Commission on Equal Opportunity and Diversity  
Monday February 26, 2007  

Minutes  

Present: Ross Edmonds, Deborah Morgan, Carlos Evia, Linda Woodard, Sam Camden, Sheila Carter-Tod, Maggie Sloane (for Kevin McDonald), Patricia Smith, Guy Sims (for Zenobia Hikes), Mike Taczak, Ray Plaza, Ruth Grene, Elizabeth Sotelino, Jean Brickey (for Maxine Lyons), Brad Klein, Antionette Strotter, Valerie Hardcastle, Ann Kilkelly, Aaren Salido, Rick Shingles, Pat Hyer, Sue Ellen Crocker  

Absent: Craig Brians, Elizabeth Waterman, Saurabh Attarde, Zebib Bahta, Kim Beisecker, Jack Davis  

Guests: Jane Ann Williams, Sarah Wang, Jennie Reilly, Jonathan McCloud, Pat Burton, Zenobia Hikes, Amy Adams  

I. Call to Order  
The agenda was revised and adopted. The meeting will begin with taskforce meetings after a presentation on the International World Cup Event.  

II. Presentation on International World Cup Event  
Jonathan McCloud and Holly Hatton presented a brief overview of their project, The World Cup. It was originally run by CISO but was virtually ignored by the VT community and there was not significant university support. They created a faculty study group through CEUT with the goal to look at learning that happens outside the classroom and create an event which would bridge the international and domestic communities. Last year a partnership was created with the VT Men’s Soccer Team and a small tournament was held with 250 participants and 50 different countries represented. It has been expanded this year to include 10 other universities in the region. There is an educational component, a mini conference the Friday prior to the tournament. They would like to build some additional partnerships and hope that some members of the commission will support this global diversity event.  

III. Taskforce Reports  

a. Campus climate – This taskforce is in the process of conducting an evaluation of Safewatch. They will report to the commission in early April for feedback before sending report to Dr. McNamee.  

b. Faculty activity report – Since the document for faculty is pretty complete, the taskforce is now looking at the staff evaluation and how the diversity component can be evaluated. Some of the examples for faculty will work for staff but in other areas more work is needed. The guide for reporting diversity accomplishments for the FAR has been posted on the Provost’s website and was sent to the DDDH list today.  

c. Academic programs – The taskforce will complete the series of presentations on various academic programs with Barbara Allen Smith from Women’s Studies presenting on March 19. Their conversation focused on ways to enhance and expand the university diversity website.  

d. Diversity strategic plan – They have reviewed some diversity plans from other universities and hope to share the draft revised plan after spring break with individual across campus with a
more focused conversation with stakeholders after commencement. The intent is to publicly unveil the revised diversity strategic plan in October.

**IV. Chair Report**
Carlos and Bernice went to Faculty Senate to present the joint statement. It was approved very quickly and was positively received. On March 19 Carlos will bring students who are working on revised website on religious holidays to the meeting to share what they have developed. Last week reference calls were made for four candidates who will be invited to campus for interviews as part of the search for the new vice president for multicultural affairs. The commission will be the first group to meet with the candidates. Candidates arrive in afternoon, tour Blacksburg, and have dinner with select members from the commission. Members interested in representing the CEOD at dinner with the candidates need to inform Carlos.

**V. Principles of Community**
Wednesday, March 14, is the 2nd anniversary of Principles of Community. Nothing major is planned other than the hope to unveil the matrix which identifies policies and how they relate to Principles of Community and mechanisms to file complaints.

**VI. Developing a Definition of Diversity**
Ray shared a handout with listings of how different universities have defined diversity. There was discussion about whether or not to list categories of differences and various opinions regarding what should be included in a definition. Ray will present a new draft definition after spring break.

**VII. Announcements**
The commission congratulated Pat Hyer on her being named a Fellow of the Association for Women in Science. Jane Ann reminded members that the Scholarship of Diversity Conference is scheduled for March 15-16.

The meeting was adjourned at 11:58 a.m.

Respectfully submitted,

Alicia P. Cohen, Secretary to the Commission