

**Commission on Equal Opportunity and Diversity
Monday, February 1, 2010 – Graduate Life Center – Room B
Meeting Minutes**

Present: Craig Brians, Jean Brickey, Ross Edmonds, Bruce Hayden, Pat Hyer (represented by Ellen Plummer), Hal Irvin, Meghan Kuhn, Anna LoMascolo, Michelle McLeese, Sue Ott Rowlands (represented by Fred Piercy) Bhanu Peddi, Ray Plaza, Keisha Riley, Karen Eley Sanders, Guy Sims, Melissa Simpkins, Maggie Sloane, Christine Snider, Jim Snyder, Mikhelle Taylor, Ethan Wechtaluk, Ray Williams

Absent: Kim Beisecker (with notice), Virgilio Centeno, Paul Deyerle, Shivani Handa, Stevan Jackson, Aditya Johri, Brad Klein, Kevin McDonald, Daphne Rainey-Wittich, Chris Ramos, Amy Sorenson, Dennis Welch (with notice)

Guests: Kris Bush, Karisa Moore, Virginia Reilly

I. Call to Order

Guy Sims, Chair of CEOD, called the meeting to order at 10:01 a.m.

II. Approval of Minutes

The minutes from the December 7th meeting were approved.

III. Follow Up on Diversity Summit

Guy thanked Ross and the Summit planning team for their work with the Summit. Ross said that about 225 people attended the event with 27 people serving as group facilitators. Ross reported that most of the initial feedback on the event has been positive and that a formal evaluation will be sent to participants electronically. A final evaluation report will be sent to CEOD.

Additional discussion was held on the specific activities program and the impact these activities had on participants. The need for thoughtfulness in seeking volunteers for activities was discussed as was the need for acceptance that discussions on culture can very bring-forth a variety of viewpoints. Overall Ross indicated that the intent of the summit planning team was to show the diversity of Asian cultures and to take the broadest possible stance to open a conversation on this topic.

IV. Campus Climate

Maggie updated the Commission on the CEOD Campus Climate Task Force and shared thoughts that she and Michelle have had regarding this Task Force. Specifically the scope, leadership, membership, assessment, and the relationship of this effort to other groups should to be determined. Maggie and Michelle are requesting a meeting of those who have indicated an interest in the group at the end of the February 15th CEOD Meeting.

V. Presentation on Federal Reporting Guidelines Related to Race/Ethnicity Data – Kris Bush – Director of Institutional Research

Kris Bush presented on new federal guidelines that the university is utilizing in reporting data related to race and ethnicity. These new guidelines have an impact on determining trends in the demographics of the university because of changes in how individuals may be categorized. Ellen encouraged Commission members who may be involved with presenting data to consult with Kris to determine how to best represent any trends or patterns.

VI. Diversity Strategic Plan Update

Karen Eley Sanders provided an update on the Diversity Strategic Plan. Drafts of the plan are being circulated to various administrative groups. Ellen Plummer is compiling the feedback as the draft evolves into a final plan that is presented to the Board of Visitors in March. The plan will be distributed to CEOD and any resulting feedback can be sent to Ellen. Ultimately, the Diversity Strategic Plan will be developed to be concert with the University Strategic

Plan and key goals from that DSP will be reviewed in 2011 to determine university progress on the key focus areas of the plan.

VII. Old Business

Guy reported that a letter from CEOD encouraging the President to support the Governor's proposal to offer "Plus One" benefits was sent and that the President did affirm his support for this proposal. It was reported that the new Attorney General has offered an opinion that the State Department of Human Resources does not have the authority to make this statutory decision. Guy suggested that CEOD continue to monitor the status of this effort in the State of Virginia and offer future support where needed.

VIII. New Business/ Announcements

Anna asked from members to save March 31st, 4 p.m.-6 p.m. as a date for an anniversary celebration for the Women's Center. Mikhelle announced that the American Indian Science and Engineering Society will be attending an upcoming conference.

Meeting was adjourned at 11:59 a.m.

Respectfully Submitted,

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