

## **CSPA Meeting Minutes**

**11/29/22**

**2:00 to 3:00 pm**

**Zoom**

**Attendees:** Akers, Chris <[cakers@vt.edu](mailto:cakers@vt.edu)>; Alford, Judy <[jualford@vt.edu](mailto:jualford@vt.edu)>; Baker, Joseph <[bakerjb@exchange.vt.edu](mailto:bakerjb@exchange.vt.edu)>; Bowden, Brent <[brbowden@vt.edu](mailto:brbowden@vt.edu)>; Broyles, Doug <[dbroyles@vt.edu](mailto:dbroyles@vt.edu)>; Burleson, LaTawnya <[latawnya@vt.edu](mailto:latawnya@vt.edu)>; Case, Jennifer <>; Grant, Alan <>; Harper, Bruce <[bharper@vt.edu](mailto:bharper@vt.edu)>; Mabry, Curtis <[cmabry@vt.edu](mailto:cmabry@vt.edu)>; McElfresh, Jamie <[jamie70@vt.edu](mailto:jamie70@vt.edu)>; Myers, April <[abmyers@vt.edu](mailto:abmyers@vt.edu)>; Parrish, Alex <[x3iv@vt.edu](mailto:x3iv@vt.edu)>; Sullivan, Mary <[marysull@vt.edu](mailto:marysull@vt.edu)>; Hartsoe, Justin <[justinh22@vt.edu](mailto:justinh22@vt.edu)>;

### **Discussion with Menah Pratt**

- Discussed that the larger vision and mission is to empower Virginia Tech community to be able to this work.
- Principles of Community is the guide that we are currently using.
- Increasing/building cultural competency all over campus.
- Online platform in TLOS is where there are specific courses regarding creating an inclusive climate and creating and inclusive workplace.
- Currently different modules about Active Listening, Language Matters, and Celebrate Together and these are open until 12/20/22 which allows us to track activity each semester.
- All modules have videos and we have combined some together.
- Since this is done through Canvas there is an opportunity for reflection and 3 short questions.
- After completion you will receive a credential.
- Request for "Making the chair fit" coming back.

### **Inclusive Workplace**

- This is more for supervisors but this can be a great resource for everyone.
- This workshop has 4 modules which are: Knowing Your Role, Reducing Implicant Bias, Difficult Conversations, and Creating a workplace where people will stay.
- Once completed there is a discussion board and short quiz
- Once everything is complete individual will receive a credential.
- Recommended for self-pace and not with a group.
- VT Explorers is another opportunity to get credentialed. (These are at the cultural/community centers.

### **Book Clubs**

- Last spring we had the Principles of Community Week and this helped with launching this program.
- Every fall
- Recently used resources to become more aware of disabilities in workplace.
- Great resources in the community and cultural centers.

### **Principles of Community Week**

This helps with building our own competency and can utilize

<https://www.inclusive.vt.edu/education.html>

### **Historical Markers**

- There are 7 new historical markers that have been added to the campus with more culturally competent information
- Listed is the link to historic markers with a list and walking tour.
- <https://strategicaffairs.vt.edu/CouncilonVTHistory/historic-markers.html>

### **Solitude Fraction House**

- New and we are allowing this to be part of our history
- Great labs and Vickie Ferguson doing a great job at leading this program.
- Displaying art this Thursday from 3:30 pm to 5:00 pm at the house.