

Committee on Equal Opportunity in Athletics

Minutes

Wednesday, November 17, 2011, 3:30 p.m.

Members Present: Francesca Galarraga, Jermaine Holmes, Karisa Moore

Members Absent: John Beach, Larry Killough

Guests: Reyna Gilbert, Pam Linkous

Welcome and Introductions

Pam Linkous opened the meeting at 3:30 p.m. Members were welcomed.

Review

Pam began the meeting by recommending to the members that the committee should focus on 2-3 issues for this upcoming year. She also distributed handouts of a "clean slate" of the eight NCAA requirements (attached). Pam recommended the membership review the eight requirements with an open mind, and make suggestions of new ideas and recommendations. NCAA Requirements 2 Evaluation, 4 Enrollment, and 5 Comparison of Populations can be excluded from review, since these areas take care of themselves through our annual presentation to the Commission on Equal Opportunity and Diversity for Requirement 2, and through documented information from Institutional Research on Requirements 4 and 5. She indicated that having previous recommendations and accomplishments included each year on the handouts may be distracting.

Focus for Upcoming Year

The membership agreed that focusing on 2-3 ideas for this upcoming year would be productive. Pam mentioned the Commission on Equal Opportunity and Diversity spent some time, during her presentation of the committee's 2010-2011 report, asking about LGBTQ issues. Therefore, LGBTQ will be one of the focus areas for this year's report. The committee also agreed that we would continue to focus on assisting in the reinvigoration of the Principles of Community (including promoting and providing possible speakers during another speakers' series). The third focus area will be mentoring.

LGBTQ (would cover NCAA Requirement 3 Organization and Structure)

Pam will ask Jim Weaver for approval to host a luncheon in mid-late January to show the DVD from the NCAA (NCAA Inclusion of Transgender Student Athletes). Head coaches will be invited to attend. Gary Bennett will host the presentation. Francesca Galarraga will advise Catherine Cotrupi, LGBTQ Coordinator for Multicultural Programs and Services, on our efforts. Catherine will be invited to attend the presentation to offer any insight to the group. Pam will advise Gary Bennett so that he and Catherine may work together on the presentation.

Reyna Gilbert-Lowry provided information relative to the LGBTQ 101 series sponsored by Multicultural Programs and Services. Currently, there is only one closed session scheduled for

December. Francesca will provide more information on additional sessions so that department senior staff and others can attend.

Pam will send an email to Catherine Cotrupi to let her know about the Committee on Equal Opportunity in Athletics and also to affirm our interest in working with her on LGBTQ issues, including the possibility of the presentation in mid-late January and also to request SAFEZONE information, which will be distributed throughout the department.

Principles of Community (would cover NCAA Requirement 1 Institutional and Athletics Department Commitment)

Several staff members, including Reyna Gilbert-Lowry and Jeremy Wells (assistant director of athletics for marketing and promotions) have met with and are working directly with Perry Martin on ideas for promoting the Principles of Community. During the December 11 basketball games, Virginia Tech will host HBCU schools. Those events will be singled out to promote the Principles through t-shirts and possibly pen give-aways. Jim Weaver has authorized the department to provide support as necessary to assist with this campaign.

Mentoring Program (would cover NCAA Requirements 7 Employment Opportunities, and 8 Programs and Activities)

Jermaine Holmes recommended the department consider providing a mentoring program to minority employees who want to continue their careers in athletics. The committee also discussed providing the same mentoring type program to student-athletes. Jermaine and Karisa Moore will work together on providing the committee with an outline of a possible mentoring program for the department. Once the outline is established, Pam will survey employees to determine if there is an interest (for mentees and mentors).

Reyna suggested the department add a comments section on the annual faculty evaluation regarding career goals. From that information, the department could determine possible mentees or mentors.

Francesca will follow up on the possibility of a NCBI university-wide seminar (with various departments co-sponsoring the event).

Pam concluded the meeting by thanking the members for attending and reminding everyone to please review the NCAA Requirements and email any ideas or suggestions to her. Pam will update the committee closer to January relative to the items discussed above.

The meeting adjourned at 4:30 p.m.