

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

1:30 p.m., Tuesday, April 21, 2020

via Zoom <https://virginiatech.zoom.us/j/5402319521>

Our meeting is located on Monacan and Tutelo land.

Attendance: <https://bit.ly/2zk8ltN>

INVITED:

Kimberley Homer, Kelly Oaks, Annabelle Fuselier, David Clubb, Mae Hey, John Gray Williams, Menah Pratt-Clarke, Khaled Hassouna, Gabby McCollum, Sara Beth Hollandsworth, Pam Vickers, Andrew Alston, Maia Greene-Havas, Sally Shupe, Laura Belmonte, Ellington Graves, Christa Miller, Yolanda Avent, Katrina Colucci-Chang, Anthony Scott, Ellen Banks, Liz Spingola, Polly Middleton, Sara Leftwich, Victoria Dashevsky

GUESTS: Ennis McCrery and Tamara Cherry-Clarke, Office of Student Conduct
April Myers, University Governance

REGRETS: Maia Greene-Havas (with notice)

ATTENDED:

Kimberley Homer, Annabelle Fuselier, Menah Pratt-Clarke, Khaled Hassouna, Gabby McCollum, Sally Shupe, Sara Leftwich, Victoria Dashevsky, Ellington Graves, Christa Miller, Anthony Scott, Ellen Banks, Mae Hey, Stacey Wilkerson, Kelly Oaks, Polly Middleton, Kim Felix for Yolanda Avent, Khaled Hassouna

HOUSEKEEPING: Our guest speakers are first on the agenda, with CEOD business afterwards.

PRESENTATION: Ennis McCrery and Tamara Cherry-Clarke, Changes to the Code of Student Conduct

Ennis McCrery and Tamara Cherry-Clarke gave an informative presentation on the transformation of the Hokie Handbook to an online and accessible Code of Student Conduct. They see themselves as educators, not disciplinarians, and the new format shows this by updating rules such as “No climbing the buildings” and “No throwing snowballs out the windows” to “Do not cause harm to yourself or others.” Communication with the Student Conduct office is more accommodating to both complainants and respondents, especially for those whom English is not a first language, and scheduling of meetings is more flexible.

The commission very much appreciated hearing this update.

OLD BUSINESS

Meeting minutes for January, February, March and today are due on Friday.

NEW BUSINESS

Officer and liaison nominations for University Governance for 2020-21

The following officers and liaisons were approved for 2020-21:

Christa Miller, chair

Gabby McCollum, vice chair

University Council representative, Sally Shupe

Campus Development Committee, Annabelle Fuselier

PRINCIPLES OF COMMUNITY AWARDS

Stacey Wilkerson announced that the winners of the Presidential Principles of Community Awards are:

Dr. Mae Hey, Recent Individual Contributor (and CEOD member!)

Dr. Carlos Evia, Long Term Individual Contributor

Latin Link, Team Contributor

Information on publicity of these awards will be forthcoming.

OTHER BUSINESS

Discussion ensued about the disproportionate impacts of COVID-19 on persons who were already marginalized. Support for women, many of whom are now caregivers, domestic workers, and homeschool teachers in addition to their full time work, is lacking. There was a question about whether the tenure clock will be extended for tenure-track faculty, and apparently it will. It was noted that economic impacts on low-income students are felt more harshly. Impacts on international faculty, especially those with long-term research abroad, are unknown.

ADJOURNMENT

The meeting was adjourned at 2:32 p.m.

Minutes

- I. Presentation by Student Conduct
 - A. All students, all campuses, all non-academic cases
 - B. Top policy violations include alcoholic beverages and university policies violations
 - C. Title IX- smallest percentage, heaviest, and most time-consuming
 1. All mandated reporters
 2. Oversee adjudication of cases, coordinate hearings
 3. 35 students referred (49% found responsible for violating a gender-based policy)
 4. Types of policies violated include dating and domestic violence, gender-based harassment
 5. Question about new DOE guidelines and how this impacted guidelines at VT- no real change fo now, waiting for updated guidance from DOE that will come in the future
 - D. Updates/changes in policies and procedures
 1. Gender based cases are treated equitably
 2. Sanction enhancement for policy violations motivated by bias (adopted 6/19); snippet shared with CEOD previously
 3. Attention to accessibility; print document, accommodations, etc.
 4. Work to make sure processes were as equitable and inclusive as possible (e.g. zoom meetings, time of day for meetings, websites in terms of accessibility, lessening guidelines around requesting accommodations; interpreters, etc.)
 5. Representative on Bias Incident Response Team
 6. Question- Have you had incidents of inappropriate zoom usage, zoombombing, harassment? They have put out information on how to report, haven't had many reports so far, have had a report from another institution about a VT student
 - E. Code of Conduct Revision
 1. Started revising code of conduct and Hokie handbook
 2. Changes include moving to a stand alone Hokie handbook
 3. Format has changed, more bullets
 4. Restorative justice approach
 5. Simplifying policies for clarity
 6. Question about meaning of expungement- would not be releasable, provide language that some records are expunged, discussing with legal counsel
- II. Old Business
 - A. Meeting Minutes
 1. Will send meeting minutes out via email (Jan, Feb, and March)
 2. Will have minutes to April by next University Council (deadline is this Friday)
- III. New Business
 - A. Officer and liaison nominations for University Governance for 2020-21
 - B. Kimberley Homer nominated Christa Miller for role of Chair. Votes were submitted via chat

box in zoom. Vote carried unanimously.

- C. Christa Miller nominated Gabby McCollum for role of Vice Chair. Votes were submitted via chat box in zoom. Vote carried unanimously.
- D. Annabelle Fuselier is currently serving as Delegate to Campus Development Committee. She agreed to continue serving in this role. Vote is not needed for this position. No objections from members.
- E. Kimberley Homer nominated Sally Shupe to serve as At Large Faculty/Staff Representative. Khaled Hassouna served in this role last year. This member attends University Council and serves as a voting member. Member shares information from University Council with CEOD. Votes were submitted via chat box in zoom. Vote carried unanimously.
- F. Undergraduate Student At Large: Victoria Dashevsky currently serves in this role. Unless others are interested and if her schedule allows, Victoria will remain in this role.
- G. Graduate Student At Large: This conversation will be deferred. The Graduate student representative is not available today.

IV. Caucus Updates

A. Women's Alliance-

- 1. Support systems are gone or lacking due to pandemic, would like university to acknowledge this (e.g. tenure process)
- 2. Concerns about how to capture this story and how to get administrators to work on this
- 3. Comment- Faculty can ask for extension in tenure process
- 4. Concerns that productivity could impact futures of positions

B. Other comments:

- 1. Concerns about disproportionate impact of pandemic on people of color, uncertain if university can do anything to recognize this or assist with
- 2. URM and low income populations will be affected. Concerns about students coming back back. CARES Act funding provides some cushion but will probably still need greater financial assistance
- 3. Hiring freeze doesn't apply to student wage employees
- 4. International faculty have concerns about impact of pandemic on their work. Concerns about executive order to stop immigration which was announced last night.

C. Recognition and Acknowledgement

- 1. Thank you to Kimberley Homer for her work over the past two years as Chair. Thank you to Christa Miller for her work as Vice Chair.
- 2. Thank you to Maya for her work chairing the Principles of Community committee and acknowledge her work in leading the committee.

V. Meeting adjourned at 2:32pm.

- A. Christa Miller will be in touch with information for meetings for next year.