

Commission on Equal Opportunity and Diversity

Full Membership Meeting Tuesday 1:30 PM - 3:00 PM, Sept 21

Via Zoom: <https://virginiatech.zoom.us/j/83761273965>

Acknowledgements

LAND ACKNOWLEDGEMENT & LABOR RECOGNITION

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 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 territories.

We understand that honoring Native Peoples without explicit material commitments falls short of our institutional responsibilities. Through sustained, transparent, and meaningful engagement with the Tutelo / Monacan Peoples, and other Native Nations, we commit to changing the trajectory of Virginia Tech's history by increasing Indigenous student, staff, and faculty recruitment and retention, diversifying course offerings, and meeting the growing needs of all Virginia tribes and supporting their sovereignty.

We must also recognize that enslaved Black people generated revenue and resources used to establish Virginia Tech and were prohibited from attending until 1953. Through InclusiveVT, the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence, we commit to advancing a more diverse, equitable, and inclusive community.

Attendance

Christa Miller- Disability Caucus and Alliance
Vivian Yamoah - proxy for David Club Cranwell International Center
Latanya Walker- Black Faculty and Staff Caucus
Tamara Cherry-Clarke - Women's Alliance and Caucus
Gabby McCollum - Hispanic/Latinx Caucus
Mustafa Yasin Kara - GPSS
Stacey Wilkerson- Support/OID
Nina Ha- APIDA Caucus
Menah Pratt-Clarke- Ex Officio/OID
Nikeshia Arthur- A/P Faculty Senate
Ellington Graves- Ex Officio/Cultural and Community Centers
Annabelle Fuselier - Staff at-large
Pam Vickers - Ex Officio/Director ADA
LaTawnya Burleson - Appalachian Caucus
Kelly Oaks- Ex Officio/OEA
Jimmy Lowe- USS
Bonnie Zaire- Faculty Senate Representative
Ellen Banks- Ex Officio/HR (proxy for Bryan Garey)

Anthony Lovelace- AIIP Alliance and Caucus
Laura Belmonte- Dean of CLAHS
John Gray Williams - LBGTQ+ Caucus

Guests

April Myers
Katie Polidoro
Beth Armstrong

1. Announcements
 - a. April minutes were approved
2. Old Business
 - a. Prospective Indigenous Research Policy
 - i. Dr. Sam Cook is contact
 - ii. Update forthcoming
 - b. APIDA ICAC support
 - i. Working on establishing working group on disaggregating data, specifically related to APIDA community and other communities (Latinx, and middle eastern communities)
 - c. Aspirations/Goals for the upcoming year from each caucus
 - i. Christa Miller- Disability Alliance and Caucus
 1. Working on goal of how to gather in community safely due to pandemic
 - ii. Gabby McCollum- Chair, CEOD
 1. Continuing to support and check on health of caucuses and working on how CEOD can help caucuses thrive and succeed
 - iii. If other goals arise, feel free to reach out to Gabby
3. New Business
 - a. Policy 1025 - efforts are currently on hold
 - i. Working group is on pause for now based on litigation involving the university
 - b. Nominations for:
 - i. Vice Chair
 1. Request for Vice Chair nomination
 - ii. University Council Rep
 - iii. Graduate Student At-large
 - iv. Undergraduate Student At-Large
 - c. Updates from campus areas related to CEODs charge
 - i. HR Follow up with more specific data on different groups
 - ii. Update on campus master plan (e.g. progress, fencing timeline, pathway between Newman Library and Squires)

- iii. Update from Athletics on gender equity in athletics
 - iv. Update from Campus Accessibility Working Group (CAWG)
 - d. Diverse Professional Networking invitation process
 - i. Invitations go out to caucus chairs for dissemination to members and shared through OID channels including Facebook pages, social media, and OID list serves
 - ii. Anyone wishing to participate can sign up through that process
 - iii. After attending an event, individuals are added to listserv
- 4. Presentations
 - a. Financial Aid
 - i. Impact of CARES, CRRSA, and ARP
 - b. Policy 1026- update
- 5. Announcements
 - a. Any announcements for the good of the group.
 - i. Invitation to attend First Generation meet and greet on 9/22 at 5:30 which is open to community
 - ii. Invitation to attend CRT Academy Symposium on 9/24
 - iii. Announcement about National Disability Employment Month (October), event on 10/15, free event but will need to register, announcement in VT News tomorrow
 - iv. Announcement that Hispanic-Latinx Heritage month https://ccc.vt.edu/calendar/Hispanic-Latino_Heritage_Month.html
 - v. Announcement that September 23rd is Celebrate Bisexuality Day <https://ccc.vt.edu/calendar/celebrate-bisexuality-day.html>
- 6. Meeting adjourned