

# Commission on Equal Opportunity and Diversity

## MEETING MINUTES

Full Membership Meeting Tuesday 1:30 PM, November 15, 2022

Via Zoom: <https://virginiatech.zoom.us/j/89931151001>

### LAND ACKNOWLEDGEMENT & LABOR RECOGNITION

#### Land Acknowledgement

Virginia Tech acknowledges that we live and work on the Tutelo / Monacan People's homeland, and we recognize their continued relationships with their lands and waterways. We further acknowledge that the Morrill Land-Grant College Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands in California and other areas in the West.

#### Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits partly on land that was previously the site of the Smithfield and Solitude Plantations, owned by members of the Preston family. Between the 1770s and the 1860s, the Prestons and other local White families that owned parcels of what became Virginia Tech also owned hundreds of enslaved people. Enslaved Black people generated resources that financed Virginia Tech's predecessor institution, the Preston and Olin Institute, and they also worked on the construction of its building.

### ATTENDANCE

Member Name	Member Position	In Attendance
LaTawnya Burleson	Chair & Appalachian Caucus Representative	Present
Melissa Faircloth	Vice Chair & American Indian and Indigenous People's Alliance Representative	Present
Menah Pratt	Ex Officio & VP Strategic Affairs and Diversity	Present
Stacey Wilkerson	OID Liaison	Present
Bryan Garey	Ex Officio & VP for HR	
Ellen Banks	Ex Officio & VP for HR designee	Proxy - Florence Adamo
Susan Hughes	Ex Officio & VP for HR designee	

Barbara Lockee	Ex Officio & Vice Provost for Faculty Affairs designee	Present
Ellington Graves	Ex Officio & Assoc Vice Provost for Inclusion and Diversity	Present
Kelly Oaks	Ex Officio & Assistant Vice President for Equity & Accessibility	
Pam Vickers	Ex Officio & Director of ADA and Access Services	Present
Anthony Scott	Ex Officio & Dean of Students or Designee	

Christa Miller	Disability Alliance and Caucus Representative	
Aimée Suprenant	Council of College Deans Representative	Present
Rebecca Hester	Faculty Senate Senator	
Judy Taylor	Staff Senate Senator	Present
Nikeshia Arthur	AP Faculty Senate Senator	Present
Vacant	International Caucus Representative	
Shania Clinedinst	Black Caucus Representative	Present
John Gray Williams	LGBTQ+ Caucus Representative	
Michael Walsh	Hispanic/Latino Faculty/Staff Caucus	Present
Lujean Baab	Women's Alliance and Caucus	Present
Bonnie Zare	Women's Alliance and Caucus- Proxy	
Nicole Akers	Veteran's Caucus Representative	Present
Vincent Wang	Asian Pacific Islander Desi American Caucus Representative	Proxy - Nina Ha - Present
Annabelle Fuselier	Faculty/Staff At-Large Representative	Present
Vacant	Undergraduate Student At-Large Representative	
Vacant	Graduate Student At-Large Representative	
Nicole Adia Jefferson	Graduate and Professional Student Senate	Present

Daniell Nisbet	Undergraduate Student Senate Senator	
Vacant	Graduate and Professional Student Senate Senator	
April Myers	Director of Governance Administration & Guest	Present

1. Attendance
2. Approval of [October meeting minutes](#)
  - a. [Presentation slides](#)
  - b. Motion to approve - Barb Lockee
  - c. Second - Nicole Jefferson
3. Old Business
  - a. Resolution 2022-23B Resolution to Approve the Land Acknowledgement and Labor Recognition Statement
    - i. [Resolution 2022-23B](#)
    - ii. CEOD 1st Reading will be at today's meeting.
      1. Suggestion to develop guidance when to use the acknowledgement and recognition statement (not part of the resolution).
        - a. Informal conversations are occurring.
    - iii. University Council Cabinet will review and determine if appropriate to go to University Council. If so, the Senates will receive the resolution for opportunity for feedback.
      1. Send draft of resolution to April to share with Senates
    - iv. University Council 1st reading is TBD.
  - b. Resolution 2022-23A Resolution to Establish Representation at University Council
    - i. [Resolution 2022-23A](#)
    - ii. CEOD 2nd reading occurred at October meeting.
    - iii. Additional reading at today's meeting.
      1. Edits included reference of bylaws in last paragraph
      2. Motion to approve - Barb Lockee
      3. Second - Michael Walsh
      4. Motion carried unanimously
    - iv. University Council 1st reading will tentatively occur on Dec. 5 meeting with approval from today's CEOD meeting.
      1. After resolution goes through University Council, it will have to go to Governance and Administration Committee which is scheduled for June 2023
      2. It will then go to Board of Visitors since it changes the University Council Constitution
      3. Anticipated date for BOV review is November meeting, 2023

- 4. New Business
  - a. Vacant Positions
    - i. [Campus Development Committee](#) - vacant
      - 1. Stacey serving until position is filled
    - ii. [University Curriculum Committee for General Education - Faculty Representative](#) - vacant
    - iii. Student At-Large Positions - vacant
      - 1. Students identified with intent of filling at next meeting
        - a. Undergraduate Student At-Large
        - b. Graduate Student At-Large
- 5. Presentations
  - a. Disaggregation of Data Working Group
    - i. [Presentation](#)
    - ii. [Report](#)
- 6. Other items
  - a. December Meeting
    - i. Is a December meeting needed?
      - 1. No meeting in December
  - b. February Meeting
    - i. No meeting in January
    - ii. Dr. Bing - Proposal for formal PID change process for faculty, staff, and students
  - c. Presentations for the year
    - i. February - CAWG Update (Campus Accessibility Working Group)
    - ii. March - Title IX / SVCC update (Katie)
    - iii. April - OID update including Admissions data
  - d. Working Group Updates
    - i. Disaggregation of Data Working Group
      - 1. Updates shared today
    - ii. Principles of Community Awards
      - 1. No updates at this time
      - 2. Committee will begin meeting in the spring
- 7. Announcements
  - a. University Council updates
  - b. Caucus updates
    - i. American Indian and Indigenous Alliance - Land and Labor Acknowledgement
      - 1. Caucus has worked through the statement extensively
      - 2. Interest in revisiting the statement within caucus
        - a. Provide a voice for tribal colleagues within the state
        - b. Provide opportunity for newer members to be heard
      - 3. Statement is malleable for future
    - ii. Latinx caucus has met two times this semester
  - c. Committee updates

8. Adjournment
  - a. Motion to Adjourn - Ellington Graves
  - b. Motion Second - Barb Lockee
  - c. Meeting adjourned at 2:19pm