

**Council on Postsecondary Education**  
**January 16, 2009**

## **Committee on Equal Opportunities Report**

The Committee on Equal Opportunities met December 4, 2008, and January 6, 2009. Following is the status of initiatives, recurring activities, and discussions related to the implementation of the Kentucky Plan for Equal Opportunities, diversity plan development, the Partnership with the U.S. Department of Education Office for Civil Rights, and the Committee on Equal Opportunities.

- CPE chair John Turner appointed new members to the CEO in December 2008 – Mr. Abraham Williams, executive director of the Bowling Green Housing Authority, and Mr. Carl Rollins, State Representative from the 56th District (Fayette, Woodford, and Franklin Counties).
- The CEO met January 6, 2009, to review the proposed Plan of Action to develop a statewide diversity plan. The CEO recommendation is included as a separate item in the CPE agenda. The committee anticipates fast-tracking the planning process to conclude with the presentation of a plan to the CPE in January 2010.
- The committee agreed that in the event a final status report on the partnership is issued by the OCR, chair Phyllis Maclin should issue a brief statement regarding its significance and identify the equal opportunity process that will be followed until the diversity plan is completed, adopted by the CPE, and implemented.
- The CEO held a special called meeting December 4, 2008, to receive input from the Advisory Conference of Presidents regarding the planning process for developing the Commonwealth's new diversity plan. A subcommittee of the presidents provided the CEO a number of suggestions that may aid in plan development and shorten the timeframe for completing the work. Examples of suggestions:
  - The committee should clearly define the concept of diversity.
  - The plan should include a vision statement that translates into a diversity blueprint.
  - The plan should include a clear statement of core values and beliefs that will easily translate to strategic principles/priorities.
  - The CEO should take this opportunity to redefine its role and its work to be more compatible with the concept of diversity planning while not undermining the original intent of plan development/implementation/oversight.
- The CEO will decide at its February 16 meeting whether to postpone campus visits while developing the diversity plan.
- The CEO meeting schedule for calendar year 2009 is February 16, April 21, June 16, August (retreat), and October 13.