

Commission on Equal Opportunity and Diversity

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

Via Zoom: <https://virginiatech.zoom.us/j/85720179515>

MEETING MINUTES

LAND ACKNOWLEDGEMENT & LABOR RECOGNITION

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 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 territories.

We understand that honoring Native Peoples without explicit material commitments falls short of our institutional responsibilities. Through sustained, transparent, and meaningful engagement with the Tutelo / Monacan Peoples, and other Native Nations, we commit to changing the trajectory of Virginia Tech's history by increasing Indigenous student, staff, and faculty recruitment and retention, diversifying course offerings, and meeting the growing needs of all Virginia tribes and supporting their sovereignty.

We must also recognize that enslaved Black people generated revenue and resources used to establish Virginia Tech and were prohibited from attending until 1953. Through InclusiveVT, the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence, we commit to advancing a more diverse, equitable, and inclusive community.

Attendance

Gabby McCollum- Chair CEOD

Stacey Wilkerson- Support/OID

Annabelle Fuselier- Faculty Staff at Large

Sharan Srinivasan- Proxy for Dr. Nina Ha

Dr. Menah Pratt-Clarke - Ex Officio / VP for Strategic Affairs and Diversity

Pamela Vickers - Ex Officio / Director of ADA

Jimmy Lowe - Undergraduate Student Senate

Alexandria Rossi-Alvarez - Graduate Student At Large

Mustafa Yasin Kara - Graduate and Professional Student Senate

John Gray Williams, LGBTQ+ caucus

Shaila Mehra- Proxy for Dean Laura Belmonte

Amanda Leckner- Undergraduate Student Member At-Large

Ellen Banks- Proxy for HR

Nikeshia Arthur- SSD

Sara Leftwich- Ex officio

Vivian Yamoah- Proxy for David Clubb

Nicole Akers

Guests:

April Myers

1. Attendance
2. Approval of February meeting minutes
3. Old Business
 - a. Resolution to add CEOD to Parking and Transportation Committee
 - i. This will either be John Gray Williams or Christa Miller
 - ii. Gabby will follow up and confirm
 - b. Follow up on Policy 1025
 - i. No follow up at this point
4. New Business
 - a. Resolution on Principles of Community statement
 - b. Response to CRT/DEI as a commission
 - i. Gabby will provide a draft of this for the next executive committee for review and will bring a statement forward at the next meeting
 - c. Elections
 - i. The form will be listed in the body of the email
 - d. HR- onboarding new employees: caucus focus and contacts.
 - i. New hires receive an email with all of this information; content was developed by HR and members of this group
5. Presentations
 - a. none
6. Other items
 - a. Resolution on Land Acknowledgement and Labor Recognition
 - i. Tabled for this week as consultations are still on-going
 - b. Working Group Updates
 - i. Disaggregation of Data Working Group
 1. Working group has meet two times and meeting again tomorrow
 2. Gathering information and responding to items within charge
 3. Should have an update to share with commission at last meeting of semester
 - ii. Principles of Community
 1. Awards
 2. This week
7. Announcements
 - a. Principles of Community Week Programs
<https://www.inclusive.vt.edu/Programs/vtpoc0/poc-week.html>
 - b. Pride Week
 - c. Queer in Appalachia event
 - d. 1872 events next week; please attend if you can
<https://strategicaffairs.vt.edu/CouncilonVTHistory/1872-forward--celebrating-virginia-tech.html>

- e. ACEC events upcoming and APIDA heritage month coming up in April
<https://ccc.vt.edu/index/acec/acec-events.html>
 - f. Forum/event for students will be held next week to discuss Ukraine/Russian conflict (Vivian)
- 8. Adjournment
 - a. Motion to adjourn the meeting by Menah Pratt-Clarke, second by Gabby McCollum. Meeting adjourned at 1:54pm.