

Commission on Staff Policies and Affairs
Tuesday, April 23, 2024
11:00 am
<https://virginiatech.zoom.us/j/82126985689>

Present: Callan Bartel (presiding), Brent Bowden, Jenni Case, Lacey Doyle, Alan Grant, Sarah Henderson, Alex Parrish, James Perkins, Michelle Raines, Susanna Rinehart, and Mary Sullivan.

Absent with Notice: Nikki Gland-Turpin, Amanda Hill, and Curtis Mabry.

Absent: Doug Broyles, Chad Kelley, Anna Koubek, and Jamie McElfresh.

Guests: Harrison Blythe, Kari Evans, April Myers, and Tasia Persson.

Callan Bartel called the meeting to order at 11:02 a.m. A quorum was present.

1. Adoption of Agenda

A motion was made and seconded to adopt the agenda. The motion carried.

2. Approval of or Announcement of approval and posting of minutes of March 26, 2024

A motion was made and seconded to approve the March 26, 2024 minutes.

3. Old Business

No old business

4. New Business

No new business

5. Senate Updates

No new updates

6. Presentation

Tasia Persson, Chair, Diversity, Equity, Inclusivity, and Belonging Committee gave an overview of the upcoming Governance School Mentoring Program. The presentation is attached.

Harrison Blythe, Director of Civil Rights Compliance and Conflict Resolution, Office for Equity and Accessibility spoke to the Commission about Caste-based Discrimination and Policy 1025.

7. Other Items

A CSPA representative is needed on the VT Employees' Spouse and Dependent Scholarship Committee. Please contact Callan Bartel if you're interested.

8. Announcements

This is the last meeting of the 2023-24 session. Goals for next year include exploring Staff Bereavement Leave and Staff and Non-student Wage compensation.

9. **Adjournment**

There being no further business, a motion was made to adjourn the meeting at 11:51 a.m.

Diversity, Equity, Inclusion, and Belonging Committee

“WE MAY HAVE ALL COME ON DIFFERENT SHIPS, BUT WE’RE IN THE
SAME BOAT NOW.” – MARTIN LUTHER KING, JR.

DEIB Committee Composition & Background

- Origins
- Progression
- A New Name
- The Numbers



DEIB Committee Initiatives

- Speaker Series – “Making It Work for Everyone”
(Fall 2023 – Spring 2024)
- Committee Enrichment – Tours on campus
- Launch of Staff Senate Governance School

Speaker Series – “Making It Work for Everyone”

- Fall Series – Henry Yampolsky
- Spring Series – Reese Ramos
- Participant feedback
- What the series revealed



Staff Senate's
Diversity, Equity, Inclusion, & Belonging Committee
Invites you to our...

SPRING 2024

**Speaker Series -
Making it Work for Everyone**

Topic: How to have difficult conversations and resolve conflicts

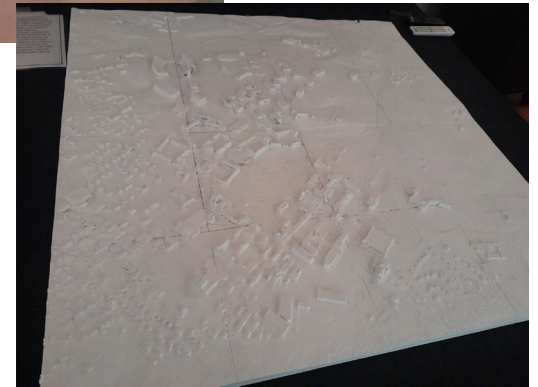
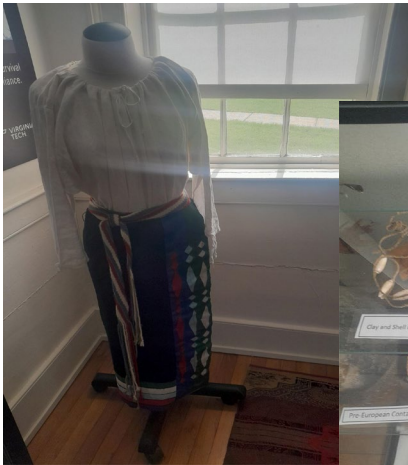
Speaker: Reese Ramos, Director of the University Ombuds Office

Talk #1 - Tuesday, February 6th, 10:00- 10:30a
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Talk #2 - Thursday, March 14th, 11:00a - 11:30a

Zoom link will be sent to event registrants.
Register here:
<https://virginiatech.questionpro.com/t/AVkvpZ1O8f>

Committee Enrichment – Tours on campus

Solitude & Fraction House Tour



Looking ahead: Planning Cultural Center Tours in Fall 2024

Launch of Staff Senate Governance School

- The Goal
- Background
- Plan & Timing
- Program/Curriculum



Questions & Contact

Please feel free to contact me with further questions or if you know of a staff member who may be interested in serving.

Tasia Persson
Staff Senate DEIB Chair
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