Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, March 30, 2021
Via Zoom: https://virginiatech.zoom.us/j/94152608444

Attendance
*Stacey Wilkerson (for Menah Pratt-Clarke)
*Tamara Allen
*Gabby McCollum
*Ellen Banks
*Sally Shupe
*Latanya Walker
*Ellington Graves
*Banks Blair
*Annabelle Fuselier
*Kelly Oaks
*Anthony Scott
*Anthony Wright de Hernandez
*Shaila Mehra (for Laura Belmonte)
*Pam Vickers
*Christa Miller
*Joong Won Kim (for Nina Ha)
*Vivian Yamoah (for David Clubb)
*Martina Svyantek

*Sarah Leftwich
*Mae Hey
*Tamara Cherry-Clarke

Guests
*April Myers
*Bryan Garey
*Luisa Burgos

Absent
Maia Greene-Havas (with notice)
LaTawnya Burleson
Courtney Swanson
John Gray Williams

Agenda

1. Announcements
   a. Principles of Community Updates
      i. Award Recipients:
         1. **Department Award**: Translational Biology, Medicine, and Health Graduate Program
         2. **Group Award**: Walter Lee, Jeremi London, David Knight, Teirra Holloman, and Adam S. Masters
         3. **Individual Award for Long Term Contribution**: Dr. Brandy Faulkner
         4. **Individual Award for Recent Contribution**: Dr. Edward Polanco

2. New Business
   a. APIDA community Letter of Support
      i. Christa Miller shared the draft statement of support for feedback and
The meeting was adjourned at 2:23.
DIVERSITY PROGRAMS

LUISA BURGOS
SENIOR ASSISTANT DIRECTOR, OFFICE OF UNDERGRADUATE ADMISSIONS
VIRGINIA TECH
A total of 42,084 applications were submitted for the 2021 admissions cycle, representing a 36% increase in comparison to the 2020 admissions cycle.

- Black or African American applications have increased by 75% compared to last year.
- Hispanic applications have increased by 43%.
- Native American applications have increased by 92%.
- First generation applications have increased by 47% compared to last year.
PROGRAMS

Fall Programs:
• Fall Visitation / Open House
• Campus Connection Day

Spring Programs:
• Gateway / Hokie Focus

Summer Programs:
• Hispanic College Institute
• Black College Institute
• VT Sneak Peek
FALL VISITATION

2019
- Students 291 (433 w guests)
- Seniors 291
- Application rate 99%
- Offer rate 95%
- Yield 58%

2020
- Students 286 (487 w guests)
- Seniors 286
- Application rate 93%
- Offer rate 90%
- Yield TBD
CAMPUS CONNECTION DAY

2019 - 1 track
- Students 122 (455 w guests)
- Seniors 122
- Application rate 100%
- Offer rate 92%
- Yield 63%

2020 - 3 tracks
- Students 276 (508 w guests)
- Seniors 276
- Application rate 96%
- Offer rate 90%
- Yield TBD
2019
• Students 143
• Yield 76%

2020
• Canceled due to Covid-19

2021
• Students 289 (as of today)
• Yield TBD
HISPANIC COLLEGE INSTITUTE (HCI)

2019
- Students 120-150
- Applications 62
- Offer rate 92%
- Yield 60%

2020
- Students 167
- Seniors 117
- Application rate 64%
- Offer rate 72%
- Yield TBD
- Attended CCD- 11
- Attended FV- 6
- Attended both
- CCD& FV- 1
2019

• Students 362
• Seniors 321 (includes Juniors from 2018 program)
• Application rate 57%
• Offer rate 79%
• Yield 53%

2020

• Students 401
• Seniors 333 (includes Juniors from 2019)
• Application rate 81%
• Offer rate 80%
• Yield TBD
• Attended CCD- 40
• Attended FV- 16
• Attended both CCD& FV- 1
SNEAK PEEK

2019

• Three sessions: June, July, August
• Students 114 (w/ guests 183)
TRIBAL INITIATIVES

- 51 apps total (compare to 26 last year, doubled)
- 57% offer rate
- From here so far 4 students have already accepted their offer.
- Programs:
  - Virtual College Table Series (6 events)
  - Virginia Tech and The Virginia Tribal Education Consortium Virtual Seminar
THE YATES SOCIETY

- Founded in 2005 and honors Charles Yates, the first African American graduate of Virginia Tech.
- Fall 2019 – 50 students
- Spring 2020 – 35 students
2021 Campus Climate Survey
Our team of survey/assessment experts

- **Taylor Barker**, data analyst, *Human Resources*, tbarker@vt.edu
- **Chatrice Barnes**, associate director of faculty diversity, *Office for Inclusion and Diversity*, chatrice@vt.edu
- **Bethany Bodo**, director of institutional effectiveness, *Office of Analytics and Institutional Effectiveness*, bbodo@vt.edu
- **Bryan Garey**, vice president for human resources, bgarey@vt.edu
- **Martha Glass**, assistant vice president for administration, *Student Affairs*, mglass@vt.edu
- **Amy Hogan**, assistant provost for leadership initiatives, *Provost*, amyhogan@vt.edu
- **Jeananne Knies**, director of assessment and professional development, *Student Affairs*, jtiffany@vt.edu
- **Kacy Lawrence**, director of assessment, *Graduate School*, klawr5@vt.edu
- **Christine Luketic**, director of analytics and reporting, *Human Resources*, cluketic@vt.edu
What is a climate survey?
- A tool to measure the current attitudes, behaviors, and standards of faculty, staff, and wage employees and university administrators.

Why conduct a climate survey?
- To understand the perceptions of employees as it relates to diversity, inclusion, leadership, work environment, and job satisfaction.

What will we learn from a climate survey?
- Employee perceptions of university climate, including diversity, inclusion, leadership, work environment, and job satisfaction.
- Understand the differences in campus experiences for different groups of people and across locations.
- Level of employee engagement and perceptions of COVID-19.
- How university climate has changed since last survey conducted in 2018.
Launching employee climate survey

- Survey launches April 13; open until May 3.
- Last survey conducted Fall 2018; 34% participation.
- Employees across all locations will take the survey.
- Survey questions are more simplified and streamlined.
  - Built by a cross-functional committee of survey/assessment experts.
- Full results will be analyzed and reported out after survey closes.
• Survey questions focus areas

Focus Areas

Career
Demographics
Climate
Diversity and Inclusion
COVID-19
Safety
Employee Relations
Recruitment
Resources and Infrastructure
• Employees will receive a direct link by email to complete the survey.
  ▪ Some demographic and organizational information from Banner will be used.
  ▪ Individual responses are **absolutely confidential**!
  ▪ Developing a process for employees who don’t have email to take the survey.
  ▪ Communications distributed through VT Daily Email, HR leaders and directors, managers and supervisors, select university groups, and HR website.
• **Data is valuable and participation is important!**

• Encourage participation. **Every opinion matters!**

• Communicate with your team; remind them to take the survey.

• Assure employees their responses are confidential.
• Survey results will be shared:
  ▪ Broken down by senior management areas and shared at the VP level.
  ▪ Reported at stakeholder group meetings to BOV, President’s Cabinet, University Council, Staff Senate, Faculty Senate, and HR groups.
  ▪ Published article in the VT Daily Email.
  ▪ Posted on Human Resource’s website.
We look forward to your feedback!