Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, February 23, 2021
Via Zoom: https://virginiatech.zoom.us/j/93403020845

Attendance
Menah Pratt-Clarke
Ellen Banks
Sarah Leftwich
Ellington Graves
Kelly Oaks
Pam Vickers
Anthony Scott
Shaila Mehra (for Laura Belmonte)
Anthony Wright de Hernandez
Sally Shupe
Latanya Walker
John Gray Williams
Gabby McCollum
Mae Hey
Christa Miller
Nina Ha
Annabelle Fuselier
Tamara Allen

Martina Svyantek

Guests
April Myers
Jeff Cumberland
Lori Buchanan
Sandy Martin
Whitney Abraham
Patricia Simpson
Christine Luketic

Absent
David Clubb (with notice)
Maia Greene-Havas (with notice)
LaTawnya Burleson (with notice)
Tamara Cherry-Clarke (without notice)
Dani Chown (with notice)
Courtney Swanson (without notice)
Banks Blair (with notice)

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 further acknowledge all those Native peoples whose tribal territory in the Trans-Mississippi West (in what became California, Colorado, and other western states) the U.S. government seized in the years before the Morrill Act of 1862. Sales of those lands funded the land-grant system of higher education both in Virginia and throughout the nation.

We also acknowledge the university’s historical ties to the indentured and enslaved whose labors built this institution. We pay respect to these people for their contributions to Virginia Tech.

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.

**Agenda**

1. Welcome and Introductions
   a. Ally Spotlight
      i. **Black History Month**
   b. Principles of Community Award Announcement
      i. **Nominations** are finished.
2. Second Reading - CEOD membership resolution 2020-21A
3. Presentation
   a. Dr. Christine Luketic on Workforce Demographics Report and how it is being used to support diversity initiatives and decision making
   b. Ellen Banks updates on HR Diversity Working Groups
4. Updates from University Council

**Minutes**

1. Welcome and Introductions
   1. Ally Spotlight
      **Black History Month**
   2. Principles of Community Award Announcement
      **Nominations** reported the POC awards nominations closed on Monday and as of Tuesday morning there were 15 individual nominations and 4 groups.
2. Second Reading - CEOD membership resolution 2020-21A
   1. The goal of this resolution is to update one ex officio membership role, Cultural and Community Centers transitioned from the Division of Student Affairs to the Office of Inclusion and Diversity.
   2. No feedback from staff senate, faculty senate, GSA
   3. From the commission: Suggested updating the name of the LGBT Caucus, Asian and Asian American Caucus and the Black Caucus.
   4. Motion to amend resolution-Christa Miller and second – Dr. Pratt-Clarke, passed with majority approval
   5. Motion to approve the amended resolution - Christa Miller and seconded, passed by majority approval
3. Presentation
   1. Dr. Christine Luketic on Workforce Demographics Report and how it is being used to support diversity initiatives and decision making
      1. PowerPoint to be forwarded.
2. Went over the Employee population for the last 5 years and the last 12 months.
3. Staff, GA and part-time Faculty numbers have not changed in 5 years
4. During the last 12 months, Staff has gone down, GA’s has gone up and Wage/Student wage was hardest hit.
5. Overview of differences by race and gender for workforce categories

2. Ellen Banks et. al. updates on HR Diversity Working Groups
4. Updates from University Council
   1. Shared governance resolution passed

Adjournment at 2:30 p.m.
CEOD Meeting
Employee population and demographics

Christine Luketic, PhD - February 2021

Overall Employment: past 5 years

Overall Employment: Past 12 Months
Reinventing Diversity

Recruiting – Phase 1

- Ellen Banks, HR Compliance and Policy Office
- Jeff Cumberland, Talent Acquisition Manager
- Whitney Abraham, Technical Recruiter
- Tricia Simpson, Sr. Project Manager, Process Improvement Specialist

Feb. 23, 2021
Our Team

- Ellen Banks – HR Compliance and Policy
- Renee Byrd – Office of Equity and Accessibility (OEA)
- Erica Cooper – Office for Inclusion and Diversity (OID)
- Jeff Cumberland/Whitney Abraham – Talent Acquisition
- Roslyn Garrison – College of Architecture and Urban Studies Recruiting
- Susan Hughes – HR Strategic Engagement
- Curtis Mabry – HR Initiatives and Partnerships*
- Leah Taylor – Executive Vice President and Provost Recruiting
- Tricia Simpson/Sue Teel – HR Project Management and Process Improvement

* transitioned to honorary/extended team member
The Journey: Continuous Improvement Phases

- Initiative launched: April 2020
- Review of current state: May 2020
- Process mapping: June/July 2020
- Phase 1: Faculty focused
  - Scoping and design: Aug.–Dec. 2020
  - Pilot: Jan./Feb. 2021
  - Target release: March 2021
- Phase 2:
  - Scoping: Feb./March 2021
  - New Team Members:
    - Michael Williams, Assistant Director, Student Success Initiatives
    - Greg Beecher, Human Resources for Division of Student Affairs
Diversity in Faculty Recruiting

- Driven by a passion for building diverse high performing teams
- Focused on reaching all available and qualified candidates
- Enabled by both short term (open position) and long term (relationship) elements building best-in-class talent pipeline
### Phase 1 Launch Content: Faculty Focused

- Early identification of diversity goals via FAAPs
- Directory of Diversity sourcing paths
- Search Committee Training links
- Recruiting Strategy Guide provides help to hiring managers

**PLUS**

- Bi-annual reports for each Senior Management Area will provide diversity data and other metrics throughout recruiting processes.
- New [website](#) resource outlining the recruiting process, guidelines, and helpful tools.
Sourcing Path Details

Reviewed and updated as part of Phase1. Working together to maintain/update is key to strong diversity recruiting channels.

• **Where Jobs are posted** (Automatic) – 12 channels
  New Channel added Feb 17: Higher Ed Military

• Additional Diversity Advertising Options
  Recruitment Resources by Professional Area – 100+ Channels
  Recruitment Resource by Target Group – 50+ Channels
  Additional General Recruitment Resources – 20+ Channels

Suggestions and updates: recruiting@vt.edu
**Pilot Details**

Duration: Six Weeks (Jan 18 - Feb 28)

<table>
<thead>
<tr>
<th>Position Title</th>
<th>Pilot Contact(s)</th>
<th>Phase</th>
<th>Senior management</th>
<th>Work type</th>
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<td>Sourcing</td>
<td>Agriculture &amp; Life Sciences</td>
<td>Teaching &amp; Research Faculty</td>
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<td>Certifying Pool</td>
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<td>Teaching &amp; Research Faculty</td>
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<td>Senior VP &amp; Chief Business Officer</td>
<td>Administrative &amp; Professional</td>
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<td>Digital Content Specialist</td>
<td>Mike McCoy, JMahl Stewart, Barndi Barnett, Susan Gill</td>
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<td>Vice Pres Advancement</td>
<td>Administrative &amp; Professional</td>
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<td>Staff Counselor - Black/African American Focus</td>
<td>Leslie Hubble</td>
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<td>Vice President for Student Affairs</td>
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<td>Associate Director for Housing</td>
<td>Leslie Hubble</td>
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<td>Rob Glenn, Minh-AN Pence, Alicia Eaton</td>
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<td>VP Campus Planning and Facilities</td>
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**Expected Go-Live: March 24**