

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

10:30AM, Monday, March 4th , 2019

Room B, The Graduate Life Center

PRESENT: Andrew Alston, Yolanda Avent, María del Carmen Caña Jiménez, Alicia Cohen for Menah Pratt-Clarke, Sam Cook for Mae Hey, Kimberley Homer, Deyu Hu, Lia Kelinsky-Jones for David Clubb, Chris McCullough, Tracy Newton, Kelly Oaks, Kase Poling, Anthony Scott, Kayla Smith, Elizabeth Spingola, Sue Teel for Ellen Banks (via Zoom), Christine Tysor (via Zoom), Jack Washington for Liza Morris, Bevelee Watford, Davon Woodard, Rachel Woodson. Guests: Tamara Cherry-Clarke, Ennis McCreary, Juan Pacheco

REGRETS: Menah Pratt-Clarke (with notice), Maia Greene-Havas (with notice), Nikos Harasty, Khaled Hassouna, Sarah Leftwich, John Livingston, Polly Middleton (with notice), Christa Miller (with notice), Pamela Vickers (with notice), John Gray Williams (with notice).

WELCOME AND INTRODUCTIONS

Following some technical difficulties with Zoom and room projection, Kimberley Homer welcomed everyone, and acknowledged that we are on Tutelo and Monacan land. Those present introduced themselves, and Zoom participants struggled to hear. (Improvements are planned for the April 1 meeting.) We welcome new commissioners Rachel Woodson from the Black Faculty/Staff Caucus and Kase Poling from the SGA.

UPDATE ON THE CAMPUS DEVELOPMENT PLAN ON DISABILITY

Jack Washington and Kelly Oaks described the campus development plan's focus on campus accessibility. (Slides are attached via email.) Accessibility is now a foundational criterion for capital construction. As Dr. Oaks says, "Compliance is a shared responsibility." Lia Kelinsky-Jones asked how we identify non-compliant facilities, noting improper signage in an all-gender restroom. Kimberley Homer asked if the universal access maps and signage passed the "Check Contrast" test. Pam Vickers, Christa Miller (both CEOD members) and Rob Fentress of TLOS should be able to help with this.

DISCUSSION ON HOKIE HANDBOOK REVISIONS

Tamara Cherry-Clarke, Assistant Director for Student Affairs, Ennis McCreary, Interim Director of Student Conduct, and Juan Pacheco, VT NAACP Vice President, gave background on bias-related incidents and the inclusion of language from [Policy 1025](#) in the proposed Hokie Handbook revision. The Commission on Student Affairs is the route their resolution will take, but they are gathering feedback from other commissions and assemblies. While CEOD endorsement was not requested, there was universal support for the revisions.

WORKGROUP UPDATES

- The Indigenous Peoples' Day Recognition workgroup has completed its charge.
- The Governance & Recognition workgroup will gather soon to work on Principles of Community awards.
- The International Issues workgroup has not met.

- Davon Woodard gave an update on the Communications workgroup, which will be seeking input from caucuses and alliances on how CEOD can serve as a conduit to University Governance; how CEOD might assist with organizational web sites and/or organizational email in a GobblerConnect type format; and what topics and timing would be of interest for a Digital Town Hall.

HISTORICAL CONTEXT DISCUSSION

A discussion that began on the subject of Governor Northam's racial reconciliation tour noted the lack of depth in our own Smithfield Plantation stories, the Shannon Site artifacts in Ellett, and concern over artifact destruction with the new road from Southgate to Prices Fork. There was interest in forming a new CEOD workgroup on this subject. Please contact [Elizabeth Spingola](#) if interested. Dr. Sam Cook said that [Tom Klatka](#), regional archeologist, could tell us about work in progress. Jack and Kayla agreed.

ANNOUNCEMENTS

Elizabeth Spingola invited all interested persons to come to the Disability Caucus Brown Bag Lunches every Monday at noon in the GLC Room A.

NEXT MEETING

The next CEOD meeting will be on Monday, April 1, 2019, at 10:30 a.m. in the Graduate Life Center, Room B.

Appreciation to Andrew Alston and Alicia Cohen for taking the minutes.

March 4, 2019



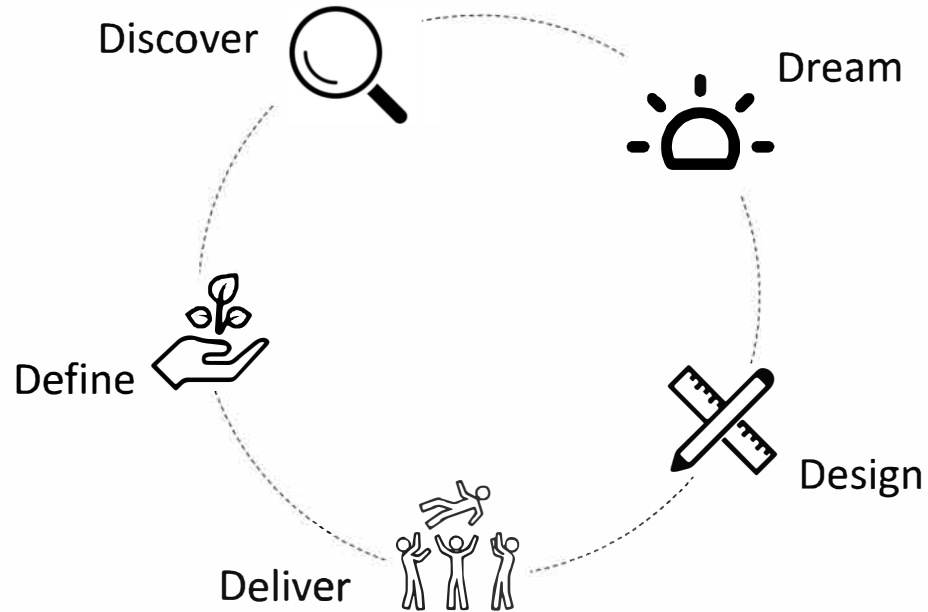
VT Access for All



Update – Commission on Equal Opportunity & Diversity

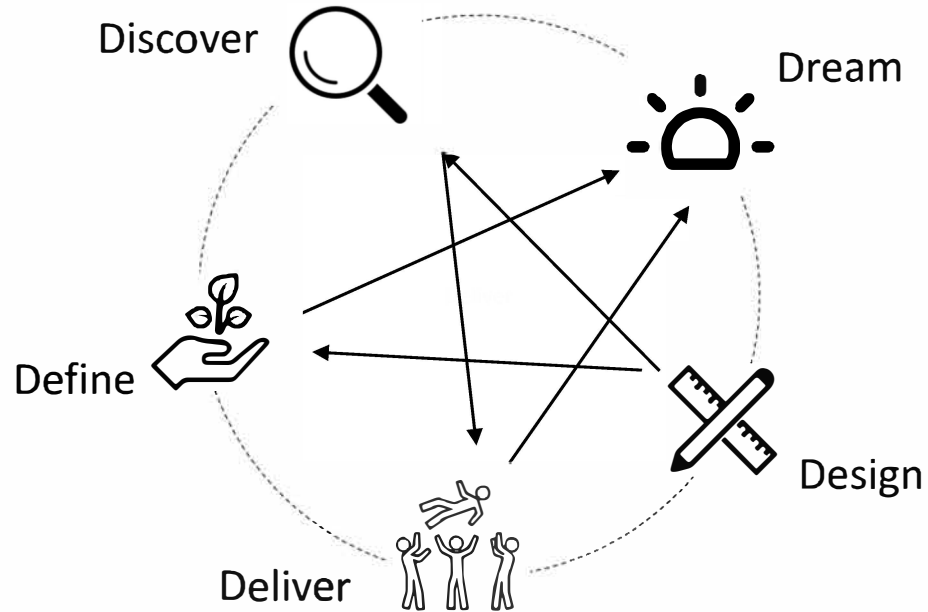
■ VT Access for All

Planning Framework (Five Phases)



■ VT Access for All

Continuous & Iterative Process



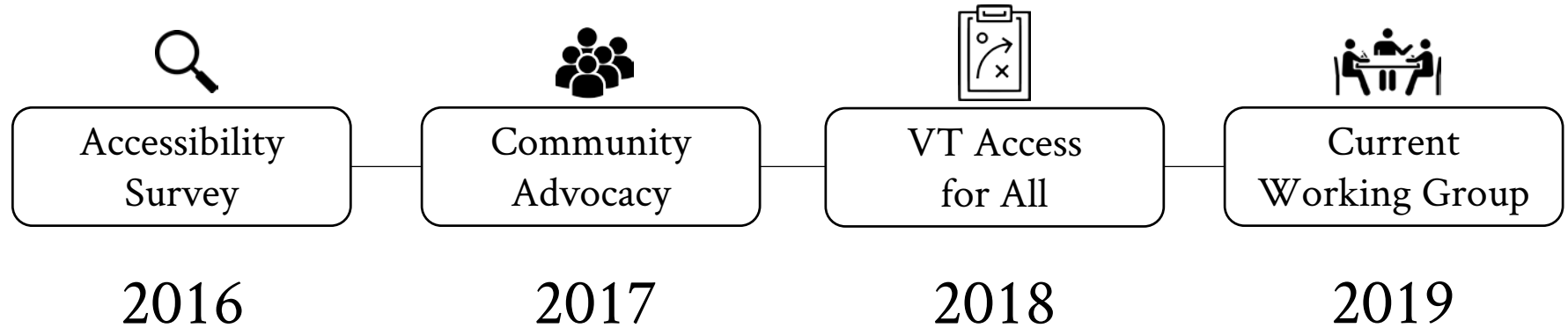


Context



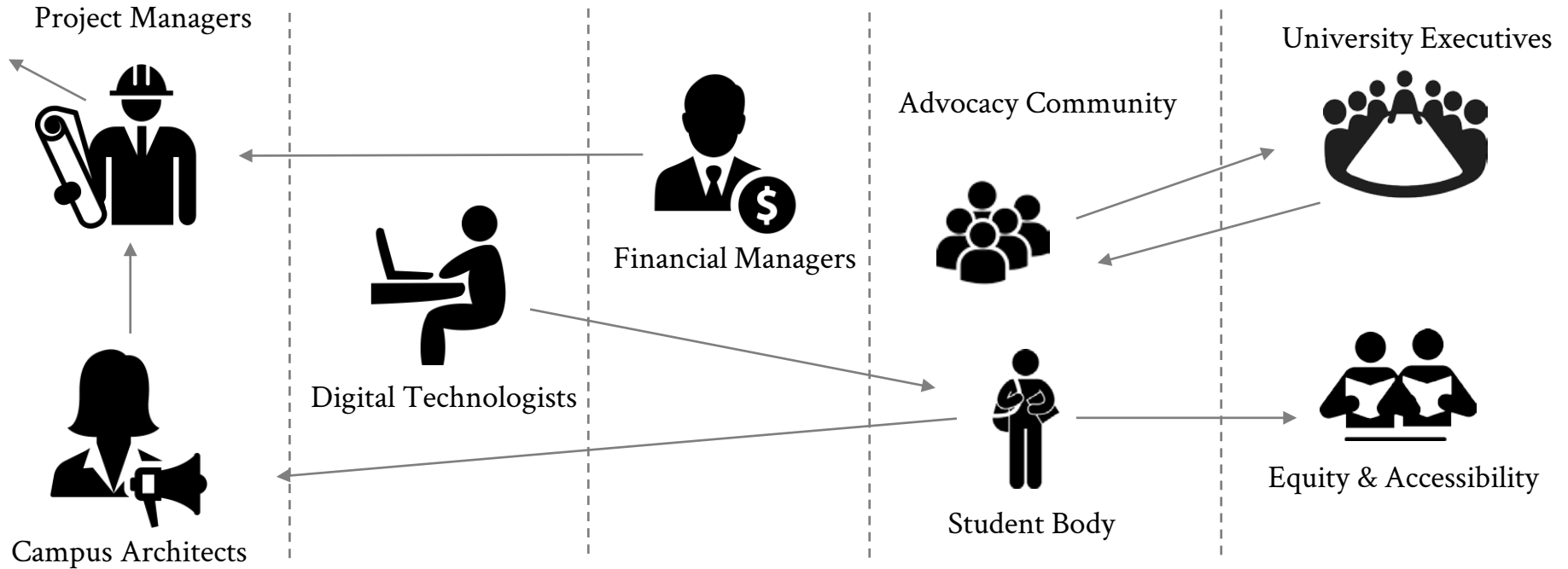
■ Context

Timeline



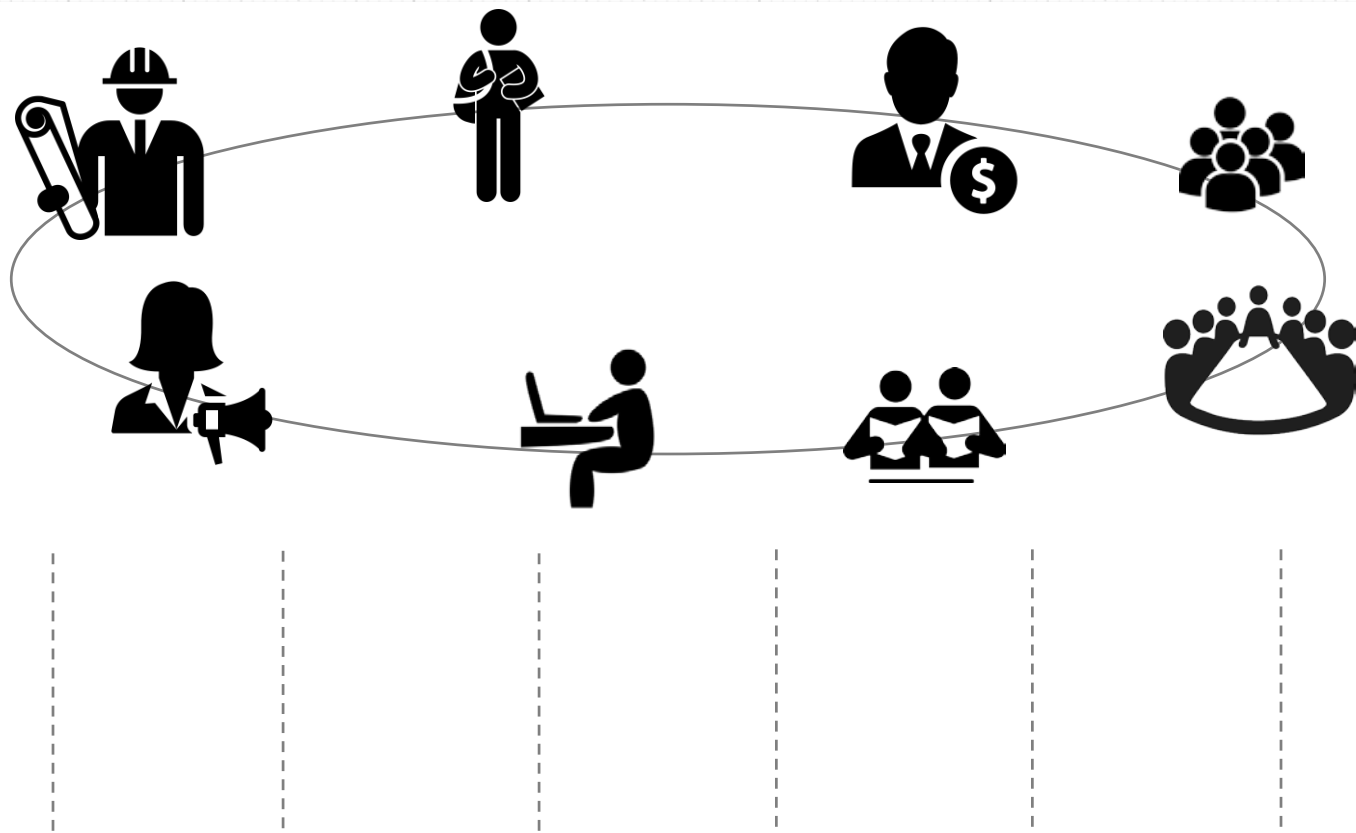
■ Context

Complexity



■ Context

Goal of Plan - Collaboration



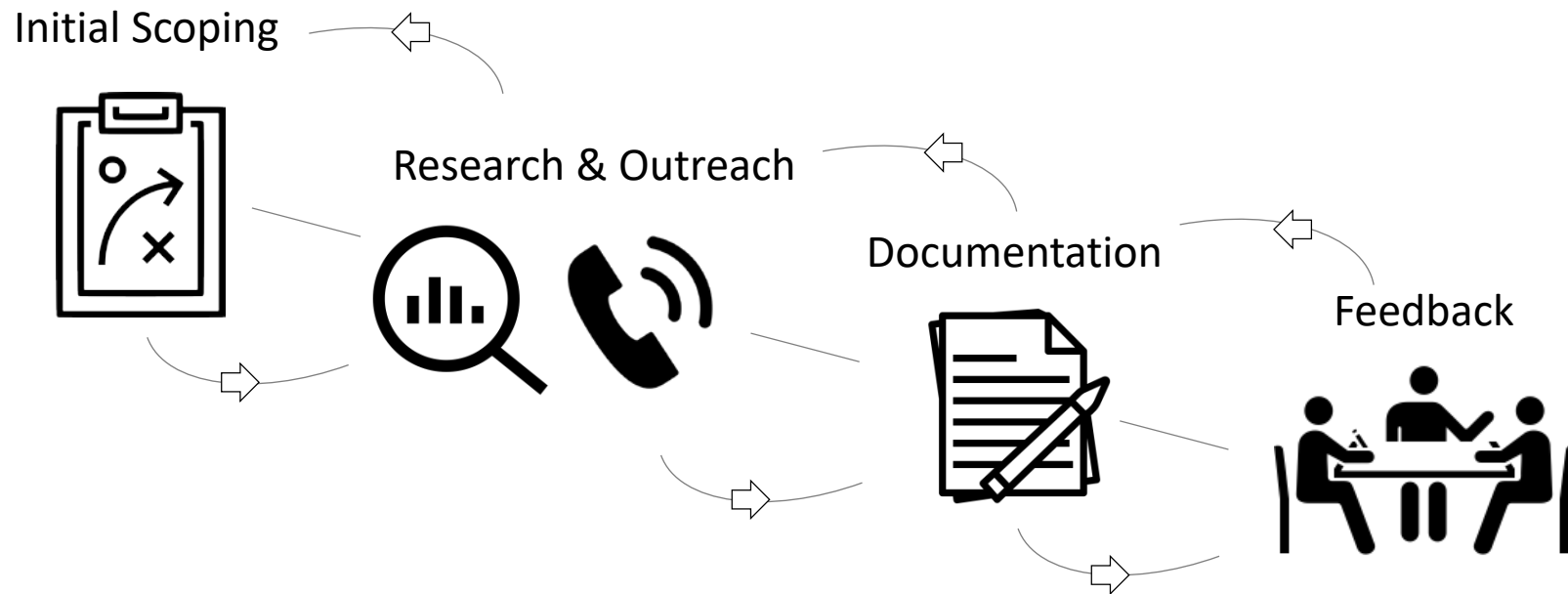


Initiatives



■ Initiatives

Process



■ Initiatives

Benchmarking



Web



Society for College
and University Planning

Professional Association



Phone Interviews

■ Initiatives

Mechanism

Accessibility Working Group



Shared Responsibility



■ Initiatives

Overview (Draft)



ADA Compliance Review



Design Review Process



Universal Design Principles



All-Access Pathways



All-Gender Restrooms



Universal Access Maps & Signage

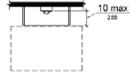




Accessibility Shuttle Services

■ Initiatives

ADA Compliance Review

Accessibility Survey (Excerpt)

Item #	Location	Element	Feature	Photo(s)	Recommendation/Modification	Action Category	2010 ADA Standards Reference #
12	Emergency Communication Device	Emergency Communication Device	<p>Emergency communication devices have features accessible to persons with various abilities (mobility/wheelchair accessible, hearing impaired accessible and visually impaired accessible).</p> <p>They typically have 48" high push button, speaker and tactile with Braille "Light on indicates call received". However, controls are sometimes more than 10" from the sidewalk/wheelchair accessible clear floor area and on portions of sidewalk with slope more than 2%. For example, the recently installed device at the New Classroom Building has control 12" from the adjacent sidewalk and 48" high (Photos 894 - 895).</p>	22-24, 894 - 895	<p>Information: When emergency communication devices are installed or replaced, the top controls/push button must not be more than 48" AFF (46" high maximum if more than 10" from the paved wheelchair accessible clear floor space and at no point more than 24" from the paved wheelchair accessible clear floor space). The paved wheelchair accessible clear floor space must not be sloped more than 2% in all directions for an area 30" minimum x 48" minimum centered on the machine. See figure below of an example if approached from the side/machine adjacent to the sidewalk.</p> 	Information/VA	---
13	Accessible Routes	Curb Ramp	<p>This line item is intended to address "parallel" type curb ramps as they are recommended in several areas of this report.</p> <p>There are several curb ramps that are "standard" type (with triangular shaped side flares) with slope encompassing the entire width of the sidewalk, requiring pedestrians to traverse over the curb ramp perpendicular to the curb ramp slope in order to continue along the sidewalk (the curb ramp slope becomes the cross slope of the sidewalk direction of travel). See example in photo below (yellow area is the curb ramp).</p> 	---	<p>Information: Sidewalks along required accessible routes are permitted to have cross slopes but not more than 2%. Where curb ramps intersect with the sidewalk path of travel and encompass the entire width of the sidewalk, we may recommend "parallel" type curb ramps be installed and the "standard" type curb ramps removed as compound cross slopes that are created by such a condition can be problematic for a person who uses a wheelchair. Parallel type curb ramps will enhance accessibility in this scenario by providing both a compliant slope at the curb ramp and compliant slope along the sidewalk direction of travel.</p> <p>Where parallel curb ramps are recommended in this report: Provide a landing/center section at ground level (4' wide min. x 5' deep min., 4' wide min. x 4' wide min. at corner curb ramps), sloped no more than 2% in all directions and smooth transitions from the street and at the base of the side ramps. Side ramps must not be sloped more than 8.3% in the direction of travel along the sidewalk and have cross slope no more than 2%. Transitions at the top, bottom and at the landing is required to be smooth. These parallel type curb ramps should be the full width of the sidewalk. See figure below. Specific parallel curb ramp recommendation locations are indicated in this report/below.</p> 	Information	---

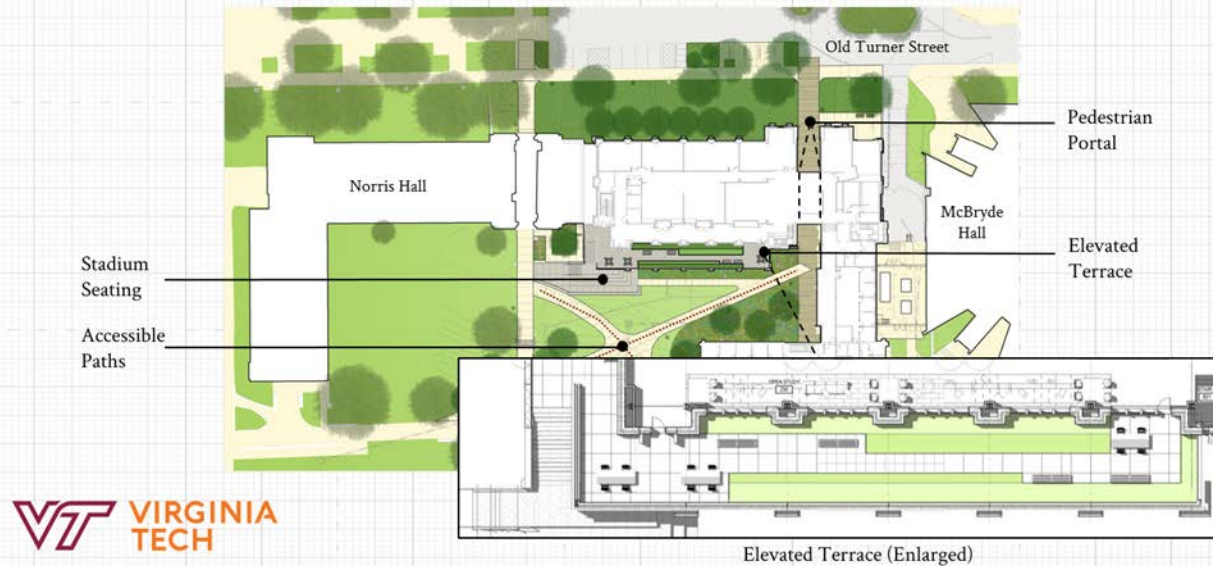
■ Initiatives

Design Review Process

Board of Visitors Presentation (Excerpt)

■ Holden Hall Renovation

Site Plan



■ Initiatives

Universal Design Principles

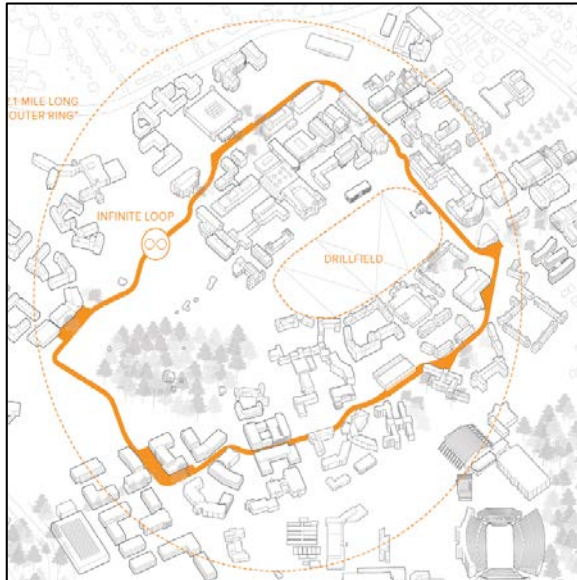
Universal Design Checklist (Excerpt)

Principle 1: Equitable Use	A/E Narrative Response
The design is useful and marketable to people with diverse abilities.	
Provide the same means of use for all users: identical whenever possible; equivalent when not.	
Avoid segregating or stigmatizing any users.	
Provisions for privacy, security, and safety should be equally available to all users.	
Make the design appealing to all users	

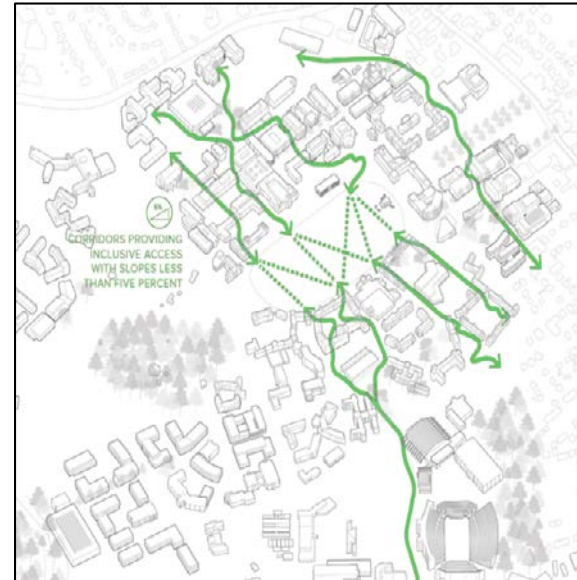
■ Initiatives

All-Access Exterior Pathways

Infinite Loop



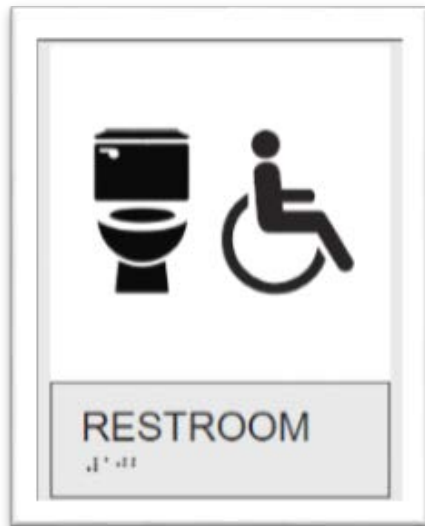
Green Links



■ Initiatives

All-Gender Restrooms

All-Gender Restroom Signage



All-Gender Restroom Map*



- Evaluation / Design In-Progress
- Construction Complete

■ Initiatives

Universal Access Maps & Signage

Digital Accessibility Map



Accessible Wayfinding Signage



■ Initiatives

Accessibility Shuttle Services

BT Access Shuttle



Safe Ride Van



On-Demand App Vendor



TransLoc®



Wrap-Up



■ Wrap-Up

Points of Contact

Office for Equity & Accessibility



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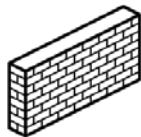
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■ Wrap-Up

Resources



[Report a barrier](#)



[Maintenance & repair requests \(background\)](#)
[Email contact \(vtrepair@vt.edu\)](mailto:vtrepair@vt.edu)

March 4, 2019



VT Access for All



Update – Commission on Equal Opportunity & Diversity