

Commission on Equal Opportunity and Diversity
Monday, April 6, 2009 – Cascades Room – The Inn
Meeting Minutes

Present: Craig Brians, Jean Brickey, Shirley Cline, Ross Edmonds, Hal Irvin, Aditya Johri, Kathy Lloyd, Kelly Oaks (representing Kevin McDonald), Ray Plaza, Rick Shingles, Debra Stoudt (for Sue Ott Rowlands), Dennis Welch

Absent: Kim Beisecker, Carson Byrd, Virgilio Centeno, Pat Hyer, Stevan Jackson, Brad Klein, Anna Lomascolo, Maxine Lyons, Yolanda Machado-Escudero, Jonathan Moore, Deborah Morgan, Taris Mullins, Ingrid Ngai, Daphne Rainey-Wittich, Guy Sims, Ashley Smith, Patricia Smith, Elisa Sotelino, Mikhelle Taylor, Tamim Younos

Guests: Jennie Reilly, Maggie Sloane

I. Call to Order

Meeting was called to order by Ray Plaza, substituting for Daphne and Guy. Minutes from the last meeting were accepted.

II. Welcome of Guests

Ray welcomed guests to the meeting and conveyed Daphne's and Guy's regrets for not being able to attend the meeting. Ray introduced Maggie Sloane to present on Policy 1025

III. Maggie Sloane – Update on Policy 1025

Maggie Sloane, the Director of Compliance and Conflict Resolution, presented as a follow-up to the last CEO Meeting which had low attendance due to weather. Maggie provided an update on previously proposed additions to Policy 1025. Maggie indicated that University Legal Counsel had alerted her that the Attorney General of Virginia had issued an opinion that the Executive Branch of Virginia does not have the authority to make changes to Policy 1025. The Attorney General had indicated that the Executive Branch could interpret policy but not make policy. In light of this information, Maggie has been informing groups of the potential legal implications of adding protections covering gender identity and genetic-related characteristics to Policy 1025.

Maggie has visited with both the Multicultural Fellows and LGBT Caucus to determine their thoughts on the proposed changes and reported that they are supportive of proceeding with the revisions. Ross speaking on behalf of the LGBT Caucus said that while there was discussion as to whether seeking to add gender identity would open the door to a potential challenge against already accepted group protections, the general feeling was that proceeding with these revisions was the best course of action.

Ray asked the membership if anyone saw any reason not to proceed with the previously approved resolution for revisions to Policy 1025. With no objections it was determined that the proposed revisions would be forwarded to University Council.

IV. Athletic Diversity Initiatives Update

Ray announced that the recently emailed document that speaks to Athletic Diversity Initiatives and is part of the NCAA review process. Ray indicated that Natalie Hart would be presenting on this plan at the May 4th meeting.

V. CEOD Election Update

Perry provided a report on the recommendations of the ad hoc Nominations Committee that was established to accept and review applications for individuals interested in serving in at-large capacities on CEOD for the next academic year.

Based on a review of applications submitted electronically to CEOD, the nominating committee recommended that the names, Jean Brickey, Lynanne Hodges, Shannon Jarrott, Guy Sims, and Amy Sorensen be forwarded to the President's Office for consideration for appointment. For the two CEOD representatives to University Council, the Commission recommended Chris Ramos and Keisha Riley.

Kathy Lloyd made a motion to forward these candidates to the President's Office. Rick Shingles seconded the motion. The motion to forward these candidates on was approved.

VI. Task Force Reports

Dennis reporting on the Public Relations Task Force reported that they continue to work on a brochure for CEOD and continue to discuss other projects that will raise awareness on CEOD.

Ray reported on the survey responses from the Diversity Summit. Responses were overall positive. The table facilitation was a positive and the question on whether the summit should be moved to a different time of year didn't get a clear consensus. There were indicators in the survey responses that many who attended anticipated coming to the next summit.

Ross reported on the LGBT Task Force and talked about continued development of an LGBT Resource Center. They are consulting both internal and external individuals for guidance. There is an effort to develop more formal connections with LGBT alumni at Tech. Ross also reported that the first Lavender Ceremony will be held on May 14th. Dr. McNamee is planning to attend.

Ray reported on the Implementation Team efforts. Susanna Rinehart is taking leadership of some of the efforts including the Faculty Development Institute and some initiatives with Human Resources. Ray reported that money for Year 2 of the Implementation efforts has been set aside.

VII. Announcements

Virginia Reilly reported that the recent presentations at the College of Business Diversity Case Study Competition were excellent and suggested that some of the work from this be shared at a future CEOD Meeting. Jennie also reported that some potential revisions to Policy 4075, which addresses accommodations, were being considered and drafts of the proposed revisions would be presented at a future CEOD meeting.

Ray announced various activities associated with International Week as well as some other related events. Ray also asked Task Forces to begin thinking about presenting a year-end summary of activities.

Jean reported that diversity dimensions of staff performance evaluations were being reviewed.

Respectfully submitted,

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