

Diversity Council Minutes 2017

Diversity Council Meeting

January 19, 2017 | 9:00 AM - 10:00 AM
Rotunda Lower West Oval Room

Present: Dona Edwards, Les Haughton, Peggy Dame, Marcus Martin, Cecil Banks, Michelle Strickland, Keisha John, Adettra Thomas, Meghan Faulkner, Faran Saeed, Tabitha Enoch, Susan Kools, Phylissa Mitchell, Jason Jones, Gary Nimax, Valerie Gregory, Sheila Crane, Rajiva Seneviratne, Sheri Winston, Maria Chee, Krystal Clemons, Jasmine Jackson, Leah Beard, Kristin Morgan, Derrick Williams, Jaronda Miller Bryant, Marc Guzman, Melissa Thomas-Hunt, Gail Prince-Davis

Guest: Gayle White-Jessup

I. Introductions

- a. Marcus Martin started the meeting with a brief welcome, mentioning the Community MLK events will be discussed later in the meeting.
- b. He then introduced Gayle Jessup-White and began introductions around the room.

II. Monticello: History, Diversity and Culture

Gayle Jessup-White, Community Engagement Officer at the Thomas Jefferson Foundation

- a. Gayle began her presentation, sharing about her family's connection to Monticello.
 - i. Her family passed down an oral history that they were descendants of Thomas Jefferson. Through the Getting Word program at Monticello, she found out it was true and she was a descendent of Peter Hemings.

- ii. Getting Word began as an oral history project and sheds light on the enslaved at Monticello and their families.
- b. Through Getting Word and other initiatives at Monticello, they are working to bring a more diverse representation to Monticello and show that this history is for everyone.
 - i. Monticello is committed to working the community. They engage with various organizations throughout the year. This fall, Monticello partnered with Ebenezer Baptist Church to hold the Community Feast event.
 - ii. Archeological digs and restoration of the slave quarters and Mulberry Row have helped show a more complete history of Monticello.
 - iii. In September 2016, they hosted the Memory, Mourning, and Mobilization event to discuss the legacy of slavery and how to move forward.
 - iv. Other initiatives include the Slavery at Monticello app, Slave Dwelling Project, the Diversity Open House in summer 2016, and the In Roads internship program for minority high school students.
- c. February at Monticello will include several Black History Month events.
 - i. John Franklin of the National Museum of African American History and Culture will be speaking on February 4th.
 - ii. On February 11th, there will be an event centered around saving family memories and heirlooms.
 - iii. More information about the events is available at their website monticello.org.
- d. Question from the council: How is slavery addressed in the tours today?
 - i. Gayle explained that the guides receive through training on how to discuss the enslaved at Monticello. They are also taught how to interact with guests who are hostile to the discussion of slavery or the Hemings.

III. UVA or Monticello Slave Descendant Connections

Marcus L. Martin and Krystal Clemons, Office for Diversity and Equity

- a. Marcus Martin shared his desire to continue partnership with Monticello, particularly with creating a database of descendants.
- b. Krystal Clemons shared a brief update about recently speaking with more descendants of Peyton Skipwith.
- c. They are considering conducting interviews with the family hen Skipwith Hall is dedicated in the spring.

IV. 2017 Community Martin L. King, Jr. Celebration

Marcus L. Martin, Office for Diversity and Equity

- a. Marcus Martin shared an update about the upcoming events.
- b. He pointed out that there will be a plaque unveiling at Old Cabell Hall on Monday to commemorate where Dr. King spoke at UVA. Since it is media event and not open to the public, the unveiling is not listed on the website.
- c. He closed the meeting thanking everyone for their support with the events.

Diversity Council Meeting
February 16, 2017, 9:00 AM - 11:00 AM
Kaleidoscope Room, Newcomb Hall

Present: Leah Beard, Tabitha Enoch, Marcus Martin, Gail Prince-Davis, Theran Fisher, Sarah Cole, Keisha John, Adrien Harraway, Susan Kools, Phylissa Mitchell, Rachel Winters, Krystal Clemons, Adettra Thomas, Scott Rheinheimer, Maria Chee, Gary Nimax, Vicki Gist, Jessica Livingston, Carolyn Caist, Michelle Packer, Carolyn Dillard, Nimia Nikseresht , Rachel Spraker, Jennifer Harman, Meghan Faulkner

Guests: Kari Evans, Maeve Curtin

I. Introductions

II. Update on the University's Bicentennial

Kari Evans, Executive Director of the Bicentennial provided an update on the UVA Bicentennial Celebration. Kari stated the purpose of the Bicentennial Celebration includes (1) engaging, energizing, and unifying existing constituencies of the University community, (2) generating new interest in the University and Thomas Jefferson and related founders of the University within the public at large, (3) raising awareness of the University nationally and globally, (4) defining the University's mission and role as it embarks on the next two hundred years of its life, and (5) positioning the University for the related third century capital campaign from a messaging and branding perspective.

The Bicentennial Celebration events will begin October 6, 2017 and go through 2019.

How can you participate? The committee is seeking proposals from University schools, units, departments, offices, foundations, and CIOs for projects that explore the University's past, present, and/or future and contribute to the commemoration and celebration. Projects should align with the critical areas of the Bicentennial:

- Engagement and Promotion
- Commemoration of our History
- Envisioning the Future

Level 1: Submissions for awards <\$1,000 accepted on a rolling basis

Level 2: Submission for awards for \$1,000 - \$20,000 will be accepted in three rounds. See attached slides. Other ways to help is to volunteer, spread the word and attend events.

III. Student Council Update

Maeve Curtin, UVA Student Council spoke about initiatives and concerns of the Student Council which includes the legislation bill on immigrants. The Student Council is concerned about the protection of undocumented students. “Is University administration doing enough to protect these students”? Maeve also mentioned there was an Ad-Hoc Committee to report on the effect of student population on affordable housing in the Charlottesville area. Additionally, Maeve updated the Diversity Council on the Diversity, Equity and Inclusion Town hall meeting that was held December 2, 2016. The town hall led discussions on topics such as faculty diversity, bias-related incidents, DACA and Undocumented Students and implicit bias modules. Four working groups were built off of the four larger main focus areas for the Town Hall. These groups will be tasked with synthesizing what was discussed at the Town Hall and moving forward with policy recommendations to address some of the key identified issues. The four working groups are Academics, Culture and Climate, Institutions and Stakeholders (Leadership and People).

IV. The Disability Advocacy and Action Committee

Kristin Morgan and Sarah Cole, Disability Advocacy and Action Committee

V. Heading Down the Path to Inclusion at University Library

Phylissa Mitchell, Inclusion & Equity Director, University of Virginia Library

Diversity Council Meeting
March 22, 2017, 9:00 AM - 11:00 AM
Commonwealth Room, Newcomb Hall

Present: Les Haughton, Cecil Banks, Rachel Spraker, Michelle Strickland, Faran Saeed, Leah Beard, Phylissa Mitchell, Michelle Packer, Kate Duvall, Tonia Duncan Rivers, Adrienne Kim Bird, Adetra Thomas, Maria Chee, Dona Edwards, Kristin Morgan, Jaronda Miller-Bryant, Tobiyah Morris, Peggy Dame, Gary Nimax, Marc Guzman, Krystal Clemons, Jason Jones, Rebecca Leonard, Meghan Faulkner, Zakiah Pierre

Guests: Niya Bates and Juandiego Wade

I. Introductions

- a. Before introductions started, Dr. Martin shared a few updates.
 - i. Black Alumni Weekend (April 7-9) will include a session on the work of the PCSU and provide updates on the memorial. During her remarks, President Sullivan will provide an update on diversity at UVA.
 - ii. Skipwith Hall dedication will take place on April 13.
 - iii. The Casteen Award luncheon will take place on March 31. Randy Canterbury and Attiya Latif will be receiving the award this year.

II. Diversity in Charlottesville City Schools

Juandiego R. Wade, Career Center Program Coordinator, County of Albemarle

- a. Juandiego has been a member of the city school board for the past 12 years and is running for another 4 term.
- b. In his presentation, he shared data on city schools. The City is the fourth most diverse school division in Virginia, partially thanks to UVA. Enrollment in the division has been increasing. Currently 4,219 students are enrolled.
- c. The City has a strong ESL program. Thirty-four different languages are currently spoken by students in City schools.
- d. Forty-seven percent of the students enrolled in the district are refugees. Walker currently has the largest population of refugee students at 73%.
- e. A question was raised about whether or not a curriculum on implicit bias is taught. Juandiego explained that there is not an implicit bias curriculum due to the constraints of fitting in the existing curriculum. He did note that the City focuses on hiring staff who are committed to diversity. In addition, students in the division have greater exposure to different cultures due to the City's population.

- f. Another question was raised about language opportunities for students other than ESL. Juandiego mentioned that Spanish is taught starting in 1st grade. Mandarin and American Sign Language are some of the high school offerings. Virtual learning allows the City to offer more languages.

III. Monticello to Main St: Descendant Oral History and Inclusion”

Niya Bates, Public Historian of Slavery and African American Life, Thomas Jefferson Foundation

- a. Niya shared some of her family background. She is a UVA Alum and native of Charlottesville.
- b. She provided an introduction of African American history at Monticello, starting with the fact that enslaved laborers were the primary workforce of building Monticello, including leveling the mountain.
 - i. All slaves were sold after Thomas Jefferson’s death. While some families were dispersed across the nation, many of his slaves ended up in Charlottesville and at UVA.
 - ii. The family who lived at Monticello after Jefferson continued owning slaves until 1865.
 - iii. In 1923, Monticello becomes a foundation. Male descendants of enslaved laborers acted as guides until they were forced into retirement in 1956. At this point white retirees, mainly women were hired to replace them.
- c. History of interpretation:
 - i. In the 1950s, an archeologist did excavations at Mulberry Row.
 - ii. In 1967, Isaac Granger Jefferson’s memoir was included in *Jefferson at Monticello* providing a personal history of the enslaved at Monticello.
 - iii. In the 1980s, there was a renewed interest in African Americans at Monticello, including the first concerted effort to uncover their lives, starting at Mulberry Row. This led to the recovering of many artifacts.
 - iv. In 1993, plantation community tours and Getting Word started. At this point, there were no buildings to include in the tour.
 - v. In 1997, Getting Word held a gathering with over 100 descendants at Monticello.
 - vi. In 1998, DNA proved the paternity of the Sally Hemings children.
 - vii. From 2012-2014, Monticello partnered with the Smithsonian on the Paradox of Liberty traveling tour. The tour incorporated stories of descendants.

- viii. In 2014, Mulberry Row was reconstructed. Descendants participated by planting new trees.
- d. Getting Word was started in 1993 by historians. The website features a dispersal map showing where the descendants went after Jefferson's death to the present. The website features 200 oral history interviews. The Slave Dwelling Project at Monticello allowed descendants to stay where their ancestors lived.

IV. Accessibility Ally

Rachel Spraker, Compliance Director for Equity and Affirmative Action, Office for Equal Opportunity and Civil Rights

- a. Accessibility is important because it allows everyone to equally enjoy a space.
- b. Accessibility Ally training started a few years ago out of the belief that we are stronger together.
- c. Disability is just one variation of the human condition. Societal barriers are the most challenging.
- d. Nearly 57 million people in the US make up the disability community. Growing population of individuals with disabilities on college campuses due to changes in primary education. There is still a big difference in achieving bachelor or advanced degrees.
- e. Rachel provided an overview of stereotypes and language. There is some lack of agreement on labels.
- f. She also provided an overview of different types of disability and tips for communicating.
- g. It is important to remember that there are many differences in the community including how people access spaces and use terms.
- h. Report a Barrier tool is available on Grounds.
- i. There are opportunities to take or even teach classes. Classes include offerings through the Disability Studies Initiative.

V. Muslim Student Climate

Faran Saeed, Assistant Director of Community Engagement, Madison House

- a. Since we ran out of time, Faran will present in April.
- b. He provided an update on concerns among students. Students are looking for support generally and a support system since the current imam's contract was not renewed.

Diversity Council Meeting
April 20, 2017, 9:00 AM - 11:00 AM
Commonwealth Room, Newcomb Hall

I. Louis Nelson

Appointed in January. Meeting with deans.

Public University emphasis. Finding way to use language to reshape UVA identity. Extraordinary resources at our disposal . public flourishing rather than to a small group. Flourishing: community health, dimensions of equity, and dimension of social justice. Finding ways to integrate UVA to Community. Ensure the faculty connectivity to this vision. Nelson has found 40-45 faculty who are already doing work that is engaging the community, the public entity has voice, respect for the community. Community has felt like lab rats because professor would send students out to do research. Faculty work in collaboration with Madison House. Faculty need to be trained in community engagement/curriculum transformation and faculty work that to help them to succeed

Community reconstruction. Please send comments to Louis LNelson@virginia.edu

II. Faran Saeed Muslim Student Association

MSA Executive Council made suggestions in search of a Muslim Chaplain (received backlash)

Held open forum to discuss what MSA should do

MSA Open Forum

- Needs of students
- Full time counselor that I a Muslim at MSC
- Be a part of committee to find imam at local masjid
- Committee to figure out long term plan for MSA
- Send out an anonymous survey
 - Survey results about 45 responses

30 different festival this years: preparing and cooking food and performances

Invitation

Volunteering /supporting the event

1. **Vision for term:** Student Council's premiere mission this year is to advance diversity, equity, and inclusion. We not only seek to bolster the legitimacy and efforts of our Diversity Engagement Committee, but we seek to instill in every member of the Council that affirming diversity must be a priority in all that they do. Following the December Diversity, Equity, and Inclusion town hall, I am working with other student leaders to produce a strategic diversity plan that we hope to present to the student body, faculty, staff, administration, and BOV come fall 2017.
2. **Vice Chairs of Diversity:** We now have leaders in our Diversity Engagement committee to address the following areas of diversity. They will frequently collaborate on advocacy and programming, as there is significant opportunity to embrace intersectionality among them.
 1. Race/Ethnicity:
 2. Non-traditional Students:
 3. Socioeconomic Status:
 4. Religion:
 5. International Students
 6. Transfer Students
 7. LGBTQ
 8. Women and Gender
 9. Ability
3. **Presidential Orders:** I have issued two orders in my term thus far (both attached in this email) that aim 1) advance understanding and attention to different facets of diversity and 2) educate first year students on past and present racial and socioeconomic relations in Charlottesville.

Diversity Council Meeting
September 14, 2017 | 9:00-11:00
Newcomb Hall Commonwealth Room

Present: Meredith Gillet, Leah Beard, Keisha John, Terrence Maynard, Dejah Carter, Diane Ober, Crystal Clemons, Adetra Thomas, Catherine Brighton, Peggy Dame, Les Haughton, Susan Kools, Vicki Gist, Christian West, Meghan Faulkner, Kristin Morgan, Faran Saeed, Tobiyah Morris, Cecil Banks, Sarah Cole, Caitlin Murtaugh, Tabitha Enoch, Nicole Thompson, Leigh Ann Carver, Marie Chee, Shelia Crane, Evelyn Wang, Phillip Trella, Phylissa Mitchell, Rachel Spraker, Kathryn Duvall, Derrick Williams, Marcus Martin, Michelle Strickland, Gail Prince-Davis

Guests: Risa Goluboff, Julie Caruccio, Liam Wolf and Evelyn Wang

I. August 11 and 12, reflections and diversity data discussion

Diversity Council Representatives

Marcus Martin reported on the below:

- a. Since 2012, there has been an 11.5%-increase in first-year enrollment but there has been a 38% increase in enrollment of minority students, including a 43% increase in African American first-year students.*
- b. First generation college students are up 42% during this time and Pell eligible students are up 33.3% during this time.*
- c. University record high in number of enrolling first generation, students on financial aid, Pell recipients, and minority students in the first-year class this year.*
- d. Record number of applications this year from minority students.*
- e. UVA makes more offers of admission to Black students than any school in the US News top 30 national research university rankings.*
- f. UVA enrolls more Black students than 28 of the 30 Top US News schools (only UNC and UCLA rank higher).*
- g. UVA is #14 when compared to US News top 30 institutions in the percentage of the first-year class who identify as Black ahead of Princeton, Columbia, Northwestern, Chicago, Dartmouth, Notre Dame, Rice, and Johns Hopkins. (we were .06% from top 10)*

II. President-appointed Deans Working Group related to August 11 and 12

Risa L. Goluboff, Dean, Professor of History, University of Virginia School of Law outlined areas of concern that are being addressed by the Dean's Workings Group:

- a. Safety and security – The University hired Margolis Healy & Associates to conduct a comprehensive review of our safety and security infrastructure, policies, and tools to provide a security-risk assessment;
 - i. Better communication between schools and police.
 - ii. The lawn was declared a facility.
 - iii. Open carry not allowed on the academics village. No concealed weapons. Postings will start to be located on grounds.
 - iv. Open flame policy revised to include police notification.
 - v. Time place and manner policy.
 1. No permit system in place.
 2. Explore other universities time place and manner policies.
- b. Look at cultural climate and landscape of UVA –
 - i. Plan a university climate survey.
 - ii. Create an advisory committee to look at confederate monuments/landscape.
 - iii. Weekly meetings with students and faculty staff. Create round tables.
- c. Invest in long-term research and teaching commission on how to respond to issues like August 12.
- d. Full report: <http://response.virginia.edu/documents>

The Deans Working Group will recommend funding from the BOV in the following areas:

- a. Diversity Deans initiatives
- b. Funding for the Democracy initiatives established last year. Ask for funding.
- c. Endowment for the Woodson Institute

Questions/comments from Council members:

- a. Why is a new climate survey needed? Rather than moving forward with a new survey why not use what is already in place? Old surveys will be reviewed.
- b. Why not utilize internal resources instead of looking outside the University

- c. People say one thing in a survey but do something very different. How reliable is data from survey? Surveys provide baseline data only.

III. Student Council Initiatives

Liam Wolf, Chief of Cabinet, University of Virginia Student Council, Class of 2018

- a. Liam Wolf outlined initiatives and concerns of the UVA Student Council as follows:
 - i. Research on plaques on the Rotunda, confederate monuments, legal ramifications and getting feedback from students on how they feel about them.
 - ii. Diversity climate on grounds, demands of students, working with Provost, and faculty on grounds.
 - iii. Open dialogue between students and University Police Department, safety on Grounds and maintaining dialogues.
 - iv. Open housing opportunities for LGBT students.
 - v. Town hall for SDAC students and gather feedback for accessibilities.
- b. Evelyn Wang presented; Minority Rights Coalition
 - i. Minority Rights Coalition is comprised of different groups- pretty broad reach.
 - ii. Resolution demand to reclaim our grounds, passed by Student Council.
 - 1. Reclaim our Grounds held by collective students, Latinx, NASU, ALC, etc. Not just BSA
 - 2. Affirmed the demands
 - 3. Honor the students who were there Aug 11 and 12
 - 4. Ad-hoc committee
 - 5. DACA resolution
 - iii. DACA support:
 - 1. Continued payment of in-state tuition
 - 2. Confidentiality and protection of students at this university.
 - 3. Students working UVA jobs they should be allowed to continue to work

4. Continued enrollment of DACA students.
- iv. DREAMERS is having DACA ally training tomorrow.
- c. Points that were raised during discussion from Evelyn's presentation:
 - i. White supremacists have not ended – stickers posted by Identity Europa on Grounds
 - ii. Posters circulated against Muslim students by the Alt-Right
 - iii. Student action – controversial – not lead by BSA
 - iv. Shrouding of Jefferson - MRC did not plan this. President Sullivan's emails to students and alumni
 1. Genuinely hurt students involved in a nonviolent protest
 2. Factual, photographically documented evidence that her emails contained misleading information
 3. Students are scared and feeling confused. This sets the tone for work going forwards
 4. The tarp removed by white supremacists
- d. Initiatives students would like to have worked on:
 - i. Confederate plaques removal on the Rotunda (accomplished)
 - ii. Need to be our advocates for the BOV
 - iii. Renaming buildings
 - iv. Working groups
 - v. Union flags added
 - vi. Admission students yield
 - vii. Special Status CIO for Admissions
 1. Sustainably funded organization
 2. Student governance
 3. Improving yield
 - viii. Students engaged in outreach projects.
 - ix. Middle Eastern Students classified/identified by not as white
 - x. Curriculum changes
 - xi. Center for Education and Civil rights – more resources for research

xii. Resources for education, research

xiii. Setting up and talking to Provost Katsouleas, – about diversity plans, want to work on top down diversity plan.

IV. **Overview of the Bicentennial Symposium: Universities Slavery Public Memory and the Build Landscape.** Marcus L. Martin gave an update of the symposium October 18-20. As of this time, the registration is at capacity.

Meeting adjourned at 11:00.

Diversity Council Meeting
October 12, 2017 | 9:00-11:00
Commonwealth Room, Newcomb Hall

Present: Marcus Martin, Ted Wammes, Gary Nimax, Susan Kools, Deepti Athalye, Elaine Bailey, Jessica Livingston, Wendy Huber, Attiyah Latif, Maria Chee, Diane Ober, Evelyn Wang, Adetra Thomas, Faran Saeed, Tobiyah Morris, Kathryn Duvall, Vicki Gist, Dejah Carter, Terrence Maynard, Keisha John, Michelle Strickland, Gail Prince-Davis, Stephanie Bossong, Rebecca Leonard, Jennifer Harmon, Valerie Gregory, Carolyn Dillard

Guests: Vanessa Braganza, Megan Rapp, Carolyn Saint, Gabe Gates, Rob Evans (skype)

- I. Margolis Healy Safety and Security Program Assessment: *Rob Evans, Manager of Organizational Assessment & K12 Services*
 - a. Margolis Healy focuses on security procedures specifically in campus settings
 - b. Rob focuses in policies and procedures used in emergency responses and in the case of civil disruptions
 - i. He is looking for feedback and recommendations from community and campus members on current campus security and their thoughts for the future
 - c. Questions and Comments:
 - i. Felt the timing of recent events left new students feeling uninformed of their safety resources and options around campus
 1. Security not fully prepared in summer months
 - ii. How can students on campus receive more timely notifications about disruptions on campus?
 1. Rob commented that if too much information is sent out too frequently people may become desensitized and less responsive to these notifications, but they also want to make sure notifications are sent out enough to be effective
 2. Looking for the best way to release *accurate* information in a more timely manner. Want to spread enough info, but it must be credible before they can release it. Information is often spread by students before authorities because their presence on campus allows them to witness disruptions and news first-hand.

3. Suggestion that UPD let students and community know they are looking into any rumors or claims until they are able to confirm its accuracy.
 4. Social media outlets may be a useful resource for students and UPD to relay information.
- iii. Next student listening session?
1. Brianna Miller is working with students and staff members to set up a meeting time for the next listening session.
- iv. Suggestion of empathy training for UPD
- v. How is social media monitored for threats?
1. UPD has a staff member to monitor SM & software to assist and catch additional info
- vi. How can organizations and individuals not related to the university get security updates?
1. Suggested that Madison House set up meeting with UPD for specifics, difficult to send to entire community because it slows the relaying time of info
 2. Students, parents, and staff can sign up for alerts
- vii. How to rebuild trust between students and police?
1. UPD will strive to meet all needs in emergency situations to gain **back trust**

II. We Are Here Initiative; *Vanessa Braganza, Digital Archivist for Lisa Goff's Take Back the Archive Initiative*

- a. Two part program:
 - i. Blog/digital database
 1. Place to display diverse perspectives
 2. Social media presence
 3. Platform for voices through the blog & an archive for research info
 - ii. The Event
 1. Held at IX Park
 2. Local speakers and performances
 3. Open to student, community members, and children

- b. Questions and Comments:
 - i. Current co-sponsors?
 - 1. Currently working with English Dept.
 - ii. How is this event being differentiated from the others already happening around UVA?
 - 1. Differentiation comes from the inclusion of students AND community members; event will be held at a community park rather than on grounds to be more inclusive of those off campus
 - iii. Ideas: reaching out to Art Dept. for poster resources, publishing or further utilizing the posters made during the event
 - iv. Have you included community members in planning?
 - 1. Yes, has spoken to community members off campus to further stress the idea that this event is open to all, not just UVa affiliates.
 - v. Clarified that this is not an event to address political happenings, rather a celebration of diversity. The possibility that this may turn political has been considered so there will be security present.

III. Multicultural Student Center Initiatives: *Attiya Latif, Student Director, Multicultural Student Center, Class of 2018*

- a. Trying to get feedback about what students want to see when they visit the center
- b. Faculty reception tomorrow (10/13) at 4pm
- c. Printing services available for students
- d. Leadership development program for Latino students- initiative to begin in January and last for a semester (6 sessions)
- e. 1 year “birthday celebration” coming up the 1st full week of November
- f. Need more funding and publicity for the center
- g. Follow this link for more info about their programs:
<https://multicultural.virginia.edu/>

IV. SDAC: Working to Make UVA Accessible to Students with Disabilities; *Elaine Bailey, Psychologist, University of Virginia Student Health, Student Disability Access Center*

- a. Most info covered can be referenced on PP
- b. 5.4% of students are registered with SDAC, but estimates say about 11% of students qualify

- c. Caseload has increased five-fold
- d. Questions and Comments:
 - i. Are online lectures required to provide transcripts of lecture content?
 - 1. There are no current laws stating that closed settings, such as a class, require these transcripts. It is recommended that you make all online materials accessible for all students.

V. Office for Equal Opportunity and Civil Rights; *Ted Wammes, Equal Opportunity and Civil Rights Specialist*

- a. It is required that university follows all state laws that prohibit discrimination and other university policies. Referenced paragraph two of handout.
- b. Website link for more info: <https://eocr.virginia.edu/>

Diversity Council Meeting
November 8, 2017 | 9:00-11:00am
Commonwealth Room, Newcomb Hall

Present: Maria Chee, Leah Beard, Kathryn Duvall, Cecil Banks, Adetra Thomas, Jennifer Harmon, Stephanie Bossong, Rebecca Leonard, Faran Saeed, Caitlin Murtoogh, Tobiyah Morris, Kristin Morgan, Kelsey Bowles (graduate admissions office for Valerie Gregory, Jenny Knight (make name tent) , Tonia Duncan Rivers, Zakiah Pierre, Susan Kools,

Guests: Peter Bautz:

I. Building and Analyzing Diversity in the Judiciary Committee: *Peter Bautz, Chair, University Judiciary Committee, J.D.-M.A. Candidate, Class of 2018*

- a. The University Judiciary Committee (UJC) is a student-run body of the University Judicial System; made up of an executive committee, representatives, and support officers
- b. Addresses violations of UVA's Standards of Conduct
- c. Completed a 2016-2017 diversity survey for the UJC after the selection of new support officers
- d. Survey recorded UJC affiliation, race, gender, school affiliation, graduate/undergraduate ratio, etc.
- e. All results can be seen on UJC Diversity Presentation
 - i. Results compare diversity of UJC to CDS (common data set) of the university
 - ii. Diversity of race and gender for UJC are similar to that of the university
 - iii. Representation of students receiving need-based financial aid is low in comparison to university
 1. Bautz suggests JC commitments may interfere with student work schedules in the evening hours
- f. 1st year Judiciary Council tends to see more minor cases reported from senior residents and the accused are typically a diverse group of students; after the 1st year, cases are more serious (accusations of drug distribution, DUIs, etc) and the accused are most frequently white males
- g. Moving forward they will use SIS to pull more reliable demographic information
- h. Questions and Comments:

- i. How frequently is #7 (Alteration/Misuse of University IDs) from the Standards of Conduct seen by the JC?
 1. One of the most common violations of #7 occurs when students create a fake email account and pretend to be a parent/guardian corresponding with university staff
- ii. Students receiving need-based financial aid aren't adequately represented. How can we change this?
 1. Funding is currently an issue; unable to allocate money to work-study programs but is hoping this will be a potential in the future
 2. A comment was made that the underrepresentation may not be time commitment/work related, but a lack of advertisement to the student body about the opportunity
- iii. After 1st year JC, more white male cases are being diverted to UJC from the University Police Department than other demographics- why?
 1. Most of these cases that are diverted from UPD are instances of DUI, public intoxication, making racial slurs towards police officers, etc. A full arrest report is sent, so they are able to see all cases- not just white males
 2. It was suggested that the UJC look into this arrest data to find trends behind the cases diverted from UPD

II. Facilities Management Diversity and Inclusion Committee: *Caitlin Murtaugh, Project Coordinator, Facilities Planning & Construction*

- a. The inclusion and diversity committee always has members from different departments and is open to everyone
- b. Each month they have an article to read and gather to discuss the topic
- c. Several FM events throughout the year
 - i. Ice cream & BBQ social
 1. A video was made during the social to represent the diverse staff in FM; video interviews 5-6 staff members of different backgrounds
 - ii. Girls Day
 1. A day hosted by FM for girls 12-18 years old to encourage women in construction

2. The beginning of the day consists of tours around campus and construction sites, later in the day the girls are given hands-on construction projects
 3. Hoping for 100 attendees this year!
- iii. Summer Food Truck Series
 1. FM had different food trucks visit throughout the summer
 2. Provided employees an opportunity to socialize, try new cuisines, and support small businesses during their lunch hour
 - d. Currently working on a diversity strategic plan because the FM department does not fall under any of the individual schools or their diversity plans
 - e. Comments and Questions:
 - i. Dr. Martin mentioned it would be beneficial for the university to have an umbrella diversity plan so departments, like Facilities Management that doesn't fall under a specific school, will have these plans in place
 - ii. Suggested that their video from the ice cream social be added to their website
 - iii. Suggested that FM reach out to alternative learning school to recruit for Girls Day

III. UVA School of Medicine Initiatives: *Leah Beard, Manger, Diversity Programs, SOM*

- a. This is the 6th year the SOM had received the Higher Education Excellence in Diversity (HEED) Award
- b. Medical student initiatives include involvement in the Student National Medical Association, a new summer program, and the Latino Medical Student Association
- c. One of their current outreach initiatives is the MLK Health System Award which is typically awarded to a faculty/staff member- hoping to recognize a student this year.
- d. The Latino Health Initiative started out strong in its beginning years, but has started to fade; trying to promote the program to regain strength
- e. One training program the SOM wants to implement is how to respond to bias in the workplace
 - i. They will be partnering with the drama department to practice role-playing to better prepare students and staff for conflicts in the workplace

- f. Will soon be offering online training option for unconscious bias training as an alternative to the in-house programs
- g. A number of statistics from the SOM are provided on the last slide of the presentation
- h. Questions and Comments:
 - i. Where is the SOM in the planning process for the responding to bias workshop?
 1. Currently working with the drama department, still in the works

Diversity Council Meeting
December 14, 2017 | 9:00-11:00am
Newcomb Hall, Commonwealth Room

Present: Cecil Banks, Leah Beard, Stephanie Bossong, Maria Chee, Shawn Clement, Sheila Crane, Carolyn Dillard, Kathryn Duvall, Tabitha Enoch, Meghan Faulkner, Vicki Gist, Jennifer Harmon, Les Haughton, Jennie Knight, Susan Kools, Rebecca Leonard, Jessica Livingston, Marcus Martin, Jaronda Miller-Bryant, Phylissa Mitchell, Tobiyah Morris, Diane Ober, Gail Prince-Davis, Rachel Spraker, Juliet Trail, Maurice Walker, Sheri Winston

I. McIntire School of Commerce, Strategic Diversity Plan: *Rebecca Leonard, Associate Dean for Diversity, Equity and Inclusion; Director of Undergraduate Admission*

- a. McIntire developed goals around 3 strategic commitments: Recruitment, Support, and Education.
 - i. Recruitment: Increase number of underrepresented minority student applicants across all McIntire programs by conducting strategic outreach and activity including events, scholarships, and referral programs. Increase and retain a diverse and distinguished faculty and staff.
 - ii. Support: Promote a community that provides mentoring and support programs, and opportunities to participate in experiences that highlight diversity and create sense of inclusion.
 - iii. Education: Expose each McIntire COMMunity member to the value of diversity, equity and inclusion as a business strategy.

II. Diversity and Recruitment Efforts at the Maxine Platzer Lynn Women's Center: *Jaronda Miller-Bryant, Program Director for Global Outreach & Engaged Scholarship; Associate Program Director of Young Women Leaders Program*

- a. The mission of the Women's Center is to serve the University through promoting respect and safety of women and girls, develop leadership through academic community engagement, work for gender justice, and create partnerships for social change.
 - i. The Women's Center offers empowerment-based counseling and student leadership development through engaged scholarship courses and an internship program.
- b. Diversity goals: Attract a diverse range of Internship applicants in an effort to bring different and unique perspectives to the WC and its mission. Overall promotion of the WC to the general student body to ensure that students, regardless of ethnicity or gender identity, are utilizing the WC as a resource.

- c. The Women's Center saw more community members for counseling in the fall, as they were helping the Women's Initiative with the demand for counseling after the rally in August.
 - i. There were 85 total clients from July-Fall 2017.
 - ii. The Women's Center provided 764 hours of counseling and 1149 hours of case management in that time period.

III. Diversity Initiatives in Faculty Development: *Jennie Knight, Assistant Vice Provost for Faculty Development*

- a. Jennie is relatively new to UVA. She started in her role June 2017 at UVA. Jennie's role includes diversity and inclusion efforts and recruitment of diverse faculty. The past 6 months she has been working on the following:
 - i. New faculty orientation is held in the Rotunda and includes a tour of the grounds. New Faculty Orientation on August 14th included a talk by Vice Provost Louis Ayers about the history of slavery at UVA and an historical tour of the Lawn that included a critical view toward the history of race and gender at UVA. It also included a lunch session about teaching in relation to critical incidents—in particular, the events of August 11th and 12th.
 - ii. Series of workshops open to faculty throughout the year.
 - iii. Focus on diversity, inclusion, and equity throughout the Leadership in Academic Matters program.
 - iv. National Center for Faculty Development and Diversity (NCFDD) – UVA is an institutional member. Membership includes faculty resources for all faculty and graduate students, and is particularly geared toward underrepresented faculty and graduate students. Information can be found on the Provost website.
 - v. Educational Theater initiatives. University of New Hampshire. New in-house theater group in collaboration with the Center for Teaching Excellence and Office of the Provost.
 - vi. New search committee modules for faculty and staff positions.
 - vii. Faculty development workshops.
 - viii. A summer faculty development seminar about the history of race at UVA called “Teaching Race at UVA” will be held May 30-June 7, 2018, open to faculty from across the University. Applicants will be required to incorporate some of the content into one of their courses.

IV. UVA Libraries Update: *Phylissa Mitchell, Director of Inclusion, Diversity and Equity, UVA Libraries*

- a. UVA Libraries offered a once/week 6-week paid summer internship for 5 students from local high schools. The program was successful and will be offered next summer as well, from June 12-19, 2018.
- b. ACRL Diversity Alliance Resident Librarian Program: The purpose of the position is to enrich the profession by introducing new perspectives and encouraging dialogue among librarians from diverse backgrounds. Two positions are available starting July 1, 2018.
- c. University of Virginia Libraries Strategic Diversity Plan, 2017-19: The UVA Libraries support the University's values regarding diversity and inclusion.

V. Diversity Council Strategic Plan, Objectives and Recent Recommendations: *Marcus L. Martin, MD; VP and Chief Officer for Diversity and Equity*

- a. Dr. Martin relayed that President Sullivan has asked Kerry Abrams and Archie Holmes to draft a University-wide statement and plan about diversity and inclusion across the entire University. This effort might benefit from the direct input of the Diversity Council. Dr. Martin conveyed that through the Diversity Council strategic planning 2009-2010 the University Commitment to Diversity statement and the UVA IDEA Fund and Trustees were developed. (See attachments.)
- b. Diversity council objectives were reviewed and 5 recent recommendations were listed as follows:
 - i. Hold a facilitated discussion about actionable objectives for DC
 - ii. Review and provide the provost office feedback on University-wide diversity strategic plan
 - iii. Implement action oriented strategies to make UVA more diverse and welcoming
 - iv. Support DC members to implement strategies in their units
 - v. Consider forming a subcommittee focused on tracking available diversity and inclusion education/training and advocating for additional coordination and resources.
- c. Another recommendation that the Diversity Council could offer input is in the issue of University communications, given the expertise and embodied knowledge of the Council's body.