

# Commission on Equal Opportunity and Diversity

Full Membership Meeting Tuesday 1:30 PM, February 15, 2022

Via Zoom: <https://virginiatech.zoom.us/j/81774057256>

## 1. Attendance

- a. Gabby McCollum- Chair CEOD
- b. Christa Miller- Disability Caucus and Alliance
- c. Stacey Wilkerson- Support/OID
- d. Annabelle Fuselier- Faculty Staff at Large
- e. Nina Ha- APIDA Caucus
- f. Carola Haas- Proxy for Dr. Nina Ha
- g. Dr. Menah Pratt-Clarke - Ex Officio / VP for Strategic Affairs and Diversity
- h. Pamela Vickers - Ex Officio / Director of ADA
- i. Jimmy Lowe - Undergraduate Student Senate
- j. Alexandria Rossi-Alvarez - Graduate Student At Large
- k. Mustafa Yasin Kara - Graduate and Professional Student Senate
- l. Kelly Oaks- Equity and Accessibility
- m. John Gray Williams, LGBTQ+ caucus
- n. LaTawyna Burleson- Appalachian Caucus
- o. Shaila Mehra- Proxy for Dean Laura Belmonte
- p. Amanda Leckner- Undergraduate Student Member At-Large
- q. Nikole Akers- Veterans Caucus
- r. Ellen Banks- Proxy for HR
- s. Nikeshia Arthur- AP Faculty Representative
- t. Sara Leftwich- Ex-Officio

## 2. Approval of previous meeting minutes

- a. Minutes approved from Jan with 1 minor change:
  - i. Annabelle - Staff at-large
  - ii. Latanya - Black Faculty and Staff Caucus

## 3. Old Business

- a. Resolution to Modify Presidential Policy Memorandum (PPM) 286
  - i. Second Reading
    1. Additional items were added to PPM
    2. Provide current redline PPM along with the changes (confirm with April)
    3. Motion was made, second from Christa Miller, called for vote, passed unanimously

## 4. New Business

- a. Land and labor acknowledgement
  - i. Dr. Pratt-Clarke shared history of land acknowledgement and labor recognition, current statements, and plans for next steps regarding statements (see presentation)

- ii. Next steps include preparation of Resolution for discussion at March meeting
  - b. Principles of Community statement
    - i. Recommendation from Office for Equity and Accessibility
      - 1. **We reject** all forms of prejudice and discrimination, including those based on age, color, disability, **sex (including pregnancy)**, gender, gender identity, gender expression, **genetic information**, national origin, political affiliation, race, religion, sexual orientation, and **military status**. We take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others
        - a. Change in state law, EEO working with communications with HR comms team, needing to update it everywhere the statement appeared
        - b. Nothing that says the non-discrimination statement has to match the principles of community statement
        - c. Recommendation that this will move forward as resolution for discussion at March meeting
5. Presentations
- a. Office for Inclusion and Diversity- Menah Pratt-Clarke
6. Other items
- a. Disaggregation of Data Working Group
    - i. First meeting in January, meeting monthly, next meeting Feb. 16
      - 1. No additional updates at this time
7. Announcements
- a. Updates from caucuses
    - i. Hispanic Latinx Caucus
      - 1. Leadership is in flux; focus group about what this might look like; reconvene in the next few weeks
    - ii. APIDA Caucus
      - 1. 1st general body meeting coming up this week 2/17/22
      - 2. Need support in getting information out about the meeting and caucus
      - 3. Trying to continue mentoring component
    - iii. Appalachian Caucus
      - 1. Goal for this year, some type of Appalachian heritage celebration; would appreciate any type of input or suggestions
    - iv. Disability Caucus
      - 1. Continues to be concerned about face to face interactions; anytime these are deemed superior to virtual interactions; increases feelings of exclusion; caucus continues to list concerns

2. Graduate students may be experiencing this more than other groups; feels inflexible; some cannot return to in-person work
  - v. AP Faculty Senate
    1. Still working on updating bylaws, hoping to get drafted this semester
    2. Working on relationship with CAPFA; working on grievance process updates
    3. Reviewing work ahead for voting and elections process that's coming up in March; information coming soon about
  - b. Other updates
    - i. 1872 Forward  
<https://strategicaffairs.vt.edu/CouncilonVTHistory/1872-forward--celebrating-virginia-tech.html>
    - ii. FWCA <https://www.inclusive.vt.edu/Programs/FWCA.html>
8. Adjournment
  - a. The meeting was adjourned at approximately 2:33pm