COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY
Full Membership Meeting
10:30 AM, Monday, March 4th, 2019
Room B, The Graduate Life Center

PRESENT: Andrew Alston, Yolanda Avent, María del Carmen Caña Jiménez, Alicia Cohen for Menah Pratt-Clarke, Sam Cook for Mae Hey, Kimberley Homer, Deyu Hu, Lia Kelinsky-Jones for David Clubb, Chris McCullough, Tracy Newton, Kelly Oaks, Kase Poling, Anthony Scott, Kayla Smith, Elizabeth Spingola, Sue Teel for Ellen Banks (via Zoom), Christine Tysor (via Zoom), Jack Washington for Liza Morris, Bevlee Watford, Davon Woodard, Rachel Woodson. Guests: Tamara Cherry-Clarke, Ennis McCreary, Juan Pacheco

REGRETS: Menah Pratt-Clarke (with notice), Maia Greene-Havas (with notice), Nikos Harasty, Khaled Hassouna, Sarah Leftwich, John Livingston, Polly Middleton (with notice), Christa Miller (with notice), Pamela Vickers (with notice), John Gray Williams (with notice).

WELCOME AND INTRODUCTIONS
Following some technical difficulties with Zoom and room projection, Kimberley Homer welcomed everyone, and acknowledged that we are on Tutelo and Monacan land. Those present introduced themselves, and Zoom participants struggled to hear. (Improvements are planned for the April 1 meeting.) We welcome new commissioners Rachel Woodson from the Black Faculty/Staff Caucus and Kase Poling from the SGA.

UPDATE ON THE CAMPUS DEVELOPMENT PLAN ON DISABILITY
Jack Washington and Kelly Oaks described the campus development plan’s focus on campus accessibility. (Slides are attached via email.) Accessibility is now a foundational criterion for capital construction. As Dr. Oaks says, “Compliance is a shared responsibility.” Lia Kelinsky-Jones asked how we identify non-compliant facilities, noting improper signage in an all-gender restroom. Kimberley Homer asked if the universal access maps and signage passed the “Check Contrast” test. Pam Vickers, Christa Miller (both CEOD members) and Rob Fentress of TLOS should be able to help with this.

DISCUSSION ON HOKIE HANDBOOK REVISIONS
Tamara Cherry-Clarke, Assistant Director for Student Affairs, Ennis McCreary, Interim Director of Student Conduct, and Juan Pacheco, VT NAACP Vice President, gave background on bias-related incidents and the inclusion of language from Policy 1025 in the proposed Hokie Handbook revision. The Commission on Student Affairs is the route their resolution will take, but they are gathering feedback from other commissions and assemblies. While CEOD endorsement was not requested, there was universal support for the revisions.

WORKGROUP UPDATES
● The Indigenous Peoples’ Day Recognition workgroup has completed its charge.
● The Governance & Recognition workgroup will gather soon to work on Principles of Community awards.
● The International Issues workgroup has not met.
Davon Woodard gave an update on the Communications workgroup, which will be seeking input from caucuses and alliances on how CEOD can serve as a conduit to University Governance; how CEOD might assist with organizational web sites and/or organizational email in a GobblerConnect type format; and what topics and timing would be of interest for a Digital Town Hall.

HISTORICAL CONTEXT DISCUSSION
A discussion that began on the subject of Governor Northam’s racial reconciliation tour noted the lack of depth in our own Smithfield Plantation stories, the Shannon Site artifacts in Ellett, and concern over artifact destruction with the new road from Southgate to Prices Fork. There was interest in forming a new CEOD workgroup on this subject. Please contact Elizabeth Spingola if interested. Dr. Sam Cook said that Tom Klatka, regional archeologist, could tell us about work in progress. Jack and Kayla agreed.

ANNOUNCEMENTS
Elizabeth Spingola invited all interested persons to come to the Disability Caucus Brown Bag Lunches every Monday at noon in the GLC Room A.

NEXT MEETING
The next CEOD meeting will be on Monday, April 1, 2019, at 10:30 a.m. in the Graduate Life Center, Room B.

Appreciation to Andrew Alston and Alicia Cohen for taking the minutes.
VT Access for All

Update – Commission on Equal Opportunity & Diversity
VT Access for All

Planning Framework (Five Phases)

- Discover
- Dream
- Define
- Design
- Deliver
• VT Access for All
Continuous & Iterative Process

Discover

Dream

Define

Design

Deliver
Context
Context

Timeline

Accessibility Survey 2016
Community Advocacy 2017
VT Access for All 2018
Current Working Group 2019

VT Access for All
- **Context**
  - Complexity

  - Project Managers
  - Financial Managers
  - Digital Technologists
  - Campus Architects
  - Advocacy Community
  - Student Body
  - Equity & Accessibility
  - University Executives

**Additional Information**

- **Institutions**
  - Virginia Tech
Context

Goal of Plan - Collaboration
Initiatives
Initiatives

Process

- Initial Scoping
- Research & Outreach
- Documentation
- Feedback
Initiatives
Benchmarking

Web   Professional Association   Phone Interviews
Initiatives

Mechanism

Accessibility Working Group

Shared Responsibility
Initiatives
Overview (Draft)

- ADA Compliance Review
- Design Review Process
- Universal Design Principles
- All-Access Pathways
- All-Gender Restrooms
- Universal Access Maps & Signage
- Accessibility Shuttle Services
<table>
<thead>
<tr>
<th>Item</th>
<th>Location</th>
<th>Element</th>
<th>Feature</th>
<th>Photos</th>
<th>Recommendation/Modification</th>
<th>Action Category</th>
<th>2010 ADA Standards</th>
<th>Reference #</th>
</tr>
</thead>
</table>
| 12   | Emergency Communication Device | Emergency Communication Device | Emergency communication devices have features accessible to persons with various abilities (mobility/motor/visual/hearing impaired accessible and visually impaired accessible). They typically have "high" push button, speaker and tactile with braille: “light on indicates call received”. However, controls are sometimes more than 36” from the side/width/wheelchair accessible clear floor area and portions of sidewalk with slopes more than 2%. For example, the recently installed device at the new Classroom Building has control 12” from the adjacent sidewalk and 48” high (Photos 84A - 85C). | 22-24. | Information: When emergency communication devices are installed or replaced, the top controls/push button must not be more than 48” AHP and maximum 6” from the floor. The wheelchair-accessible clear floor space must be 48” minimum x 48” minimum centered on the machine. See figure below of an example of approach from the building/room adjacent to the sidewalk. | Information/VA | | | | | Accessibility Survey (Excerpt)
Initiatives
Design Review Process

Board of Visitors Presentation (Excerpt)
Universal Design Principles

Universal Design Checklist (Excerpt)

**Principle 1: Equitable Use**
The design is useful and marketable to people with diverse abilities.

| Provide the same means of use for all users: identical whenever possible; equivalent when not. |
| Avoid segregating or stigmatizing any users. |
| Provisions for privacy, security, and safety should be equally available to all users. |
| Make the design appealing to all users |

A/E Narrative Response
Initiatives

All-Access Exterior Pathways

Infinite Loop

Green Links
Initiatives

All-Gender Restrooms

- All-Gender Restroom Signage
- All-Gender Restroom Map*

*As of 1/2018
Initiatives

Universal Access Maps & Signage

- Digital Accessibility Map
- Accessible Wayfinding Signage
Initiatives

Accessibility Shuttle Services

- BT Access Shuttle
- Safe Ride Van
- On-Demand App Vendor
Wrap-Up
Wrap-Up

Points of Contact

Office for Equity & Accessibility

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Jack Washington
Program Coordinator
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Wrap-Up

Resources

- Report a barrier

- Maintenance & repair requests (background)
  Email contact (vtrepair@vt.edu)
VT Access for All

Update – Commission on Equal Opportunity & Diversity

March 4, 2019