

# Commission on Equal Opportunity and Diversity

Full Membership Meeting Tuesday 1:30 PM, April 18, 2023

Via Zoom: <https://virginiatech.zoom.us/j/84197167684>

## 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 legislation and practices like 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, both locally and in Western states and territories.

## 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 enslaved hundreds of 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.

Member Name	Member Position	Present
LaTawnya Burleson	Chair & Appalachian Caucus Representative	Yes
*Melissa Faircloth	Vice Chair & American Indian and Indigenous People's Alliance Representative	Yes
Menah Pratt	Ex Officio & VP Strategic Affairs and Diversity	Yes
Stacey Wilkerson	OID Liaison	Yes
Bryan Garey	Ex Officio & VP for HR	
Ellen Banks	Ex Officio & VP for HR designee (HR designee)	Yes
Susan Hughes	Ex Officio & VP for HR designee (HR designee)	
Barbara Lockee	Ex Officio & Vice Provost for Faculty Affairs designee	Not able to attend

Ellington Graves	Ex Officio & Assoc Vice Provost for Inclusion and Diversity	Yes
*Kelly Oaks	Ex Officio & Assistant Vice President for Equity & Accessibility	Yes
Pam Vickers	Ex Officio & Director of ADA and Access Services	Yes
Mark Sikes	Ex Officio & Dean of Students	
Anthony Scott	Ex Officio & Dean of Students (DOS designee)	Yes

<b>Member Name</b>	<b>Member Position</b>	<b>Present</b>
Christa Miller	Associate Director of Services for Students with Disabilities & Disability Alliance and Caucus Representative	Yes
Aimée Suprenant	Dean of Graduate School & Council of College Deans Representative	Yes
Rebecca Hester	Associate Professor, Science, Technology and Society & Faculty Senate Senator	Yes
Judy Taylor	Executive Assistant Faculty Affairs & Staff Senate Senator	Yes
Nikeshia Arthur	Associate Dean of Student and Director for Students with Disabilities & AP Faculty Senate Senator	Yes
Vacant	International Caucus Representative	
*Shania Clinedinst	Diversity Initiatives Support Specialist & Black Caucus Representative	
*John Gray Williams	Director of Recruitment	

	CNRE & LGBTQ+ Caucus Representative	
Michael Walsh	Hispanic/Latino Faculty/Staff Caucus	
Tamara Cherry-Clarke	Assistant Dean Women's Alliance and Caucus	
Bonnie Zare	Women's Alliance and Caucus- Proxy	
Nicole Akers	Veteran's Caucus Representative	Yes
Vincent Wang	Associate Professor and Kevin P. Granata Faculty Fellow & Asian Pacific Islander Desi American Caucus Representative	Yes
Annabelle Fuselier	Faculty/Staff At-Large Representative	Yes
Eric Thomas	Undergraduate Student At-Large Representative	Yes
Kendall Holloway	Graduate Student At-Large Representative	
Nicole Adia Jefferson	Graduate and Professional Student Senate	Yes
Emma Yadene	Undergraduate Student Senate Senator	Yes
April Myers	Director of Governance Administration & Guest	Yes

1. Approval of April Agenda
  - a. Motion to approve agenda - Nicole Akers
  - b. Second motion - Christa Miller
  - c. The motion was fully approved.
2. Approval of [March Meeting Minutes](#)
  - a. Motion to Approve - Kelly Oaks
  - b. Second Motion - Ellen Banks
  - c. The motion was fully approved.
3. Old Business
  - a. Resolution 2022-23B Resolution to Approve the Land Acknowledgement and Labor Recognition Statement
    - i. [Resolution 2022-23B](#)

- ii. CEOD 1st Reading was at the November meeting.
  - iii. CEOD 2nd Reading was at the February meeting.
  - iv. Senate Review
    - 1. Reviewed by Staff Senate - reviewed and approved
    - 2. Reviewed by AP Faculty Senate - reviewed and approved
    - 3. Reviewed by Faculty Senate - waived the right to comment
  - v. University Council Readings
    - 1. First reading occurred at March 13th meeting
    - 2. Second reading will occurred at April 3rd meeting
  - vi. Waiting for presidential approval
    - 1. Story on the land and labor
    - 2. Send to President Sands and he will adopt it
4. New Business
- a. [Membership for 2023-2024](#)
    - i. Chair (Melissa Faircloth has agreed to serve)
    - ii. Vice Chair (LaTawnya Burleson has agreed to serve)
    - iii. Faculty Senator elected by Faculty Senate (Rebecca Hester)
    - iv. Women's Caucus representative (Vacant)
    - v. Disability Alliance and Caucus representative (Christa Miller)
    - vi. Graduate Student At Large (Kendall Holloway)
    - vii. Faculty/Staff At Large (Annabelle Fuselier)
    - viii. Undergraduate Student At Large (Eric Thomas)
    - ix. Undergraduate Student Senator elected by USS (Emma Yadene)
    - x. Graduate and Professional Student Senator elected by GPSS (Nicole Adia Jefferson)
    - xi. Parking and Transportation Committee (Christa)
  - b. Proposed Goals for 2023-2024
    - i. Determine goals for upcoming year
    - ii. Goals from previous year
  - c. Representative from CEOD to serve on CAWG
    - i. Call for representative to serve on the Campus Accessibility Working Group
      - 1. Let Melissa, LaTawnya, or Stacey know
  - d. September Meeting Presentation
    - i. TBD
  - e. Working Group Updates
    - i. Username Change Working Group
      - 1. Call for working group members
      - 2. First meeting on 5/25/23
        - a. Meeting with Dr. Midkiff, going through IT rather than a policy change, brough group together (HR, Registrar, IT, etc.), groups are interested, need to work through challenges
5. Presentation
- a. Office for Equity and Accessibility

- i. Kelly Oaks, Associate Vice President for Equity and Accessibility
- ii. Pam Vickers, Director of ADA and Access Services
- iii. Annual Report -  
[https://oea.vt.edu/content/dam/oea\\_vt\\_edu/annualreports/2021\\_2022\\_OEA\\_Annual\\_Report.pdf](https://oea.vt.edu/content/dam/oea_vt_edu/annualreports/2021_2022_OEA_Annual_Report.pdf)
  - 1. <https://oarc.vt.edu/HokieHotline.html>

6. Announcements

- a. University Council updates
  - i. April Myers shared update on University Council
    - 1. Approval of resolution from 4/17 meeting
    - 2. April will resend email from 4/17 with resolution information
- b. Caucus updates
  - i. Appalachian Caucus - met on 4/13, group of 22 folks, renewal of the organization
  - ii. Graduate ceremonies coming up in May -  
<https://ccc.vt.edu/calendar/ceremonies.html>
- c. Committee updates
  - i. Parking and Transportation - request for ADA parking questions on the survey (Christa) Nick Quint is the point of contact for P&T
    - 1. Issues with ADA parking with special events (athletic events and graduation ceremonies) - complex and multi layered issue
      - a. When ADA parking is available, folks who organize the event don't go beyond designating the space which can create issues. The space is so large that folks can't necessarily get to the location for the event.

7. Adjournment

- a. Motion to adjourn - Ellington Graves
- b. Second motion - Ellen Banks
- c. Meeting adjourned at 2:33pm