

COMMISSION ON EQUAL OPPORTUNITY AND DIVERSITY

Full Membership Meeting

10:30 AM, Tuesday, October 22, 2019

Steger Hall 118

Our meeting is located on Monacan and Tutelo land.

PRESENT IN PERSON: Kimberley Homer, Marcy Schnitzer, Kelly Oaks, Annabelle Fuselier, Lia Kelinsky-Jones, Mae Hey, John Gray Williams, Kase Poling, Menah Pratt-Clarke, Khaled Hassouna, Gabby McCollum, Sara Beth Hollandsworth

PRESENT VIA ZOOM: Christa Miller, Yolanda Avent, Katrina Colucci-Chang, Anthony Scott, Ellen Banks, Liz Spingola, Polly Middleton, Sara Leftwich

GUESTS: Katie Polidoro, Director of Title IX Compliance / Title IX Coordinator

REGRETS: Pam Vickers, Andrew Alston (with notice), Rosaire Bushey, Maia Greene-Havas (with notice), Sally Shupe (with notice), Laura Belmonte (with notice), Ellington Graves (with notice)

POSTING OF MINUTES: The CEOD minutes from September 24, 2019, are posted, as are University Council minutes. The CEOD calendar can be found at [this URL](#). The University Governance site is at <http://governance.vt.edu>.

WHAT IS A CAUCUS? GROUP EXERCISE:

Resolution defining a caucus can be found [here](#).

Caucus best practice suggestions:

- Define the number needed for a quorum, and let minutes report when meetings are held and how many attended without necessarily listing members' names;
- Maintain bylaws and annual reports with the Office of Inclusion and Diversity;
- Commit to uphold the Principles of Community;
- Define a mission related to the advancement of equity, diversity, and inclusion.

Vice Chair [Christa Miller](#) will lead a working group to further define CEOD's relationship with caucuses.

PRESENTATION: KATIE POLIDORO, Director of Title IX Compliance / Title IX Coordinator (slides are attached)

Katie led an informative and engaging discussion on Title IX compliance, and the complexity of fair and thorough investigations.

- **Assistance for Title IX and ADA accommodations can be requested [here](#).**
- Students wishing to join the Title IX Student Advisory Council should contact Ms. Polidoro directly at polidoro@vt.edu.

NEW BUSINESS:

1. FYI: Commission on Research upcoming [resolution about open access](#):
Kimberley Homer (tabled to save time)

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2. Addressing Gender Discrimination in Our Identity Management Systems:

John Gray Williams

The LGBT Caucus was made aware of a PID change request made by an individual in gender transition. The request was denied on the basis of non-conformance with [Policy 7040, Personal Credentials for Enterprise Electronic Services](#), specifically:

There are some circumstances in which PIDs can be renamed. Acceptable criteria for PID rename requests include:

- *Employees who retain eligibility for a PID after separating from the university (e.g., retirees or alumni) may be required to take on a new character string for their PID to ensure that no communications are misdirected.*
- *The Virginia Tech Police or Human Resources makes the request on behalf of an individual who is being threatened, stalked, or harassed, if changing the PID reduces the individual's exposure to harm.*
- *Renaming the PID to be consistent with a new and verified name change that has been approved/ implemented by the university's Human Resource Office or, in the case of students, the Office of the Registrar.*
- *Other types of PID rename requests will be handled on a case-by-case basis.*

Discussion ensued about whether the policy was written at a time when gender identity and gender expression were not supported as well as they are today, whether the public-facing attributes of a person's identity (preferred name and preferred email address) could be displayed without exposing an unfortunate choice of username (PID), and whether the policy was being applied consistently. At least one member knew of a case in which a PID change was denied after a verified stalking situation. Absent changes in Policy 7040, individuals who believe they are being discriminated on the basis of sex (including pregnancy), gender identity, gender expression, or sexual orientation should refer to [Policy 1025: Policy on Harassment, Discrimination, and Sexual Assault](#) for guidance. **To schedule an appointment, email equityandaccess@vt.edu.**

There being no other business, the meeting adjourned at 3:07pm.

NEXT MEETING

The next CEOD full membership meeting will be on Tuesday, November 19 at 1:30 p.m. in 118 Steger Hall. Affirmative Action Director **Renee Byrd** will present.