

Commission on Equal Opportunity and Diversity

Full Membership Meeting Tuesday 1:30 PM, March 21, 2023

Via Zoom: <https://virginiatech.zoom.us/j/82854826753>

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 legislation and practices like 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, both locally and in Western states and territories.

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 enslaved hundreds of 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.

Member Name	Member Position	Present
LaTawnya Burleson	Chair & Appalachian Caucus Representative	Yes
*Melissa Faircloth	Vice Chair & American Indian and Indigenous People's Alliance Representative	Yes
Menah Pratt	Ex Officio & VP Strategic Affairs and Diversity	Yes
Stacey Wilkerson	OID Liaison	Yes
Bryan Garey	Ex Officio & VP for HR	
Ellen Banks	Ex Officio & VP for HR designee (HR designee)	Yes
Susan Hughes	Ex Officio & VP for HR designee (HR designee)	
Barbara Lockee	Ex Officio & Vice Provost for Faculty Affairs designee	Yes

Ellington Graves	Ex Officio & Assoc Vice Provost for Inclusion and Diversity	
*Kelly Oaks	Ex Officio & Assistant Vice President for Equity & Accessibility	Yes
Pam Vickers	Ex Officio & Director of ADA and Access Services	Yes
Mark Sikes	Ex Officio & Dean of Students	
Anthony Scott	Ex Officio & Dean of Students (DOS designee)	Yes

Member Name	Member Position	Email Address
Christa Miller	Associate Director of Services for Students with Disabilities & Disability Alliance and Caucus Representative	Yes
Aimée Suprenant	Dean of Graduate School & Council of College Deans Representative	
Rebecca Hester	Associate Professor, Science, Technology and Society & Faculty Senate Senator	Yes
Judy Taylor	Executive Assistant Faculty Affairs & Staff Senate Senator	Yes
Nikeshia Arthur	Associate Dean of Student and Director for Students with Disabilities & AP Faculty Senate Senator	Yes
Vacant	International Caucus Representative	
*Shania Clinedinst	Diversity Initiatives Support Specialist & Black Caucus Representative	Yes
*John Gray Williams	Director of Recruitment	

	CNRE & LGBTQ+ Caucus Representative	
Michael Walsh	Hispanic/Latino Faculty/Staff Caucus	Not Able to Attend
Tamara Cherry-Clarke	Assistant Dean Women's Alliance and Caucus	
Bonnie Zare	Women's Alliance and Caucus- Proxy	
Nicole Akers	Veteran's Caucus Representative	
Vincent Wang	Associate Professor and Kevin P. Granata Faculty Fellow & Asian Pacific Islander Desi American Caucus Representative	Not Able To Attend
Annabelle Fuselier	Faculty/Staff At-Large Representative	Yes
Eric Thomas	Undergraduate Student At-Large Representative	
Kendall Holloway	Graduate Student At-Large Representative	Yes
Nicole Adia Jefferson	Graduate and Professional Student Senate	Yes
Emma Yadene	Undergraduate Student Senate Senator	Yes
April Myers	Director of Governance Administration & Guest	Yes
Dr. Bing, Danny Robertson, Megan Atkinson, Renee Stewart	Guests	Yes

1. Approval of Agenda
 - a. Motion to approve agenda - Annabelle Fuselier
 - b. Second motion - Nikeshia Arthur
 - c. The motion was carried unanimously.

2. Approval of [February Meeting Minutes](#)
 - a. Motion to Approve - Ellen Banks

- b. Second Motion - Kelly Oaks
 - c. The motion was carried unanimously.
- 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 was at the November meeting.
 - iii. CEOD 2nd Reading was at the February meeting.
 - iv. Senate Review
 - 1. Reviewed by Staff Senate - reviewed and approved
 - 2. Reviewed by AP Faculty Senate - reviewed and approved
 - 3. Reviewed by Faculty Senate - waived the right to comment
 - v. University Council Readings
 - 1. First reading occurred at March 13th meeting
 - 2. Second reading will occur at April 3rd meeting
 - b. Resolution 2022-23A Resolution to Establish Representation at University Council - No additional updates since last meeting.
 - i. [Resolution 2022-23A](#)
 - 1. No additional updates since last meeting
 - 2. University Council 2nd reading occurred at the Feb. 6 meeting and was fully approved.
 - a. Next steps - Review by Governance and Administration Committee in June 2023
 - b. It will then go to Board of Visitors since it changes the University Council Constitution
 - c. Anticipated date for BOV review is November meeting, 2023
 - c. Vacant Positions -
 - i. [University Curriculum Committee for General Education - Faculty Representative](#) - vacant
- 4. New Business
 - a. Presentations
 - i. Proposal for formal PID change process for faculty, staff, and students
 - 1. Dr. Bing, Director of LGBTQ+ Resource Center
 - a. [Username Change Process Document](#)
 - i. CEOD will form a working group to determine next steps. Membership will include representatives from LGBTQ+ Resource Center, IT, HR, Registrar, and other stakeholders. Stacey will reach out to form the committee.
- b. April Meeting Presentations
 - i. April - Office for Equity and Accessibility (confirmed)
 - 1. Kelly Oaks, Associate Vice President for Equity and Accessibility

- ii. April - OID update including Admissions data (TBD)
 - c. Working Group Updates
 - i. Disaggregation of Data Working Group
 - 1. [Findings](#) presented at the November meeting.
 - 2. Call for recommendations for next steps.
 - ii. [Principles of Community Awards](#)
 - 1. Committee has met. Determined recipients for this year. Committee is planning to work on the process and will meet again in April or May.
 - 2. Call for committee members.
 - 3. Award Recipients:
 - a. Homero Murzi – Individual Award for Long Term Contributions
 - b. Ellen Banks – Individual Award for Long Term Contributions
 - c. Rebecca Hester – Individual Award for Long Term Contributions
 - d. Alicia Cohen – Individual Award for Long Term Contributions
 - e. Shernita Lee – Group Award for HBCU – MSI Summit
 - f. Dr. Bing – Individual Award for Recent Contributions
5. Announcements
 - a. University Council updates
 - b. Caucus updates
 - i. Appalachian Caucus - Hahn Garden Pavilion, all are welcome to attend, lunch coming up
 - ii. Disability Alliance and Caucus - Continuing to meet bi-weekly on Fridays, making progress on co-planning the disability graduation for this year
 - iii. Elder in Residence Event - March 27 to 29 (flyer)
 - iv. AllPA - tribal leader summit this weekend
 - 1. Continuing the effort around tribal research policy
 - c. Committee updates
 - i. Campus Development Committee met on March 7th.
 - 1. Committee will visit the Data Decision and Sciences Building in April
 - 2. Shared updates on estimated timelines for building completions
 - 3. ADA Paths - Campus Closure Map
 - a. <https://www.arcgis.com/apps/webappviewer/index.html?id=75e09297df2b4307b0235645580bb7b5>
 - ii. Parking and Transportation Committee
 - 1. Parking survey for this year, access from main parking website, <https://parking.vt.edu/>
 - a. Questions about ADA accessible parking are needed
6. Adjournment

- a. Motion to adjourn - Barbara Lockee
- b. Second motion - Annabelle Fuselier
- c. Meeting adjourned at - 2:38pm