending out the Principles of Community with ticket information and other publications, posting the Principles in numerous places, adding a diversity section in team reports, and offering training annually for personnel. Right now the focus is more on the employee side of things as opposed to the student athletes.

- E. Jennie Reilly presented update on the disability community. University ADA services is housed in Human Resources. They focus on individual accommodations for employees with disabilities and work closely with Physical Plant to ensure that the campus is accessible for students, employees and visitors. They also provide assistance for offices/individuals that may have a difficult situation dealing with an employee with a disability. This could include training, utilizing appropriate language, and helping others understand accommodations. The number of cases has increased steadily each year. The fastest growing group is those with psychological disabilities. They are looking for a central funding source for accommodations and also at ways for automate some of what they do.

III. At-large Applications

There are two at-large seats open on the Commission on Equal Opportunity and Diversity with three applicants, so all three of them will be forwarded to the President's Office for selection.

There are also three applicants for the University Council at-large seats. An electronic ballot will be sent to members for voting.

- IV. **Announcements** – The Hispanic-Latino Achievement Ceremony is Thursday, May 8 at 3:30 pm. in the Recital Salon, Squires. Donning of the Kente is that evening at 6:30 p.m. in the Graduate Life Center Multipurpose Room.

Meeting adjourned at 11:58 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission