

# Commission on Equal Opportunity and Diversity

Full Membership Meeting Tuesday 1:30 PM, April 19, 2022

Via Zoom: <https://virginiatech.zoom.us/j/84992970617>

## LAND ACKNOWLEDGEMENT & LABOR RECOGNITION

Virginia Tech acknowledges that we live and work on the Tutelo / Monacan People's homeland and we recognize their continued relationships with their lands and waterways. We further acknowledge that legislation and practices like the Morrill Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands, both locally and in western territories.

We understand that honoring Native Peoples without explicit material commitments falls short of our institutional responsibilities. Through sustained, transparent, and meaningful engagement with the Tutelo / Monacan Peoples, and other Native Nations, we commit to changing the trajectory of Virginia Tech's history by increasing Indigenous student, staff, and faculty recruitment and retention, diversifying course offerings, and meeting the growing needs of all Virginia tribes and supporting their sovereignty.

We must also recognize that enslaved Black people generated revenue and resources used to establish Virginia Tech and were prohibited from attending until 1953. Through InclusiveVT, the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence, we commit to advancing a more diverse, equitable, and inclusive community.

## Attendance

Gabby McCollum- Chair CEO

Christa Miller- Disability Caucus and Alliance

Stacey Wilkerson- Support/OID

Jo Wolf- LGBTQ+ Caucus (Proxy for John Grey Williams)

Dr. Menah Pratt-Clarke - Ex Officio / VP for Strategic Affairs and Diversity

Kelly Oaks- Equity and Accessibility

Shaila Mehra- Proxy for Dean Laura Belmonte

Ellen Banks- Proxy for HR

Lee Lovelace- AIIP Alliance and Caucus

Nikeshia Arthur- SSD

Latanya Walker- Black Faculty and Staff Caucus

## Guests:

April Myers

Mark Nichols

Karen Eley Sanders

## Attendance

1. Approval of March meeting minutes
  - a.
2. Old Business
  - a. Resolution to add CEOD to Parking and Transportation Committee
    - i. Resolution passed
    - ii. Christa Miller will be the CEOD representative
  - b. Resolution 2021-22A: Resolution to Modify Presidential Policy Memorandum (PPM) 286
    - i. Being heard to University Council April 18, 2022
    - ii. First reading on 4/18 University Council
    - iii. To ensure that the name is accurately reflected in the resolution
  - c. Response to CRT/DEI as a commission
    - i. Conversation with larger full body about possibly addressing dialogue on this
    - ii. Gabby called for comments on the topic
      1. No other commissions have made a statement or requested a joint statement
      2. CLAHS hosted a day long symposium about CRT, fairly large scale programming around this, there have been efforts on campus to support this
      3. Links to CRT Symposium
        - a. [https://video.vt.edu/media/CRT+Academic+Symposium+Part+I/1\\_drhgsj49](https://video.vt.edu/media/CRT+Academic+Symposium+Part+I/1_drhgsj49)
        - b. [https://video.vt.edu/media/CRT+Academic+Symposium+Part+I/1\\_drhgsj49](https://video.vt.edu/media/CRT+Academic+Symposium+Part+I/1_drhgsj49)
      4. Suggestion for a small group that may be interested in working on this, reach out to the school of education to understand the impact, if folks are interested, let Stacey know
        - a. Christa Miller is interested, will pick this up in the fall
  - d. Resolution on Land Acknowledgement and Labor Recognition
    - i. Will not be able to move this forward this year
    - ii. Will move this forward in the upcoming year
    - iii. Dr. Pratt-Clarke- statements have been vetted by members of the History Council, encourage you to go back to your caucuses and constituencies and ask for feedback, send to Dr. Pratt-Clarke, work on this over the summer and then work on this early in the Fall
      1. Closing 1872 Forward event at homecoming in October, would like to have a university approved acknowledgement by then
3. New Business
  - a. Elections
    - i. Many positions are ex officio, these positions are not allowed to be chair, members of caucuses can be chairs

- ii. University Planning- recommendation to come next year to present
  - iii. For the Fall, request that HR return on Reimagining Diversity Recruitment Initiative
- 4. Presentations
  - a. Pam Vickers and Mark Nichols, CAWG
- 5. Other items
  - a. Working Group Updates
    - i. Disaggregation of Data Working Group
    - ii. Principles of Community Awards
- 6. Announcements
  - a. Black Caucus– update on letter to President Sands
    - i. Dr. Karen Eley Sanders
      - 1. Serve as Black Caucus rep to University Council; resolution on UC agenda to make adjustments to UC membership; reading of remarks from meeting
      - 2. Seats lost (3) Black Organizations Council, Office of Equity and Accessibility, Black Caucus
      - 3. CEOD will have 2 seats with new format
      - 4. Black Caucus wrote a letter to President Sands and all members of Board of Visitors; President Sands responded to the letter; understands and goal was not to be exclusive; would like to discuss further (1) not to increase size of UC (2)
        - a. Dr. Pratt-Clarke- has been thinking about options without enlarging UC, CEOD as a body to think about how it wants to send members forward to UC, historically has been volunteers and who wants to serve in the role, there is an opportunity for CEOD to have an understanding that one of the representatives will be a member of the Black CAucus- allocating a seat to the caucus member to represent UC; upcoming year still an open seat- John Grey- speaking for CEOD as a body; Or allocate a seat to OEA
        - b. 2 Seats- John Grey has filled one of them and the other is usually for the chair- but chair position can send proxy
        - c. Lost the student seat in the new UC
        - d. Two positions that can be faculty/staff/students
  - b. Access and Inclusion awards that are hosted annually by SSD, this year will be hybrid, seeking nominations  
<https://baseline.campuslabs.com/vpiasu/ssdawards2022>
    - i. <https://baseline.campuslabs.com/vpiasu/ssdawards2022>
  - c. For the Fall, request that HR return on Reimagining Diversity Recruitment Initiative
  - d. APIDA Heritage Month <https://ccc.vt.edu/index/acec/acec-events.html>
  - e. Achievement Ceremonies <https://ccc.vt.edu/calendar/ceremonies.html>
  - f. Powwow <https://ccc.vt.edu/calendar/powwow.html>

g. International Street Fair <https://ccc.vt.edu/calendar/powwow.html>

7. Adjournment

a. The meeting was adjourned at 2:46pm