Commission on Equal Opportunity and Diversity  
Monday, November 14, 2005

Minutes


Absent: Richard Benson, Sumeet Bagai, Sue Ellen Crocker, Kevin McDonald, Ruth Grene, Kris Tilley-Lubbs, Tapsavi Bhargava (for Aisia Haque), Tina Harvey

Guests: Akilah Chopfield, Laura Gillman, Jennie Reilly

I. Adoption of Agenda
The agenda was adopted.

II. Chair Report
This past Saturday was the NAACP Freedom Fund Banquet. Ray passed around a program from that event. Tonight at 5:45 p.m. is the 2nd Campus Climate Check-up in the Commonwealth Ballroom. Ray encouraged members to check out the blackboard site. Everyone should have access to post items or add to discussion threads. December 1st is the 50th anniversary of Rosa Parks refusing to give up her seat on the bus. The Office of Multicultural Affairs is working with the NAACP Student Chapter and others on some special programming for that day. Rick suggested bringing Margie Jumper to campus since she is a Roanoker who refused to give up her seat but did not get the same publicity as Rosa Parks.

III. Event Update - Diversity Summit and MLK Planning
Reverend Jessie Jackson will be the featured speaker on Monday, January 16, 2006 at 7:00 p.m. in Burruss Auditorium. The Athletic Department is allowing the distribution of materials at the basketball games and special presentations at halftime. They met with the superintendent of schools and received permission to do a poster contest for elementary and middle school students and an essay contest for middle school and high school students. The Nigerian Minister of Education has a son at school here, so she will be here to help with the planning of the program for the international component of Dr. King’s message on Wednesday of that week. They are working with University Relations to get the information on the university website. The commemorative poster is being designed and it is hoped that it will be ready after Thanksgiving.

Diversity Summit information will be distributed shortly either on Blackboard or through email. The plan is still to review specifics for that program at the December 5 meeting of the Commission.

IV. Task Force Updates
Pat reported for the Diversity in the Faculty Promotion Process task force. They met and reviewed what people had identified in that area last year as part of the P&T process and are looking at what outreach has done as a model. A brief statement with examples would be helpful in this area. They will need some time to discuss this with groups like CFA, Faculty Senate, and the University-Level P&T Committee and hope to provide more information in the spring.

Policy Integration met and they are looking at the How To Guide to determine how to integrate both the Principles of Community and other policies into everyday life.
V. **Discussion – Diversity in Employee Evaluation Process**

There was considerable discussion about diversity as part of the evaluation process for classified staff. A copy of the P112 form was distributed. Linda provided some background information on the development of the three universal dimensions which include: teamwork, diversity commitment, and maintaining a safe and secure work environment. It would be helpful to create examples and provide more information on what kinds of activities could be included in the diversity dimension. This document can be revised since it is a university document and not a state document. Linda welcomed and encouraged any feedback and recommendations for changes. Valerie shared the difficulty of evaluating employees who do not really have the opportunity to demonstrate the diversity dimension. Additionally, there is a problem in that only staff are evaluated on the diversity component when there is not the same expectation of faculty. Many supervisors do not understand the diversity component.

Ben suggested another bullet that could be added under the component is seeks opportunities to develop and expand diversity awareness, skills, and knowledge.

There was strong consensus for the need to educate supervisors on the diversity dimension. Sam questioned if a simplified form could be distributed for the evaluation of wage employees. It was also suggested that more information should be given to staff on how to document their activities related to the diversity dimension. It was decided to get some general thoughts and examples that could then be worked on in a small work group.

Zenobia stressed the need to educate the campus community on the definition of diversity. Some ideas included the existing training programs as well as a series of campus conversations or forums. An additional issue raised by Kim is the fact that many employees are not given the opportunity or permission to attend various training programs and opportunities. Pat asked if it was possible to have Jane Ann attend these meetings to hear the conversations. The first thing we can do differently is have more opportunities for people to engage in. Additionally, Ben suggested the need to train a cadre of facilitators to assist in the education and training. As the framework for education and training is built, the hope is to have a menu of different opportunities and modes so that people can get involved in different ways. Edd shared that there are ways to educate and train without having structured programs. His example was the need for a university-wide calendar of holidays to increase the awareness of them. Jennie offered the value of taking program to people rather than expecting people to come to them.

Linda asked that members who are interested in continuing the conversation and working in a small group on this task contact either her or Carlos. They will report back sometime in spring. Ann reminded members that communities understand their own issues and concerns and we should keep that in mind as we have these conversations.

VI. **Announcements**

The Diversity Committee Task Force will meet in corner at the end of the meeting to determine a meeting time. UVa has appointed a full time coordinator to deal with GLBT issues. Next meeting is December 5.

Meeting adjourned at 11:51 a.m.

Respectfully submitted,

Alicia P. Cohen
Secretary to the Commission on Equal Opportunity and Diversity