

Commission on Equal Opportunity and Diversity

MEETING MINUTES

Full Membership Meeting Tuesday 1:30 PM, September 20, 2022

Via Zoom: <https://virginiatech.zoom.us/j/81562630326>

ATTENDANCE

Member Name	Member Position	In Attendance
LaTawnya Burleson	Chair & Appalachian Caucus Representative	Present
Melissa Faircloth	Vice Chair & American Indian and Indigenous People's Alliance Representative	Present
Menah Pratt	Ex Officio & VP Strategic Affairs and Diversity	
Stacey Wilkerson	OID Liaison	Present
Bryan Garey	Ex Officio & VP for HR	
Ellen Banks	Ex Officio & VP for HR designee	
Susan Hughes	Ex Officio & VP for HR designee	Present
Barbara Lockee	Ex Officio & Vice Provost for Faculty Affairs designee	
Ellington Graves	Ex Officio & Assoc Vice Provost for Inclusion and Diversity	
Kelly Oaks	Ex Officio & Assistant Vice President for Equity & Accessibility	Present
Pam Vickers	Ex Officio & Director of ADA and Access Services	Present
Anthony Scott	Ex Officio & Dean of Students or designee	Present

Christa Miller	Disability Alliance and Caucus Representative	Present
Aimée Suprenant	Council of College Deans Representative	Carry Mayer (Proxy) Present
Rebecca Hester	Faculty Senate Senator	Present

Judy Taylor	Staff Senate Senator	Present
Nikeshia Arthur	AP Faculty Senate Senator	Present
Vacant	International Caucus Representative	
Shania Clinedinst	Black Caucus Representative	Present
John Gray Williams	LGBTQ+ Caucus Representative	
Michael Walsh	Hispanic/Latino Faculty/Staff Caucus	Present
Lujean Baab	Women's Alliance and Caucus	
Bonnie Zare	Women's Alliance and Caucus- Proxy	
Nicole Akers	Veteran's Caucus Representative	
Vincent Wang	Asian Pacific Islander Desi American Caucus Representative	Present
Annabelle Fuselier	Faculty/Staff At-Large Representative	Present
Vacant	Undergraduate Student At-Large Representative	
Vacant	Graduate Student At-Large Representative	
Nicole Adia Jefferson	Graduate and Professional Student Senate	Present
Daniell Nisbet	Undergraduate Student Senate Senator	
Vacant	Graduate and Professional Student Senate Senator	
April Myers	Director of Governance Administration & Guest	Present

LAND ACKNOWLEDGEMENT & LABOR RECOGNITION

Land Acknowledgement

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 the Morrill Land-Grant College Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands in California and other areas in the West.

Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits partly on land that was previously the site of the Smithfield and Solitude Plantations, owned by members of the Preston family. Between the 1770s and the 1860s, the Prestons and other local White families that owned parcels of what became Virginia Tech also owned hundreds of enslaved people. Enslaved Black people generated resources that financed Virginia Tech's predecessor institution, the Preston and Olin Institute, and they also worked on the construction of its building.

1. Attendance
2. Approval of April meeting minutes
 - a. Motion for approval by Christa Miller
 - b. Motion seconded by Annabelle Fuselier
 - c. Vote carried unanimously
3. Review of CEOD Charge
 - a. To advise the President's Inclusion and Diversity Executive Council and 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.
4. Welcome and Introductions
 - a. Name & title
 - b. Representation on CEOD
 - c. What do you hope to accomplish this year?
5. Old Business
 - a. Elections
 - i. LaTawnya Burleson- Chair
 1. Nomination by Judy Taylor
 2. Nomination seconded by Annabelle Fuselier
 3. Vote carried unanimously
 - ii. Melissa Faircloth- Vice Chair
 1. Nomination by Annabelle Fuselier
 2. Nomination seconded by Christa Miller
 3. Vote carried unanimously
 - b. Resolution on Land Acknowledgement and Labor Recognition
 - i. Most up-to-date [language](#) sent with Agenda
 1. Questions were brought forward about differences in language from Native and Indigenous Alliance
 2. Link to <https://ccc.vt.edu/index/aiicc.html>
 3. LaTawnya, Melissa, and Stacey will make updates based upon this language and today's conversation

4. Draft resolution shared at next meeting

6. New Business

- a. Membership Resolution per University Council Constitution and Bylaws
 - i. With the recent changes in the University Council structure, the Black Caucus and the Office for Equity and Accessibility lost their seats on UC.
 - ii. These issues were brought forward to CEOD in April and brought forward to the President and University Council.
 - iii. As a result, CEOD has been given four representatives to University Council, one of which will be a representative from the Black Caucus, as specifically requested by the Board of Visitors.
 - iv. This resolution states that the four seats will include the Black Caucus and the Associate VP and two other representatives within the commission.
 - v. Historically, this has been the chair and vice chair. Questions/Comments
 - a. Confirm representatives
 - b. Send draft notice to University Cabinet
 - c. Edit two items (1) language about spring semester to align with intent to have representatives confirmed by spring; (2) membership term concurrent with CEOD terms
 - d. Bring back to CEOD at October meeting
- b. Updated work plan
 - i. Send to University Governance
- c. Annual Check In with Caucuses
 - i. Send this out before next meeting

7. Presentations

- a. Call for presentations
 - i. Title IX / SVCC update - Katie
 - ii. OID update
 - iii. Admissions
 - iv. CAWG update
 - v. Anthony Scott with HRL model
 - vi. Mental health / Cook Counseling update / presentation / embedded counselors / timely care / Ellie
 - vii. Bias Response Team - currently on hold at this time / no presentation at this time

8. Other items

- a. Working Group Updates
 - i. Disaggregation of Data Working Group
 - ii. Principles of Community Awards

9. Announcements

- a. University Council updates
 - i. Upcoming resolutions
 - ii. <https://governance.vt.edu/>
- b. Caucus updates

10. Adjournment

- a. Motion to adjourn meeting by Christa Miller
- b. Motion seconded by Shania Clinedinst
- c. Meeting adjourned at 2:41pm