

# Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, January 26th, 2021

## Attendance

Tamara Allen, Christa Miller, Gabby McCollum, Vivian Yamoah (proxy for David Clubb), Latanya Walker, LaTawyna Burleson, Menah Pratt-Clarke, Sally Shupe, Pam Vickers, Anthony Wright, Christina Miller (proxy for Tamara Cherry-Clarke), Renee Byrd (proxy for Kelly Oaks), Banks Blair, Ellington Graves, Ellen Banks, Mae Hey, Sara Leftwich, Anthony Scott, April Myers (guest)

Nina Ha (absent with notice) Martina Svyantek, [John Gray Williams](#), Annabelle Fuselier  
Courtney Swanson (absent without notice), Dani Chowen (absent without notice)

Meeting had a quorum.

## Acknowledgements

We acknowledge the Tutelo/Monacan people, who are the traditional custodians of the land on which we work and live, and recognize their continuing connection to the land, water, and air that Virginia Tech consumes. We pay respect to the Tutelo/Monacan Nations, and to their elders past, present, and emerging.

We also acknowledge that Virginia Tech's Blacksburg campus was previously the site of the Smithfield Plantation. At any point from 1774 to 1865, the Preston family enslaved 40 to 100 African men, women, and children on this land. We pay respect to those souls and acknowledge that Virginia Tech is undeniably tied to this legacy.

We also acknowledge that Virginia Tech's Blacksburg campus was previously the site of the Solitude Estate which enslaved at least 30 African men, women and children on this land. We acknowledge the contributions of the Fraction's and other enslaved persons in the creation and emergence of Virginia Tech as a major land-grant university, and in accordance with the university's efforts to transform an historic location into a site for the interpretation of the African-American experience on campus and the region.

## Minutes

The meeting was called to order at 1:32 p.m. by chair, Christa Miller. The meeting opened with a reminder to consider enjoying one of the remaining MLK celebration events and that the Principles of Community award nominations are now open.

The group agreed to defer the second reading of CEOD membership resolution 2020-21A to February's meeting. Each caucus representative shared out about activities and goals for their group. A number of upcoming event opportunities were provided to the group. GSA rep [Martina Svyantek](#) was also asked to share updates from GSA.

Nikeshia Arthur, Director of Services for Students with Disabilities gave a presentation updating the membership on changes to services and student demographics since last winter. Updates were also provided on the impact of the pandemic to student accommodations with an emphasis on the growth in requests for ASL and captioning. Slides appended.

Mark Nichols, Senior Director for Accessible Technologies and chair of the Campus Accessibility Working Group presented second. He shared some of the history of the group including its charge and membership. He provided updates on what projects for digital and physical accessibility had recently been funded. He also provided updates on what projects were being considered for the next round of critical needs requests. Slides appended.

Closing announcements included that the resolution for updating tenure and promotion passed. Also announced was February's guest speaker, Dr. Christine Luketic from Human Resources on diversity data and its usage.

Meeting adjourned at 3:00 p.m.

## Agenda

1. Welcome and Introductions
  - a. Ally Spotlight
    - i. [MLK Events](#) are still happening
  - b. Principles of Community Award Announcement
    - i. [Nominations](#) are on-going.
2. Discussion
  - a. Second Reading - CEOD membership resolution 2020-21A
    - i. Defer until February meeting (Feb 23)
  - b. Fall Semester Recap - Caucus reps, SGA rep, and GSA rep
3. Presentations
  - a. Mark Nichols, Campus Accessibility Working Group
  - b. Nikeshia Arthur, Services for Students with Disabilities
4. Updates from University Council
  - a. Tenure and Promotion resolutions passed
  - b. Shared Governance Working Group progress update
5. Announcements
  - a. February presentation: Dr. Christine Luketic on HR Diversity Data and how it is being used to support diversity initiatives and decision making



# Services for Students with Disabilities

Download today's materials and more at [bit.ly/VTSSD2021](https://bit.ly/VTSSD2021)

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# Office Overview

- ✓ **Facilitate reasonable accommodation processes**
  - [19-20] Over 5,000 modifications identified to provide equal access to over 3,100 students. Additional 800 students received targeted assistance.
  - Provided 2,469 hours of classroom captioning.
  - Provided funding for psychoeducational evaluations to 15 students
- ✓ **Coordinate testing center services**
  - Proctored over 7,200 assessments
- ✓ **Provide transitional assistance**
  - Supported 44 students through academic coaching





# Office Updates

- ✓ Earlier and more outreach to students and stakeholders
- ✓ Buzz's Bunch Scholarship
- ✓ Peer mentoring program
- ✓ Transitioned to Dean of Students
- ✓ Additional collaboration
  - ✓ Women's Center
  - ✓ Recreational Sports
  - ✓ Cook Counseling Center

# Covid-19 related adjustments and accommodations



- **Changes to the interactive process**
  - Documentation
  - Types of accommodations
- **Reworking testing accommodations**
- **Increase in captioning and ASL interpreting accommodations**
- **Daily and weekly open hours and workshops around note taking, online learning environments, and goal-setting**



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**@VirginiaTechSSD**

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# Campus Accessibility Working Group

CEOD Presentation Jan 26, 2021

# Oct. 2018

Organizational Excellence: Campus Accessibility



# 2020–2021 Membership

1. **Lisa Wilkes**, Business Affairs
2. **Kelly Oaks**, Equity & Accessibility
3. **Pam Vickers**, Equity & Accessibility
4. **Joseph Cooley**, ADA Architect
5. **Rob Mann**, Capital Assets and Fin. Management
6. **Cassidy Helmick**, Capital Assets & Fin. Management
7. **Alison Rolley**, Budget and Financial Planning
8. **Anthony Watson**, Facilities
9. **Chris Wise**, Student Affairs
10. **Nikeshia Arthur**, Services for Students with Disabilities
11. **Bryan Hughes**, Dean of Students Office
12. **Stacey Wilkerson**, Inclusion & Diversity
13. **Liza Morris**, Campus Architecture
14. **Lam Vuong**, Campus Architecture
15. **Brian Kubecki**, Campus Architecture

# 2020–2021 Membership Cont'd

16. **Michael Ryba**, Ops Technology
17. **Michael Justice**, Ops Technology
18. **Mark Nichols**, TLOS: Accessible Technologies
19. **Patty Branscome**, IT Acquisitions
20. **Jeri Baker**, Parking and Transportation
21. **Eric Kaufman**, Faculty Senate
22. **Eunju Hwang**, faculty CLAHS
23. **Patrick Pithua**, faculty PHS
24. **Jack Rosenberger**, Site Development
25. **Christina King**, University Planning
26. **Tamarah Smith**, Enrollment Mgmt Communication
27. **Elaine Gall**, University Building Official
28. **Brad Soucy**, University Relations
29. **Sabrina Sturgeon**, BOV Graduate Student Rep
30. **Camellia Pastore**, BOV Undergraduate Student Rep

# VISION

*We believe everyone should be able to learn, innovate and serve, and we commit to proactively creating inclusive and accessible environments.*

## PURPOSE

*Through a community of accessibility practice leaders, identify opportunities and solutions that advance university accessibility in a collaborative and coordinated manner across multiple divisions and work streams.*

# CAWG: Principles

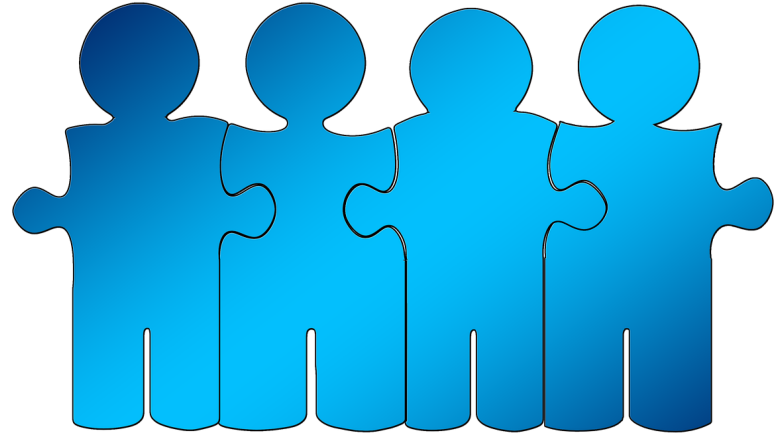
1. Shared vision
2. Proactively accessibility
3. Resource allocation coordination
4. Strategic alignment





# CAWG: Roles

1. Consolidation of accessibility initiatives
2. Sharing is caring
3. Cross departmental collaboration
4. Moving beyond compliance
5. Contact for DAC
6. Assess & Monitor



# CAWG subgroups

1. **Governance & Administration:** Lisa Wilkes
2. **Capital Projects & Renovations:** Anthony Watson
3. **Planning:** Liza Morris
4. **Digital Accessibility:** Nikeshia Arthur
5. **Campus Map:** Michael Ryba
6. **Procurement:** Patty Branscome



# FY19–FY21 Sample Projects

- Physical accessibility projects
  - Goodwin Hall Exterior Accessible Path & Seating
  - April 16th Memorial Accessible Path
  - Vet Med “I” Lot Route Accessible Path
  - Patton Hall Entry Ramp Replacement
  - Signage for Routes and Entries near Drillfield
  - Upper Quad ADA Access from Drillfield
  - Whittemore Hall Entrance
  - Various curb ramp & access improvements
- Captioning Fund - Post Production
- Various Service improvements

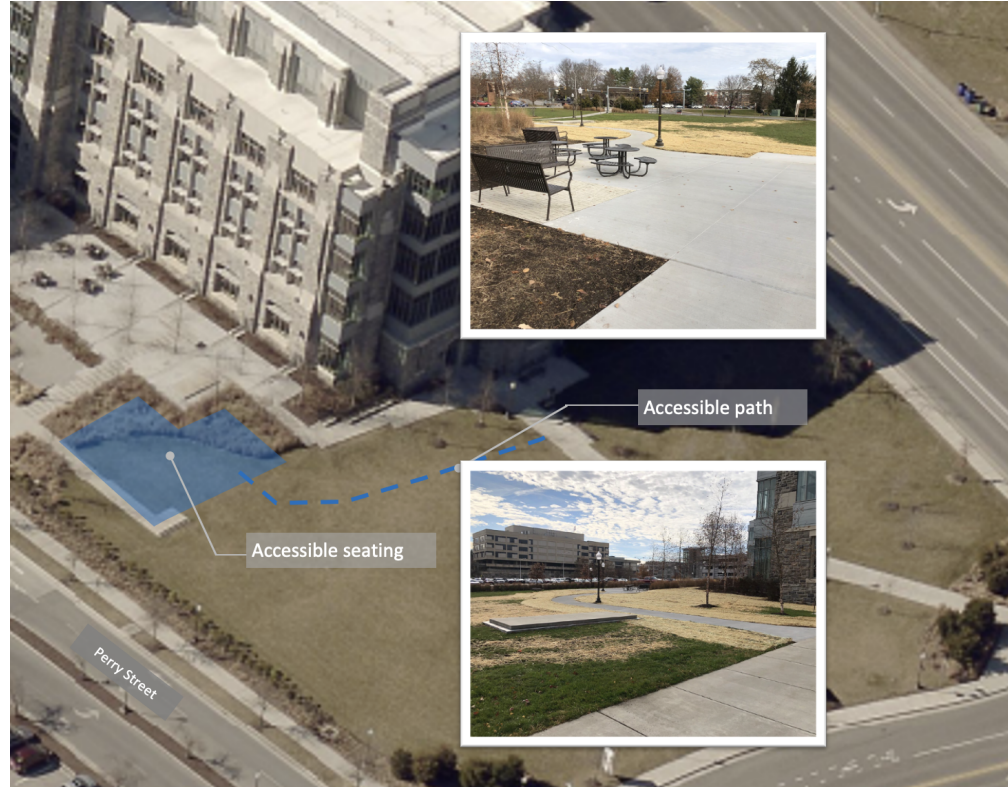
# Goodwin Hall Exterior – Accessible Path /Seating

## Project Summary:

Provide accessible path and seating

## Project Highlights:

- Accessible route: pave gravel between east entry and main accessible entry to the south.
- Seating area: create new accessible seating area along new route.
- Landscape-based wayfinding: new landscaping and selective demolition of existing sidewalk assist in redirecting pedestrian traffic around stormwater detention area.



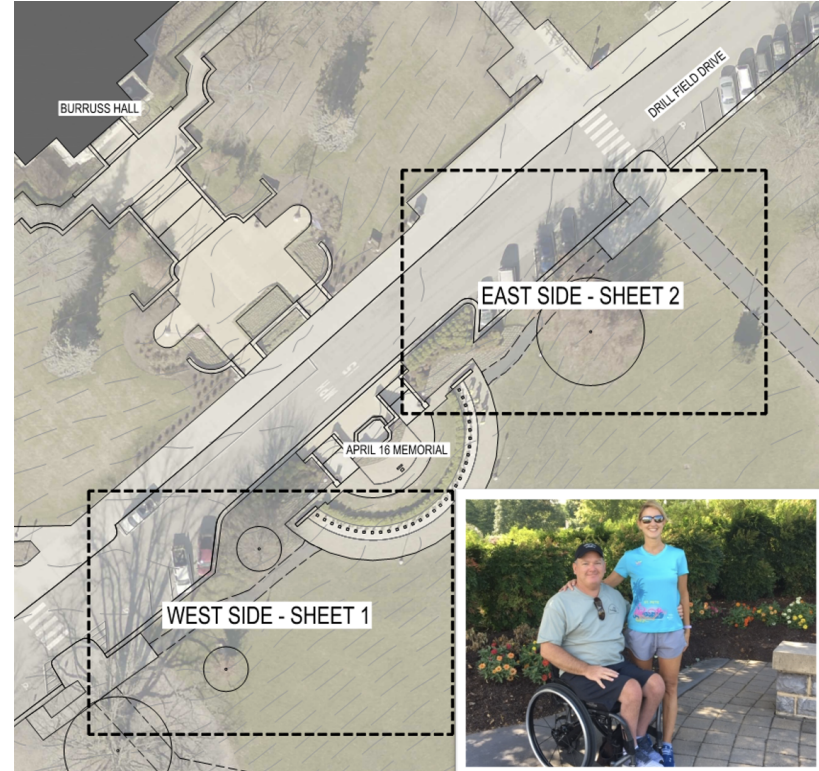
# April 16 Memorial – Accessible Path

## Project Summary:

Provide a fully accessible path around the memorial

## Project Highlights:

- Accessible entry points: Widening of pathways and implementation of continuous sloping pathways, creating new accessible entry points into the memorial garden upper area.
- Accessible seating: Installation of new accessible bench seating around the memorial
- Accessible parking: Relocation of ADA parking spaces in closer proximity to the memorial
- Curb cuts: installation of accompanying curb cuts for new ADA parking spaces





# Patton Hall Entry – Ramp Replacement

## **Project Summary:**

Accessibility improvements to Patton Hall entryway

## **Project Highlights:**

- Replace ramp: Ramp demolished and reconstructed at a compliant slope. Includes demolition of adjacent knee wall



# Vet Med “I” Lot Route

## Project Summary:

Provide a fully accessible path from the "I" Lot to Vet Med

## Project Highlights:

- Accessible path: Created a new ADA-compliant path connecting existing I-lot to Vet Med facility.
- Pathway Lighting: Pathway lit to allow for safe 24-hour accessibility
- Crosswalk lighting: Pedestrian crosswalk at Vet Med facility received upgraded lighting for increased safety.



# Recently Supported Projects

(CNR, University, and/or SVPCBO funds)

- All gender restroom study (across campus)
- 4 all gender restrooms
  - Goodwin, Burruss, Litton-Reeves & McBryde
- Physical accessibility projects
  - ADA Pathway improvements - Squires Student Center & Newman Library)
- Captioning Funding (Live captioning)
- Direct Accommodation Fund
- Section 508 Coordinator

# Moving forward in 2021

- Critical Needs Requests: development, review, submission
  - Digital Accessibility: Captioning, Ally, Web Accessibility Testing Tools, PDF Remediation Software, etc.
- G3ICT/Microsoft Accessibility Maturity Model
- Infinite Loop & Green Links Implementation
- Increased Communications
- CAWG - Updated focus

Questions?