Commission on Equal Opportunity and Diversity  
Monday, November 13, 2006  

Minutes

**Present:** Carlos Evia, Ann Kilkelly, Sheila Carter-Tod, Jean Brickey (for Sue Ellen Crocker), Ray Plaza, Kim Beisecker, Sam Camden, Ross Edmunds, Zebib Bahta, Jack Davis, Brad Klein, Deb Morgan, Patricia Smith, Guy Sims (for Zenobia Hikes), Aaren Salido, Pat Hyer, Ruth Grene, Rick Shingles, Michael Taczak, Antoinette Stroter, Virginia Reilly (for Craig Brians), Ben Dixon, Maxine Lyons, Kris Tilley-Lubbs, Valerie Hardcastle

**Absent:** Elisa Sotelino, Linda Woodard, Kevin McDonald, Elizabeth Waterman, Saurabh Attarde

**Guests:** Elizabeth Tranter, Jonathan McCloud, Sarah Wang

I. Call to Order  
The agenda was adopted

II. Chair Report:  
Carlos opened the meeting by sharing that the last meeting for CEOD is scheduled for December 4th. He then provided a follow-up to the conversation about the language policy in the Center for Power Electrical Systems lab. He explained that the English-only policy is not going to be implemented but other venues are being explored to help students practice their English language skills.

Kim Beisecker informed the members that she and Maggie Sloane along with others have held a number of follow-up meetings regarding the situation. The discussion has raised many questions but has also provided an opportunity to explore the impacts of globalization on the university.

Beth Tranter, Research Associate Center for Power Electronic Systems (CPES), attended the meeting and provided background information in terms of how the initial policy had been developed and how they have responded to the concerns that have arisen. She shared that as of October 31st, the policy had been tabled and that the student council would be exploring ways to address the language issue.

Following the presentation by Beth, there was considerable discussion about what role does/should Virginia Tech play in assisting non-native speakers in terms of their English. The discussion included how native speakers interact with non-native speakers. Various members recounted personal experiences teaching courses and working with non-native speakers. They also noted that the issue is about community and diversity, not merely about language.

The question arose as to how the commission would respond. Options included programmatic recommendations, policy recommendations or a combination of both. Carlos requested that the members develop a potential listing of strategies for how to address the language issue and send them to him via email. He indicated that he would like the responses after the Thanksgiving break. He will compile the list for consideration at future CEOD meetings. It was recommended that members go back to their constituent groups and others to get information.

**Announcements**  
Ross shared posters for the upcoming program, Revelations, which is scheduled for December 1, 2006. Jean informed members of the new name for the Commission on Classified Staff Affairs.
Ben indicated that a Preliminary Report of the Diversity Strategic Plan was shared with the BOV, and CEOD Taskforce. The commission will play a vital role in the Diversity Monitoring Assessment System. Rick asked a question about the Taskforce on Race and the Institution and the members were updated as to the current status of the effort.

Meeting adjourned 11:25 a.m. and members re-convened in their respective taskforce groups.

Respectfully submitted,

Ray Plaza