

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
 3. Thank you to the committee members: Gabby McCollum, Kelly Oaks, Sally Shupe, LaTawnya Burleson, and Sandy Martin
2. New Business
 - a. APIDA community Letter of Support
 - i. Christa Miller shared the draft statement of support for feedback and

- comments
 - ii. The statement will be voted on electronically
- b. Joint Caucus statement coordinated by Erica Cooper
 - i. Stacey Wilkerson will ask Erica Cooper for a copy of the joint statement
- 3. Presentation
 - a. Undergrad Admissions and Admissions Ambassadors, Luisa Burgos
 - i. A copy of the presentation is included with minutes.
 - b. Human Resources Climate Survey, Bryan Garey
 - i. A copy of the presentation is included with minutes.
- 4. Updates from UC
 - a. CEOD Membership Resolution
 - i. First reading had no comments
 - ii. Second reading is April 5th

The meeting was adjourned at 2:23.

DIVERSITY PROGRAMS

LUISA BURGOS

SENIOR ASSISTANT DIRECTOR, OFFICE OF UNDERGRADUATE ADMISSIONS

VIRGINIA TECH

ADMISSIONS DATA

- 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:

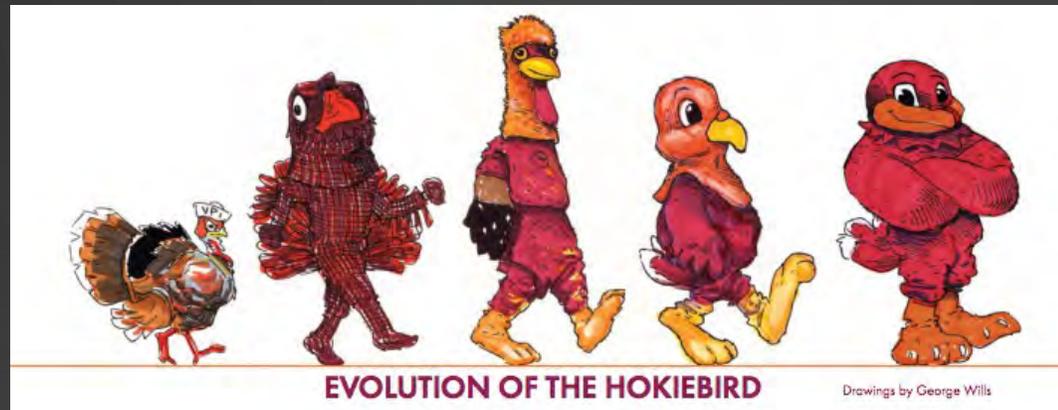
- Fall Visitation / Open House
- Campus Connection Day

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



TIME	EVENTS	LOCATION
8:00AM - 10:00AM	Open House: Arrive and Check in	BISHOP FAYRACH HALL
8:00AM - 5:00PM	Open House: Admissions and Financial Aid Information Session	BURNESS HALL
8:00AM - 5:00PM	Open House: Morning Academic College and Specialty Sessions <small>Transfer Admissions Information Session (November Only), College of Agriculture and Life Sciences, College of Architecture and Urban Studies, Pamplin College of Business, College of Engineering, College of Liberal Arts and Human Sciences, College of Natural Resources and Environment, College of Science, University Student Services, Forestry, Public Health, Redwood Wood Store.</small>	LOCATIONS VARY
1:00PM - 5:00PM	Campus Connection Day: Youth program (Middle School) <small>Welcome to our College and Community Center, LEAD (Leadership Learning and Development) Program, and the Student Center.</small>	QUINN STUDENT CENTER COMMONWEALTH BALLROOM

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

GATEWAY



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

BLACK COLLEGE INSTITUTE (BCI)

BCI ALUM SPOTLIGHT



Brooke Battle

- Hometown: Emporia, VA
- School: Greenville County High School
- Major: Political Science
- Fun Fact: "My dream pet is a Capuchin Monkey."

➤ Favorite BCI moment or event: "Being able to interact with a lot of different people and coming out of my comfort zone. Playing different group games really made us open up which was great."



BCI ALUM SPOTLIGHT



Brakayla Rollinson

- Hometown: Tallahassee, FL
- School: John Champe High School
- Major: Hospitality and Tourism Management

BCI ALUM SPOTLIGHT



Alexandria Johnson

- Hometown: Prince George, VA
- School: Prince George High School
- Major: General Engineering

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

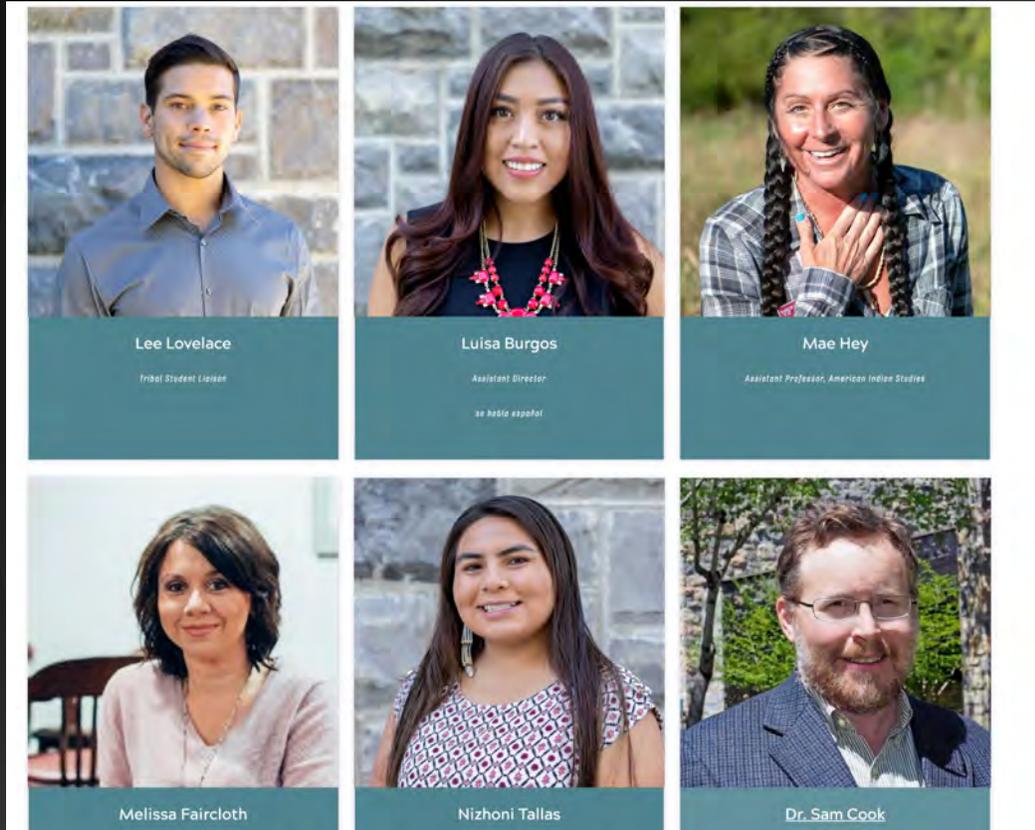
SNEAK PEEK



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

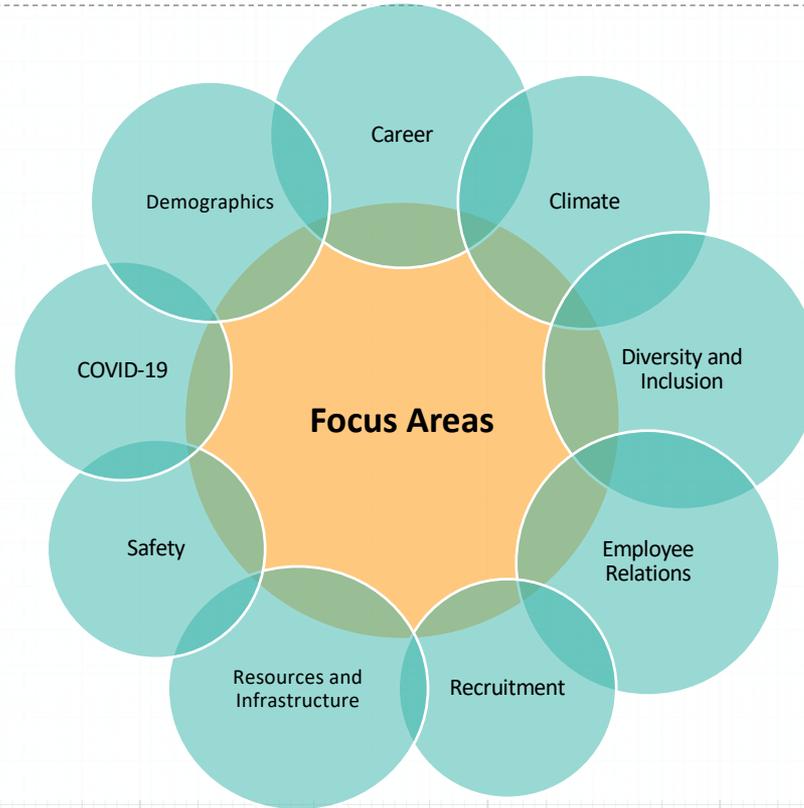
■ Climate survey introduction

- **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



■ How employees will complete survey

- 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.



■ We need your help

- *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.



■ Post survey: How we plan to communicate results

- 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!