

Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, Oct 27th, 2020

Via Zoom: <https://virginiatech.zoom.us/j/99876769942>

Acknowledgements

We acknowledge the Tutelo/Monacan people, who are the traditional custodians of the land on which we work and live, and recognize their continuing connection to the land, water, and air that Virginia Tech consumes. We pay respect to the Tutelo/Monacan Nations, and to their elders past, present, and emerging.

“We also acknowledge that Virginia Tech’s Blacksburg campus was previously the site of the Smithfield Plantation. At any point from 1774 to 1865, the Preston family enslaved 40 to 100 African men, women, and children on this land. We pay respect to those souls and acknowledge that Virginia Tech is undeniably tied to this legacy.”

Attendance:

Christa Miller, Menah Pratt-Clarke, Stacey Wilkerson, Gabby McCollum, Anthony Wright, Nathaniel Soss, Annabelle Fuselier, Martina Svyantek, Anthony Scott, April Myers, Ellen Banks, Ellington Graves, John Gray Williams, Kelly Oaks, Mae Hey, Maia Greene-Havas, Sally Shupe, Sara Leftwich, Tamara Cherry-Clarke, Vivian Yamoah

Minutes

1. Welcome and Introductions
 1. Acknowledgements
 1. Christa Miller opened the meeting with acknowledgements.
 2. A call for the approval of minutes. Dr. Menah Pratt-Clarke made a motion to approve minutes which was seconded by Anthony Scott.
 2. Ally Spotlight
 1. A link to a website for allies: <https://betterallies.com/>
2. Governance Structure
 1. Christa Miller shared the resolution workflow process document
 2. An updated resolution regarding membership is forthcoming.
 3. Executive committee will work on this and bring it to a meeting at the commission level, if approved by commission, then resolution will pass to the next level of approvals.
 4. Conversation about representation of Commission for Student Affairs on

CEOD. CSA was removed from membership and SGA was left on membership. It was suggested to have a more in-depth discussion around membership.

2. Updates

2. view of Policy 1025 prior to November 10th meeting

1. Policy 1025 has not been revised in several years. With Title IX policy changes, there could be possible revisions.
2. Kelly Oaks- This is an opportunity to make sure Policy 1025 is effective and addresses institutional concerns and furthers the goal to have an environment that is free from discrimination and harassment. EEO will be taking the lead on the soliciting input for changes, meeting with commissions up front. Kim O'Rourke recommended that the employee and student facing commissions be involved with consultation prior to revisions. A small working group has been established to draft revised policy through an iterative process. Once revisions are in place, will take through university governance process.

Questions or concerns related to Commission on Faculty Affairs resolutions 2020-21A and 2020-21B

1. CFA is putting through two resolutions related to faculty tenure and promotion, you can talk directly to your department representatives or if there are issues of D&I that need to be addressed, let Christa know and she will bring them up to the appropriate commission.

Principles of Community Awards

1. CEOD has traditionally run the principles of community awards. There has been conversation around continuing this process through CEOD or is this something OI should work on. This will be a discussion item for the November agenda.

3. Presentations:

a. Title IX updates to policy and procedures, Katie Polidoro (2:00 p.m.)

1. Presentations have been requested for inclusion in minutes.
2. Recommendations submitted on 7/24
3. Could seem that we are stepping back which is not the case. Behaviors that are not covered by Title IX could be covered through other processes such as student conduct.
4. Recommendations came from working group that met this summer.
5. With the impending election, regulations could change due to possible leadership changes within the Department of Education.
6. If compliance doesn't occur, we are breaking federal law
7. Title IX was removed from Policy 1025 and placed into a separate Policy

Student Conduct updates through COVID-19, Ennis McCrery and Tamara Cherry-Clarke

1. The office manages the student code of conduct, specifically non-behavior activity, in relation to behaviors on and off campus
2. Code of conduct had an overhaul in 2019, it is now a stand alone document <https://www.hokiehandbook.vt.edu/>
3. The primary focus is to uphold community expectations from the lens of student development and student learning
4. Student Behavior in COVID-19
 1. Very busy managing student behaviors, there have been an increase in behavior items related to new policies
 2. Social distancing and being away from people or in large groups, wear face coverings,
 3. Stressors include feeling anxious about being on campus, mental health concerns, and additional burden for students of color and members of underserved communities that are differently impacted by the pandemic. They are looking at behavioral trends for the semester so far.
 4. In addition to typical referrals that occur in the fall semester, now have referrals including managing gatherings of more than 15 people, incivility or disruptive behavior, zoom bombing
 5. Student Conduct is not disciplining students for getting COVID-19, but getting names of students who were in the space or event for the sake of further precaution
 6. Disruption behavior on zoom due to meeting all students online and have been working with TLOS and IT to learn about the security features of zoom,
 7. Recent updates on Zoom security from TLOS:
https://docs.google.com/presentation/d/1ciiBU7K2OOpvlbwjmhDECzA7RRgeQ5Y_8WqDJF5tPEo/edit#slide=id.g71c9993144_0_109
 8. Question about zoom bombing: What protocols were in place? Slide deck shared by Christa has most recent data, events were publicized on social media, no passwords, no authentication, no waiting rooms, etc. installed in set up of meetings.
5. Remaining items tabled until next meeting.
6. Meeting was adjourned.
 1. Upcoming
 1. Caucus viability and continuity working group
 2. Identity language working group
 3. Memo to the President's Council on Inclusion and Diversity Executive

Council