

**Diversity Council Meeting Minutes**  
**January 16, 2020**

**Present:** Maria Ali, Cecil Banks, Leah Beard, Kate Duvall, Joy Elmore, Tabitha Enoch, Meghan Faulkner, Melissa Frederick, Elyse Girard, Vicki Gist, Valerie Gregory, Keisha John, Rollin Johnson, Christie Julien, Susan Kellett-Forsyth, Cindy Keifer, Jack King, Reggie Leonard, Jessica Livingston, Alexis Lomax, Tim Longo, Matthew McBee, Kevin McDonald, Kit Meyer, Jaronda Miller-Bryant, Phylissa Mitchell, Kristin Morgan, Gary Nimax, Rachel Spraker, Anna Sullivan, Emily Tate, Maurice Walker, Diane Whaley, Sheri Winston.

**I. Introductions**

- a. There will be a state forum on inclusive excellence on March 9
- b. Kevin presented to Albemarle County board of supervisors about inclusive excellence.
- c. Inclusive excellence video and letter with Kevin McDonald and Jim Ryan out today

**II. EOCR website updates**

- a. Added a link on the page for inclusion resources
- b. Added a gender diversity page, including pronouns and all-gender restroom signage, guide to transitioning at the university, inclusive classrooms, etc.
- c. Inclusion calendar – populate the calendar with your upcoming events. Groups outside of UVA can also post to the calendar.

**III. Inclusive Excellence Website**

- a. The website was released before the winter break.
- b. UVA Wise is participating and doing their own strategic plan that includes inclusive excellence.
- c. What has been newly added:
  - i. Framework dimensions
  - ii. Definitions for diversity, inclusion, equity, equity-minded, and anchor mission
  - iii. Updated process and timeline
- d. If you have suggestions to the list of resources, contact Rachel. Rachel will send out the link to the updated website.

**IV. Staffing update**

- a. Working with Candace Bell in the Provost's Office on IE initiatives.
- b. Kimalee Dickerson is the new post-doctoral research associate.
- c. Inclusive excellence fellows, Maria Ali (graduate student), and undergraduate interns

**V. Inclusive Excellence Convening**

- a. March 3, 9 AM – 1 PM in Ern Commons
- b. The convening will be a working session on data and tools, vision for IE, and connecting as a community. Diversity Council and diversity deans will be invited.
- c. If a unit has a diversity team or IE planning team, they will be invited to the meeting as well.

**VI. DC role in Inclusive Excellence**

- a. Diversity Council will be asked to review the evaluation rubric and figure out the plan for providing feedback. We will have members sign up to read plans and provide feedback.
- b. Units will receive templates for the plans

**VII. Handouts**

- a. Data package

- b. Reporting template
- c. Feedback
  - i. Community partnerships and engaged courses currently have the least data. Need guidance for this data.
  - ii. The climate survey was never released, which would be valuable information to be included. The survey was never released due to issues with the methodology.
  - iii. Data alone cannot be relied on; VPs will need to have committees/teams/etc to have additional conversations to figure out their plans.
  - iv. Add transfer students to be tracked under composition.
  - v. Add disability to cultural climate.
  - vi. Can we look at negative trends (people leaving, students not finishing, etc)? Data currently only looks at retention.
  - vii. Add data for years at UVA
  - viii. LGBTQ data is not available at this time. The data for faculty and staff has just been added on Workday.

VIII. Guide

- a. Review the planning team guide and equity and inclusion data guide. See if there are missing questions that need to be asked.
- b. A draft of a reporting template is open for this group to critique.
- c. Would like to have these templates ready to go by March 3. Give feedback to Rachel no later than 2 weeks away.

IX. Announcements

- a. The Community MLK Celebration is coming up.

**Diversity Council Meeting**  
**Wednesday, April 29 | 10-11 AM**  
**Zoom Meeting**

**Present:** Maria Ali, Leah Beard, Carolyn Dillard, Kate Duvall, Joy Elmore, Tabitha Enoch, Diane Farineau, Meghan Faulkner, Mark Fleming, Elyse Girard, Vicki Gist, Valerie Gregory, Lisa Harris, Keisha John, Rollin Johnson, Christie Julien, Cindy Kiefer, Jack King, Susan Kools, Rebecca Leonard, Reggie Leonard, Alexis Lomax, Emily Martin, Kevin McDonald, Kit Meyer, Phylissa Mitchell, Kristin Morgan, Gary Nimax, Michelle Packer, Gail Prince-Davis, Claudia Scholz, Rachel Spraker, Anna Sullivan, Jennifer Uber, Maurice Walker, Brittney Whiteside, and Sheri Winston.

**I. Introductions**

**II. Updates**

- a. Memorial to Enslaved Laborers – Meghan Faulkner
  - i. The memorial experienced some delay due to COVID-19, but construction is almost complete. Next week, the path from University Avenue to the memorial will be complete. People will be able to walk and visit the memorial then. The water feature will remain off for a while.
  - ii. The planning committee is close to confirming April 9-10, 2021 as the rescheduled date for the dedication. This date coincides with Black Alumni Weekend.
- b. Workshops – Meghan Faulkner
  - i. The Division for Diversity, Equity, and Inclusion had to postpone Kathy Obear's visit, but intend to invite her to Grounds in the future. Obear is offering a free training on Navigating Difficult Situations in the Workplace, which the Division shared with the group. The Division will work with Obear to do some additional offerings for UVA specifically over the summer.
- c. Inclusive Excellence – Rachel Spraker
  - i. The IE convening was at the beginning of March. As of now, there is no set deadline for units to submit plans; the division is waiting on news about the institution as a whole.
  - ii. Some units are still working on their plans, and Rachel is available to review data. Contact her for resources. The coronavirus has brought up some issues on equity that we can think about for the long-term.
- d. One Virginia Plan – Kevin
  - i. The state adopted the IE framework. Convenings were scheduled across the state, but many were cancelled due to coronavirus. The statewide IE meeting scheduled for April was cancelled but will be rescheduled. UVA has moved forward on IE, but we are looking forward to announcing the plan to the other colleges in Virginia.
- e. VA-NC Alliance – Maurice Walker

- i. Traditionally, the alliance hosted an in-person summer research program. This year, the alliance is hosting several virtual opportunities, including GRE training, a professional development series, and a project management workshop series to earn a project management certificate. Students will still earn a stipend for participating.
    - ii. 3 faculty mentors at UVA have agreed to work with students virtually.
  - f. Other Updates
    - i. Is it worthwhile to have conversations about diversity, equity, and inclusion and/or difficult conversations in the virtual format?
      - 1. The group collectively agreed that we shouldn't stop conversations, but look at different ways that we can have this conversation virtually.
    - ii. Madison House has been working on virtual volunteering in the community.
    - iii. The Equity Center has been working on making sure the community is getting adequate resources.
    - iv. Some units on Grounds have seen progress toward diversity, equity, and inclusion goals hampered by the economic fallout of COVID-19, such as planned hires.

### **III. Breakout Groups**

- a. The group engaged in breakout groups to discuss:
  - i. When thinking about community well-being and equity, what is one thing that you feel has gone well so far for your area, or UVA overall, in responding to the crisis?
  - ii. As you think about something that is either unknown or coming up as an issue as your area moves into recovery, how can/should we as a collective ensure community well-being and equity are centered in our responses?

**Diversity Council Meeting**  
**Wednesday, June 3 | 10 – 11 AM**  
**Zoom Meeting**

**Present:** Emily Babb, Cecil Banks, Maegan Bell, Jasmine Crenshaw, Kate Duvall, Joy Elmore, Tabitha Enoch, Diane Farineau, Meghan Faulkner, Melissa Frederick, Elyse Girard, Vicki Gist, Valerie Gregory, Keisha John, Rollin Johnson, Christie Julien, Cindy Kiefer, Jack King, Susan Kools, Rebecca Leonard, Reggie Leonard, Jessica Livingston, Alexis Lomax, Emily Martin, Kevin McDonald, Kit Meyer, Jaronda Miller-Bryant, Phylissa Mitchell, Kristin Morgan, Tobiyah Morris, Michelle Packer, Gail Prince-Davis, Claudia Scholz, Catherine Spear, Rachel Spraker, Anna Sullivan, Emily Tate, Jennifer Uber, Maurice Walker, Diane Whaley, Brittney Whiteside, and Sheri Winston

**I. Introductions**

- a. We will utilize the next meeting for issues we think the council should be involved in.
- b. Moment of silence

**II. Title IX Regulations – Emily Babb**

- a. Final regulations came on May 6, 2020 and will be effective on August 14, 2020.
- b. The new regulations have narrowed the definition for Title IX harassment. The office will still look at complaints that don't fall under Title IX through another misconduct process.
- c. New stipulations
  - i. Conduct outside of the US does not fall under Title IX
  - ii. Conduct off-Grounds does not fall under Title IX
  - iii. The office must dismiss a formal complaint if it doesn't fall under Title IX
- d. There must be a formal complaint to move forward. The complaint must be filed by the complainant or the Title IX coordinator.
- e. There must be advisors for the hearing – can be internal or external to UVA.
- f. If someone doesn't submit to cross-examination, nothing they say can be used in the investigation.
- g. Decision makers
  - i. Can be anyone but Title IX coordinator
  - ii. There can be one decision maker, or multiple
- h. It is required to have an appeal process
- i. Feedback
  - i. They will make sure they have appropriate “advisors”
  - ii. Looking at cost estimates for attorneys

**III. Community Check-In**

**Discussion Topic:** *What is going well and where are there opportunities to improve equity and community well-being in the response and recovery to COVID-19?*

### Summary of Insights

#### *Things on which we can/should build...*

- Individuals are noticing that new people are interested in the conversation about equity based on the disproportionate impacts, and causes, that have been spotlighted by the pandemic.
- Areas that had been engaged in discussing gender dynamics in certain professions are seeing the disproportionate impact of COVID on women and engaging with the issue in the world of work in new ways.
- The move to online instruction and more digital content has elevated recognition of the need to make materials accessible based on disability and individuals hope this recognition and focus will continue in the years ahead.
- The need of this moment has helped areas re-imagine what distance-based volunteering can be and achieve in positive ways.
- The group recognized that there have been real instances of the UVA community coming together to aid each other and that this is a positive.
- Areas are checking in with their student employees in new and collective ways that did not happen previously and are using that mechanism to help surface and respond to issues for students who rely on work study and other financial aid.
- With the disruption COVID has caused, many are more fully reconsidering norms that have been taken for granted about success, access, and support. People may be more ready for structural change.

#### *Things which need action or additional consideration...*

- Mental health for students, staff, and faculty continues to be an area of great concern. Services are being accessed but individuals are hearing that there are still significant feelings of isolation and depression. It was suggested that when people physically return (perhaps even before this) every group may need some specific time and space to engage collectively in taking a pause to “process” what has happened in order to learn from it and stay resilient.
  - More resources and interventions overall, may be needed to support well-being of entire UVA community.
- Given the varying situations in which students find themselves when not in the physical classroom including lack of reliable internet, absence of quiet workspace, and/or home environments that are variably safe/unsafe for students – the asynchronous delivery of online content has been identified as meeting the student’s needs of maximum flexibility.
- Areas are seeking advice on how to make UVA feel welcoming and inclusive during this time and beyond.
- Noticing that decisions appear to be made quickly, potentially without consideration of all or even reasonably accessible variables, and the group is hoping for ways to more quickly surface difficulties, supports needed, or things that are going well to leadership.

- People are noticing that there is still a lot of pressure for every group to “continue to perform/produce”, and simply figure out how to work remotely and go on without processing what is happening.
  - Individuals are reporting an “intense” focus on admissions and suggested that with what is being seen in the process that specific emphasis on supporting underrepresented students and the kind of aid or support needed for attendance may need to be different from the status quo in “normal” operating times.
- Many individuals identified that UVA staff have felt largely forgotten and that the leadership may need to take more action to center people and how they are feeling, as well as put staff considerations and protections front and center in financial decisions.
  - It was also specifically referenced that the common language being used by managers of “essential” and “non-essential” may be unintentionally amplifying employee anxiety and the future of their careers or potential for furloughs or pay cuts. Messaging needs to affirm individual value and the uncertain and difficult times ahead.
- It was suggested that graduate students are also reporting feeling left out of many communications and connections to resources.
- Individuals consistently identified that it did not feel like equity-minded and culturally responsive decision-making was a part of the process, at least not in a transparent way. Several individuals charged with such roles also reported not being part of the formal decision-making leadership groups in each area.
  - An additional question related to this overall insight was how might a more wholistic view of “disparate impact” be operationalized that takes not only demographic characteristics like race/ethnicity and gender into consideration but considers broader life circumstances as part of the decision-making process and study of impact.
- Individuals are exploring ways to provide services virtually and continue to look for ways to offer virtual connections in new ways that continue to build inclusive capacity. The collective recognized that difficult conversations may be even more difficult in the online setting and are seeking guidance from the group on how to adapt to the virtual environment.
- The group sees a need to find opportunities for more projects for students to get involved in, and potentially get paid for, in place of internships that likely would have been happening over the summer. There will be gaps that limit future career opportunities and individuals suggested more institutional level effort should be placed on surfacing and filling in some of these gaps for the summer period and beyond.
- There was a noted absence of comments connecting UVA activities to support neighboring communities. The establishment of funds to support contract workers and emergency funds for students was noted as a positive, but there were few opportunities noted to provide institutional-level material support to our neighbors.
  - Individuals further identified that finding ways to support local businesses more during this time is necessary.

**Diversity Council Meeting Minutes**  
**October 7, 1:00-2:30**  
**Zoom Meeting**

Present: Leah Beard, Maegan Bell, Jasmine Crenshaw, Peggy Dame, Carolyn Dillard, Kate Duvall, Joy Elmore, Diane Farineau, Meghan Faulkner, Mark Fleming, Vicki Gist, Elyse Girard, Lisa Harris, Sarana Hyatt, Rollin Johnson, Christie Julien, Cindy Kiefer, Jack King, Jennie Knight, Susan Kools, Rebecca Leonard, Reggie Leonard, John Lew, Jessica Livingston, Alexis Lomax, Emily Martin, Kevin McDonald, Kit Meyer, Jaronda Miller-Bryant, Kristin Morgan, Tobiyah Morris, Gary Nimax, Gail Prince-Davis, Claudia Scholz, Rachel Spraker, Lorie Strother, Anna Sullivan, Emily Tate, Jennifer Uber, Allyson Umali, Maurice Walker, Diane Whaley, Brittney Whiteside.

**Agenda:**

- I. Introductions – Name, Area, Time on DC**
- II. Racial Equity Task Force Report and Actions/DDEI Updates – Kevin McDonald**
  - a. The Board of Visitors approved and endorsed the Racial Equity Task Force recommendations during the September board meeting. Those who have been charged with the recommendations should be working on their plans.
  - b. Plans are to convert the Racial Equity Task Force website into a space where the community can find out updates on the process.
  - c. A salary equity study was recommended in the report. Information on this should come from the Chief Operating Officer, JJ Davis.
  - d. UVAEdge was just announced. The program allows adults to earn 20 course credits from UVA in a year.
  - e. A committee has been formed to look at supplier diversity efforts at the University.
  - f. Rachel Spraker is working on the equity scorecard, which is tied into Inclusive Excellence, and the Division for Diversity, Equity, and Inclusion (DDEI) is working on several initiatives.
  - g. DDEI has received more resources, including more money for the operating budget, and will be hiring 3 new positions (diversity education, marketing/communications, and data analyzation).



### **III. IE Planning Process Updates – Rachel Spraker**

- a. Originally hoped to have plans submitted to DDEI in November for feedback with final plans completed in December. Rachel asks that plans be submitted March 31, 2021. The Diversity Council should be ready to give feedback on plans at that time.
- b. DDEI has \$50,000 for an Inclusive Excellence fund to give to areas that will apply for additional funding. Rachel will ask 4-5 in Diversity Council to participate in a selection committee. DDEI plans to do fundraising to get more funding in the future.
- c. DDEI also has \$5,000 for community grants. This funding will give \$1,000 to five people in the community that want to create their own Inclusive Excellence plans.
- d. The Charlottesville City School District and United Way are in the process of doing their own Inclusive Excellence plans.

### **IV. Diversity Council Structure Conversation – Facilitated by ODEI/Rachel**

- a. DC members were asked to refer to the 2018 charter.
- b. Changes to the DC
  - i. There are now many new DEI positions that have been added across different schools and units.
  - ii. Administration changes (new president, board members, strategic plan, Racial Equity Task Force, new VP for diversity)
  - iii. DDEI is getting more resources and additional funding
  - iv. Inclusive Excellence framework
  - v. More groups have been formed, such as the President's Commission on Slavery and the University, the President's Commission on the University in the Age of Segregation, the naming committee, and the University-Community working group.
  - vi. The local and national context has made this work more important than ever.

## **V. Comments**

- a. In 2018, the Diversity Council wanted to take more action, creating task forces. These task forces are not active anymore.
  - i. The majority stated that they believe the task force model is no longer a helpful model for Diversity Council.
- b. DDEI is interested in creating a chair or co-chair model in which Kevin would not chair the council anymore. If chaired by someone else, the council has an opportunity to write letters of support to DDEI, be an accountability group for the VP, and other opportunities.
  - i. Most members said MAYBE about supporting DC chaired by a DC member rather than the VP.
  - ii. Questions about how the process would go to pick a chair. Would there be nominations, or would DDEI pick a chair?
  - iii. Many in the council are not comfortable with Kevin leaving as chair of the council at this time. The council wants the chair to be a respected leader in the University.
- c. Members in the council used to be on 3-year terms appointed by deans. That model has not been followed during the recent transition.
- d. Some members of the council are in favor of keeping the response team (giving information to Jim Ryan, publishing bias incidents on Grounds).
- e. Rachel will send out a survey to the group to ask further questions about the structure of Diversity Council in the future.

## **VI. Announcements**

- a. DDEI is launching an e-publication that will highlight stories from around the University and the Community. The e-publication will come out twice a year. DDEI will ask the Diversity Council for feedback on a name for the publication.
- b. Rachel will ask for feedback on the form for facilitators on DEI around Grounds.