

Commission on Equal Opportunity and Diversity

Full Membership Meeting 1:30 PM, Nov 10th, 2020

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

Present: Christa Miller, Gabby McCollum, Stacey Wilkerson, Dani Chowen, Tamara Allen, Renee Byrd, Annabelle Fuselier, Latanya Walker, Harrison Blythe, Ellen Banks, April Myers, Pam Vickers, Sara Leftwich, Anthony Scott, Ellington Graves, Dale Robinson, Martina Svyantek, Menah Pratt-Clarke, Courtney Swanson, John Gray Williams, Shaila Mehra

Agenda

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.

We also acknowledge that Virginia Tech's Blacksburg campus was previously the site of the Solitude Estate which enslaved at least 30 African men, women and children on this land. We acknowledge the contributions of the Fraction Family in the creation and emergence of Virginia Tech as a major land-grant university, and in accordance with the university's efforts to transform an historic location into a site for the interpretation of the African-American experience on campus and the region.

Agenda

1. Welcome and Introductions
 1. Introductions of Tamara Allen and Dani Chowen
 2. Acknowledgement & moment of reflection
 1. A conversation came up in the meeting about the acknowledgements, specifically the families. This news article was shared in the group chat for follow up. Language will be updated.
 2. https://roanoke.com/news/education/virginia-tech-building-named-for-slave-family-we-were-here-and-we-are-here/article_1ccce417-f1b7-58e0-b05a-df1b33eed758.html
3. Ally Spotlight
 1. Veteran's Day is tomorrow.

- 2. In Appendix
- 4. Governance Structure
- 2. Discussion
 - 1. Principles of Community Award
 - 1. https://www.inclusive.vt.edu/Programs/vtpoc0/poc_award_2020.html
 - a. Maia was chair of working group last year
 - b. Feedback for past 3 years reflects the process is cumbersome
 - c. Next meeting, will clarify roles of OID and CEOD, will discuss in Executive committee
 - d. Announcement will go out in January
 - e. If interested in serving on working group, contact Christa
- 3. Presentations:
 - 1. Revisions to Policy 1025, Harrison Blythe (2:00 p.m.)
 - a. Harrison Blythe, Director of Compliance and Conflict Resolution joined group to update on revisions to Policy 1025, VT's Anti-Discrimination policy
 - b. Policy is being revised for numerous reasons, working group is working on edits
 - c. Harrison will be point of contact for Ms. Jenna Ware and her concerns
 - d. Turned over to Harrison for presentation
 - e. Shout Out to Christa! For assistance with accessibility and power points
 - f. Compliance, Title IX, Title VI, laws generally apply to VT as an entity,
 - 1. First invite input from CEOD on the current policy, then also to let CEOD know that they are working on this and will come back in the spring
 - 2. History of policy, not reviewed since 2016, at time the policy name changed, minor revisions in 2018,
 - 3. May 2020, DOE released new guidance for Title IX, wasn't time to go through the entire governance policy, appointed working group led by Katie Polidoro, new policy developed Policy 1026 for Title IX
 - 4. Winter/Early spring, will revise through small working group, will bring proposed revisions through governance in the spring
 - 5. Met with three commissions already, one more meeting tomorrow with the commission, in the process of spreading the word
 - 6. Bulk of advisory team done between now and February, will bring back through the policy in the spring
 - 7. Areas of focus for the review policy 1025: is the policy clear? Are the definitions clear? This is the most front facing language on anti-discrimination and want it to be clear.
 - 8. Christa ran language through a readability test and it came back as post graduate reading level
 - 9. Working group is Harrison Blythe, Pam Vickers, Benito Nieves, Ellen Plummer, Kim O'rourke, Ennis McCreary,
 - 10. Link to an anonymous Qualtrics survey; will share with Christa and Gabby and then it can be forwarded to others; very brief survey, gauge view of current policy
 - 11. If you want to talk further, reach out to Harrison hblythe@vt.edu or have him come to other commission meetings
- 2. Presentation from Ellen Banks
 - 1. Federal Families First Corona Leave

- a. 106 employees have accessed this leave (11 faculty, 93 staff, 2 non-student wage) AP faculty rolled into wage
- 2. Type of employees impacted
 - a. Aug 2019 to 2020 August- 340 salary reductions in dining services, 9 layoffs in the catering function
 - b. Salary reductions were FTEs, common thread in areas were face-to-face direct services for students
 - c. HR has assisted DSA and Operations, a small number of jobs on a temporary or short term basis
 - d. Leave expires 31st
 - e. Communication- leave and benefits team, specific leave representatives, tap into department specific leave reps
 - f. Lisa Shelor is the person who can assist with leave questions/issues
 - g. Dr. Christine Luketic will be here in January for a presentation
- 4. Updates from working groups
 - 1. Caucus viability and continuity working group
 - a. Caucus viability
 - 1. Working group began in the spring and had drafted documents but paused, need to get the group back together, Christa will put together a doodle poll for interest in serving on this group
 - b. Memo from Pres Council
 - 1. Opted to send a one page memo summarizing the discussion from the September meeting (5 or 6 items- see September minutes)
- 5. Membership update
 - a. Graduate Student At Large Representative- Courtney Swanson will serve in this role
 - b. Undergraduate Student At Large Representative – Tamara Allen

Appendix

Ally Spotlight

Veteran's of Foreign Wars post 5311

[Facebook](#)

Weekly Tuesday Bingo Hall

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