

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

10:30 AM, Tuesday, September 24, 2019

Steger Hall 118

Our meeting is located on Monacan and Tutelo land.

PRESENT IN PERSON: Kimberley Homer, Marcy Schnitzer, Andrew Alston, Annabelle Fuselier, Kim Felix (for Ellington Graves), Maia Greene-Havas, Lia Kelinsky-Jones, Sam Cook (for Mae Hey)

PRESENT VIA ZOOM: Christa Miller, Menah Pratt-Clarke, Yolanda Avent, Katrina Colucci, Anthony Scott, Sally Shupe, Ellen Banks, Liz Spingola, Polly Middleton, Sara Leftwich, Laura Belmonte

GUESTS: Dana McGuire

REGRETS: John Gray Williams, Kase Poling, Pam Vickers, Kelly Oaks, Khaled Hassouna, Rosaire Bushey

INTRODUCTION/ORIENTATION TO CEOD:

The commissioners and guests worked in small groups to describe their areas of representation and to guide CEOD's work for the coming year. Areas of concern include:

- Health and wellness on and off campus
- Retention strategies for underrepresented students, faculty (especially pre-tenure), and staff
- The battle against erasure, especially for Indigenous people
- Safety and accessibility in the physical plant and in digital media
- Food insecurity, food allergies, and accommodations for religious fasting
- Intersectionality and inclusivity
- Affordability of housing and experiential learning; fostering a welcoming climate and community engagement
- Improved aggregate data visualization, transparency and communication about retention rates, campus climate, affordability, and mental health concerns
- Student homelessness is a growing issue

KEY AREAS TO HEAR FROM THIS SEMESTER:

- Mental Health Taskforce
- Campus Accessibility Working Group
- Disability Task Force
- Gender at VT/Childcare Task Force
- Title IX

ONGOING CEOD WORK:

- Dr. Jordan Harrison provided an update via email on preferred gender pronouns and display names. Banner now has the capability to collect and display preferred pronouns and names, but more education on the possible impacts of publishing the information, even internally, is needed before rollout.

- Commissioners interested in serving on the committee for Presidential Principles of Community Awards, which award \$1000 to two individuals, a student group, and a department, should contact [Marcy Schnitzer](#). Meetings will begin in February.
- Commissioners interested in serving on the working group for defining caucuses and their representation on CEOD should contact [Christa Miller](#).

GOALS SHARED WITH UNIVERSITY COUNCIL ON SEPTEMBER 16TH:

- Safety and accessibility in the physical plant
- Accessibility in our instructional media
- Affordable housing on and off-campus
- Mental health task force report recommendations
- Affordable experiential learning for underrepresented students
- Clarification of policies and procedures for religious observance exemptions

RESPONSE TO PRINCIPLES OF SHARED GOVERNANCE: What is the call to action for this document? Who belongs, and will continue to belong? Who decides? The Principles of Community are implied, but not explicit. Qualifications and examples of the term “exigent circumstances” would be helpful.

NEXT MEETING: The next CEOD full membership meeting will be on Tuesday, October 22 at 1:30 p.m. in 118 Steger Hall and via Zoom.