

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

10:30 AM, Tuesday, November 19, 2019

Steger Hall 118 and via Zoom <https://viriniatech.zoom.us/j/146002104>

Our meeting is located on Monacan and Tutelo land.

Present in person:

Kimberley Homer, Marcy Schnitzer, Kelly Oaks, Lia Kelinsky-Jones, Mae Hey, Khaled Hassouna, Gabby McCollum, Sara Beth Hollandsworth, Andrew Alston, Maia Greene-Havas, Ellington Graves

Present via Zoom: Christa Miller, Ellen Banks, Anthony Scott, Rosaire Bushey, Sally Shupe, Kase Poling, Katrina Colucci-Chang, John Gray Williams, Menah Pratt-Clarke, Liz Spingola

GUESTS: Renée Byrd, Director of Affirmative Action
Lisa Wilkes, Vice President for Business Affairs

REGRETS: Annabelle Fuselier (with notice)

HOUSEKEEPING: Steger 118 has another meeting at 3:00, so any lingering discussion should be held in the Steger Hall atrium.

POSTING OF MINUTES: The CEOD minutes from October 22, 2019, are posted, as are University Council minutes. The CEOD calendar can be found at [this URL](#). The University Governance site is at <http://governance.vt.edu>.

PRESENTATION: RENÉE BYRD: Affirmative Action Overview

Ms. Byrd gave an excellent overview about Affirmative Action, and how it intersects with state and federal laws. Her presentation slides and link for the Technical Assistance Guide video will be attached. Please follow the Voluntary Self-ID Campaign between now and December 20th if you or someone you know qualifies. A video about voluntary Self-ID is [here](#).

Search Go

Hokie TEAM (Tech Employee Access Menu)

Benefits and Deductions

View your retirement plans, Health insurance information, miscellaneous deductions.

Most Recent Pay Stub

Displays your most recent pay stub or the pay stub selection page if you have more than one paycheck in the most recent pay ;

Pay Information

View your Payroll Direct Deposit breakdown; View your Earnings and Deductions History; View your Pay Stubs; Change your Pa

Graduate Comprehensive Fee Payment Plan

Eligible graduate students on an assistantship manage or enroll in the Graduate Comprehensive Fee Payment Plan.

Tax Forms

View and update your W-4 and VA-4 information; View your W-2 Form and/or 1042S Form (if applicable).

Current and Past Jobs

View current and past jobs.

Employment Information

View your hire dates, training dates, and leave balances for salaried employees.



Direct Deposit

Update your Direct Deposit bank information. Payroll, Student Refunds and other University reimbursements can be automatica

Veterans Classification

Attention Veterans - please update your discharge date and

Click on this link to update your info.

Update Ethnicity and Race

View and update your ethnicity and race information.

Update Voluntary Self-Identification of Disability Information

View and update your disability information.

Labor Redistribution

Initiate and approve retroactive employee payroll funding changes.

Performance Planning and Evaluation Tool

Performance Planning and Evaluation Tool

TEM Application

Travel and Expense system used for travel authorizations and travel reimbursements

University Cashiering System

Connects to the CashNet cashiering system.

Leave Entry and Reporting

View and submit leave reports.

Other links are here:

Video – Disability Inclusion Starts with You -- <https://www.dol.gov/ofccp/selfidvideo.html>

Educational Institutions Technical Assistance Guide -

<https://www.dol.gov/ofccp/CAGuides/files/OFCCP-EI-TAG.pdf>

PepsiCo 2019 Disability Awareness Video -

<https://www.youtube.com/watch?v=yBHtdEvrVyM>

PRESENTATION: DR. LISA WILKES: Update on the Campus Accessibility Working Group

Dr. Wilkes and Kelly Oaks, this year's convener of the Campus Accessibility Working Group, gave us a very informative update about the working group's structure, and all of the progress that has been made. There is a five year plan around physical disability and all-gender restrooms. Kevin Foust and Jerry Baker are convening a task force about pedestrian safety. Discussion ensued about that, especially about e-scooters. The best quote came from Dr. Mae Hey, as she relayed the experience of a person walking into her while riding her bike:

"People are like squirrels now."

Some of us have noted, with appreciation, that there are signs directing e-scooter riders to park them in designated areas and not on the sidewalks. Thank you!

NEXT MEETING

The next CEOD full membership meeting will be on Tuesday, December 17 at 1:30 p.m. in 1120 Torgersen Hall, and via Zoom.