

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY**  
**Full Membership Meeting**  
**10:30 AM, Monday, April 9, 2018**  
**Room B, The Graduate Life Center**

**Minutes**

**PRESENT:** Deyu Hu, Marcy Schnitzer, Menah Pratt-Clarke, Jack Finney, Patty Perillo, Lia Kelinsky (for David Clubb), Tom Brown, Pamela Vickers, Josh Iorio (for Julia Ross), Sam Winn (for Jennifer Nardine), Erike Meitner, Virgilio A. Centeno (for Matthew Gabriele), James Venable, Ellington Graves, Mae Hey, Christa Miller, Elizabeth Spingola, Christine Tysor, Maria del Carmen Caña Jiménez, Takumi Sato, Michelle Corinaldi (for Mayank Periwal), Chris Saunders, Tracy Newton, James Spotila, John Gray Williams, Julia Billingsley

**ABSENT:** Lisa Wilkes (with notice), Kimberley Homer (with notice), Robin Queen (with notice), Kimberley Homer (with notice), Kelly Oaks, Robin Lawson, Melanie Darden, Prateek Mishra, LaTawnya Burlison, Khaled Hassouna, Rosemary Goss, Valencia Turner, Michele Waters, Jeena Sajimon

**GUESTS:** Kayla Smith, Liza Morris, Alexa Parsley

**WELCOME/INFORMATION UPDATES**

Update on Principles of Community Award: The winners will soon be announced in Virginia Tech News. The awards reception will be in May, so be on the lookout for an invitation to that. We are giving four awards this year instead of two.

There is a link on Canvas to CEOD 101, which was created by Jennifer Nardine. She put a guide together to better understand CEOD while she served as chair. Please take a look at that at your leisure; we plan to dig more into that at the beginning of next year.

The March meeting minutes were approved at 10:38 AM.

**LGBTQ CLIMATE SURVEY RESULTS & UPDATE ON BANNER**

Marcy Schnitzer and Amanda Morris gave an abbreviated presentation on the LGBTQ+ Climate Survey Results. The presentation is available in the Appendix section.

The climate survey respondent numbers are equivalent, but a little larger than the 2014 survey. Below are some highlights from the presentation:

A large increase from 2014 to 2017 for response to “I feel I belong at Virginia Tech;” 66.1% → 82.1%.

When asked if the campus climate has improved, the numbers have increased from 80% in 2014 to 88% in 2017.

Many items had a difference of 5% or greater.

While the numbers show that some believe there is more discrimination on campus, there are also more resources that have promoted a more positive campus climate.

The numbers regarding services offered by Virginia Tech are quite low: there is a need to improve and market services that are offered/available on campus.

Space was also a consistent theme throughout the results of the climate survey.

Perception of gender-inclusive bathrooms is quite different between LGBTQ+ and non-LGBTQ+ faculty.

There were requests from the survey to create better access to workout facilities; some faculty do not feel comfortable sharing exercise space with students.

Folks find that the critical issue of what it means to be adoptive parents and employed by the university needs to be discussed more in-depth.

Numbers regarding questions of discrimination and harassment have increased since the 2014 survey. This survey is used to make sure our priorities are aligned with the needs of the community, which are as follows:

- Ensure inclusive restrooms across campus, including bathroom conversions in existing buildings.

- Work with HR to provide more gender options in Banner.

- Work with DSA Health and Wellness division to create and implement trans-inclusive practices.

- Kick-off a fundraising campaign to support the LGBTQ+ Resource Center.

- Development of Queer Studies academic program through Pathways.

- Co-sponsor monthly mentoring lunch with LGBTQ+ Resource Center.

LGBTQ+ Caucus is at the stage of working with Registrar to make this change go live in HokieSPA. Important questions we need to ask and determine are: *what do we want these options to actually be?*

HR has been informed that the new Banner system is very flexible!

If you want the LGBTQ+ Climate Survey to be presented to your department or academic unit, please contact Jordan Harrison at [harrisoj@vt.edu](mailto:harrisoj@vt.edu).

Questions asked among the body:

*Will there be communication offering to provide presentations for interested units?*

It's mostly word-of-mouth, but it can be published on the website, be communicated by university leadership, and can be shared in the Office for Inclusion and Diversity social media channels.

*Can it be sent out to Caucus leaders?*

CEOD members will be provided with an electronic copy of the climate survey presentation and the LGBTQ+ Terminology.

*Are there any plans to incorporate results of the presentation to graduate orientations or HR onboarding information for new hires?*

We could work with the graduate school and others, but not sure how much would be able to be included in the new employee orientation.

Other concerns:

*A conversation needs to be had on what needs to be systematically addressed.*

*Adoption policies and other related policies are necessary to be addressed in the policy sphere.*

## **SECOND READING: CEOD RESOLUTIONS 2017-18A AND 2017-18B**

CEOD members should have received revisions to both of these via email; one of the main changes discussed was that the Cranwell International Center has been included, and the workgroup focused a lot on the Faculty/Staff Senate representation. We have chosen to maintain the rule that one representative who must be a senator.

A vote was called for Resolution 2017-18 A regarding caucuses and was approved at 11:32 AM.

A vote was called for Resolution 2017-18B regarding membership and was approved at 11:33 AM.

These will be passed along to University Council, and in the next University Council meeting, Marcy Schnitzer and Deyu Hu will present resolutions and receive input and feedback; this will be the first reading.

## **RESPONSE TO NAACP BOC LETTER**

The Diversity and Academic Mission workgroup drafted a response letter on behalf of CEOD in response to the Black Organizations' Council (BOC) letter in response to the women's Lacrosse team video.

There have been overall well-framed responses from BOC, Virginia Tech NAACP chapter, and other allied groups; something like this matters for CEOD as well.

Questions from the body:

*Have we asked folks to sign letters like this or do we just say it's from CEOD?*

We typically sign it from CEOD, but a conversation can certainly be had about circulating it.

### **HR WORKGROUP: RESOLUTION ON ACKNOWLEDGING INDIGENOUS PEOPLE'S DAY**

Lisa Wilkes was not present at this meeting, Ellington Graves does not have an update or a clear sense of how to collectively move forward. The University of Virginia Has Indigenous Peoples' Day, so there is capacity for state institutions to recognize it in lieu of Christopher Columbus Day.

Delegate Chris Hurst visited campus and spoke to Virginia Tech Natives about what can be done at a state level.

### **CAUCUS/ORGANIZATION INFORMATION FOR HR NEW EMPLOYEE ORIENTATION**

The presentation is in the Appendix section.

Once this is compiled, it can be made available for new student orientation. CEOD can work to create a Google Form so there is consistency among contributors.

The HR workgroup is going to use a survey tool to create information from interested groups; either Survey Monkey, VT Qualtrics, or Google Form. They are going to work on this and disseminate to caucuses.

### **CEOD REPRESENTATIVE TO CAMPUS DEVELOPMENT COMMITTEE**

The presentation is in the Appendix section.

Last meeting, Lisa and Kayla presented information on Campus Development Committee.

The charge is to get information and feedback concerning the planned physical development of the university's built environment. The position will start in August, so this needs to be taken care of this semester. Qualifications were established in the last CEOD Executive Committee meeting.

### **WRAP-UP**

Our next meeting is our last meeting of the year, and will be on Monday, May 7<sup>th</sup> in Graduate Life Center Room B. Please email agenda items to Deyu for the next meeting.

The meeting was adjourned at 12:03 PM.

Respectfully Submitted,

Alexa Parsley  
Recording Secretary, Commission on Equal Opportunity and Diversity

**COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY**  
**Full Membership Meeting**  
**10:30AM, Monday, April 9th, 2018**  
**Room B, The Graduate Life Center**

**AGENDA**

<b>Topic</b>	<b>Preparation</b>	<b>Proposed Process</b>
<p><b>1. Welcome &amp; information updates</b></p> <p>Time: 5 minutes            Purpose: Decision, information            Leader: Deyu Hu, Marcy Schnitzer</p>	<ul style="list-style-type: none"> <li>• March meeting minutes: review meeting minutes attached with this agenda or on Canvas site; be prepared to cast vote.</li> <li>• Principles of Community Award: None.</li> <li>• CEOD 101 Canvas site: None.</li> </ul>	<ul style="list-style-type: none"> <li>• March meeting minutes approval: Deyu polls members.</li> <li>• Marcy provides an update on the Principles of Community Award and addresses questions from members on the Award.</li> <li>• CEOD 101 link: <a href="https://canvas.vt.edu/enroll/GXKC7F">https://canvas.vt.edu/enroll/GXKC7F</a> (joinable Canvas site, open to non-CEOD VT person).</li> </ul>
<p><b>2. LGBTQ climate survey results &amp; update on Banner</b></p> <p>Time: 45 minutes            Purpose: Information            Leaders: Amanda Morris, Marcy Schnitzer<sup>1</sup></p>	<p>None</p>	<ul style="list-style-type: none"> <li>• Amanda and Marcy present the LGBTQ climate survey results.</li> <li>• Discussion: members ask questions; Amanda and Marcy answer questions.</li> <li>• Amanda and Marcy provide update on Banner.</li> <li>• Marcy provides update on university climate survey.</li> </ul>
<p><b>3. Second Reading: CEOD Resolutions 2017-18A and 2017-18B</b></p> <p>Time: 10 minutes</p>	<ul style="list-style-type: none"> <li>• Review the two resolutions files attached with this agenda or on Canvas site; be prepared to comment and cast vote.</li> </ul>	<ul style="list-style-type: none"> <li>• Marcy presents the revised resolutions; the Governance and Recognition work group addresses questions from members.</li> <li>• Deyu polls members for approval and introduces what will happen next with the resolutions.</li> </ul>

<p>Purpose: Information, input to decision; decision Leader: Marcy Schnitzer</p>		
<p><b>4. Response to the NAACPBOC letter regarding the Women's Lacrosse team</b>  Time: 10 minutes Purpose: Discussion, input to decision; decision Leader: Ellington Graves<sup>2</sup></p>	<ul style="list-style-type: none"> <li>• Review the two files, including the NAACPBOC letter and CEOD's response, attached with this agenda or on Canvas site.</li> <li>• Be prepared to ask questions, offer input, and sign on CEOD's response letter.</li> </ul>	<ul style="list-style-type: none"> <li>• Ellington provides briefing on the situation and introduces CEOD's response.</li> <li>• Discussion: members ask questions; the Diversity in Academic Mission work group answers questions.</li> <li>• Decision: Members choose to sign on the CEOD's response letter.</li> </ul>
<p><b>5. Updates: HR work group regarding Resolution on Acknowledging Indigenous Peoples' Day on Next Year's VT Academic Calendar</b>  Time: 5 minutes Purpose: Information Leaders: Lisa Wilkes<sup>3</sup></p>	<p>None</p>	<ul style="list-style-type: none"> <li>• Lisa provides updates on the Resolution on Acknowledging Indigenous Peoples Day on Next Year's VT Academic Calendar and answers questions from members.</li> </ul>
<p><b>6. Caucus/organization information for HR new employee orientation</b>  Time: 6 minutes Purpose: Discussion Leaders: Deyu Hu</p>	<p>None</p>	<ul style="list-style-type: none"> <li>• Deyu provides background information.</li> <li>• Discussion: members provide input and feedback to a series questions.</li> <li>• Follow-up: Caucuses/organizations provide relevant information; set up suggested account.</li> </ul>
<p><b>7. CEOD representative to the Campus Development Committee</b>  Time: 7 minutes</p>	<p>None</p>	<ul style="list-style-type: none"> <li>• Deyu reviews relevant information and proposes solutions from the executive committee.</li> <li>• Members provide input and feedback.</li> </ul>

<p>Purpose: Discussion Leaders: Deyu Hu</p>		<ul style="list-style-type: none"> <li>• Follow up: nominate/self-nominate; vote in May's full membership meeting.</li> </ul>
<p><b>8. Wrap-up</b> Time: 2 minutes Purpose: Information Leader: Deyu Hu</p>	<ul style="list-style-type: none"> <li>• Be prepared to suggest agenda items for next meeting.</li> </ul>	<ul style="list-style-type: none"> <li>• Announce known agenda items for next meeting: 1) workgroup updates; 2) Presentation: Proposed all gender restrooms and signage; 3) A living wage for custodial staff; 4) work groups for next year 5) last full membership meeting: May 7, 2018.</li> <li>• Members suggest additional agenda items.</li> </ul>

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<sup>1</sup> Dr. Amanda Morris is the Co-Chair of the LGBT Faculty and Staff Caucus. Dr. Marcy Schnitzer is the Assistance Provost for Diversity and Strategic Planning and the Chair of the Governance and Recognition workgroup of CEOD.

<sup>2</sup> Dr. Ellington Graves is the Director of African Studies Program, InclusiveVT Faculty Fellow, and the Chair of the Diversity in Academic Mission workgroup of CEOD.

<sup>3</sup> Dr. Lisa Wilkes is the Interim Vice President for Human Resources and the Chair of the HR workgroup of CEOD.

*Virginia Tech 2017  
LGBTQ+ Climate  
Survey Results  
Presentation*

PRESENTED BY: JORDAN HARRISON AND  
MARCY SCHNITZER



# *Introduction to the Climate Survey*

- Outcome of a 2012 report, **Considerations for Assessment of the Campus Climate for LGBTQ Faculty and Staff at Virginia Tech**, which addressed concerns about whether Virginia Tech's diversity strategic planning process was fully inclusive of all constituency groups, particularly Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) faculty and staff.
- 2017 - second time survey was distributed
- Six sections - Campus Climate, Services, HR and Policies, Expression, Discrimination and Harassment, Safety
- 2203 Respondents (~25% interaction rate)

# Terminology - Some Basics

- LGBTQ - What do all of the letters stand for?
  - L - Lesbian
  - G - Gay
  - B - Bisexual
  - T - Transgender / Trans\*gender
  - Q - Queer
- This acronym is often used as an umbrella term when talking about non-heterosexual and non-cisgender identities, and does not always reflect members of the community.

# Terminology - Some Basics

- **Sexual Orientation** - The desire for intimate emotional and/or sexual relationships with people of the same gender/sex, another gender/sex, or multiple genders/sexes.
- **Gender Identity** - A person's sense of self as masculine, feminine, both, or neither regardless of external genitalia.
- **Gender Expression** - How one presents oneself and one's gender to the world via dress, mannerisms, hairstyle, facial hair etc. This may or may not coincide with or indicate one's gender identity. Many utilize gender expression in an attempt to determine the gender/sex of another individual. However, a person's gender expression may not always match their gender identity.

## *Terminology - A few more terms*

- Ally
- Cisgender
- Heteronormativity
- Trans\*
- In the Closet/Closeted, Coming Out, Outing, Out

# Climate Survey Respondents

Which of the following sexual orientations apply to you?	%	N
Heterosexual	81.2	1,086
LGB Spectrum	18.8	251
<b>Which of the following gender identities applies to you?</b>		
Masculine	39.6	534
Feminine	54.9	740
Trans/Transgender	0.6	8
Gender non-conforming	3.1	42
Other	1.8	24
<b>Do you consider yourself to be an ally of the LGBTQ community?</b>		
Yes	80.7	1,116
No	6.9	96

# Climate Survey Respondents

Which of the following sex categories apply to you?	%	N
Male	41.8	580
Female	57.8	802
Intersex	0.4	5
<b>What is your race/ethnicity?</b>		
	%	N
White	88.1	1,172
Non-White	11.8	158

# Section 1: Campus Climate

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	1,046	893	242	177
<b>Items: VT Climate</b>	% Agree		% Agree	
Virginia Tech provides a supportive environment for employees.	89.2	90.6	79.5	84.7
Virginia Tech is free from discrimination.	51.9	55.7	36.7	44.6
I feel I belong at Virginia Tech.	89.5	95.7	82.1	66.1

Average Number of Respondents	1,064	N/A	246	N/A
<b>Items: Department Climate</b>	% Agree		% Agree	
My department provides a supportive environment for employees.	88.5	88.2	81.3	80.1
My department is free from discrimination.	74.1	76.6	61.7	70.6
I feel I belong in my department.	87.1	87.2	81.4	81.1

# Section 1: Campus Climate

	2017	2014	2017	2014
	Ally		Non-Ally	
Average Number of Respondents	1,080	846	90	103
<b>Items: VT Climate</b>	% Agree		% Agree	
Virginia Tech is free from discrimination.	46.0	50.1	62.8	67.4

Average Number of Respondents	869	N/A	197	N/A
<b>Items: General Climate</b>	% Agree		% Agree	
I know of others who have left due to a homophobic or genderist climate.	22.0	N/A	8.4	N/A

# Section 1: Campus Climate

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	802	N/A	197	N/A
<b>Items: General Climate</b>	% Agree		% Agree	
The climate for LGBTQ+ has improved during my time at Virginia Tech.	93.8	92.6	88.2	80.8
I would recommend VT to an LGBTQ+ prospective student, faculty, or staff.*	87.8	82.3	76.1	69.3

Non-white = 49.1%

# Campus Climate: Comments

- “I fully believe that the university has improved in its climate for LGBTQ+ individuals, as has the area, and the US. After the election and the events in Charlottesville, I do feel less safe than I used to, especially off-campus. I would also like to say that I wish we hired more trans individuals. I would love for our trans students to have trans mentors who are our faculty.”

- “The climate has not changed in my opinion. I recognize I may be alone, but when the same leaders head your dept for 17 of 19 years, and they’ve made hurtful statements, made judgments, expressed curiosity in identifying people’s sexuality, accused/assumed people were gay and labeled them gay wrongly, it creates a culture that’s not easily changed. My defense has been to disengage and I’ve seen my head and my former head supported and promoted. I realize it’s a losing battle for me to go up against them by filing a complaint after seeing others go through mediation with no significant change.”

## Section 2: Services

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
	1,074	N/A	248	N/A
Items: Familiarity with Services	% Familiar		% Familiar	
SafeZone	44.1	55.9	56.5	71
Cultural and Community Centers	44.7	N/A	50.8	N/A
LGBTQ+ Center	25.2	N/A	41.5	N/A
Assistant Director for the LGBTQ+ Center*	14.8	N/A	23.4	N/A
LGBT Faculty/Staff Caucus	17.2	27.9	29.0	44.9
Virginia Tech Women's Center	59.9	73.9	58.4	73.8
Cook Counseling Center	67.4	79.7	66.5	65.7

\*Non-white = 28%

## *Familiarity with Services: Comments*

- “As a new employee working in VT, it would be great to hear learn more about the LGBTQ+ community, resources, ally information, etc. in the onboarding for new employees. I have been working on campus for just under 3 months, and I haven't heard much of anything about LGBTQ+ initiatives, resources, ally training/information, etc. I would love more information and will definitely try to get more involved on campus as I settle in more to my role and job responsibilities.”

# *Familiarity with Services: Community*

- “Encourage a larger/more visible LGBTQ+ community. For the size of this school the LGBTQ+ community feels very small. That either suggests to me that VT is not hiring enough LGBTQ+ people, or it does not provide enough space/events for people to gather publicly.”
- “I think we have to be vocal in our support of LGBTQ+ employees and students, and we need to recognize that our biases and discriminatory behavior are perpetuated by silence.”

## *Familiarity with services: LGBTQ+ Center*

- “The establishment of a large, well-funded, LGBTQ+ Resource Center that is accessible to students, faculty, and staff (we should not be joking about the LGBTQ+ center being a "closet"); A plan for including gender inclusive restrooms, locker rooms, and housing on campus.”
- “Robust peer education programs, graduate assistantships, more paid student workers, a larger space in which to host LGBTQ+ events/meetings/groups so that other Cultural or Community Centers do not have to be utilized.”

## Section 2: Services

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	782	N/A	199	N/A
<b>Items: General Support for Personal Needs</b>	% Agree		% Agree	
There are adequate numbers of gender-inclusive bathrooms at Virginia Tech.	50.2	35.1	32.7	30.9
There are adequate numbers of gender inclusive locker rooms at Virginia Tech.	44.0	N/A	22.6	N/A

Gender-inclusive bathrooms - Non-binary = 12%

## *Services: Facilities*

- “We have a number of gender neutral bathrooms, but I have noticed many of the "neutral" bathrooms in dorms are still framed as "unisex" with a male/female picture next to them. Having truly gender NEUTRAL bathrooms would be a huge step forward, since many people do not identify as either male OR female (and, thus, unisex still fail to include them).”

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- “Virginia Tech needs to provide more and better access to work out facilities for faculty and staff. The shared space with students can be particularly uncomfortable for LGBTQ individuals”
  - “I think it is important to have gender neutral bathrooms. My old work environment was extremely active within the LGBTQ Community, with faculty and staff attending the Pride Parade held near campus. I would like to see a more inclusive and active community here, not just on campus.”

## Section 3: HR and Policies

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	546	N/A	153	N/A
<b>Items: General Satisfaction with HR and Policies<sup>a</sup></b>	% Agree		% Agree	
Virginia Tech's hiring policies are fair to LGBTQ+ individuals/employees.	94.3	82.4	88.8	65.4
Virginia Tech's human resources policies are fair to LGBTQ+ employees in relation to family or spouse/partner benefits.	90.9	66.0	84.5	34.9
Virginia Tech provides equal benefits and services for LGBTQ+ employees and their partners compared to those provided to heterosexual and cis-gender employees.	86.3	49.3	78.5	25.4
Human Resources is responsive regarding policy changes (institutional, state, federal) that apply to or impact LGBTQ+ employees and their families.	91.7	N/A	76.0	N/A

## *HR Policies: Comments*

- “I would like a much more supportive and inclusive policy surrounding adoption, family leave, financial matching for adoption, etc. It is deeply unfair that things are different for adoptive families because biological birth is not part of the equation. It is also frustrating that HR often seems to have difficulty processing adoptions as if it's something they've never heard of. Surely the number of adoptions is increasing, especially among LGBTQ families.”

## *HR Policies: Comments*

- “Full spousal benefits for lifetime partners. Although I am gay, I disagree with gay marriage religiously but am in a committed relationship of more than 20 years. Many Fortune 500 companies extend domestic benefits to partners. I realize the state is an obstacle, but I want President Sands and other top leaders to speak out against the stiff marriage/partnership issues in this state - not use them as an excuse as to why the university’s hands are tied.”
- “Consistent insurance coverage for transgender health care; access for students to receive hormone treatment at the student health center.”

## Section 4: Expression

	2017	2014
	LGBTQ+	
Average Number of Respondents	222	N/A
<b>I feel comfortable expressing ...</b>	% Agree	
... my sexual orientation in the classroom.	47.0	41.0
... my sexual orientation at Virginia Tech.	62.4	53.0
... my sexual orientation in my department.*	66.3	59.7
... my gender identity in the classroom.	74.8	73.8
... my gender identity at Virginia Tech.	83.3	78.1
... my gender identity in my department.	84.4	80.3

\*Non-white = 54.3%

## Section 4: Expression

	2017	2017	2017
	Non-LGBTQ+	LGBTQ+	Non-binary
Average Number of Respondents	755	222	29
<b>I feel comfortable expressing ...</b>	% Agree	% Agree	% Agree
... my sexual orientation in the classroom.	74.8	47.0	
... my sexual orientation at Virginia Tech.	85.6	62.4	
... my sexual orientation in my dept.	86.7	66.3	
... my gender identity in the classroom.	84.6	74.8	30.0
... my gender identity at Virginia Tech.	90.7	83.3	52.0
... my gender identity in my department.	90.4	84.4	54.0

## Section 4: Expression

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	789	N/A	208	N/A
<b>Items: Affection</b>	% Agree		% Agree	
I feel comfortable showing affection with a romantic partner on my campus.	77.2	73.2	59.7	41.5
I feel comfortable showing affection with a romantic partner in the community surrounding Virginia Tech.	82.7	81.8	57.1	49.1

## *Expression: Comments*

- “Our new Vice President has helped create a welcoming culture, and that is the only reason I am still at Virginia Tech today. Two years ago, I wrote in this survey that I did not want to stay at Virginia Tech if I could not put a photo of my child (who identifies as gay and nonbinary) on my desk; I never would have done that then. While I know it would make some people talk behind my back, I am now considering bringing in a photo of my kid and their partner to display on my desk. I want to be part of creating the culture I wish this place would be.”

## *Expression: Comments*

- “Virginia Tech just needs to work on a climate in which LGBTQ+ employees can be out and be just as comfortable discussing their spouses and families and experiences and things that they like to do as straight employees. I should feel comfortable as a straight person to discuss my queer family.”
- “I am not sure why I am being asked about my level of comfort in expressing my sexual or gender identity in various situations, especially a classroom. Some of these questions make me feel uncomfortable. Why would I express any of these personal matters in a classroom to my students or to my colleagues? Additionally, if I were a student (I was at some point) or staff, I could care less about these personal issues for my professor and colleagues.”

## Section 5: Discrimination and Harassment

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	976	N/A	233	N/A
<b>Items: Experience with Discrimination or Harassment (Past 12 Months)</b>	% Agree		% Agree	
I have been <u>informed</u> about discriminatory behavior on my campus.	66.9	N/A	70.2	N/A
I have <u>witnessed</u> discriminatory behavior on my campus.	34.3	19.5	51.3	29.6
I have <u>experienced</u> discriminatory behavior on my campus.	21.2	12.2	31.2	18.8
I have <u>witnessed</u> harassment on my campus.	21.1	10.6	37.6	17.1
I have <u>experienced</u> harassment on my campus.	11.5	6.2	24.9	9.7

## Section 5: Discrimination and Harassment

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average Number of Respondents	710	N/A	168	N/A
<b>Items: Experience with Discrimination or Harassment (Spanning Career)</b>	% Agree		% Agree	
I have felt excluded or not welcome due to my sexual orientation at VT.	4.5	1.4	23.1	23.4
I have felt excluded or not welcome due to my gender identity at VT.*	6.5	4.5	11.0	5.8
I have experienced LGBTQ+ identities portrayed negatively in the classroom.	11.4	4.4	22.4	14.3
I have experienced LGBTQ+ identities portrayed negatively in my department.	7.8	5.5	24.2	19.3
I have experienced LGBTQ+ identities portrayed negatively in my college.	8.3	0.4	20.4	12.5

\*Non-binary = 34%

## Section 5: Discrimination and Harassment

	2017	2014	2017	2014
	Non-LGBTQ+		LGBTQ+	
Average number of Respondents	710	N/A	179	N/A
<b>Additional Items:</b>	% Yes		% Yes	
I know where to report an act of discrimination or harassment experienced at Virginia Tech.	64.4	N/A	59.2	N/A
	% Satisfied		% Satisfied	
How satisfied are you with Virginia Tech's response to incidents of LGBTQ+ harassment and discrimination?	78.7	17.4	72.9	32.9

# Discrimination: Comments

- “I am Gay. When you work in an office where the Associate Dean (in our college) and the Department Chair (in my department) make "gay jokes" and slurs behind their back - that isn't okay. I would like to see fair treatment by some of these deans, department heads, and other administrators who are a failure when it comes to diversity.”
- “As a result of my own choice to have not revealed my sexual orientation earlier, my boss, assuming me to be straight, has made negative comments about homosexuals in private conversations. Now, that I would like to be more open about my family life with co-workers, I find it difficult to come out at work due to the fact that I know he has negative feelings toward gay men. Additionally, while it does not affect me personally, I find it offensive when co-workers, including my boss, make derogatory and uninformed comments about transgender individuals. While he and others may be aware of policies to not discriminate, they often lack the knowledge about how their ignorant comments affect others.”

# *Discrimination: Comments*

- “I'd like to see more transparency in where to go for help, but more importantly, I'd like to believe that someone would do something (and that there would not be negative repercussions for the reporter). I believe students tend to have these protections, but faculty and staff do not. I know of situations where HR has told people there is nothing that they can do and where administrators (who are technically required reporters) say they are uncomfortable and do not want to discuss issues further.”
- “I would just like to be treated fairly in my department, but I have been denied opportunities because of my gender identity as well as ridiculed and demeaned because of my disabilities.”

## *Lessons Learned: Caucus Priorities*

- Ensure inclusive restrooms across campus, including bathroom conversions in existing buildings
- Work with HR to provide gender options in banner
- Work with DSA Health and Wellness to create/implement trans-inclusive practices
- Kick-off a fundraising campaign to support the LGBTQ+ Resource Center
- Development of a Queer Studies academic program through Pathways
- Co-sponsor a monthly mentoring lunch with the LGBTQ+ Resource Center

# Issues to Consider

## OTHER CAMPUSES

- “Many of the questions in this survey were specifically regarding services and situations that revolved around the Blacksburg campus. In the National Capital Region, however, there are no such services (no counseling center, no LGBTQ+ groups, hardly any information regarding rights and benefits extended to LGBTQ+ individuals). I had not heard of most of the listed groups, resources, and opportunities that my colleagues down south had access to until I took this survey. It may be cost prohibitive to devote a large amount of resources up here, but having some form of representation could be beneficial and seem more welcoming and inclusive.”

# Issues to Consider

## LEADERSHIP

- “There (is) an old-guard undercurrent at Tech that remains very powerful. It’s subtle racism and homophobia...in my case at the dept head level. LGBTQ faculty have left (five I knew closely) over the past couple years. Three left Tech to become Deans elsewhere and I’m beginning to believe I too will have to leave to fully realize my career. With the way this university’s administration has ballooned, there should be visible leaders for the LGBTQ community. I don’t see any from where I’m standing - except Dean DePauw. Sadly, I don’t think she would be welcomed any differently today than the embarrassment that occurred a decade ago.”

# *Help us increase education and awareness!*

*Want to help educate the University about the LGBTQ+ community? Want this presentation to come to your academic unit?*

The Caucus has prepared a brown-bag lunch presentation – 1 hour – that communicates the results from the survey and allows time for some reflection on policies and practices.

Please email Jordan Harrison to request a presentation for your academic unit – [harrisoj@vt.edu](mailto:harrisoj@vt.edu)

**Commission on Equal Opportunity and Diversity**  
**Resolution 2017-18A**  
**Resolution to Modify Caucus Criteria for representation on the Commission on Equal Opportunity and Diversity (CEOD)**

Approved by Commission on Equal Opportunity and Diversity:	<i>April 9, 2018</i>
First Reading by University Council:	<i>April 16, 2018</i>
Second Reading by University Council:	<i>May 7, 2018</i>
Approved by University Council:	<i>May 7, 2018</i>
Approved by the President:	<i>May 7, 2018</i>
Effective:	<i>August 13, 2018</i>

WHEREAS, University Council resolution CEOD 2015-16B updated membership to include representation of diverse employee constituencies by faculty/staff caucuses at Virginia Tech, and

WHEREAS, the Commission on Equal Opportunity and Diversity seeks representation from populations that are underrepresented and/or underserved and historically marginalized, and

WHEREAS, faculty/staff caucuses have no common criteria for membership and representation on CEOD;

THEREFORE, BE IT RESOLVED, that the membership of the Commission on Equal Opportunity be revised in Section III-B of the Bylaws of the University Council, as noted below, effective August 13, 2018, and the proposal forwarded to the President for approval.

## University Council By-Laws

### B. Commission on Equal Opportunity and Diversity

#### Membership:

...

**TEN** ~~Eight~~ Faculty and Staff **Caucus** ~~community~~ representatives (three-year terms)

Community representatives shall be chosen by one of two methods. Where there is a single widely representative organization for faculty and staff, this organization would have responsibility for electing a representative. Where there is no appropriate organization (or multiple organizations), then a related office, program, or center serving related interests will be responsible for the nominations and election (or selection) of a community representative. The **Vice President for Strategic Affairs and Provost for Inclusion and Diversity** will be responsible for overseeing the identification of community representatives on an annual basis, ~~including assuring that named organizations, programs or offices use an open process for securing nominations and interested participants if an election is not feasible or reasonable.~~ **Representatives elected by a university organization with open membership for faculty and staff (one representative each): A Faculty/Staff Caucus shall demonstrate its representational nature for membership on CEOD through verification of the following criteria:**

- At least one member serving in President, Vice President, Chair, or Vice Chair roles must be faculty or staff. Graduate students who are employees may serve on the leadership team.
- A written mission related to the advancement of equity, diversity, and inclusion.
- An advocacy focus for its own population as well as intersectional identities.
- Representative of an identity group that has been historically underrepresented, marginalized, and disenfranchised.
- Committed to upholding the Principles of Community.
- Maintains organizational documents and policies that include:
  - By-Laws and/or Constitution
  - Elected officers
  - Regular meetings and minutes
  - Definition of voting membership/quorum

- Annual reports of accomplishments and goals for the upcoming year

Changes to caucuses specified below per Resolution CEOD 2015-16B shall be approved by University Council.

- Black Caucus
- LGBT Caucus
- Hispanic / Latino Faculty and Staff Caucus
- Appalachian Caucus
- American Indian and Indigenous People's Caucus
- Women's Alliance and Caucus Alliance
- Disability Caucus
- International Caucus
- Veteran's Caucus
- Asian and Asian American Caucus

...

(Last updated on November 2, 2009, July 21, 2014, October 16, 2015, March 3, 2016, July 19, 2016, & October 11, 2016, ...)

**Commission on Equal Opportunity and Diversity  
Resolution 2017-18B**

**Resolution to Modify the Membership of the Commission on Equal Opportunity and Diversity (CEOD)**

Approved by Commission on Equal Opportunity and Diversity:	<i>April 9, 2018</i>
First Reading by University Council:	<i>April 16, 2018</i>
Second Reading by University Council:	<i>May 7, 2018</i>
Approved by University Council:	<i>May 7, 2018</i>
Approved by the President:	<i>May 7, 2018</i>
Effective:	<i>August 19, 2018</i>

WHEREAS, the Commission on Equal Opportunity and Diversity has grown in size over the years to be the largest Commission in the governance system, and

WHEREAS, University Council resolution CEOD 2015-16B updated membership to include representation of diverse employee constituencies by faculty/staff caucuses at Virginia Tech, and

WHEREAS, the Commission on Equal Opportunity and Diversity membership from Ex-officio, Faculty Senate, and Staff Senate, and Commission on Student Affairs representatives is higher than other university commissions, and

WHEREAS, University Council resolution CEOD 2014-2015B specifies CEOD's charge to "study, formulate, and recommend to University Council policies and procedures as they relate to the university's responsibilities regarding equal opportunity, affirmative action, accessibility, compliance, diversity, and inclusion. Areas for consideration include recruitment, retention, and advancement of faculty, staff, and students, in a manner consistent with the university's principles of community and commitment to equal opportunity and access", and

WHEREAS, the Commission should be more efficient through reduced size and yet maintain a diverse and appropriate representation of faculty, staff, and students;

THEREFORE, BE IT RESOLVED, that the membership of the Commission on Equal Opportunity be revised in Section III-B of the Bylaws of the University Council, as noted below, effective August 19, 2019, and the proposal forwarded to the President for approval.

## University Council By-Laws

### B. Commission on Equal Opportunity and Diversity

Membership\*:

#### Ex-officio

- ~~Vice President for Strategic Affairs & Vice Provost for Inclusion and Diversity & Vice President for Strategic Affairs~~
- ~~Assistant Vice President for Equity and Accessibility~~
- ~~Vice President for Human Resources Associate Vice President for Administration~~
- Vice Provost for Faculty Affairs
- ~~Senior Director Cultural and Community Centers Vice President for Student Affairs~~
- Director, Cranwell International Center
- Dean of Students
- Director of ADA Services and Access Services
- One academic dean selected by the Council of College Deans (two-year term)
- ~~One~~ Three representatives elected by the Faculty Senate, who ~~, of which at least one must be a representative elected by the Faculty Senate, of which at least one must be a senator (three year term)~~
- ~~One~~ Three representatives elected by the Staff Senate, who ~~, of which at least one must be a representative elected by the Staff Senate, of which at least one must be a senator (three year term)~~
- One representative of the administrative/professional faculty elected by the **Commission on Administrative and Professional Faculty Affairs** CAPFA (three-year term)
- ~~One staff representative from the Commission on Staff Policies and Affairs (one year term)~~
- ~~One faculty representative from the Commission on Faculty Affairs (one year term)~~
- ~~One student representative from the Commission on Student Affairs (one year term)~~
- ~~Ten~~ **Eight** Faculty and Staff **Caucus** community representatives (three-year terms)

...

- ~~Two~~ **Three** faculty, staff, or student at-large members (three-year term for faculty/staff representatives; one-year term if a student is selected) ...

The at-large members will be chosen by an application process, open to faculty, staff, and students, and conducted by the commission annually for the available, undesignated slot. The commission will forward at least two nominations (so long as there are at least two) for each vacant position to the president for appointment to the commission. The commission may rank the candidates in order of preference. The at-large positions are designed to allow representation from groups not identified above as well as individuals who would make significant contributions to the work of the commission, regardless of background.

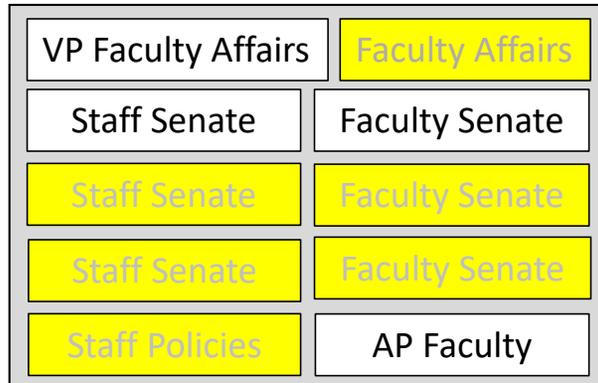
- ~~Two~~ **One** representative of the Student Government Association: ~~the Director of Equity and Inclusion for SGA and one representative elected by the Student Government Association~~ (one-year term)

- One representative of the Graduate Student Assembly elected by the Graduate Student Assembly (one-year term)
- ~~One student representative elected by the Council of International Student Organizations (one-year term)~~

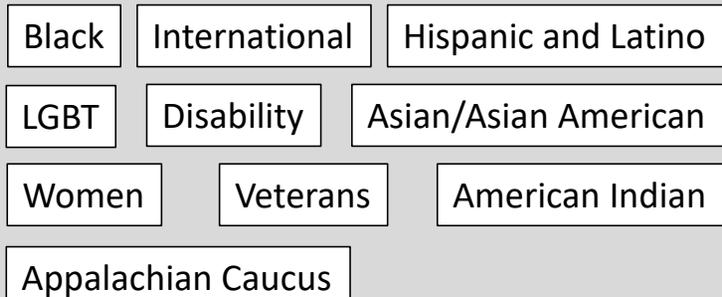
\*The chair will be elected from among the non-ex officio faculty or staff members of the commission

(Last updated on November 2, 2009, July 21, 2014, October 16, 2015, March 3, 2016, July 19, 2016, & October 11, 2016, ...)

## FACULTY/STAFF



### CAUCUSES



## STUDENTS

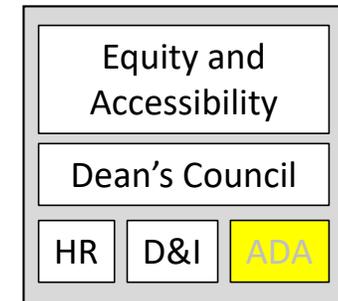


At large

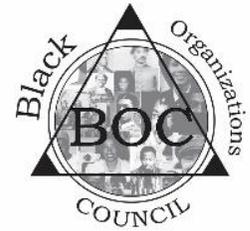
At large

At large

## ADMIN



■ = candidate for removal



For Immediate Release:

Dear Virginia Tech Community Members:

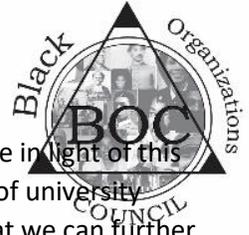
We, on behalf of the Virginia Polytechnic Institute and State University's Black Organizations Council (BOC) and the collegiate chapter of the NAACP write this letter to express our disgust and disappointment in regards to the [recent actions of the Virginia Tech Women's Lacrosse team](#). On Sunday, March 24th, a video surfaced of [team members singing lyrics to a song that contained racial slurs](#), that were sung without hesitation.

We, as a body that dedicates our efforts to the fight for equality of all people, disavow not only the actions of said team but the inaction of faculty, staff, and most notably, the administration of this university.

We, the executive board of this collegiate chapter, DEMAND the immediate disavowing of this behavior by President Timothy Sands through statement to the Virginia Tech community and student body. We, the executive board of this collegiate chapter, DEMAND immediate disciplinary action by the Virginia Tech Athletics department as well as the Department of Student Conduct. This most recent incident is one of many racially charged incidents affiliated with the University. The lack of public responses from university officials reinforces a history of complicity and apathy when it comes to racial incidents at Virginia Tech and a lack of advocacy on behalf of students of marginalized identities.

This type of offensive language contributes to an unwelcoming and harmful campus climate for black students. The lacrosse team incident is a small reflection of a larger pattern of Virginia Tech's racist and/or middle of the road approach in addressing social injustices at the University, including: the protection of a ["self-proclaimed" White Supremacist English TA](#) whose exposed racist ideology led to the doxing of a student activist, an upcoming event led by the [controversial group TPUSA](#), hosting Charlie Kirk on campus this semester in light of the violence that occurred [after his talk at CSU](#), and the sponsorship of professors like Charles Murray, whose pseudoscience supports a [flawed link between race and intelligence](#). When non-identifying Black people say the epithet, "Nigga/Nigger," it relates to a violent, racial history. "Nigga/Nigger" speaks to a culture of violence against Black people like the very recent murders of [Alton Sterling](#), [Stephen Clark](#), and [Danny Ray Thomas](#). We are in violent times and our campus should be a safe home for all of us.

While VT espouses a commitment to diversity and inclusion, as shown in statements regarding the [Diversity Strategic Plan](#) and the [Principles of Community](#), we do not believe that this institution can be genuinely invested in its diversity and inclusion initiatives while at the same time protecting the "freedom of speech" of those who find our identities threatening and of less value. We are not in an environment that operates from a perspective of support, resources, and wellness for Black students. We are still without adequate staffing of counselors of color, low faculty/staff, scholarships/funding for current Black students, and a responsive BIAS team that addresses our needs and safety. Black student enrollment and retention remains low and is not as competitive as other schools because of our history and lack of supportive structures, both social and financial.



In addition to these demands, we want to reassure any students that feel uncomfortable in light of this recent incident, to express this discomfort and disappointment to respective members of university administration. We also encourage the community to continue to speak out to us so that we can further represent the affected members of the student body.

Please be assured that BOC and the VT NAACP are currently engaged in meetings with VT Administration, the athletics department, and the lacrosse team in discussing how to move forward from here and what justice and equity will and should look like. We are looking for direct steps and actions from administration and athletics in these collaborative meetings. We are looking for action items that will last a lifetime. We will keep you all updated as we progress and appreciate your support and patience.

We, as tuition paying students of this institution, are often reminded by constant public relations campaigns and the Virginia Tech Athletics department that “This is Home”. In accordance, we seek to remind this university that we, the underrepresented students of this university, are here too, our voices will be heard, and this is also our home!

In Power and Solidarity,

The Executive Board of the Virginia Tech NAACP

Virginia Tech Black Organizations Council Board

## On The State of Our Principles of Community

Once again, the Virginia Tech community finds itself confronted with an incident that compels us to respond in defense of our Principles of Community and in support for our diverse and inclusive VT family. The behavior of the women's lacrosse team – a group officially representing the university in its formation and activities – must be unequivocally rejected. While we all have a responsibility to call out every instance of bigotry, CEOD's role in university governance requires us to reflect on the broader concerns raised by such incidents, so that our conversations may transcend simple condemnation and evolve towards making good on the rhetoric of inclusion that has been so prevalent at Virginia Tech for many years.

The students involved did, indeed, make a "poor choice." The place of racial slurs in popular culture is a complicated issue, but their use by white students must be understood in the context of historical systematic racism as well as contemporary manifestations of white supremacy. It is important that everyone in our campus community understands the impact and significance of these slurs, their historical context, and the pain such words may cause people of color. Potent responses about this particular incident have been offered by the Black Organizations Council and the NAACP, as well as from black alumni, LGBT+ students, and numerous allies. CEOD echoes the sentiments expressed in those statements.

CEOD's charge means that we need to speak to the broader issues raised by the university's response to this and other recent incidents on campus, in hopes of helping Virginia Tech live up to its ambitions to become an inclusive 21<sup>st</sup> Century university. Our aspiration, individually and collectively, should be to behave in a manner that cultivates an inclusive learning environment for everyone – **especially those who have been historically marginalized in our society and in Virginia Tech's history** – and establishes a safe space for conversation and understanding of discrimination, rather than a safe space for trite apologies after an offense. Nor is it desirable that minority students who already face significant demands be expected to bear the burden of making others understand why the use of racial slurs, or white supremacist symbols, or inflammatory rhetoric should be abhorred. Free inquiry and expression in a university setting are to be embraced as a means to provoke debate and discussion. However, all too often, many things are said and done with the intent of provoking outrage-- ultimately, those things are anathema to the vision and mission of our university. Learning from one another requires that we begin with the belief that others have something of value to offer to us, and the marginalization and dehumanization of those different from us presents insurmountable obstacles to that prospect.

The Principles of Community are a statement of values that, like most such pronouncements, are aspirational. We seek to become the community described therein, and must continually recommit ourselves to examining our actions and policies to determine where we can do better. We must also recognize that the commitment to becoming an inclusive university is not a political position, or even a step undertaken so that the university can fulfill its mission – it can only be realized if we embrace it as a moral obligation. We must do it because it is right and good-- not just because it represents a means to an end.

Values are not policy, and we have struggled in the aftermath of recent incidents to respond to calls to render the Principles of Community enforceable. The university already has codes of conduct in place for students, faculty, and staff, and relies on them to handle allegations of harassment and discrimination. We should continue to revisit those standards to determine whether they may be clarified or revised to provide better guidance on how they can be implemented, so that we might all have a safe space on campus. The issues encountered

recently haven't always risen to the level of legally defined harassment, but they have nonetheless brought harm to individuals and the community as a whole, and we believe that it is crucial that the university take steps to address these injuries and to minimize their occurrence in the future.

To that end, we ask that university leadership **re-engage with the 2007 Report from the Task Force on Race and the Institution** as a basis for concrete steps, focused on the needs of racially marginalized members of the university community, with particular focus on African American students, faculty, and staff who have been clear in communicating their experiences with anti-black sentiment and behavior. **Gender at VT has been created as a standing body addressing the concerns of women at the university. The creation of a similar body specifically dealing with race** could be beneficial to getting an understanding of issues for racially marginalized populations at the university, perhaps formalizing collaborations between group-specific caucuses.

The university has recognized the need to help students learn about issues of diversity. However, to be truly effective, it is critical that adequate resources be allocated for strategic investment in hiring faculty and developing curricula that will address core competencies for Virginia Tech students. **Increased representation of black students, faculty, and staff** are frequently cited in critiques of the university as a means of combating incidents of bigotry and bias, or at least minimizing the injury experienced as a result of them. **Ensuring adequate resources for Project 2022 and consideration of initiatives to increase the likelihood of hiring black faculty and staff** are steps immediately available to the university to improve these outcomes. **Supporting the development of diversity focused co-curricular opportunities** such as living-learning communities could also be a means to enhance the campus climate. **Adequate resources for co-curricular programming (e.g., through the Black Cultural Center) and academic programs (e.g., the Africana Studies Program)** would be a demonstrable commitment from the university administration as well.

We must also redouble our efforts to understand and speak to the needs of other groups, e.g., Jewish students, Muslim students, LGBTQ+ students, undocumented students, and other minority groups, who have been subjected to reprehensible behavior not only in the recent past, but as a matter of course for decades. The majority of the university community may not have been guilty of such actions, but the consequences have been significant for many within these groups and continue to hinder efforts to recruit and retain talented students and employees from marginalized populations, a must for both the practical needs of the university and our moral vision for the institution.

There is strength in diversity. As we commemorate Dr. Martin Luther King Jr.'s legacy this week, 50 years after his assassination, it is our hope that the Virginia Tech community will challenge itself to learn from these traumatic experiences, and that we may grow closer towards realizing his lofty dream-- together.

Sincerely,  
CEOD Executive Committee

CEOD Diversity in the Academic Mission Working Group

CEOD General Body

# CEOD Full Membership Meeting

April 9, 2018

# HR New Employee Orientation

- Inclusion and diversity activity
- Caucus/organization information
  - For both caucuses and organizations?
  - Information to provide to HR
    - Full Name (Abbreviation)
    - URL of website
    - One short paragraph of description (mission, major membership)
    - Contact information
      - Stable
      - VT affiliation
      - Self-explanatory name
      - Multiple account management/access
      - Student access (not Exchange account?)

## Representative to the Campus Development Committee (CDC)

- CDC charge:

To make recommendations and to serve as a conduit to disseminate information and solicit feedback concerning the **planned physical development of the university's built environment**, specifically as it relates to **buildings, grounds, and transportation planning**.

- Report to: Commission on University Support

## CDC Current Membership

- Membership

- Members

- Four Ex Officio
- One Student Affairs representative
- One Provost Area representative
- One college dean
- One AP faculty by Commission on AP Faculty Affairs
- Three faculty representatives by Faculty Senate
- One staff representative by Staff Senate
- One representative by GSA
- One representative by SGA

## Role of CEOD Representative to CDC

- Bridge the communication between CEOD and CDC regarding physical development of the university's built environment related to diversity and inclusion

## Representative Selection Criteria (1)

- Required qualifications:
  - Enthusiastic about and/or willing to learn diversity, inclusion, and physical development of the university's built environment
  - Good communication skills
  - Can attend both CEOD and CDC regular meetings

## Representative Selection Criteria (2)

- Optional qualifications:
  - Expertise in diversity related concerns regarding physical development of the university's built environment

## Representative Backup Mechanism

- Functions

- Serves as a regular backup for CEOD representative to CDC
- Attend CDC meeting(s) when the representative cannot
- Serve as next year's CEOD representative to CDC
- Communicate CDC information to CEOD members when the representative cannot