

**Commission on Equal Opportunity and Diversity  
Monday, March 29, 2010 – Graduate Life Center – Room B  
Meeting Minutes**

**Present:** Craig Brians, Jean Brickey, Virgilio Centeno, Ross Edmonds, Bruce Hayden, Pat Hyer (Represented by Ellen Plummer), Brad Klein, Meghan Kuhn, Anna LoMascolo, Maxine Lyons, Michelle McLeese, Ray Plaza, Keisha Riley, Karen Eley Sanders, Guy Sims, Melissa Simpkins, Maggie Sloane, Christine Snider, Jim Snyder, Mikhelle Taylor, Ray Williams

**Absent:** Kim Beisecker, Paul Deyerle, Shivani Handa, Hal Irvin, Stevan Jackson, Aditya Johri, Sue Ott Rowlands, Bhanu Peddi, Daphne Rainey-Wittich, Chris Ramos, Amy Sorenson, Ethan Wechtaluk, Dennis Welch (with notice)

**Guests:** Karisa Moore, Tyrone Jean

**I. Call to Order**

Guy Sims, Chair of CEOD, called the meeting to order at 10:02 a.m.

**II. Approval of Minutes**

The minutes from the March 1<sup>st</sup> meeting were approved.

**III. Update on Diversity Strategic Plan – Karen Eley Sanders**

Karen provided a report on the presentation of the Diversity Strategic Plan (DSP) to the Board of Visitors. Karen acknowledged the work of Ellen Plummer and Pat Hyer in helping to get the plan completed. The DSP was presented along with updates on the University Strategic Plan. The DSP was well received by the BOV with no major criticisms. A suggestion was made by a member to be more specific in naming the individuals responsible for various aspects of the plan. The BOV members also discussed ways to raise awareness of the Principles of Community.

The DSP is undergoing some minor wording edits to reflect more inclusive language. Ellen complimented Karen for her work in shepherding the plan through commits by various groups. Ellen reported that the BOV has had very spirited interest in and debate on advancing the diversity agenda at the university. The Academic Affairs Committee of the BOV will receive a report on progress on the DSP in March of 2011. Ellen indicated that collecting data will be an ongoing process and she suggested that the DSP scholar-site be made available to the Commission.

**IV. Old Business**

Perry Martin reported that the nominating committee had received applications for open seats associated with the Commission and the Nominating Committee would be meeting soon to make recommendations to the Commission.

**V. New Business/Announcements**

Karen provided an overview of the Black Alumni Reunion. On Saturday, they had an open forum on African-American student enrollment. Many of the alumni have stepped up to help establish scholarships and raise money to support programs. Additionally, the President announced his intent to create two new positions to support outreach to potential students from currently under-represented populations in the State of Virginia.

Guy thanked Karen for her work and noted that there seems to be traction towards a number of diversity efforts. Maggie encouraged continued focus on diversity within the staff and faculty population in addition to the student population. Ross also encouraged continued attention towards progress with groups that are not represented in current statistics. Ellen noted that opportunities for qualitative reporting on progress would be available in our reports on progress.

Ross announced that Pride Week was beginning and he would be sending out flyers on the week's events. Perry announced that plan for a Forum on *Sexuality and Human Rights in Virginia* on Tuesday.

Karen announced that the President will host poetry at the Grove on March 31<sup>st</sup> as part of Jewish Awareness Month.

Meeting was adjourned at 11:32 a.m.

Respectfully Submitted,

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