

Council on Postsecondary Education
November 6, 2009

Committee on Equal Opportunities Report

The Committee on Equal Opportunities met Tuesday, October 13, 2009, at the Council offices in Frankfort. Following is the status of initiatives, recurring activities, and discussions related to the implementation of the *Kentucky Plan for Equal Opportunities*, diversity plan development, and the Committee on Equal Opportunities.

2010 Meeting Schedule: The 2010 CEO meeting dates are February 16, April 12, June 14, August (retreat), and October 12.

Report from Departments of Public Safety: The committee agreed to discontinue the annual reports from the institutions' departments of public safety and determined that, if needed, the reports will be requested on an ad hoc basis. The committee agreed that the institutions should be recognized for their efforts in providing good information.

Governor's Minority Student College Preparation Program: The CEO received a status report indicating that the program currently serves 1,025 middle and junior high school students. Fourteen of 22 programs are operating on one-time money. The programs will no longer receive funds from CPE if a recurring General Fund appropriation is not included in the 2010-12 appropriations act. The Council has requested recurring funds for this program in each biennial appropriation request since 2002, but program funds have not yet been included in a biennial budget.

Diversity Planning: The draft diversity plan framework was shared with the CEO for review and comment. The draft framework also has been shared with institutional collaborators, the conference of presidents, institution legal counsels, chief academic officers, and student representatives for review and comment.

Following a detailed discussion of the draft with Council staff and institutional equal opportunity representatives, the CEO members offered the following comments:

- Requested that a meeting/conference call be scheduled with institution legal counsels, institution equal opportunity representatives, and the CEO legal subcommittee to discuss the draft.
- Expressed support for the layout and draft elements of the framework.
- Recognized the workgroup for its hard work and urged the workgroup to move forward to complete the draft.
- Agreed to schedule (if needed) a special meeting late November/early December to discuss findings of the legal subcommittee and information regarding developmental education.

- Agreed that the plan should include an explicit reference to resources needed for implementation, particularly since sufficient resources are not available and the spectrum of persons covered by the plan is being broadened substantially.
- Recommended that the workgroup pay particular attention to the requirement that diversity plans be narrowly tailored and time limited.
- Required that where race specific recommendations are included that they comply with rules of strict scrutiny.

These issues remain unresolved:

- What is the impact of a statewide developmental education policy on the diversity pipeline?
- Is the diversity plan framework legally sound?
- What assessment/accountability metrics will be applied?
- What is the relationship of the diversity plan framework to the Council's statewide strategic plan?

Diversity planning next steps:

- Continue to receive input from collaborators and other constituent groups.
- Report final draft of working definitions fall 2009.
- Report first draft of objectives and implementation strategies fall 2009.
- Report first draft framework of diversity plan October/November 2009.
- Report second draft framework of diversity plan January/February 2010.
- Report final draft framework of diversity plan April/May 2010.
- Submit diversity plan to CPE for review/action July 2010.