Commission on Equal Opportunity and Diversity  
Monday, March 17, 2008

Minutes

Present: Sam Camden, Sue Ellen Crocker, Ross Edmonds, Jean Brickey, Maxine Lyons, Ray Plaza, Ruth Grene, Hal Irvin, Sharon Proffitt (for Deborah Morgan), Elizabeth Gilboy (for Jack Davis), Virgilio Centeno (for Elisa Sotelino), Kevin McDonald, Dennis Welch, Mikhelle Taylor, Ann Kilkelly, Rick Shingles, Sheila Carter-Tod, Pat Hyer, Maggie Sloane (for Kelly Oaks), Daphney Rainey, Toni Stroter

Absent: Stevan Jackson, Guy Sims (for Zenobia Hikes), Kim Beisecker, Brad Klein, Carlos Evia, Patricia Smith

Guests: Judy Ridinger, Christina Brogdon, Maggie Sloane, Claude Steele, Tashika Smith

I. Call to Order
Ruth called the meeting to order. Implementation team reports have been postponed to next CEOD meeting. The feedback on the initiatives shared at the last meeting was helpful.

II. Announcements
Ray distributed posters for the 7th Annual Latin American Theatre Conference Today which is scheduled for March 26-29. Ruth shared that she is a member of the Virginia Interfaith Council and they are planning a forum on April 27 with the theme of welcoming the stranger – looking at both issues that arise from influx of immigrants but also issues that international students and families may face. The forum will occur from 2-5 p.m. in the Graduate Life Center with Father Gary Kreeder serving as the keynote speaker followed by four workshops. The group is anxious to include the university community and members were asked for feedback on ways to help facilitate the university involvement. A number of individuals were recommended including Michele James-Deramo, Carlos Evia, Tonya Smith-Jackson, Barbara Allen Smith, and the Cranwell International Center. There was also some conversation regarding employees who may have language issues and the need to provide English language classes for these people in the workplace. Sam indicated that one of the reasons we do not employ more immigrants is due to the housing costs in this area.

Ross passed out the schedule of events for Gay Awareness Week and reminded members that “For the Bible Tells Me So” will be shown again on Saturday, March 22 at the Lyric Theatre with open discussion afterwards.

Daphne provided some information on Natalie Hart who is the director of NCAA initiatives and diversity management in the Athletic Department. This position was created as a result of the NCAA audit. She is working on implementing the recommendations from the audit and keeping up with minority issues – on the student and staff side. She has a taskforce working with her but would also like to have some interaction with the commission. It was suggested that she be invited to present at a commission meeting to share the work she is engaged in and determine how the commission might provide assistance.
Judy passed out the diversity commitment dimension guidelines that were created through the work of a commission taskforce and others on campus. It will be sent to all staff and supervisors and will also be posted on the Human Resources website.

The meeting was adjourned for taskforce work at 10:50 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission