

# Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, Sept 29th, 2020

Via Zoom: <https://virginiatech.zoom.us/j/99508596578>

## Attendance

### Present Via Zoom:

Christa Miller, Menah Pratt-Clarke, Annabelle Fuselier, Anthony Wright, Charmaine Troy, Christina Miller, David Clubb, Ellen Banks, Gabby McCollum, Hallema Sharif, Kelly Oaks, Latanya Walker, Latawyna Burelson, Mae Hey, Maia Greene-Havas, Martina Svyantek, Nina Ha, Sally Shupe, Shaila Mehra, Vivian Yamoah, Banks Blair, Ellington Graves, April Myers, Stacey Wilkerson

## Agenda

1. Welcome and Introductions
  - a. Land Acknowledgement
  - b. What is CEOD?
    - i. Charge
      1. The role of CEOD is to serve as an advocate, to show up, to stand in, to be there even when it's hard.
    - ii. Place in Governance
      1. CEOD has a role in university governance. University Council is the governing body of Virginia Tech. There are 10 commissions that make up governance including CEOD. Other commissions include faculty senate, staff senate, and the newly formed AP faculty senate among others.
  - c. Individual Introductions
    - i. Members were placed into breakout rooms and asked to spend some time introducing themselves.
2. Questions and Concerns related to the pandemic or the new social justice movement
  - a. Uniqueness to groups/identities
    - i. Women as Caregivers- Interest in learning more about this. The Women's Caucus will be doing listening tours to learn more and CEOD would like to stay apprised of this topic.
    - ii. Families First Leave- There is interest in learning more about this and how it's being used. Also, there is interest in learning more from HR about the number of job changes and job losses due to budget cuts as a result of the pandemic. Ellen Banks with HR is willing to assist in getting this information in place for the commission.
    - iii. Harassment of Asian and Pacific Islander and Desi American people: Students, faculty, and staff have been verbally harassed since the onset of COVID. Resources include EEO Office, Dean of Students Office, Bias Response Team, and/or Ombuds Person's office. Dr. Charmaine Troy

will follow up with Anthony Scott on Dean of Students and Student Conduct resources. Hokie Hotline is another resource for reporting. Another area of concern is international students and finding jobs, VISAs, etc.

- a. Hokie Hotline link-  
<https://audit.vt.edu/report-a-concern.html>
  - iv. Retention of URM faculty, staff, and students
  - v. Impact on Disability community with regards to access: Would like to get an update from Campus Accessibility Working Group (CAWG)
  - vi. Impact to International Student Populations: There is new legislation in the queue that if moved forward could impact work and education opportunities.
  - vii. LGBTQ+ Community Impact: Regarding undergraduate students specifically, sending students home caused some challenges for the LGBTQ+ community and changes to the current and future terms could have similar impacts when students have to return home to unwelcoming environments. Mental health challenges could be issues as well.
    1. [https://www.acha.org/documents/resources/guidelines/ACHA\\_Supporting\\_Vulnerable\\_Populations\\_During\\_the\\_COVID-19\\_Pandemic\\_August2020.pdf](https://www.acha.org/documents/resources/guidelines/ACHA_Supporting_Vulnerable_Populations_During_the_COVID-19_Pandemic_August2020.pdf)
    2. <https://www.federalregister.gov/documents/2020/09/25/2020-20845/establishing-a-fixed-time-period-of-admission-and-an-extension-of-stay-procedure-for-nonimmigrant>
  - viii. Student Security Issues: Trying to take exams in private locations and the use of video.
  - ix. Disability Caucus: Focus on accessibility items
    - a. <https://disabilityalliancevt.wordpress.com/dac-pandemic-recommendations/>
    - b. <https://www.getrevue.co/profile/latitudes/issues/asked-and-answered-edition-279827> from Chronicle reporter Karin Fischer.
  - x. Counseling Center: More cultural awareness and representation of the center; this is a broad concern. There is a misperception about how the students perceive Cook vs. how the university perceives it. The fee structure caused some concerns.
    1. <https://vtnews.vt.edu/articles/2020/09/sa-091820-dsa-cookranking.html>
    2. <https://vtnews.vt.edu/notices/cook-counseling-fees-aug2020.html>
    3. <https://vtnews.vt.edu/notices/cook-fees-cancelation.html>
3. Feedback from CEOD to the President's Council
    - a. Would like to do this for the upcoming year.
  4. Financial Impact to Students Based on COVID: Working to get updates from Financial Aid and Admissions
  5. Consideration of Sex and Gender Identity inclusion

- a. A request has been made to CEOD to champion a couple of changes around sex and gender identity.
  - b. The request originated in 2017. At that time we convened working group of CEOD and looked at EEO statement, federal regs, state regs, and determined that we were out of compliance at one level and we fixed this but decided not to adopt the specific terminology that was requested
  - c. Last two commissions were asked to review the request again and opted not to make any changes
  - d. Executive committee will review again per Dr. Pratt-Clarke's request, would like Kelly Oaks and Executive Committee to review again and then have executive committee to report back
6. Priorities
- a. Caucus viability and continuity working group
    - i. Last year convened group on viability and continuity, on revising university governance, proactively provide guidance on what CEOD does and the role/importance of the caucuses
    - ii. Goal is to produce a document to the working group about how we would like to be included in governance
  - b. Memo to the President's Council on Inclusion and Diversity Executive Council
    - i. Already talked about this earlier in the meeting
7. Updates from University Council
- a. Title IX regulations
    - i. Title IX has changed, changes over course of summer, will get to hear presentation on changes and what they mean to us
  - b. Updates to policy 1025
    - i. Feedback from CEOD on what you would like to see in terms of changes
    - ii. Could get feedback from commission directly
    - iii. A listening session from the caucuses
  - c. Other Commission priorities were shared

Motion to adjourn meeting from Gabby McCollum and seconded by Martina Svyantek.

# Appendix

From University Council

- a. Commission on Administrative and Professional Faculty Affairs, Holli Drewry
  - i. Resolutions on the APF senate
  - ii. Reviewing APF grievance processes and associated edits to faculty handbook
- b. Commission on Equal Opportunity and Diversity, Christa Miller
  - i. Resurgence of support/interest in social justice
  - ii. Impact of COVID-19 on our marginalized and underrepresented groups
  - iii. Updates from administrative areas of campus that directly converge with the commission charge
- c. Commission on Faculty Affairs, Bob Hicok
  - i. Reintroduce 2 resolutions, ch 3 faculty handbook and ch 5 - First reading Oct 2
  - ii. Conflict of Interest policy revisions to 2 resolutions
  - iii. Dept/Chair resolution, review of deans resolution
  - iv. President's committee on shared governance
  - v. Increasing service recognition
- d. Commission on Graduate and Professional Studies and Policies, Madlyn Frisard
  - i. Implementation of mental health recommendations
  - ii. Implementation of grad ed diversity training recommendations
  - iii. Disrupting academic bullying
  - iv. Continuing work
- e. Commission on Outreach and International Affairs, Nick Copeland
  - i. Ways of supporting, configuration of existing outreach efforts such as cooperative extension to meet the current and forming needs largely connected to COVID-19 impact
  - ii. Maintain our international programs, networks, and collaborations in the current climate
- f. Commission on Research, Rajaram Bhagavathula
  - i. Open access to research policy 13000
  - ii. Open access to research data 13005
  - iii. 5 year reviews for ICTAS and VTTI
  - iv. Updating membership to include additional research institutes
- g. Commission on Staff Policies and Affairs, Tamarah Smith
  - i. Review pay increase practices and retirement for staff
  - ii. Improve communication
  - iii. Education benefits for staff
  - iv. Continue options for current childcare issues
- h. Commission on Student Affairs, Victoria Dashevsky
  - i. Educating commissioners,
  - ii. Determining what communication channels are working and how for students
  - iii. Dining/GrubHub lessening the
  - iv. Title IX and policy 1025; by association the role of Student budget board
- i. Commission on Undergraduate Studies and Policies, Paul Deck

- i. Two new majors in Mech Eng
  - ii. Awarded two posthumus degrees
  - iii. Review the charge and ensure connection between existing work
  - iv. review/approve the academic relief policy
  - v. clarify/redefine what “active” student means at ugrad level
  - vi. Remove redundancy and cleaning up existing academic policies
- j. Commission on University Support, John Benner
- i. Second reading of environmental resolution
  - ii. Considerations for additional Moped parking
  - iii. Alternative access and transportation