

Diversity Council Minutes 2006

Diversity Council Meeting
March 16, 2006 9-11 AM
South Meeting Room, Newcomb Hall

1. Overview of Diversity Council objectives (attached)
 - *Council members were asked to consider the objectives as defined and provide input.*
2. Introduction of Council members
 - *Each Council member introduced themselves and briefly discussed their involvement in diversity related initiatives with respect to the units they represent.*
3. Selection of future meeting dates/times
 - *Members agreed that the next meeting will be on Thursday, April 20th at 9AM. Going forward, meetings will be held on the third Thursday of every month, at 9 AM.*
4. Review of Cornell University incident/Initial discussion of U.Va. environment
 - *Members reviewed an article regarding a racially motivated stabbing that took place at Cornell University (this incident received little press attention). Members discussed the implications of being in the DC media circuit.*
5. Information regarding the Virginia Symposium on Race and Society
 - *The University of Virginia will annually host the Virginia Symposium on Race and Society. This year's theme is In Katrina's Wake: Racial Implications of the New Orleans Disaster (November 2-4, 2006, The Darden Grounds). Registration information will be coming soon.*
 - *The conference will rotate between the schools annually – for next year's symposium, The Schools of Medicine and Nursing will engage around the topic of Health Disparities.*

Diversity Council Meeting
September 21, 2006 9-11AM
South Meeting Room, Newcomb Hall

1. Review of the Implementation Status report by the President's Commission on Diversity and Equity:

- Dr. Marcus Martin, AVP in the Office of Diversity and Equity, led an overview and discussion of the twenty recommendations provided by the Committee.

2. Overview of the 2006-2007 Goals:

- Mr. Harvey reinstated the goals set forth by the ODE and gave more information pertaining to the particulars. As some of the goals are collaborative in nature appropriate individuals who were represented provided relevant feedback and input.

3. Review of the Council's Objectives:

- Mr. Harvey reiterated the objectives of the Council and asked for feedback. No comments were made.

4. AAU Faculty Rankings:

- As time did not allow the group to discuss this data it was agreed that this will be broached at the next Diversity Council Meeting to be held on Thursday October 19, 2006 at 9am in Darden.

Diversity Council Meeting
November 16, 2006, 9-11 AM
South Meeting Room, Newcomb Hall

I. Opening:

- *Dr. Marcus Martin, Assistant Vice President for Diversity and Equity, opened the meeting by thanking members for their support during the Symposium on Race and Society, November 2-4, 2006. He also welcomed new members Yvonne Ng and Ryan McElveen of Student Council serving as Student Representatives to the Diversity Council..*

II. Faculty Retention:

- *Gertrude Fraser, Vice Provost for Faculty Advancement, presented "UVa Recruitment Data, Gender and Race/Ethnicity, 2003-2006" with the assistance of her graduate intern Mark Denoble. The presentation generated relevant and thought provoking conversation around many aspects of faculty recruitment; UVa separations and exit data was also examined and compared to peer AAU institutions. Diversity Council members were quite responsive to the presented material and were encouraged to share relevant aspects of this conversation in their respective units.*

III. Law School Diversity Pledge:

- *Martha Ballenger, Assistant Dean for Student Affairs, School of Law, presented an overview of the recent "University of Virginia School of Law Pledge to Diversity, 2006." Students of the law school deemed a recent intolerable event an act that shamed and harmed their community proving to be the catalyst for the student initiated pledge accompanied by a UVa "Safe Space" tee shirt campaign. Penny Rue, Dean of Students, added that this act shows the importance of the Bias Reporting system which allowed individuals a specific space to report incidents and for administration to appropriately respond. Members of the council agreed that the Law School pledge to diversity is successful due to student self-governance.*

IV. Closing:

- *Dr. Marcus Martin provided supplemental reading to the council relevant to the above topics of conversation and sends warm regards and safe wishes during the holiday season. The Council will meet next on Thursday, January 18, 2007 in the South Meeting Room, Newcomb Hall.*

Diversity Council Minutes 2007

Diversity Council Meeting

January 18, 2007

I. Graduate Student Diversity

Cheryl Evans gave a presentation on the role of her office housed in the Office of the Vice President for Research and Graduate Studies; handout provided. Information was also provided regarding the office's primary goals, strategies, and vision. Additionally, the presentation discussed graduate student demographics, diversity enrollment statistics, and recruitment and retention strategies. Following her presentation, the Council discussed issues surrounding alumni affiliates, institutional ranking amongst peers, current institutional challenges, lack of graduate student funding, lessons learned from Law and Medicine graduate student funding practices, issues with graduate school decentralization, and incentives used in attracting diverse populations to UVa for graduate studies.

II. "Just Report It" – Bias reporting update

Penny Rue provided background and contextual information for the "Just Report It" system; handout provided. Information included findings from the UVa Climate Study giving special attention to the gender breakdown per responses, further information regarding reported bias related incidents for 2006 with an overall summary (specifics detailed location, time and type of report, alleged perpetrators, severity of incident, etc). The presentation concluded with a narrative summary of reported incidents. In response, the Council discussed lack of communal awareness due to the method of reporting incidents, issues with first year housing, need for inclusion of incidents involving faculty and staff, regrouping of new employee orientation, role and responsibility of parents, reality of climate at UVa, sexual assault vs. racial incidents, and focus on overall possibility for environmental change. In closing, the Council referred to the Law School student pledge initiative and the need for current undergraduate students to commit to such a strategy for change.

Next Meeting: February 15
General Purpose Room, Sponsor's Hall

Diversity Council Meeting

March 15, 2007

I. Opening Remarks, Dr. Marcus Martin

Welcomed group, provided highlights and commented on group objectives

II. Human Resources Update, Susan Carkeek

Having assumed her position as *Chief Human Resources Officer* for the past 4 months, Ms. Carkeek provided an overview into the happenings in HR housed in four major areas: restructuring the new HR system, employee development and benefits, HR communications plan and new business protocol/management. In each area there are distinct new incentives promoting access, development, technological advances and resources. The group raised the following points: career mobility, opportunity to diversity classified staff, internal promotion, domestic partner benefits, tracking system/HR database, upcoming job fair, criminal background checks, community outreach and horizontal vs. vertical promotion.

III. Student Council Diversity Initiatives, Yvonne Ng and Ryan McElveen

Ms. Ng and Mr. McElveen presented “Student Council Diversity initiatives at the University of Virginia” for which a handout was provided. The presentation was focused on the five committees which include International Student Affairs, Race and Ethnic Affairs, Religious Affairs, Gender and Sexuality and Curriculum Internationalization. Within each committee the group provided background information and current involvements. The group discussed the use of inclusive vs. exclusive language, curriculum advances, potential SEED program partnership, recruitment strategy, current demographics of committee members and involvement with faculty.

III. Va. Indian Nations Summit in Higher Education, Megan Raymond

With expressed regret, Ms. Raymond was unable to attend the meeting due to unforeseen circumstances. Additional information is attached below.

IV. Additional Items:

-[Civil Rights South Bus Tour with Julian Bond](#) (March 17-23, 2007)

Kelli E. Palmer, Assistant to the President, provided an overview of the trip as they prepare to embark on their journey; Mr. Harvey and Dr. Martin will also be in attendance. As this trip will be streamed live, please visit

-[Black Alumni Weekend](#) (March 29-April 1, 2007)

The Alumni Association has posted the program schedule on their website.

-Next meeting will take place on Thursday, April 19th at 9am in the Commonwealth Room, Newcomb Hall.

Diversity Council Meeting

June 21, 2007

9:00 – 11:00 a.m.

Attendees:

Missy Brads, Jean Collier, Bob Covert, Elizabeth Fortune, Valerie Gregory, William Harvey, Adelaide King, Melvin Mallory, Marcus Martin, Debbie Mincarelli, Michelle Packer, Robert Patterson, Leonard Perry, Taylor Reveley, Don Sundgren, Carolyn Vallas, Diane Walker, Shannon Wampler, Maureen Wellen, Sheri Winston

Guests:

Stan Trent, Curry School; Maurice Cox and Nisha Botchwey, School of Architecture

Bill Harvey welcomed the group and requested the order of agenda items two and three be reversed.

III. Virginia-North Carolina Alliance & NSF Grant – Carolyn Vallas and Bill Harvey

Bill Harvey informed the Diversity Council about the recent NSF grant awarded to the University of Virginia to form a consortium with three counterpart institutions in Virginia and four Historically Black Colleges in North Carolina. These are Virginia Tech, George Mason University, VCU, Bennett College, Saint Augustine's College, Elizabeth City State University, and Johnson C. Smith University. The grant is just under \$5 million for over 5 years, and he gave the group advance notice of the press release scheduled for Monday, June 25. The purpose of the grant is to double the number of minority students getting degrees in the "STEM" (science, technology, engineering, and mathematics) disciplines across the consortium within five years. PI -Bill Harvey and Co-PI Marcus Martin are providing the collaboration oversight for all the partner institutions and Carolyn Vallas and Nick Garber are the U.Va. institution PIs.

Carolyn Vallas continued by saying that the grant is an opportunity to bring the seven other schools to the U.Va. Grounds, to demonstrate the programs offered at U.Va and to encourage their students to come to UVA for graduate study. She reported that U.Va's STEM numbers are ok, but could be improved. The grant targets African-American, Hispanic, and Native American students. For the purpose of the grant, women are not considered an underrepresented group. NSF requires annual reporting and will conduct a review after three years to measure progress. She noted that the grant offers an opportunity to create new programs at U.Va. and use creative ways to increase recruitment and add a global or international flavor to the alliance.

Marcus Martin said that the current number of STEM students in the eight institutions is a little over 500, and will need to be increased to over 1,000 in 5 years. This requires U.Va, as the lead institution, to complete oversight, grant administration, and reporting

requirements of NSF. The Office for Diversity and Equity has acquired additional space in Madison House and is planning to hire a project coordinator to assist with project management.

Carolyn Vallas reiterated that the grant is focused on all STEM fields of study. She hopes the grant will help to introduce the idea of pursuing graduate study earlier to the students.

The group discussed the potential for the projected additional science buildings and facilities to be constructed at U.Va to enhance the scientific reputation as listed in U.Va's strategic initiatives and would assist the grant's goals. Marcus Martin suggested that the STEM grant's goals could be further helped by recruiting students from community colleges. Carolyn Vallas agreed and reported that she had applied for a different grant to increase communication and the relationship between U.Va. and community colleges.

IV. Curry School Diversity Committee – Bob Covert and Stan Trent

Bob Covert and Stan Trent, faculty co-chairs of the Curry School Diversity Committee presented their working draft "A Curry Plan for Excellence and Equity" to the group, noting that the Curry School has a new Dean committed to diversity issues. (Plan is attached)

The committee has been in existence for 3-4 years, with 15-20 participants. It was started as a grass-roots initiative. The first and most significant goal of the plan is to increase the diversity of faculty, administrators, staff, and students at the Curry School by 15% each year for 3-5 years.

Bob Covert noted that a particularly effective past recruitment tool was the inclusion of the language "a demonstrated commitment to diversity" in recruitment ads. This active language required candidates to show their past actions to increase diversity. When the language was recently softened to read that the candidates must simply have a "commitment to diversity," recruitment of diverse candidates has not been as successful. The group discussed the possibility of including this active language in the new Jobs@UVA recruitment tool.

Other goals in the report include increasing diversity in the Curry curriculum, formalizing the Diversity Committee within the Curry School, and obtaining funding to conduct training and provide services both within the Curry School and for the local community at schools and social agencies.

One successful result has been the valuation of faculty members' work on the Committee as part of their service and the integration of it in the annual review process.

Bob and Stan asked the group for comments and suggestions. In group discussion, Bill Harvey and Marcus Martin inquired about the Curry School's ambitious goal of increasing diversity 15% each year: what if it doesn't happen? Is there a plan to deal with that possibility? Bob and Stan acknowledged the importance of that idea and commented

that the Dean of the Curry School was deeply committed to the goal. Stan Trent indicated that accountability is very important in making the diversity plan work. Bob Covert noted that the draft plan should be finalized by fall 2007 when the committee members are back together. Bill Harvey said that he would be presenting the faculty data (by department, race and gender) to the Board of Visitors in October, and that this report will demonstrate the urgency of the situation and needs of the Curry School. He also noted that changes in language, such as the recruitment ads, will only be part of the solution, and that a change in behavior will be more crucial. Bob Covert agreed and added that greater accountability is also needed. Adelaide King asked whether the recently recruited minority faculty felt supported and planned to stay after their contract reviews. In answer, Bob Covert briefly discussed the mentoring program and the new faculty members' participation in the diversity committee. Michelle Packer asked about the Committee's strategy for fundraising, and suggested that they meet with the new staff at Curry's development office and push for inclusion of the Committee's needs into the larger development portfolio.

Bill Harvey announced that he will send the group a link to the draft subcommittee reports produced by the Commission on the Future of the University. He asked all Diversity Council members to review the reports and send him comments and suggestions regarding diversity in the reports.

V. Architecture School Diversity Committee – Maurice Cox and Nisha Botchwey

Maurice Cox, Associate Professor of Architecture, gave a PowerPoint presentation about the School of Architecture and its Diversity Committee. (Architecture Diversity Committee February 14 meeting report and January 26 Budget Recommendations documents attached)

Mr. Cox presented diversity statistics about the School of Architecture, whose dean, Karen Van Lengen is very supportive of diversity and the work of the school's Diversity Council. The School of Architecture faculty includes 28 women, and four African Americans. One department chair is African American. The School of Architecture at U.Va is likely the most diverse among peer institutions across the nation. Maurice did point out the need for improvement especially in numbers of underrepresented minorities in Architecture grad school programs. While he noted that the graduate program in Architecture is currently not very diverse, the undergraduate program graduated 32 African-American students (or 10% of total graduating architecture undergraduates) in 2007. With African-Americans representing only 3% of architects nationally, this number is quite impressive.

Maurice attributed this success and continuing emphasis on diversity to the work of faculty members, the small size of the school and its inclusive atmosphere, and the efforts of the Diversity Committee, which included establishing a web presence, paying for student travel to national conferences, and hosting diversity dinners at faculty homes with a budget of \$5000 for 2006-2007.

Maurice reported that the School of Architecture's curriculum was found to be quite diverse, due to architecture's intrinsic ties to race, community, and culture. He noted that a curriculum emphasizing diversity is needed to attract African-American students. Nisha Botchwey also presented aspects of her work in the School of Architecture that is community/diversity related

The School of Architecture Diversity Committee has recommended the establishment of an Associate Dean for Diversity, a position with half administrative duties and half teaching duties. In addition the committee has recommended have requested \$20,000 in programmatic funding for diversity outreach. Other recommendations discussed are listed in the attachment.

Professor Cox also expressed the desire to coordinate more closely with allied disciplines, such as engineering, and to reach out to schools to advertise architecture as a career option. Marcus Martin suggested that the Architecture Diversity Committee investigate participation in the GEAR-UP Program, which will track 350 seventh graders at Buford Middle School in Charlottesville through high school. He mentioned that it would be a good opportunity to expose the GEAR-UP students to the career of architecture.

Bill Harvey commented that the U.Va School of Architecture had several news-worthy accomplishments, including the number of African-Americans on faculty and the number of African-American graduates in 2007. He said that it was a clear example of his message of "diversity and excellence" and hoped that the news could be widely publicized.

VI. **Additional Items**

Bill Harvey handed out an article by Lee Bollinger from the June 1, 2007 *Chronicle of Higher Education* entitled "Why Does Diversity Matter?" and asked the group to read it and share it widely.

The next meeting date of July 19, 2007 was confirmed and the meeting was adjourned.

Diversity Council Minutes
July 19, 2007
Alumni Hall Conference Room
9:00 – 11:00 a.m.

Mr. Harvey welcomed the group asked each member to give a brief introduction.

I. 2007-2008 Diversity Council Goals and Meeting agenda topics

Mr. Harvey opened the floor by inviting the group to share key issues of concern and discuss potential topics for discussion during 2007-2008 DC meetings.

Among the issues and topics discussed were recruitment and retention of diverse faculty, graduate student concerns, undergraduate recruitment strategy, the Council's definition of diversity (request for Martin Davidson to present to the Council at a future meeting) and the possibility for breaking into smaller subcommittees to address specific issues.

II. Diversity E-Newsletter

Mr. Harvey requested feedback on the Dimensions of Diversity electronic newsletter and mentioned it will be distributed to alumni, faculty and friends on a quarterly basis. Ms. Lovelace asked the each DC representative submit stories from their unit for the publication.

The next meeting will be held August 16, 2007

Appendix

UVA first year residence hall assignment process

From: Allen Groves [<mailto:awg8vd@virginia.edu>]
Sent: Thursday, August 16, 2007 10:37 PM
To: 'bilharvey@virginia.edu'; 'kas7v@virginia.edu'
Cc: 'marcusm@virginia.edu'
Subject: U.Va. first year residence hall assignment process

In response to the questions raised this morning by Bill and Ken, I spoke with our Residence Life staff and learned the specific process used for first year residence hall assignments.

First years list their preferences from the following: Alderman Road, McCormick Road, and Residential Colleges. They cannot request a specific hall within these three areas, only the area. The incoming students may also request a specific roommate, but only if both list each other and choose the same area preference. All students are then put into a lottery from which preferences are awarded based upon lottery rank.

I am told that when the elimination of stated area preferences was discussed a few years ago, African-American parents and students were among the most vocal supporters of retaining the preferences. Apparently this stems in part from the fact that minority students stay in Alderman Road residence halls during Spring and Fall Fling events and thus have an interest in that area before arriving at U.Va., as well as the fact that Alderman Road residences are air conditioned and deemed more desirable. In contrast, many legacies and students from certain high schools in VA target McCormick Road because of a historical pattern (siblings/parents) and a perceived superior proximity to classes. An obvious caveat is that these latter observations are in part anecdotal and somewhat generalized.

Pat Lampkin's Residential Planning Committee is looking at tweaking this system for future years.

I hope this is helpful. I'm happy to track down any other information that might be of interest to the Diversity Council.

Allen W. Groves (Law '90)
Interim Dean of Students
UNIVERSITY OF VIRGINIA
Peabody Hall, 2nd Floor
(Post Office Box 400708)
Charlottesville, VA 22904-4708
Office: 434-924-7133
Cell: 434-465-1076
Fax: 434-924-3889

Diversity Council Minutes

August 16, 2007

9:00 – 11:00 a.m.

Attendees:

William Harvey, Melvin Mallory, Marcus Martin, Debbie Mincarelli, Diane Walker, Taylor Reveley, Vincent Jones, Carolyn Vallas, Allen Groves, Ken Schwartz, and Brett Schnell and Gail Prince-Davis (ODE Staff)

Mr. Harvey welcomed the group asked each member to give a brief introduction.

I. Role of the faculty representative to the BOV – Ken Schwartz

Ken Schwartz is the first faculty representative and serves as a non-voting faculty member on the BOV and is included in all discussions except executive discussions. Ken suggested that the faculty representative position could eventually evolve into a full board appointment. He serves on 3 committees – Educational Policy Committee, External Committee Affairs and Special Committee on Diversity. Ken would be instrumental in relaying information and sharing perspectives to the BOV from these committees. Ken's involvement as a faculty representative to the BOV provides another opportunity for issues of diversity to be raised at the BOV level.

Mr. Harvey opened the floor by inviting the group to share key issues of concern.

1. Freshman housing issues. One major concern remains how students get a particular unit for residence. Seems to be an unintentional segregation: McCormick – traditionally White and Alderman – traditionally minority. Allen Groves shared that Alderman dorms are being replaced with new dormitories. This will take place in phases. The suite style dorms i.e. Alderman will eventually be replaced with newly constructed dorms based on the old style (ie McCormick). Allen will have more information on this at the next meeting. See appendix.
2. Climate or sense of tolerance among students. UVa is boasting its highest number of diverse student enrollment. Is there a sense of respect for all students and how is this being addressed? Questions were raised whether or not students are being informed/educated regarding no tolerance. Are students aware of the penalty for crimes? Allen Groves spoke on the required orientation sessions for incoming students during the summer. The orientation covers student responsibilities for a safe environment.
3. Hiring and retention committee or faculty diversification issues. Stronger emphasis on all general faculty and sharing information for faculty retention. A point was made that there should be more consideration for employment in Charlottesville for spouse and partners.
4. Curriculum representation. One thought shared was if the number of faculty of color increased then ultimately the number of multicultural courses would increase.

II. Discussion on the most effective way for Diversity Council members to share information with their perspective units.

Incorporate thoughts through departments with feedback from Diversity Council member to perspective department. Suggestion to make a written statement or summary and present to the department.

The next meeting will be held September 20, 2007.

Appendix

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(Post Office Box 400708)
Charlottesville, VA 22904-4708
Office: 434-924-7133
Cell: 434-465-1076
Fax: 434-924-3889

Diversity Council Meeting
September 20, 2007

Present: William Harvey, Ricardo Padron, Carolyn Vallas, Kelli Palmer, Missy Brads, Diane Walker, Valerie Gregory, Richard Handler, Ryan McElveen, Lauren Tilton, Kedrick Perry, Sharon Davie, Adelaide King, Martha Ballenger, Marcus Martin, Allen Groves, Melvin Mallory, Taylor Reveley, Dahlia French, Bob Covert, Sheri Winston, and Gail Prince-Davis (ODE Staff)

Guest: Michael Smith

- I. **Introduction.** Brief introduction took place since new members have been appointed.
- II. Michael Smith provided a history of the President's Commission on Diversity and Equity. Three years ago President Casteen presented the report to the BOV. One year prior to that work went into making the report and commission was formed. The commission was formed to address the climate of students, women and minorities experiences within the University.

There were 4 subcommittees formed by the commission: Student Life Climate; Faculty Recruitment/Retention; Curriculum; Business and Community relations. Mr. Smith gave a brief overview of each of the subcommittees and their ongoing efforts.

About 1 month into the efforts, the commission realized that a Chief Officer for Diversity and Equity was needed to develop, manage, and coordinate institutional diversity initiatives. No one had the job although it was in everyone's job description. In November 2005 this position was filled by Mr. William Harvey.

Mr. Harvey opened the floor for others who worked on the engagement. Valerie Gregory discussed student support systems. Ricardo Padron discussed faculty recruitment/retention subcommittee and Richard Handler briefly discussed curriculum changes. Discussion also took place concerning funding and resources for projects, TA's, hiring and faculty salaries.

Another discussion took place regarding the future of the report of the commission. Concerns were voiced regarding whether domestic diversity efforts would get lost in the future in lieu of international diversity efforts.

III. **Open discussion:**

- a. Dr. Martin updated the council on current community engagements: Buckingham Community Health Fair; Community Resources Advisory Group; Symposium on Race and Society (Health Disparities) September 30-Oct 2.
- b. Sharon Davie announced that the Young Women Leaders Program through the Women's Center in collaboration with the Curry School received a grant from the

US Department of Education to expand the mentoring program which has been in existence for the past nine years. The grant has been awarded for \$600,000 over a 3 year period.

Diversity Council Meeting
October 18, 2007
Newcomb Hall Commonwealth Room

Present: Bill Harvey, Clay Hysell, Ricardo Padron, Allen Groves, Kelli Palmer, Brett Schnell, Ryan McElveen, Diane Walker, Valerie Gregory, Carolyn Vallas, Martha Ballenger, Bill Cooper, Elizabeth Fortune, Leonard Perry, Dahlia French, Rose Markey, Maureen Wellen, Adelaide King, Gary Nimax, Vincent Jones, Marcus Martin, Stan Trent, Gail Prince-Davis (ODE staff)

I. SWAM Presentation by Bill Cooper, Diversity Supplier Director.

Bill Cooper gave an overview of his role as Diversity Supplier Director and the initiatives of procurement services. Two and half years ago the former Governor got personally involved with U.Va to increase state purchasing from small businesses, women owned and minority owned businesses. Bill Cooper was initially hired as a consultant and later as the fulltime Diversity Supplier Director.

Bill Cooper and Eric Denby meet with the Governor every 6 months to provide feedback and receive input. One of the recent implements of procurement services was the introduction of Marketplace which went live December 2006. Marketplace helps with supplier diversity in that all registered vendors are listed and it gives shoppers the opportunity to look for specific products rather than shopping from specific businesses by name only.

Additionally, there were 2 areas identified where SWAM businesses could be utilized further: Construction and research spending. Construction spending has increased over \$5 million the past 2 years to minority suppliers and during the last 3 months there has been a 35% increase in spending to women and minority owned businesses. The Medical Center Lee Street project has been awarded to the largest minority owned construction company in the country. The area of research is still being explored.

Mr. Cooper wrapped up his presentation by opening the floor to questions from the council. A handout was distributed that outlines U.Va. SWAM results for fiscal year 2007.

II. Undergraduate Enrollment Presentation.

Valerie Gregory, Assistant Dean of Admissions gave an overview of the Outreach Office within the Office of Admissions. The Outreach Office provides support for students of color and other underrepresented students. During the academic year 2006-2007 the total number of applications to U.Va. increased. Overall the number of applications increased for each racial/ethnicity group with the number of African-American applicants being the greatest for underrepresented students (11%). Valerie mentioned that there was a small Latino and Hispanic increase. However, they would like to see that number increase in future years, even seeking students from South America.

Valerie mentioned that the number of American Indians/Alaskan Natives applying remains small. However, the Outreach Office is working aggressively in their recruitment efforts for

2007-2008 to increase the number of applicants. Valerie provided an outline which gives an overview of the applicant pool.

The newest initiative of the Outreach Office is the Virginia Alumni Admission Network (VAAN). This U.Va., pilot program is designed to expand admission outreach in key cities. Valerie provided an overview of this program and gave a copy of the brochure to the council to review.

III. **Diversity Issues Journal.** Bill Cooper offered to make a subscription of Diversity Issues available to Diversity Council members who are not currently receiving the journal. Gail will send an email to the council to see who needs the subscription.

The next diversity council meeting will be held November 15, 2007 in the Byrd Seminar Room (318), Harrison Institute Small Library.

Diversity Council Meeting
November 15, 2007
9:00 – 11:00 AM
Harrison Small Library Room 318

Present: Rebecca Leinen for Don Sundgren; Jon Bowen for Kelli Palmer; Cathy Fox for Adelaide King, Diane Walker, Martha Ballenger, Brett Schnell, Andrea Bachman; Cheryl Evans; Bob Covert; Dawn Waller; Ryan McElveen; Ricardo Padron; Bill Cooper; Richard Handler; Jean Collier; Judy Pointer; Elizabeth Fortune; Sherri Winston; Marcus Martin, Maureen Wellen; Taylor Reveley; Vincent Jones; Leonard Perry; Bill Harvey, Gail Prince-Davis

Guests: Connie Lee, RN, Faculty SON and Tim Garson, Executive Vice President and Provost

I. Update from Cheryl Evans on Graduate Enrollment Presentation: Ms. Evans gave a power point presentation on the graduate enrollment figures for 2007-2008. Ms. Evans outlined the objectives in three areas: Overview of the Office of Graduate Student Diversity Programs; Graduate Enrollment, and Recruitment and Retention update. The primary goals of the Office of the Graduate Student Diversity Programs are as follows:

To develop Graduate Student Diversity Programs as a central hub of information for diversity issues and to serve as a resource to the administration, faculty, staff and students;
To provide support in identifying, recruiting, retaining and graduating a diverse graduate student body;
To provide effective and efficient support for enrolled diverse graduate students;
To create a welcoming intellectual and social community that promotes academic and personal success.

Ms. Evans shared information such as the Enrollments by Race and Ethnicity; Enrollment by Schools, Applications for Admission 2000-2007, Offers of Admissions and Acceptances of Offers of Admission 2000-2007.

Additionally, Ms. Evans discussed the graduate student diversity programs recruitment and retention efforts which includes a Summer Language Institute VA – HBCU Fellowship Pilot Program. The course is 10 weeks long with 12 credit hours toward language requirements. Also, a series of workshops have been set in motion to encourage and prepare underrepresented undergraduates for graduate studies. A question was brought to the floor as to how undergraduate and graduate students can be utilized within individual departments. Ms. Evans will follow up with information.

II. Update from Dr. Tim Garson on the Commission on the Future of the University. Dr. Garson discussed the Commission's 3 priorities: Student Experience; International Education and Science and Technology. Dr. Garson briefly spoke on each of these priorities as follows:

Student Experience:

To further strengthen the student experience and to extend the tradition of excellence, the University will build on the founding principle as an agent for the common good; promote public directed leadership; offer as many small classes as possible; expand the classroom with the real world and implement a first year mentor program for all incoming students.

International Education:

The university will internationalize its curriculum and extracurricular programs; create new international courses; invite professors and students from other nations to U.Va., engage students and professors in teaching, research and service programs in international settings;

Science and Technology:

The University will increase the number of scientists by recruiting additional sciences professors in the College and Graduate School of Arts and Sciences, School of Medicine and School of Engineering and replacing retiring faculty.

Dr. Garson also spoke briefly on new development called “Public” a track for undergraduates. This 4 year program will allow for independent studies. Students can put teams together and create their own program studies.

Further discussion took place on the core values specifically, diversity. Ricardo Padron had concerns whether diversity is still seen as a priority through out the Commission report? Dr. Garson’s answer: More than 50% of the schools have a diversity plan implemented but it is not the bubble. Dr. Garson invited the DC to review the Commissions Report 3 priorities, 5 values on the President’s website and provide input. It is not too late to do so at this time.

Another question was posed regarding the future goals of the report. Will a priority today be a priority 5 years from now? Answer. Different people could have different goals...

Another question raised was who provides the funding to the individual departments? Answer. Each School is responsible for funding initiatives within their departments based on their perating budgets and endowments.

Question: How is money identified for diversity initiatives within departments? Does the Office for Diversity and Equity provide such funding? The department is responsible. The Office for Diversity and Equity will provide advice or consulting services to the department, if requested.

Statement by Leonard Perry: There is formal curriculum inside the classroom and an informal curriculum outside the classroom.

Meeting adjourned at 11:00. Next meeting is slated for January 17, 2008 in the Newcomb Hall Commonwealth Room.

Diversity Council Minutes 2008

Diversity Council Meeting

January 17, 2008

Newcomb Hall Commonwealth Room

Present: Lynn Hamilton for Adelaide King, Dawn Waller, Alfred Sapienzo for Diane Walker , Kristin Pickering, Brett Schnell, Kelli Palmer; Ricardo Padron; Carolyn Vallas, Leonard Perry, Marcus Martin, Ashley Fleming for Andrea Bachman, Melvin Mallory, Maureen Wellen, Dahlia French, Richard Handler; Gail Prince-Davis

Guests: Connie Lee, Jon Overdevest, Martin Davidson

I. **Update on the activities of the Honor Committee Diversity Advisory Board – Jon Overdevest, School of Medicine Honor Committee Representative.**

Jon distributed a pamphlet on the Honor System and International Students: He also handed out material on common questions and a case scenarios related to honors issues . Jon provided an overview of the Honor System at UVa which included the following subjects:

The philosophy of the honor system:

- Provides a community of trust
- Student self governance
- Single sanctions

The scope of the Honor System

- An intentional act of lying, cheating or stealing
- Criteria for an honor defense: act; intent; no-triviality
- Common honor offenses: plagiarism, multiple submission, false citation, false data

Diversity Issues Facing Honor:

- Minority participation

The Support Officers for Diversity 2007-2008 consists of 77% Caucasian; 12% Asian/Asian –American, 5% other, 4% African-American and 2% Hispanic. The Honor Committee 2007-2008 has no students of color serving (of 25 seats).

Dr. Martin asked Jon to expound on why he thought there is so little representation of students of color on the committee. Jon stated that he was reporting statistics that were given to him and did not have a reason for the lack of student of color representation. Jon reports that this dearth of minority participation is in spite of outreach events. The support officers are a pipeline to the honor committee so if outreach is unsuccessful at the support officer level then minority participation will continue to be low at the committee level. If the demographic of support officers was reflective of the student body there would be at least 10% African American support officers.

- Rate of reporting (spotlighting and dimming)
Findings from a 2004 report led to widespread conclusion of “spotlighting and dimming” which are terms used to describe a situation in which certain groups are brought up on honor charges more often and other groups are brought up on honor charges less often. In the overall 1998-2003 student data, the proportion of international students who had an honor case initiated against them was greater than the proportion of domestic students who had an honor case initiated against them (**4.99 to 1**); of athletes compared to non-athletes (**4.27 to 1**); of African-Americans compared to Caucasians (**3.38 to 1**); and of males compared to females (1.89 to 1).

Once a formal accusation was made, rates at which students were found guilty of an honor offense were *statistically indistinguishable* among sub-groups of students (...**27%**for majority students and **24%**for African American students).

Dr. Martin discussed that these rates reflect racial disparities. In addition many students and families unnecessarily face the anguish, psychological effects and the embarrassment associated with an honor charge. There is great concern surrounding this disparity of reporting which targets minority groups (i.e., African American students in general and African American male athletes).

Leonard Perry discussed the psychological and sociological ripple effects. Jon acknowledged that in addition to the psychological effects preparation of a defense is a difficult experience to endure.

There was a discussion surrounding whether or not Caucasian students use the psychological evaluation pathway as a loophole since they tend to use it much more frequently than African American students. If African American are aware of it why don't they use it to their advantage? It was suggested that possibly cultural factors may play a part and that a sense of shame in relation to the psychological evaluation pathway may prevent African American students from choosing this course.

The question was raised whether or not African American students were being advised equally about their full range of options including the psychological evaluation.

It was commented that racial/ethnic/gender biases exist in the system during the front end reporting by faculty and TA's. Student reporting is at an all time low; faculty members are reporting most cases. Changing the culture of faculty, who in the majority of cases initiate honor investigations disproportionately against minorities and male athletes, is an area deserving much work.

Suggestions from the Council:

- Create faculty workshops and an on- line information/training module for instructors/faculty to educate anyone who instructs in a classroom about on-going bias on campus in particular in relation to use of the Honor System. (Leonard

Perry had a previous discussion with Jon Overdevest regarding training sessions for faculty.

- Increased awareness among minority students with an emphasis on the importance of a more diverse composition of the honors committee and subcommittees is needed. There are a number of issues minority students at UVA face regarding the honors process (ie need for equitable advising about the process, assistance, and information about the psychological evaluation pathway). A council member inquired whether faculty were aware of the concepts of spotlighting and dimming. Jon replied that the concepts are widely known but there is not direct communication about the concepts with faculty. Jon acknowledged that the study which he based his report needs to be updated so that the Diversity Advisory Board (DAB) can determine if the trend is continuing. If so, reformation needs to occur. Jon presented information from a 2002 random student survey which showed that 70% of students expressed positive feelings about the Honor System. Although no formal survey of minority populations has occurred, anecdotal evidence shows that minority communities do not have the same perception. Instead they perceive spotlighting and poor trial outcomes. The question was raised whether this directly decreases minority participation as support officers in the honor system.

Further Discussion of Issues: Jon clarified the role of the Diversity Advisory Board (DAB) which is a standing subcommittee of the Honors Committee since 2000:

- Promote understanding, solve problems, explore opportunities and provide advice for the Honor System and its governing body, the Honor Committee, on all issues related to race, ethnicity, culture, nationality, gender, sexual orientation, and other forms of diversity”
- Establish a continuous proactive dialogue between the multifaceted community and the Honor Committee

Jon would like to see tangible changes in the process of initiation of an honor charge to eliminate bias. Dr. Martin sees the biggest issue as bias among faculty/instructors.

Ricardo Padron shared his perception that there exists ignorance and cynicism regarding the Honor System and a lack of participation. He points out that this larger issue regarding the Honor System needs to be addressed in order for effective change to occur regarding bias.. He suggested that the on-line training for all faculty and instructors be mandatory and as comprehensive as possible.

The council suggested Jon consult with his peers at UJC about issues that may be common to both honors and UJC as he begins to develop the training module for faculty. .

Council members discussed further the issue of the psychological evaluation pathway and raised important issues. Carolyn Vallas asked if advisors to minority students raise the possibility of the psychological evaluation route. It was pointed out that students who have access to a lawyer or a counselor are at an advantage. Jon described the process of advising as a private conversation between the accused student and the advisor and there is no checklist for the

advisor to use. The concern about the psychological evaluation is how to prevent it from becoming an escape mechanism.

The single sanction nature of the Honor System evoked strong opinions. One council member suggested that the injustice of single sanction is what discourages students from participation in the Honor System. Even faculty members abdicate. Jon described the debate regarding single sanctions as polarized. He said that the Honor Committee is aware of the difficulty with single sanction but is also aware of the fact that UVA has a model Honor System with one of the lowest rates of cheating among universities. Jon pointed out that there is an element of self-selection with juries because if a potential juror cannot uphold single sanctions then they will not serve as a juror. He has heard anecdotally that minorities more often are not willing to uphold single sanctions. How can students be encouraged to participate in a system they perceive as unjust?

II. Martin Davidson, *Being Strategic about Doing Diversity*

Mr. Davidson has spent 20 years working with diversity-related concerns at for-profit, nonprofit organizations, and universities. He has completed extensive research on fairness and justice and has spent the last several years on broader models of diversity globally. Martin Davidson would like to be a resource to the Diversity Council.

As an introduction to his concept he described a worldview frame through which people see things differently; they have multiple perspectives. He prefers to use the word *difference* rather than diversity. He asked the Diversity Council members how they feel doing diversity work. There were various responses. Mr. Davidson mentioned often people working on issues related to diversity feel a draining of energy so he suggests reframing it.

Leveraging Difference – taking actions that reveal how using a variety of differences helps. An organization has to start by examining their goals.

- Organizational goals
- Organizational effectiveness over time

He distinguishes the difference between managing diversity and leveraging diversity – very different → different outcomes

	Managing Diversity	Leveraging Differences
Leadership Perspective	Diversity is a problem to be solved	Difference is an opportunity to be capitalized upon
Strategic Focus	H/R--people focused only	Business strategy focused
Scope of Differences Engaged	Only 7 or so kinds of differences count	All relevant differences count
Impact	Short lived increase in numbers of minorities Pushback builds among those who don't have a clear stake	Sustained increases in numbers of minority and women Lower levels of pushback because more people see their stake

		Tactics are learned for dealing with new kinds of differences
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- In leveraging, all differences, goals, issues are on the table. He gave a few examples of differences beyond the usual seven: height, work ethic, intelligence, and personality. There is a process of fleshing out issues so that everyone feels heard. Then the organization's leaders can begin to prioritize; and employees experience more commitment to the organization's priorities. Leaders can see what differences to put the most energy into promoting in relation to the organization's goals and context. The social milieu and the geographic region are critical to consider in any organization. For UVA, race is a significant issue, so then diversity leaders should become strategic about mobilizing energy and action related to race. Leaders do need to drive this process. Leveraging differences gives leaders the courage they need to stand up and say, "this is why we are doing this." The leveraging differences process probes deeply into the rationale for diversity work and moves beyond political correctness. This process cannot be done without the consensus process.
- In managing differences one is prevented from seeing the other types of differences.
- Mr. Davidson described a bell curve for bias in which there are very few at one end of the curve who have a destructive viewpoint. Most people are in the middle; their viewpoints should be fleshed out so they do not feel their voices are suppressed. They may even have something to offer that the leaders ought to consider.

Comments from council members:

- What happens to the concept of justice in the context of leveraging differences?
- Will access decrease?
- What about institutional racism?
- Dr. Martin asked Mr. Davidson if he would be willing to come back to a future Diversity Council meeting to continue the discussion. Professor Davidson agreed to return to a future meeting.

III. Leonard Perry- Ralph Bunche Societies.

Dean Perry distributed a flyer for the upcoming Ralph Bunche Societies presentation January 24, 2008. Dean Perry encouraged those in attendance to get this out to students and encourage them to attend.

Meeting adjourned at 11am.

Diversity Council Meeting
Newcomb Hall Commonwealth Room
February 21, 2008, 9:00-11:00 AM

Present: Vincent Jones, Melvin Mallory, Dawn Waller, Diane Walker, Sherri Winston, Brett Schnell, Gary Nimax, Gertrude Fraser, Cheryl Evans, Adelaide King, Jean Collier, Rose Markey, Richard Handler; Martha Ballenger, Andrea Backman, Terry De Guzman, Taylor Reveley, Leonard Perry, Carolyn Vallas

ODE Staff: William Harvey, Kristin Pickering; Gail Prince-Davis

Guests: Russ Federman, Warrenetta Mann, Connie Lee

Mr. Harvey opened the meeting by asking all in attendance to give a brief introduction since there were a couple of new council members.

I. Counseling and Psychological Services (CAPS) Diversity Action Plan – Russ Federman, Director of Counseling Services and Warrenetta Mann, Multicultural Coordinator, provided an overview of CAPS programs and the Diversity Action Plan.

Mr. Federman gave a brief introduction stating that CAPS is staffed with approximately 23 staff members serving graduate and undergraduate students from diverse backgrounds for psychological services. Last year CAPS served 8-9 % of the student body, approximately 1885 people. Staff at CAPS has noticed a trend towards more severe and acute cases. CAPS is part of the Health System and Student Health. CAPS staff and trainees provide a wide range of outreach programs to the University community. The OAAA mentorship program and Project Rise are 2 of the most notable.

Ms. Mann discussed the CAPS Diversity Action Plan. In October 2007 a discussion emerged from a workshop identifying 3 areas of need for CAPS:

Need to better educate the University regarding current activities surrounding diversity efforts

Need to clarify CAPS role in relation to diversity work, specifically mental health mission

Need to revise the CAPS diversity statement

An internal committee of six full-time CAPS staff was created to work on the diversity plan. The committee met approximately 8 times to discuss numerous topics pertaining to diversity. The committee considered the context in which CAPS operates, the theoretical orientation of the training here at the university is a psycho-dynamic model. Dr. Mann brings a sociocultural

training to her work. The committee generated 9 recommendations from their meetings. Those recommendations are listed below in abbreviation:

1. revise/modernize the current CAPS Diversity Mission statement; take into account the changing face of diversity;
2. develop staff liaison functions with different UVa departments
3. increase integration of multicultural training (how does the caregiver's and recipients identities affect each other?)
4. write an article for the Parents as Partners to make clarifying CAPS role
5. create a new staff position focusing on clinical services and outreach in support of the Asian student population
6. creation of one or two post-doctoral positions focusing on clinical services and outreach programs to underserved populations
7. develop a description of the CAPS University Mental Health model
8. revise the CAPS Mission statement
9. implement ongoing methodology to evaluate success of the various initiatives

CAPS aims to ensure that mental health services are available without shame and without guilt.. Several aspects of CAPS' diversity plan address cultural factors inhibiting students from seeking services.

Mr. Federman reported that through the committee, the following documents were created as part of the diversity plan:

1. Description of University Community Mental Health Model
2. CAPS Diversity Mission Statement
3. Description of CAPS liaison program
4. Organization of data depicting diversity efforts over the last years
5. List of possible liaison connections with contact information.

The floor was opened for questions/comments

1. Are faculty aware that CAPS is available and do faculty members utilize CAPS to assist students? Note: faculty can call CAPS and ask how to respond to a particular situation involving a student.

2. Is there a list of feelings/behaviors that helps students to recognize the need for help?
 - a. First year students live on campus, thus RAs attend to the emotional wellbeing of students on their floor
 - b. Once a semester an email is sent out to all UVA students alerting them of CAPS services with an on-line index of indicators.
 - c. Staff at CAPS are exploring high quality, on-line, psychological education options which focus on lifestyle and stress management. It will have CAPS contact information on it.
3. Darden is raising awareness of mental health by working with CAPS to develop a required session for all first year students to educate them about coping mechanisms and recognition of mental health issues/distress.
4. Project RISE: CAPS partnered with OAAA in 2006-2007 and developed this student initiated, peer counseling program for African American students. Students conducted a needs assessment and discovered that friends in distress talk to friends first. They concluded that a peer counseling program would be appropriate. Dean Perry and Dr. Mann meet and train the peer counselors. Students can email, phone or walk-in. If a student requires more than peer support the peer counselors refer them. Dean Perry noted that natural peer situations are more helpful than the office hours.

II. **An overview of administrative and managerial positions at UVa** by Mr. Harvey was listed as the next agenda item but Mr. Harvey did not present this material at this meeting. This discussion will take place during a future meeting.

III. **Art museum programs for the spring** – Jean Collier, University of Virginia Art Museum

Jean Collier reported on upcoming displays and events at the museum such as Landscape of Slavery: The Plantation in American Art and the Exhibition Symposium. Jean encouraged the council to visit the UVA Art Museum website for more details.

IV. **Other discussions:**

- a. Melvin Mallory, Office of Equal Opportunity Programs distributed a flyer on an upcoming event on March 17 presented by Melvin Patrick Ely regarding the story of free blacks in Farmville. Mr. Mallory invited all to attend this event.

- b. Martha Ballenger announced that a renewal pledge had recently been signed by over 500 students in support of all students being treated fairly regardless of race, gender, sexual preference. The initial pledge which was student driven went into effect after an offensive incident at Fox Field Races 2 years ago against 2 gay law students. This year over 500-600 t-shirts were distributed to students to wear to support this pledge. Even though the renewal pledge was not in connection to a particular event, as the pledge was last year, the response has been tremendous. Mr. Harvey asked Sherri Winston to see if she could get the press to cover this initiative. Sherri indicated that she would try to do so.

- c. Gary Nimax announced the scholarship for students of UVA faculty and staff March 31 deadline. The application can be found at the student financial services website.

- d. Leonard Perry announced a reception and photo exhibit, Family Portraits Virginia Indian Community Tribe. The event will be February 22 at 6:00. Dean Perry will send an email invitation to the council.

Next Meeting
March 20, 2008
Newcomb Hall Commonwealth Room

Diversity Council Meeting
Newcomb Hall Commonwealth Room
March 20, 2008, 9:00-11:00 AM

Present: Ashley Fleming for Andrea Backman; Martha Ballenger, Ricardo Padron, Dawn Waller, Connie Lee, Adelaide King, Sherri Winston, Richard Handler, Diane Walker, Brett Schnell, Gary Nimax, Taylor Reveley, Leonard Perry, Kelli Palmer, Vincent Jones, Melvin Mallory, Aaron Laushway

ODE Staff: Marcus Martin and Gail Prince-Davis

Guest: Susan Carkeek, Vice President and Chief Human Resource Officer

Dr. Martin opened the meeting by welcoming everyone. He then announced that Connie Lee will serve as the new representative to the Diversity Council for the School of Nursing replacing Courtney Lyder who is leaving the University for a position as Dean of the School of Nursing at UCLA. That announcement bridged the discussion that followed. Dr. Martin introduced Susan Carkeek. Dr. Martin mentioned that workforce data presented to the Special Committee on Diversity during the Feb BOV meeting by Mr. Harvey showed that UVa's administrative leadership positions are approximately 90% occupied by whites and 10% by minorities. The national data for higher educations shows 83% administrative positions occupied by whites and 17% by minorities. Mr. Harvey and Ms. Carkeek were asked by President Casteen to make a presentation at the April BOV meeting related to plans and recommendations on how to improve diversity in leadership at U.Va. Ms. Carkeek was invited to share information with the Diversity Council about plans to improve workforce diversity in leadership positions and to obtain feedback from the Diversity Council on their recommendations.

I. Susan Carkeek, Vice President and Chief Human Resource Officer

1. Ms Carkeek opened a discussion about new ideas and opportunities to diversify the University's senior administrative staff. She mentioned that the Office for Institutional Assessment data on 296 executive/administrative/managerial U.Va employees as reported in the IPEDS Human resources Survey indicates 11.5% minorities and 48.6% women in these positions which does not include the health system. The data presented by Mr. Harvey to the BOV in Feb included the health system and the academic side. Since that data presented in Feb included the hospital, the total numbers were larger and so they have been trying to look at academic divisions versus the hospital as two different kinds of organizations because there will be different solutions and different comparison groups that would utilized as plans moves forward. Ms. Carkeek mentioned also that American Association of Universities (AAU) data was reviewed to see what our peers were doing and how we looked in relationship to our peers. That broader higher education data includes everything from community colleges (2 year schools) to

baccalaureate degrees. Ms. Carkeek stated that UVa ranks about midway among the American Association of Universities. The goal is to be in the top percentile. Ms. Carkeek mentioned two caveats by way of background that are important to keep in mind as we look at these opportunities. One difference is that the employment arena diversity work is different than student enrollment. Another difference is the public sector versus the private sector. The public sector rules are very different than the private sector rules. Companies can have explicit diversity programs they are very different from the public sector. In the public sector the employment opportunities are in essence fall under the 14th Amendment. The equal opportunity concepts would apply more to the public citizens in general. That's why the University advertises all of our positions. In the private sector you will see a lot of targeted succession planning. Private companies will pick a person and they are slotted for a future position. This includes private colleges and universities. In the public sector in each of the positions there is an expectation of open access to opportunities. Ms. Carkeek mentioned that this doesn't limit our creativity but we need to be aware of these things as the plans to improve diversity moves forward. Ms. Carkeek distributed a handout of about 20 recommendations to improve diversity in senior administration at the University. Of those recommendations, her goal is to choose three things to focus on that will really make a difference. She is asking the group to provide input and/or experience from other institutions which could be helpful in focusing our efforts. After reviewing the recommendations council members discussed the following at length and suggested follow up on these issues:

- i. Expand executive coaching services
 - ii. Create resume data bank
 - iii. Focus on faculty hiring
 - iv. Develop recruitment materials
 - v. Bring professional conferences to Grounds
- b. Overview of HR restructuring – Ms. Carkeek discussed the restructuring that is taking place in human resources. The current classified system is over 120 years old. One of the biggest concerns with the classified system is that there is limited ways to advance within a department. Often to be promoted employees leave one job and move to another department. New ideas include creating opportunities within the current department and defining career paths. Over 280 U.Va employees in various task forces/committee have been involved in this restructuring process. Expected changes include the following:
- i. Career development
 - ii. Performance management

- iii. Compensation
- iv. Employment policies
- v. Other benefits policies

Other minor changes include leave and grievance policies.

Ms. Carkeek provided a handout with the timeline starting with formation of the task forces and ending with the implementation and enrollment in the new HR structure. For more information on HR restructuring please visit the following websites:

<http://www.virginia.edu/restructuring> (overall UVA restructuring homepage)

<http://www.hrs.virginia.edu/restructuring> (HR restructuring homepage)

II. Other discussion. Richard Handler suggested a symposium in the fall to discuss issues relating to the diverse nature of the pool of political candidates for the upcoming presidential election.

Next Meeting
April 17, 2008
Newcomb Hall Commonwealth Room

Diversity Council Meeting
Newcomb Hall Commonwealth Room
April 17, 2008, 9:00-11:00 AM

Present: Andrea Backman; Allen Groves, Martha Ballenger, Dawn Anderson, Connie Lee, Taylor Reveley, Leonard Perry, Vincent Jones, Melvin Mallory, Rebecca Leonard, Brett Schnell, Bill Cooper, Richard Handler, Kelli Palmer, Ryan McElveen, Dahlia French

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

Guest: Angela Davis, Associate Dean of Students and Director of Residence Life

Mr. Harvey welcomed the group and asked each member to introduce themselves. After introductions, Mr. Harvey introduced Dean Davis.

- II. **Angela Davis -- Resident Hall assignment update.** Beginning fall 2008 first year students will have the following 2 programmatic residence options available to them:
- a. First year housing, which includes Alderman Road, McCormick Road and Weedon and Malone Houses.
 - b. Residential Colleges which include Brown College, Hereford Residential College and the International Residential College.

The impact of this change is that beginning this summer first year students will no longer have the option of choosing between Alderman Road or McCormick Road residences as their first preference. Students may state a preference for a specific residential college and they can still request a roommate. The option for single housing is still available (limited).

The residential planning committee, chaired by VP Pat Lampkin is the group that made the decision to institute this change following many years of discussion. The planning committee consists of representatives from the Provost Office, Students Affairs, Housing Division and Academic Deans.

Dean Davis provided some history on how housing has been established in the past and why the change is needed. A bit of history is as follows: There is the perception of a traditional location for ethnic and legacy populations. Legacy students want to live in residence halls where their parents, grandparents etc, lived. The McCormick area became a traditional residence for white students. During spring fling weekend African American students were traditionally hosted on grounds in the Alderman Road residences. Over a period of time this area became the choice of

housing for African American students and Asian students. Latino students are not particularly in the mix of this first year housing issue.

The University already requires all first year students to live on grounds with few exceptions such as nontraditional age, marriage, or something very unique in their circumstances. This requirement provides the student with a year long transition and it is intended to expose students to a diverse environment in which they learn how to negotiate differences. The new residence housing selection is random and there should be a nice mix of students throughout the residence housing. With this new policy in place it is hoped that students adapt to a more diverse climate in terms of guiding principles U.Va's educational objectives. It is noted that students are not required to live on grounds after the first year.

Dean Groves mentioned that there has not been much discussion thus far from parents nor students of potential problems. VP Harvey mentioned that he has heard from individuals in the past that the Alderman residences provides a sense of a safe environment for minority students where they can choose to be together through the current self selection process. It is hoped that when the housing selection process is truly randomized a much more diverse climate will evolve. Dean Davis shared a handout that summarizes these changes and indicated that she would send the document electronically so we can share in spreading this information.

Several questions were raised and discussed following the presentation by Dean Davis. Then a lengthy discussion took place whether fraternities and sororities will ever adopt changes that will make for a more diverse climate. It was mentioned that fraternities and sororities provide networks and programmatic opportunities that may serve individuals beyond the college years. It was indicated that fraternities and sororities are private organizations and they choose who is accepted. The concern with fraternities and sororities would be if individuals are never offered an opportunity to engage intentionally because of what they look like then we have to ask the question are those values consistent with our education mission.

III. VP. Harvey – An overview of administrative and managerial positions at U.Va

Mr. Harvey provided a follow up to Susan Carkeek's presentation last month to the Diversity Council. During the February Board of Visitors meeting Mr. Harvey presented data to the BOV Special Committee on Diversity. Following that presentation, President Casteen asked that Mr. Harvey and Ms. Carkeek make a presentation at the April BOV meeting related to plans and recommendations on how to improve diversity in leadership at U.Va. That presentation was made to the Board of Visitors Special Committee on Diversity on April 10. Mr. Harvey provided the following update:

U.Va is one of 61 American Association of Universities (AAU) institutions. The office of Institutional Assessments narrowed down the data to 45 selected AAU peer institutions to see where UVA ranks among those institutions as far as diversity in the executive/administrative/managerial positions. U.Va ranks about midway among this cohort.

Recently, there have been 8 senior level administrative open positions with active search committees established. Mr. Harvey shared slides that provided the following data:

- National availability data on women versus UVa candidate pool. In 50% of its candidate pools U.Va has more women competing for top ranking positions than the national availability data.
- National availability data on minorities versus U.Va candidate pool. In 75% of its candidate pools U.Va has more minorities competing for top ranking positions than the national availability data.

A few questions raised by council members were as follows:

- Does the female data include females of any race?
- What is the definition of minority?
- Does this data include administrative positions?

During the March 20, DC meeting, Ms. Carkeek distributed a handout of about 20 recommendations to improve diversity in senior administration at the University. Of those recommendations, the goal was to choose 3 priorities. Mr. Harvey provided those priorities today as follows:

- Enhance support to search committees through a network of search advisors and search coordinators
- Increase expectations and tracking around managerial accountability
- Create an institute for faculty advancement to improve leadership opportunities for academic faculty

IV. Other Announcements:

- a. Kelli Palmer announced a university-wide exercise in celebrating diversity, and is meant to provide an opportunity for the U.Va community to celebrate diversity. The “Privilege Walk” will take place on April 25th from 12-2pm in the Amphitheater.

Next Meeting
May 15, 2008

Auditorium of the Harrison Institute Small/Collections Library

Diversity Council Meeting
Auditorium of the Harrison Institute Small/Collections Library
May 15, 2008, 9:00-11:00 AM

Present: Andrea Backman; Martha Ballenger, Dawn Anderson, Connie Lee, Bob Covert, Janet Turner-Giles, Taylor Reveley, Leonard Perry, Vincent Jones, Melvin Mallory, Valerie Gregory, Rebecca Leinen, Brett Schnell, Debbie Mincarelli, Ryan McElveen, Kelli Palmer, Dawn Waller, Carolyn Vallas, Julie Caruccio, Diane Walker, Sharon Davie, Erica Spangler, Sherri Winston, Edmund Kitch

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

Guest: Deborah McDowell, Director, Carter G. Woodson Institute
Erika H. James, Associate Dean for Diversity, Darden Business School

- I. **Introductions:** Mr. Harvey welcomed the group and asked each member to introduce themselves. After introductions, Mr. Harvey introduced Professor McDowell to lead her discussion.

- II. **Professor McDowell** provided a background of the Carter G. Woodson Institute stating that it was founded by Armstead Robinson in 1981 to develop an African-American Studies program at the University of Virginia similar to the program that he helped develop at UCLA. The Institute is named after Carter Woodson, to honor the Buckingham County, Virginia-born founder of African and African-American Studies who also inaugurated Black History Week (now Black History Month). Professor McDowell was named the Director of the Carter G. Woodson Institute April 23, 2008. Professor McDowell discussed her vision and goals of the institute in the following areas:
 - a. Broaden the African American Studies curriculum by reviewing the current curriculum and identifying areas of need.
 - b. Secure more funds to support the institute mission
 - c. Hire more faculty members to further the curriculum. The current plan calls for hiring 1-2 faculty members per year over the next 5 years with a total of 6 new hires. The current faculty status is 1.25 faculty divided between 3 faculty members. Professor McDowell explained that the hiring practice of the Institute is essentially ad-hoc, meaning that in order to hire new faculty members it has to have the approval of another department. If that department does not see the value of that appointment then the hire will not happen.

Professor McDowell discussed the Woodson Institute fellowship program with pre and post doctoral fellowships. The fellowship program has doubled this past year from 5 fellows to 10. By the year 2009 the program should reach its goal of 12 fellows. During the 20 years that

Professor McDowell has been here, 4 fellows from the Woodson Fellowship moved into faculty positions at U.Va.

Additionally, Professor McDowell spoke of the community outreach of the Institute's involvement such as the "Currents in Conversation" forum which aims to bring together members of the University and the broader community to discuss a topic from current events. The first program followed Democratic presidential candidate Sen. Barack Obama's speech in March 2008 about the campaign, "A More Perfect Union."

Mr. Harvey mentioned the important role that the Woodson institute plays in hiring African-American faculty. He mentioned that the Woodson Institute is a major pipeline for African American faculty hires. He also mentioned that there is a current report in circulation, which was written by students called the "Audacious Faith II" report. It identifies a goal of having the Woodson Institute become a department and is named after a report written 20 years ago, "Audacious Faith" which mandated that same goal. To date this has not been achieved.

Professor McDowell reiterated the importance of the Woodson institute at UVa in the recruitment of new faculty members. For instance, this year she has been involved in 6 hires within the University. Each of those interview processes included Professor McDowell interviewing or meeting with 3 candidates for each of those positions.

Questions from the Council:

What are your critical requests that you will present to the new Dean of the School of Arts and Sciences? Professor McDowell stated that her critical requests for the new Dean would be to increase the number of hires to 10 not 6, to accelerate the pace of hiring, and to enhance the curriculum in areas of African studies and African languages.

How can Curry School of Education help in partnering with Woodson? Professor McDowell is willing to meet with faculty members who can lend assistance. She will be happy to make arrangements with individuals and department chairs.

Do you plan to utilize visiting faculty to further your curriculum in the area of African studies? Professor McDowell stated that utilizing visiting faculty members is on the top 5 items of her agenda. She is hopeful to utilize at least 1 visiting faculty member per year.

Have you thought about general faculty appointments as an option to help with the curriculum? Professor McDowell mentioned that there has been a discussion and this point was originally part of her negotiation discussions. However, it was one of the things she had to remove in order to forge ahead with more important issues.

- III. Update on the 2008 Symposium on Race and Society** – Erika H. James, Associate Dean for Diversity, Darden Business School. Dean James discussed the upcoming 2008 Symposium on Race and Society that will be held October 24 and 25 at Darden. Currently the committee is courting 2 prominent speakers for the symposium. Melodie Hobson, President of Ariel Capital Management and American Express CEO

Ken Chenault. The format will include a Friday night reception and keynote and Saturday will include two sessions running simultaneously.

The theme of the symposium is Race and Wealth: Avenues to Equality. Dean James stated that the symposium will focus on 4 areas:

- a. Entrepreneurship
- b. Community Development
- c. Home Ownership
- d. Wealth Management

The purpose for selecting this theme and topics was to find tangible opportunities where Darden and the community could come together to dialogue and take action in bridging the gap between the various racial groups in this country, and perhaps even abroad.

Dean James mentioned this is not the first symposium of this type of in Charlottesville and that these are ongoing discussions in the Charlottesville community. The symposium would serve to continue that dialogue and that engagement by galvanizing those people who have been pursuing this concern for quite some time.

Dean James mentioned that the symposium will have a local focus, within in the context of what is happening around the country. She indicated that even though Charlottesville may not appear to be as generalized as other cities, it really is. Charlottesville is similar to other cities of its size in urban and metropolitan areas, Charlottesville has a large percentage of underrepresented minorities, there is the structure of the very wealthy to the very poor and everything in between, there are differences in education and income and homeownership, etc. Therefore, a central feature of this year's symposium will be a Charlottesville case study. The outcomes of this study will be disseminated the case to registered participants prior to the symposium so that background information available.

Dean James mentioned 5 tangible outcomes of the symposium

1. Charlottesville case study
2. Blog about the symposium
3. Compilation of summary notes from sessions
4. Podcast of interviews
5. An academic product

Questions from the Council:

Will Charlottesville elected officials be involved in the development of the case study? Yes. There is someone from Darden who is very much involved in the Charlottesville and Albemarle community and is networking with members of the city council, school board, etc.

Will undergraduates be invited to attend and will there be a fee? The audience is opened for all to attend and there will be no fee.

Will the location be sufficient for attendees such as parking accommodations? All the events will take place at Darden and Darden has 2 parking lots.

IV. Other Announcements:

Mr. Harvey announced that there will not be a meeting in June. The next meeting will be held July 17 in the Auditorium of the Harrison Institute Small/Collections Library.

Next Meeting
July 17, 2008
Auditorium of the Harrison Institute Small/Collections Library

Diversity Council Meeting

Auditorium of the Harrison Institute Small/Collections Library

July 17, 2008, 9:00-11:00 AM

Present: Andrea Backman, Dawn Anderson, Connie Lee, Kelli Palmer, Dawn Waller, Martha Ballenger, Janet Turner-Giles, Taylor Reveley, Vincent Jones, Melvin Mallory, Rebecca Leinen, Carolyn Vallas, Julie Caruccio, Diane Walker, Sharon Davie, Edmund Kitch, Martin Davidson, Sarah Wilcox Elliott, Shuretone Lee, Rick Netemeyer, Kellie Sauls

ODE Staff: William Harvey and Gail Prince-Davis

- I. Guest:** Franklin Dukes, Director, Institute of Environmental Negotiation – University Community Reconciliation Project
- II. Introductions:** Mr. Harvey welcomed the group and asked each member to introduce themselves. Following introductions, Mr. Harvey presented Martin Davidson for his discussion.
- III. Martin N. Davidson** – Effective July 1, 2008 Martin Davidson took on the role as Associate Dean for Diversity and Chief Diversity Officer of Darden. Dean Davidson mentioned that during the 1990s Darden had a strong representation of Black faculty and women. Currently the number is lower than it has been in the past. Dean Davidson would like to create an ongoing system to make a cultural shift and to maintain diversity at Darden in the student body, faculty and staff. He would like to see quality and diversity become the norm at Darden. The challenge is how to accomplish this, and Dean Davidson mentioned two directions or elements he would like to give focus:
 - a. Build and strategize – Usually diversity efforts get started in the midst of a crisis. The challenge with this type of situation is that you work without a strategy. The result is that the change does not create sustainability. Dean Davidson is looking to increase the capability of dealing with people who are different and dealing with different organizations so that we learn how to bring in new people, take in new ideas and build relations with people of who are different in the working environment.
 - b. Increase minority representation – diversity cannot be achieved if you don't have more representation of faculty, staff and student body of color.

Dean Davidson also mentioned other issues and goals for Darden as follows:

1. Last year 40% of the faculty was 50 or older. Issue of creating youth among the faculty and how to successfully draw on the wisdom of senior faculty.
2. Becoming more competitive internationally and enhancing international studies

3. Sexual Orientation
4. Gender make up and quality of staff

Dean Davidson also shared Darden data with the council as follows:

1. Darden is a leader among its peers in terms of percentage of underrepresented faculty (4 out of 75)
2. Every minority faculty member is tenured. (3 African American and 1 Hispanic)
3. New PhDs tend not to be successful at Darden
4. Darden has a 30% female student body. The national average is about 25%.
5. African American student body is 4% (12)
6. Hispanic student body is about 5% (15)
7. One third of the class is international

The above numbers for students are for the incoming class.

Questions from the Council:

1. Do you have colleagues across grounds or other schools who hold this same administrative position? Yes, Curry and Medicine. The titles may be different but pretty much the same role.
2. Was this position created during the time of a crisis on grounds? Yes, this was during the time that the Office for Diversity and Equity was established and it coincided with the new Dean at Darden, which was about 3 years ago.

A brief discussion took place regarding the KPMG PhD Project: The goal of The PhD Project is "to increase the diversity of business school faculty by attracting African-Americans, Hispanic-Americans, and Native Americans to business doctoral programs and providing a network of support during their doctoral programs. Since its beginning in 1994, the number of under-represented minority professors has significantly increased from 294 to its current high of 889 out of a total of 26,000 business professors nationwide.

- IV. Franklin Dukes, Director, Institute of Environmental Negotiation** provided the council an overview of the University Community Reconciliation Project. Please see attached power point presentation and recommendations from Diversity Council members.
- V. Connie Lee** provided distributed a flyer on the Charlottesville Community Health Fair in conjunction with the 19th Annual African American Cultural Arts Festival to be held July 26, 2008 at Booker T. Washington Park. Ms. Lee encouraged council members to attend this health fair and to pass this information on to others.

Next Meeting
August 21, 2008
Auditorium of the Harrison Institute Small/Collections Library

Diversity Council Meeting

Auditorium of the Harrison Institute Small/Collections Library

August 21, 2008, 9:00-11:00 AM

Present: Judy Pointer, Cheryl Apprey, Sherri Winston, Vincent Jones, Martha Ballenger, Gary Nimax, Connie Lee, Ashley Fleming, Diane Walker, Dawn Waller, Ann Hamric, Adetra Thomas, Richard Netemeyer, Sean Jenkins, Rose Markey, Ingrid Karaboyas, Sharon Davie, Carolyn Vallas, Peter Martin, Janet Turner-Giles, Bill Cooper, Elizabeth Fortune, Clay Hysell, Payvand Ahdout, Brett Schnell, Carolyn Dillard, Richard Handler

ODE Staff: William Harvey, Marcus Martin, and Kristin Pickering

Guest: Dr. Arthur Garson, Executive Vice President and Provost; Justin Rose, Doctoral Intern

I. **Introductions:** Mr. Harvey welcomed the group and asked each member to introduce him or herself, then presented Arthur Garson.

II. **Arthur Garson, Executive Vice President and Provost**, described his discussion of diversity goals at the recent Dean's retreat, including input that he received from the general counsel cautioning him that some of the language in the diversity goals was too explicit. He outlined the two primary reasons why faculty do not come to U.Va., particularly minority faculty, as being "spousal hires and little old Charlottesville."

Bill Cooper raised the topic of supplier diversity as crucial to include in diversity discussions with the deans. Commitment from the top will spur supplier diversity. Rather than only paying attention to high level candidates, Cooper advised that attracting more minority businesses to Charlottesville through diversifying university spending would serve as one means of recruiting and retaining high level candidates.

Garson asked the Diversity Council for concrete several suggestions regarding, "What can the university and Charlottesville do to make the community more welcoming?" A subcommittee under Bill Cooper's leadership was formed, including Connie Lee and Carolyn Dillard.

III. **Cheryl Apprey, Director for Graduate Student Diversity Programs**, agreed that a welcoming community is necessary, and discussed some of the particular concerns surrounding recruitment of minority graduate students. For example, there is not a critical mass of minority, graduate students and not a strong community. U.Va.'s funding level for this group is not on a par with its counterparts. In addition, some graduate students struggle with childcare issues. This is a competitive pool of students who can be a challenge to attract without being able to offer some of the enticements that the competing institutions can present. In 2006, there was an increase in applications and offers, and a slight increase in acceptances, but the yield needs to improve. Apprey requested units to hold separate events for graduate students of color.

One strategy for increasing the yield is the First Annual Diverse Graduate Student Visitation Weekend. Potential graduate students will be familiar with the academic strengths of U.Va., but still need to become acquainted with other aspects of the university, as well as what Charlottesville has to offer. Other universities offer cultural or academic recruitment events; this event will include both. An academic conference will be part of the weekend agenda. Because there is not a critical mass, the students need to see other minority graduate students from other departments; thus, this activity will be interdisciplinary. The doctoral intern with the Graduate Student Diversity Programs, Justin Rose, spoke about the weekend and emphasized that it targets the students who have been accepted and now need to say yes. Departmental buy-in is needed to have a strong showing at the potluck function. Departments will recommend people for the weekend. The majority of the funding for the event will come from Apprey's office. It was noted that alumni are less committed to graduate school recruitment than they are to undergraduate recruitment.

Discussion ensued regarding coordination of the timing of this event, with recruitment events occurring within the same time frame through the professional schools. Rose pointed out that the decentralized nature of U.Va. makes coordination challenging. Apprey's office will communicate the date to the various schools. Potentially, if there is overlap, diverse applicants attending one event could join in an aspect of another event, such as a potluck. Carolyn Vallas expressed appreciation for an event such as this and said it is difficult to attract African Americans to Engineering.

- IV. **Next, Apprey explained the new Mentoring Institute**, a three-year, pilot study funded by the Council of Graduate Schools, which encourages students to connect with mentors outside of their discipline and beyond their ethnicity. She has already identified the first cohort, participating faculty and will have faculty coaches (third and fourth year students). The mentees will be incoming students who apply to participate. Harvey referred to the emphasis on graduate education in the Report of the Commission on the Future of the University of Virginia, and stated that Apprey's work fits well within this focus. Research shows that graduate students and faculty would rather be in a diverse institution than not.
- V. **Harvey said the final undergraduate recruitment numbers** will be available in September, and indications are that the numbers are below where we want them to be. U.Va. needs to determine how to consistently attract a diverse student body. Harvey directed council members' attention to the advertisement in Black Enterprise magazine and explained that the idea behind such efforts is to raise the university's recognition regionally and nationally, particularly in larger population centers. If any council members know of particular outlets for promotional efforts they were asked to let him know.
- VI. **The student representative asked what the level of engagement was for minority alumni.** It was suggested that the President of the Alumni Association speak to the Diversity Council.

Next Meeting
September 18, 2008
Newcomb Hall Commonwealth Room

Diversity Council Meeting
Newcomb Hall Commonwealth Room
September 18, 2008, 9:00-11:00 AM

Present: Brett Schnell, Cheryl Apprey, Connie Lee, Dawn Waller, Dawn Anderson, Vincent Jones, Martha Ballenger, Rick Netemeyer, Erica Spangler, Carlos Oronce, Sheri Winston, Valerie Gregory, Carolyn Dillard, Julie Caruccio, Melvin Mallory, Elizabeth Fortune, Richard Handler,

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

- I. Mr. Harvey asked if there were any changes or revisions to last month's minutes. There were no changes noted. Mr. Harvey then introduced Valerie Gregory as the first presenter.

- II. **Dean Gregory is Assistant Dean in the Office of Undergraduate Admissions and the Director of the Outreach Office.** Dean Gregory works with underrepresented students, high school students and their parents in preparation for college. Dean Gregory provided a summary of the undergraduate enrollment as follows:
 - i. This was the first year without early decision admission process. This decision was made to equalize the process ensuring that all applicants were allowed an opportunity to compete for admission.
 - ii. During the 2007-2008 academic year the total number of applications increased by 596.
 - iii. The overall number of applicants for each racial/ethnicity group with the exception of African Americans and Native Hawaiian/Pacific Islanders increased.
 - iv. The total number of applications for African Americans was down 47 compared to last year.
 - v. 105 fewer offers were made to African Americans this year than were made last year.
 - vi. Dean Gregory mentioned that even though there is a guaranteed acceptance of transfer students from local community colleges to the College of Arts and Sciences, there has not been an increase in the enrollment of minority and low income students through this route. The Admissions Office is trying to find ways to increase these enrollments.
 - vii. Dean Gregory mentioned that surveys will be sent to applicants who turned down UVA as well as to students who accepted enrollment. This is an effort to find what entices students and what deters applicants. Dean Gregory did mention that through anecdotal conversations she thinks that two main reasons for turndown are as follows:
 - viii. Acceptance to top tier schools such as Harvard, Princeton, Yale etc.

- ix. Merit scholarships and/or financial aid are more lucrative at some other institutions.

Another reason for turndown seemed to be economic in nature. People were turned down for loans at a higher rate than in the past. Dean Gregory will share the survey information with the Council when this information becomes available.

- Dean Gregory also offered information on why the Native American enrollment number may be small. She stated that some Native American students are concerned about how others will use data (if they identify themselves as Native American). Others want to know if there is an advantage to identifying themselves as Native American. These factors may affect the overall accuracy of current Native American enrollment numbers.

Dean Gregory discussed outreach activities of the Admissions Office:

- Virginia Alumni Admissions Network (VAAN). Through VAAN, volunteer alumni reach out to prospective students through person-to-person interaction. This engagement is currently taking place in 5 cities across the country.
- College fairs: Another outreach activity is hosting small parties for prospective students before or after college fairs.
- High school visits. Dean Gregory mentioned that her office is challenged with budget cuts this year and she will visit fewer high schools this year as a result..

Briefly, Dean Gregory discussed a couple of changes in the Office of Admissions:

- The office will now use a paperless system.
- A universal application system has been implemented.

Questions from the Council:

3. Does the marching band attract African American students to apply to UVa?
Answer: No. Athletics is a bigger recruiting attraction.
4. What age group of students do you reach out to?
Answer: As early as 8th grade.
5. Who takes advantage of AccessUVA?
Answer: The highest percentage are Asian students and the second highest are African American.

III. Update from Cheryl Apprey on the 2008 Graduate Enrollment: Ms. Apprey outlined the presentation objectives in three areas: Office of Graduate Student Diversity Programs; Graduate Enrollment Data, and Recruitment and Retention update. Ms. Apprey provided handouts with charted data in the following areas:

- a. 2008 Graduate Admissions Data
- b. Applications for admission (as a percentage of total applications)
- c. Offers of Admission (as a percentage of total offers)
- d. Acceptances of Offers of Admission (as a percentage of total acceptances)
- e. Enrollments (as a percentage of total enrollments)
- f. Additional handouts included 2008 graduate admission data by school and tables

Ms. Apprey allowed the opportunity for everyone to review the data and then opened the floor for questions and comments. She noted that the data for applications, offers and acceptances did

not include the school of medicine. Ms Apprey invited Dr. Martin to comment on the Med School numbers. Dr. Martin said although he did not have exact numbers with him to report to the Diversity Council that the number for African American and Hispanic students accepted into the Med School significantly increased for 2008.

Question:

What accounts for the McIntire School of Commerce success in attracting a higher number of diverse graduate students? Rick Netemeyer, council member representing McIntire commented as follows: “our three grad programs (MS-Accounting, MS-Management of Information Technology (MS-MIT), and MS-Commerce) have fairly high criteria for admittance (GMAT scores and undergraduate GPA) that are clearly stated/communicated when candidates apply. So, we basically get candidates of all races/ethnicities that meet or come very close to these criteria. Then, we make the offers with a focus on achieving diversity, such that we make sure that diversity candidates that meet the criteria get offers. Thus, all 8 of our offers last year accepted.”

“On another note, what helps us in getting all 8 of the African-American candidates to attend is the strength of our programs. Our MS-MIT has been recently ranked as a “Top 10” IT program by *ComputerWorld* magazine, a highly-regarded and highly circulated IT publication. Our MS-Accounting program is also highly regarded. Though our MS-Commerce is brand new this year, McIntire was recently ranked 2nd by *Business Week* magazine just behind Wharton as the best undergrad business school in the country. With such credentials, getting top minority/diversity candidates to accept offers once they apply is made easier for us.”

Comments:

Conversation took place regarding how Ms. Evans can get information in the hands of Graduate Directors or the right people in the various departments. One suggestion made was to send emails; another suggestion was to coordinate efforts through the Office of the VP for Research. Ms. Apprey mentioned that there will be an information session on October 29. Conversation also took place regarding updating/renovating the website that is used for graduate student recruitment.

Next Meeting
October 16, 2008
Newcomb Hall Commonwealth Room

Diversity Council Meeting
Newcomb Hall Commonwealth Room
October 16, 2008, 9:00-11:00 AM

Present: Brett Schnell, Bill Cooper, Connie Lee, Dawn Waller, Vincent Jones, Taylor Reveley, Carolyn Vallas, Michelle Packer, Carlos Oronce, Adettra Thomas for Rebecca Leinen, Carolyn Dillard, Julie Caruccio, Melvin Mallory, Martin Davidson, Richard Handler, Sean Jenkins, Ashley Fleming, Ricky Patterson, Alfred Sapienza

ODE Staff: William Harvey, Marcus Martin and Gail Prince-Davis

Guests: Christine Thach, Justin Watkins, Special Assistant to the Honor Committee, Ed Strickler, Claire Kaplan, Kathy Gerber, George Sampson

I. Brief introductions.

II. Update on the Activities of the Honor Committee

Julie Caruccio, Curry School of Education

Julie shared a power point presentation which highlighted the following:

1. Main areas identified by Honor Committee (March 2008):
 - Who joins honor committee (minority participation)
 - Who is affected by honor – rate of reporting (spotlight and dimming)
 - Communication
2. Racial/ethnic Diversity in Honor.

The data is the same as last year. New data is currently being collected. The data currently available is:

 - Support Officers for Diversity 2007-2008 consists of 77% Caucasian; 12% Asian/Asian –American, 4% African-American, 2% Hispanic and 5% other
 - The Honor Committee 2008-2009 has 4 students of color serving (of 25 seats)
3. Current Recruitment Initiatives:
 - Broadening roles for support officers
 - Targeted outreach
 - Data collection
 - Diversity training with Angela Davis
4. Rate of Reporting

Same data from Diversity Advisory Board (DAB) report of last year
Findings from a 2004 report led to widespread conclusion of “spotlighting and dimming” which are terms used to describe a situation in which a group of minority students stand out while the similar situation for the students in the majority is dimmed.
5. Recent progress on International Student Orientation. The sessions have been revamped to a case study format. This new format has been well received.
6. Honor Diversity Module
 - Suggested as a way to address bias in reporting

- Originally conceived to focus on faculty- 3 out of 4 offenses are reported by faculty. Only 16% faculty report honor offenses.
- A viable solution to spotlighting/dimming?

Discussion/questions from Council:

1. Q. What is the definition of conscientious retraction? A. The opportunity for a student to admit to a faculty member the offense before anyone else is aware of the offense.
2. Q. What is the committee meeting schedule? A. DAB meetings are on 3rd Tuesday monthly 7: PM; Faculty Advisory committee meeting 1st Thursday monthly 4 PM; Honor committee meets weekly on Sundays 8 PM. All meeting times are posted on the Honor Committee website.
3. Q. How many times have DAB met this school year so far? Carlos Oronce mentioned that he has not received any information regarding these meetings, and this comment was echoed by another individual. A: Two times since the second week of school.
4. Q. How is the jury of the honor committee selected? A. 2 students are selected from a computer process and then the students are asked to complete a questionnaire to ascertain whether they would be able to serve on the jury without prejudice.
5. Carlos Oronce voiced concern that the African American and Hispanic/Latino student community does not agree with the single sanction policy in general. Therefore, it is difficult for them to serve on a jury because the community is small and close.
6. Vince Jones suggested that the Honor Committee use the jury selection process where the defendant is given the chance to help decide the judges/jurors.

IV. Student Council Update from Christine Thach. The student council is comprised of 12 committees. This year's approach is a streamline of initiatives.

Current initiatives:

- Echols Scholar Research
- Laptop and Textbook Initiative
- Co-Sponsorship of the various Heritage Months

Future Initiatives:

- Financial literature for incoming students to make UVA a more viable competitor. This packet will be put together working with HOOS for Open Access that will be distributed at Days on the Lawn

Bill Cooper suggested that Christine contact the Supplier Diversity office regarding the laptop initiative.

V. Working Group on Inclusion, Respect and Fairness: Recommendations of concerned faculty and staff of the University – Edward Strickler, Claire Kaplan and Kathy Gerber. Mr. Strickler noted that the Serpentine Symposium will be held November 1. The UVA Pride group has been meeting and working with various committees at UVA since 1991 without much progress. The group would like ongoing constituent advocacy from the Diversity Council. A handout guiding principles was disseminated to the council for review and feedback. Suggestions from the Council included having conversations with HR, attorneys, EOP and Student Life. Melvin Mallory mentioned that the reference to the EOP policy under goal 2, recommendation 3 is old data and should be revised on the guiding principles

document. The question was also raised by council members as to the identity of the group that is distributing the document. Please see attachment.

- VI. **Bill T. Jones Residency** – George Sampson, Department of Drama. Mr. Sampson announced that the Bill T. Jones/Arnie Zane Dance company will provide a collaborative workshop and residency at the University of Virginia November 9-16, 2008. Please see attachments for more information regarding the residency.
- VII. **Cavalier Daily.** Mr. Harvey asked the Diversity Council members their thoughts on having the Cavalier Daily present for future DC meetings. A few comments were made. However, the overall thought was to discuss this at the next Diversity Council meeting as the first agenda item.

Next Meeting
November 20, 2008
Newcomb Hall Commonwealth Room

Diversity Council Meeting
Newcomb Hall Commonwealth Room
November 20, 2008, 9:00-11:00 AM

Present: Melvin Mallory, Cheryl Apprey, Kelli Palmer, Alfred Sapienza, Dawn Waller, Connie Lee, Dawn Anderson, Shurtone Lee, Janet Turner-Giles, Edward Warwick, Payvand Adhout, Kellie Sauls, Julie Caruccio, Bill Cooper, Richard Netemeyer, Andrea Backman, Richard Handler, Eleanor Wilson, Adetra Thomas, Sheri Winston, Sharon Davie, Taylor Reveley, Carolyn Vallas, Shayla Givens

ODE Staff: Marcus Martin and Gail Prince-Davis

Guest: Thomas Skalak, Vice President for Research

I. Brief introductions.

II. Cavalier Daily article: The Diversity Council discussed the article “Diving into Diversity” that appeared in the Cavalier Daily November 18, 2008. There was consensus that the article was well done and provided an overview of the function of the Diversity Council.

III. Discussion regarding media presence at regularly scheduled DC meeting: Dr. Martin mentioned that Mr. Harvey met with members of the Cavalier Daily staff about 2 months ago. A point of discussion during that meeting was the possibility of the Cavalier Daily’s presence at the Diversity Council meetings. Dr. Martin asked the Council members their thoughts about having media attend Diversity Council meetings. The following points were made:

- concern that the media would misrepresent or misstate comments made at the meetings by council members
- concern that the media presence would restrict council members from speaking as freely as they otherwise would if press was not present
- few Council members are not to speak with the press because of offices that they represent
- suggestion to have someone from the Council to meet with press members before or after the DC meeting to inform them of the agenda and outcome of discussions
- suggestion to invite press or media to some meetings but not all meetings

IV. University Judiciary Committee Update: Payvand Adhout, University Judiciary Committee Counselor and Social and Issues Subcommittee member, shared the UJC spring 2008 demographic information with the Diversity Council. The report indicated that 21 complainants reported 104 cases. The office of the Dean of Students submitted the majority of the reports. Please see the table on page 4 for demographics of the cases. Please note that all demographic information including race and gender is provided on a voluntary basis.

Next Payvand shared statistics on the gender and ethnicity make up of the UJC as follows:

[University Judiciary Committee \(i.e., support officers and judges\)](#)

Gender/Ethnicity				
	UVA		UJC	
Male	9,845	47%	82	43%
Female	11,212	53%	108	57%
Caucasian American	13,038	62%	134	71%
African American	1,525	7%	13	7%
Asian American	2,008	10%	24	13%
Hispanic American	777	4%	4	2%
Native American	46	0%	0	0%
Non-Resident Alien	1,732	8%	3	2%
Other	1,931	9%	8	4%
Student Athlete	722	3%	3	2%
International Student	1,674	8%	5	3%
Greek Organization	3,870	18%	55	29%

Eighty-eight percent (88%) of support officers filled out the demographic survey as of November 9, 2008.

Additionally, Payvand discussed UJC's efforts to achieve better diversity:

- An online reporting system was used for the first time this past year. The next couple of years will determine whether this system is successful.
- UJC will meet with and attend more minority group meetings to discern their concerns.
- UJC would like to change the University perception of its function by focusing more attention on the standard of conduct during orientation and convocation ceremonies.

V. **VP Skalak discussed his role as the University's new vice president for research.** He is charged with establishing the University as a leading competitor in science and technology. He will work closely with the deans of the schools to differentiate the University from peer universities both nationally and globally. Mr. Skalak will lead the development and promotion of institutional research priorities, assist faculty members to develop new research areas, encourage investment in research infrastructure, and help faculty members to pursue creative scholarship as individuals and in small groups, as well as major center grants. Mr. Skalak's vision is that U.Va. can become known as the global ideal in research-based education, and further can become known as the global ideal in linking research-based education to the professional community and to society.

VP Skalak also briefly discussed the all university retreat on science and technology. He stated that the retreat held October 31, 2008 was one dialogue session in a series between schools. Additionally, Mr. Skalak discussed a few diversity initiatives such as our graduate mentoring program, sponsorship of the Bill T. Jones dance series, recruitment efforts for the Ron Brown Scholars and faculty recruitment. Dr. Martin added that the Office for Diversity and Equity and the Office of the Vice President for Research co-sponsored the Virginia Junior Academy of Science Career Symposium which was held at UVA Nov 8. One hundred twenty students, 5th graders to high school seniors from around the state attended the Science Careers

Symposium. These students represent the STEM pipeline. Dr. Martin thanked Mr. Skalak for his support

VI. **Next Diversity Council meeting date:** January 15 or 22. An email will be sent to the Council with a decision on the next meeting date.

UJC Spring 2008 Statistical Report – Demographic Information

Demographic Item	University	Accused	Complainant	UJC
Number Of Cases		104	104	104
Number Of Persons	20,834	104	21	167
Gender Male	48%	71%	38%	43%
Gender Female	52%	29%	57%	57%
Gender Other*			5%	
Caucasian American	62%	63%	43%	68%
African American	7%	10%	10%	5%
Asian American	9%	13%	24%	12%
Hispanic American	4%	7%	5%	2%
Native American	0.2%	0%	0%	1%
Non-Resident Alien	8%	4%	0%	4%
Other	9%	9%	0%	12%
Student Athlete	3%/5%	7%	0%	1%

International Student	8%	9%	0%	3%
Greek Organization	18%/28%	36%	24%	39%

*Gender Other includes both unspecified and omitted genders. Student Athlete and Greek Organization are given as percentages of the whole University population/undergraduate population

Diversity Council Minutes 2009

Diversity Council Meeting

January 15, 2009

Newcomb Hall South Meeting Room

Present: Andrea Backman; Connie Lee; Vincent Jones; Adettra Thomas; Martha Ballenger; Taylor Reveley; Gary Nimax; Kelli Sauls; Debbie Mincarelli; Carolyn Vallas; Ricky Patterson; Sarah Wilcox Elliott; Brett Schnell; Al Sapienza; Dawn Waller; Edward Warwick; Bill Cooper; Maurice Apprey; Edmund Kitch; Cheryl Apprey; Kelli Palmer; Sharon Davie; Valerie Gregory

Guest: Melvin Wilson; Shannon Wampler; Margaret Harden

Office for Diversity and Equity Staff: William B. Harvey, Marcus L. Martin, Gail Prince-Davis

- I. Brief Introductions: Mr. Harvey opened the meeting with greetings and asked each individual present to introduce himself/herself.
- II. Small, Women and Minority owned business (SWaM) presentation by Bill Cooper, Diversity Supplier Director:

Bill Cooper gave an overview of Supplier Diversity and an update on SWaM spending and SWaM successful initiatives in the areas of construction and research. Supplier Diversity was established about 3½ years ago to ensure that small, women-owned, and minority-owned firms have full opportunity to compete for the University's business. Mr. Cooper distributed SWaM spend and SWaM construction spending reports. (Please see attached.) Mr. Cooper mentioned that construction spending for FY 08 was 56.8% compared to 16.8% in FY 05. He shared success stories of construction firms which can be found on page 3 of the "Straight Talk", the Supplier Diversity Initiative that was distributed at the meeting. (See attachment.) Mr. Cooper mentioned that research spending over the past 3 years has increased to SWaM businesses.

- III. Faculty Hire Update, Melvin Wilson, Associate Provost for Faculty Advancement

Melvin Wilson has been a faculty member at UVa in the Psychology Department since 1979 and was recently appointed Associate Provost for Faculty Advancement. Professor Wilson provided an update of the faculty hire to date via a slide presentation "Faculty Diversity at U.Va". Data highlighted in the presentation was as follows:

- The Pool: Ph.D. Attainment by Gender
- The Pool: Ph.D. Attainment by Race/Ethnicity
- Distribution of Offers by Race/Ethnicity
- Distribution of Offers by Race/Ethnicity and Gender
- Hiring and Recruitment 2007-2008 Yield Rates
- Hiring and Recruitment 2007-2008 Yield Rates (yield rates by rank)
- Distribution of Tenure-Track Faculty by Race/Ethnicity
- Distribution of Tenure-Track Faculty by Gender
- How does U.Va. Compare among AAU peer institutions?

Comments from council members were as follows:

1. The suggestions were made that the actual number of faculty of color who are hired be shown in the presentation, rather than just the number of offers made, and that consideration be given to extending more offers at the senior/tenured faculty level.
2. Women at the Professor and Chair levels have relatively low representation.
3. To make structural changes there should be more diversity at the chairman level so that chairs have more power in the area of hiring more diverse faculty.
4. Compared with the ir AAU peers, U.Va. still has a lot of work to do in diversifying faculty, particularly Hispanic and Asian faculty. It was pointed out that the chart showing the AAU ranking for Hispanic faculty was incorrect.
5. Change has to start at top level such as Provost

Additionally, Professor Wilson mentioned that the University of Virginia has been engaging in a series of visits to historically black universities and colleges as a way of developing stronger connections with these institutions. Professor Wilson is now actively involved in this initiative and would be interested in working with or talking with Council members about ideas or suggestions.

Next Meeting
February 19, 2009
Newcomb Hall South Meeting Room

Diversity Council Meeting
February 19, 2009
Newcomb Hall South Meeting Room

Present: Connie Lee; Adetra Thomas; Martha Ballenger; Debbie Mincarelli; Carolyn Vallas; Janet Turner-Giles; Richard Netemeyer; Ricky Patterson; Sarah Wilcox Elliott; Brett Schnell; Edward Warwick; Bill Cooper; Maurice Apprey; Cheryl Apprey; Sharon Davie; Julie Caruccio; Sheri Winston; Eleanor Wilson; Erica Spangler; Martin Davidson; Melvin Mallory

Guest: Dudley Doan, Dorrie Fontaine

Office for Diversity and Equity Staff: William B. Harvey, Marcus L. Martin, Gail Prince-Davis

I. Brief introductions.

II. Third Annual UVa Symposium on Race and Society. Martin Davidson, Associate Dean for Diversity, Darden School. Dean Davidson began his presentation by stating 3 focused goals of his role of Associate Dean for Diversity, Darden School. The goals are to build representation of women and international faculty and students; attain more resources and gain more knowledge.

Professor Davidson then provided information about the symposium, “Race and Wealth – Avenue to Equality” which is set for March 20 and 21, in classroom 150 of the Darden School. Registration is free and the audience will be comprised of the UVa community, Darden School, and the Charlottesville community and region. The symposium is scheduled to begin on Friday evening with registration and a reception. Saturday’s program will begin at 9:00 AM and will have 2 breakout sessions during the afternoon.

Professor Davidson mentioned that an email blast will be sent to all faculty, student and staff asking them to save the date. Bill Cooper suggested inviting minority entrepreneurs and Dr. Martin mentioned dissemination to the Community Resources Advisory Group.

III.J- Term and International Studies Program – Dudley Doane, Director, Summer & Special Academic Programs and Interim Dir, International Studies Office provided information about the J Term 2009 Program. Mr. Doane reported that of the study abroad students, 25% of the participants were students of color; 13.6% were African-American. He also reported that the J-term domestic did well – 12% African-American and the summer session was 11% African-American. Mr. Doane also reported that 25% of the participants in the J-Term 2009 study abroad programs received need-based grant support this year. He also reported that there was a decline in grant aid for summer session students in 2008.

Additionally, Mr. Doane mentioned that the Semester at Sea program has made \$100,000/semester in need-based aid to UVa students who join and Semester at Sea voyage. The University’s aid program has \$40,000/semester in need-based grant aid available for UVa students who join a fall or spring Semester at Sea program. Finally, an additional \$100,000 in need-based aid is now available for UVa students who study abroad.

Mr. Doane mentioned long term goals for ISO:

- a. Make semester study abroad programs to be a normal part of the curriculum. This would require more faculty involvement to accomplish this.
- b. More programs developed that will involve the students intellectually
- c. Would like to identify sites that can support programs throughout the year.
- d. Would like to ensure that more parents are aware that the opportunities for study abroad programs are available.

IV. Dorrie Fontaine, Dean, School of Nursing. Dean Fontaine shared her 3 top goals with the Council:

- a. Create a healthy work environment for faculty, students and staff, which includes good communication, strong collaboration and meaningful relationships.
- b. Inter professional education
- c. Embrace diversity

Dean Fontaine provided a double sided handout with SON percentages of Diversity Enrollment (graduate and undergraduate students), 2003-2008. The data shows that African American, Asian American and Hispanic enrollment has been creeping up slowly. The data also shows that male student enrollment has risen (fall 2008, 8.3%). The national average for men is 5.7%. Currently, there are 27,000 people on waiting lists across the country for nursing programs. The UVA School of Nursing has the capability of 700 students. The numbers continue to grow for enrollment but unfortunately there are not enough faculty to teach.

Additionally, Dean Fontaine mentioned that there are 2 African-American and 1 Asian tenured faculty in the SON.

Dean Fontaine mentioned some of the challenges she faced while at the University of California as it related to diversity. One of the tools that she applied while at UCSF was HEALS (halt or stop the action; engage and talk about issues; allow for experiences and emotions; listen and learn; and sympathize). She related that she is hearing stories here but not so many since she is still new.

Dean Fontaine mentioned that her overall goal regarding diversity is to try and find ways to increase the diversity enrollment and increase the number of faculty of color in the SON.

V. Other announcement: Ricky Patterson mentioned a talk by Jan Steitz on January 15th. Ricky voiced concern that this was a talk on Women in Science, which seemed to be a natural fit to the Diversity Council, but it seems that we weren't made aware of this in advance (so couldn't help publicize this to a wider audience). Article on talk can be found at the following website: <http://www.virginia.edu/uvatoday/newsRelease.php?id=7466>

Next Meeting
March 19, 2009
Newcomb Hall South Meeting Room

Diversity Council Meeting
March 19, 2009
Newcomb Hall South Meeting Room

Present: Connie Lee; Adetra Thomas; Martha Ballenger; Al Sapienza, Debbie Mincarelli; Valerie Gregory, Carolyn Vallas; Marcus Ingram; Martin Davidson; Vincent Jones; Stan Trent; Andrea Backman; Carlos Oronce; Sarah Wilcox Elliott; Brett Schnell; Dawn Anderson; Kelli Palmer; Sharon Davie; Sheri Winston; Melvin Mallory; Richard Handler;

Guest: Gowher Rizvi; Parke Muth, Wraegen Williams

Office for Diversity and Equity Staff: William B. Harvey, Marcus L. Martin, Gail Prince-Davis

I. Brief introductions.

II. International Programs. Gowher Rizvi, Vice Provost for International Programs presented a discussion on global education and how it can further develop at UVA. One of the key ways this can be achieved is through making the international experience an integral part of the 4 year curriculum. Mr. Rizvi discussed 3 ways in which this can be achieved:

- e. Bring the world to Charlottesville. Students must be constantly aware of international programs through other students, faculty, workshops, student lead initiatives, international cuisine, foreign films, etc. Additionally, faculty would need to reevaluate what they teach.
- f. Take UVA to the world. Create centers in different parts of the world.
- g. Bring knowledge in a very different way. Knowledge should be built on a 2 way exchange based on mutual respect; raise and engage global issues with collaborative relationships; create a multidisciplinary perspective where home and abroad come together.

Mr. Rizvi mentioned areas of concern and asked the council for suggestions:

Courses are already over packed. Find out what is essential or what should be taught. Rethink the liberal arts curriculum.

Ask ourselves if our study abroad program provides the best experience for students; is it producing the outcome we desire?

Develop a scientific way of evaluating/measuring course success.

How can global studies be integrated into all courses?

Majority students involved in global studies are women. Students of color less engaged in global studies.

Financial concerns – lack of education on funding. Students need to know of more opportunities. Students of color need to pursue financial opportunities more aggressively.

Suggestions/comments/questions from Diversity Council

UVA should create more options so that study abroad becomes more attractive.

Include international studies as part of orientation.

Advertise financial aid in brochures and course curriculum for programs.

Create critical mass and cohorts so that students don't go alone.

Have contacts on other end. Develop connections/connect through technology prior to travel. Find out which schools are doing well in their study abroad programs and consult with those schools.

Student packages should include information on international studies.

Perception is important. Programs offered are not appealing to students. Work with student groups more aggressively

Transfer credits are important to students. Will college accept credit so that studies can continue during J-term?

- III. **Echols Scholars Program** – Richard Handler and Parke Muth, Associate Dean of Admissions. Richard Handler gave a brief overview of the Echols program which seeks students who are avid and aggressive learners who have demonstrated intellectual maturity, initiative, independence and strong conviction to come to UVA. The Echols program is an opportunity for the students to pursue their academic interests to the fullest extent of their abilities under faculty guidance. The program offers the students perks such as priority registration, a shared first year living experience and a select cadre of faculty advisors among other things.

The admissions office evaluates student applications and determines Echols candidates. Offers are made to entering new students and to students later during their first year. There are many competitive students who apply to UVA so the competition for Echols is high. Many students of color who have Echols qualifications will choose another school because the Echols program has no money to offer.

The general selection criteria for Echols includes performance in academic programs, AP courses; intellectual interest focus; essay about educational interest; record of superior work and high standardized test scores. Applications will get 2 to 3 readings.

Statistics: 35 AA were offered last year, 37 were offered this year. 46 offers were made to Hispanic students last year and 56 offers were made this year. For 2009, 54% offers were made to female students and 20% offers were made to foreign national. Total of 850 Echols offers this year.

Next Meeting
April 16, 2009

Byrd Seminar Room Harrison Institute/Small Collections Library (Room 318)

Diversity Council Meeting

April 16, 2009

Present: Debbie Mincarelli, Amy Chen, Sarah Wilcox Elliott, Marie Carter, Kelli Palmer, Wraegen Williams, Maurice Apprey, Vincent Jones, Martha Ballenger, Andrea Backman, Adettra Thomas, Connie Lee, Sharon Davie, Dawn Waller, Bill Cooper (Shannon Wampler), Melvin Mallory, Brett Schnell, Stanley Trent

ODE Staff: Marcus Martin, Gail Prince-Davis

Guest: Dean Paul Mahoney, Professor Brian Nosek

- I. **Paul Mahoney, Dean School of Law** discussed the hallmarks of the Law School; collegiality, mutual respect and mutual support. The law school utilizes quantitative metrics in comparison to peer law schools but also qualitative measures, for example “do our minority students leave here with the confidence and skills that are key determinants of career success”?

Dean Mahoney stated that African-American enrollment is near the center in comparison to peer group at approximately 6.5% and the overall minority enrollment is at the low end of peer groups at approximately 16%. Peer institutions are Berkeley, Chicago, Cornell, Duke, Michigan, Northwestern and Penn. One possible factor mentioned for the lower overall minority enrollment is UVA’s location. Dean Mahoney suggested we are missing out on some students who prefer to be in or near a larger city. The Law School is working toward improving the enrollment of minority students.

Currently there are 2 Asian-American professors in the Law school and one of the hires for next year is Asian-American.

The law school’s tenured and tenure-track faculty includes 6 African-American professors. Peer group ranges from 1 to 4, with an average of 2.8

Dean Mahoney stated that students and faculty of all backgrounds thrive here:

- Center for Race and Law: organizes conferences and speaker series and encourages faculty scholarship on race/civil rights. Recent publications include:
 - Michael Klarman, *From Jim Crow to Civil Rights: The Supreme Court and the Struggle for Racial Equality* (2004), winner of Bancroft Prize
 - Risa Goluboff, *The Lost Promise of Civil Rights* (2007), winner of James Willard Hurst Prize
 - Mildred Robinson and Richard Bonnie, *Law Touched our Hearts: A Generation Remembers Brown v. Board of Education* (2009)
 - Tomiko Brown-Nagin, *Courage to Dissent* (forthcoming)
- Black Law Students Association: named national chapter of the year twice since 2002; produced winning team in the recent national BLSA mock trial competition
- Oliver Hill Scholarship

- Thurgood Marshall chair (over 100 African-American alumni donors)
- Tradition of Virginia Law minority graduates in significant leadership positions:
 - Al Carney, VP, Phillip Morris Companies (retired)
 - Jeff Humber, President & CEO, Delon Hampton & Associates
 - Euclid Irving, partner, Jones Day
 - Kim Boyle, the first African-American elected chair of the Louisiana state bar association
 - Byron Marchant, Chief Administrative Officer, BET
 - Blair Wimbush, VP, Norfolk Southern Co.
 - Raqiyyah Pippins, associate, Covington & Burling, one of Ebony Magazine's "30 under 30" in 2007
 - Justice Bernard Goodwyn, Virginia Supreme Court,
 - John Charles Thomas, first African-American justice of Virginia Supreme Court, partner, Hunton & Williams
 - Judge Bensonetta Lane, founder of the Georgia Association of Black Women Attorneys,
 - deMaurice Smith, Executive Director, NFL Players Association
 - Don Yee, sports agent who represents Tom Brady, among others
 - Luis Fortuno, Governor of Puerto Rico

A council member asked dean Mahoney to address the recent complaints from students about a faculty member who reportedly made inappropriate comments. Dean Mahoney mentioned that he had interviewed several students and have not found the comments to have been racial in nature. However, the case is still being investigated.

- II. **Professor Brian Nosek, Department of Psychology** discussed revelations from the mind sciences that are easy to understand about other people's minds and difficult to accept about our own: (1) much of mental life occurs outside of conscious awareness and conscious control and (2) thinking is rarely objective or rational. Many of these mental operations are implicit. Understanding how the mind works will improve the ability of individuals and organizations to structure their decision process to maximize quality and impact, identify potential sources of bias that would reduce the quality of decision making and more generally, enhance our ability to act in line with our values.

Professor Nosek engaged the council members in the presentation through an exercise which allowed council members to link images to words. He also shared some of the data from an educational and research website <http://implicit.harvard.edu/> that has taken place.

Professor Nosek also discussed objectives for a proposed Center for Democracy and Diversity:

- a. Support basic and applied research in implicit bias, democracy, equity and excellence
- b. Educate and disseminate scientific knowledge locally, nationally and internationally
- c. Provide a hub for interdisciplinary communication and collaboration

- d. Facilitate the translation of research into action in business, education, health, law, medicine and public policy
- e. Train future research and practice leaders.

III. **Announcements.** Debbie Mincarelli announced that a National Presenter on Transgender Diversity is scheduled to speak at UVa. Debbie will send more information to be disseminated to the Council.

Diversity Council Facilitated Session

July 30, 2009

Participants: Judy Pointer; Adetra Thomas, Ashley Fleming; Jasmine Jefferson; Connie Lee; Dawn Waller; Kelli Palmer; Clay Hysell; Martha Ballenger; Charles Harris; Cheryl Apprey; Althea Howell; Brett Schnell; Jigar Patel; Wraegen Williams; Andrea Roberts; Gary Nimax; Ryan Hargraves; Sarah Wilcox Elliott; Ricky Patterson; Carolyn Dillard; Sheri Winston; Richard Handler; Martin Davidson; Jennifer Harmon; Erica Spangler; Carolyn Vallas; Sharon Davie; Melvin Mallory; Stanley Trent; Maurice Apprey;
ODE Staff: Marcus Martin; Daisy Lovelace; Gail Prince-Davis

Introduction:

The July 30, 2009 Diversity Council meeting was well attended. Following introductions, Dr. Martin discussed the transition in the Office for Diversity and Equity. Bill Harvey accepted the position Executive Director of the International Reading Association. Marcus Martin was appointed interim VP and Chief Officer for Diversity and Equity. The official transition date was July 25, 2009. The Associate VP position was not backfilled. A search committee has not yet been formed for the VP and Chief and Chief Officer for Diversity and Equity position.

Prior to the meeting, DC members were sent an acknowledgement of Bill Harvey drafted in a form similar to a resolution. The acknowledgement outlined Bill's accomplishments as the VP and Chief Officer for Diversity and Equity including the creation of the Office for Diversity and Equity and the Diversity Council. The acknowledgement contained objectives of the Diversity Council. Members of the Diversity Council signed the acknowledgement. Dr. Martin indicated that the acknowledgement would be read during a reception for Mr. Harvey on July 31, 2009.

Dr. Martin introduced the new student representatives Jigar Patel (President of the Asian Student Union), Charlie Harris (Honor Committee representative for the summer appointed by David Truetzel current Honor Committee Chair), and Jasmine Jefferson (University Judicial Committee representative). Dr. Martin also indicated that Edward Warwick would be representing the LGBT Resource Center. Ed previously attended the Diversity Council meetings as a representative of the Dean of Students Office. Sarah Wilcox Elliott will continue to represent the Dean of Students Office.

Dr. Martin discussed diversity as a core value at the University of Virginia and indicated that it is referred to in the Commission on Future of the University report with other core values such as honor and ethics, faculty excellence, innovation and collaboration in the pursuit of knowledge, leadership for the public good and education for freedom.

Three overarching priorities are referred to in the Commission on the Future University; the student experience, science and technology, and global education.

Diversity Council members received preparatory materials prior to this meeting which included a listing previous subjects covered at the DC meetings and the summary of objectives.

The Office for Diversity and Equity submitted its 2009-2010 critical functions/goals to the Provost for approval. One of the goals included holding a facilitated session with the Diversity Council to initiate development of diversity and equity strategies for the University.

The Diversity Council members were requested to consider opportunities and challenges to be discussed during the facilitated session with subsequent potential remedies/actions.

A session lasting 2.5 hours was facilitated by Professor Sherwood Frey, Ethyl Corporation Professor of Business Administration, Darden Graduate School of Business. Professor Frey has been a faculty member in the Darden School since 1979. He was previously a faculty member at Harvard Business School. At U.Va., he teaches courses in quantitative analysis, finance, and bargaining and negotiating. Dr. Martin indicated that we are fortunate to have Sherwood Frey at UVa for 30 years.

There was enthusiastic participation by the Diversity Council members. Many challenges and opportunities were listed initially under nine major headings. Those major headings are as follows:

- 1. Promotion of Institution**
- 2. Recruitment and Retention**
- 3. Equity/Diversity as an Institutional Value**
- 4. Coordination Across the University**
- 5. Economic Support**
- 6. Definition of Diversity**
- 7. Outreach**
- 8. Acknowledge & Develop Understanding & Access;**
- 9. Understanding/Measuring Current Situation.**

(Please see appendix A.)

The listings in appendix A were further refined into appendix B under the following headings:

- 1. Culture of Inclusion;**
- 2. Communication,**
- 3. Research and Acknowledge,**
- 4. Recruiting and Retention;**
- 5. Action and Initiatives.**

(Please see appendix B).

Appendices A and Appendix B contain the original proceedings from the facilitated session. Appendix C will contain an expansion of appendix B for discussion at the September 3, Diversity Council meeting and for the initiation of subcommittees and action by the Diversity Council.

Appendix A

Challenges/Opportunities identified by Diversity Council

1. Promotion of Institution

Charlottesville

Marketing

Public Relations

- a. Publicizing & celebrating success stories (budget) as a priority
- b. Developing appropriate marketing strategies
- c. Acknowledge (mitigate) the challenge of our geography
- d. Acknowledge uva history & traditions/current behavior can be off-putting
- e. Change perceptions of uva
- f. Inclusion of broad population to membership & events
- g. Recognize & reward good mentorship
- h. List of “who does what”
- i. Reaching out to youth
- j. Acknowledge individuals who are exemplary
- k. Engaging whole community to develop strategies
- l. Diversity Council more proactive

2. Recruitment and Retention

- a. Greater faculty diversity: racial & gender
- b. Greater diversity in student body: undergraduate, graduate, professional
- c. Retain diverse faculty
- d. Greater diversity among staff
- e. Enhancing existing programs/resources: student, faculty, staff
- f. Continue to recruit & engage diverse vendors
- g. Understand reasons behind departures
- h. Acknowledge (mitigate) the challenge of our geography
- i. Continued development of accessuva program
- j. Value “diversity” scholarship research
- k. Acknowledge uva history & traditions/current behavior can be off-putting
- l. Non-traditional students feel part of community
- m. Reaching out to youth
- n. Hiring process pool to employment
- o. Accountability for diverse hiring: department chairs, deans, provost
- p. Expanded search process
- q. Diversity in administration
- r. Staff equity & representation
- s. Engaging whole community to develop strategies
- t. Diversity Council to be more proactive

3. Equity/Diversity as An Institutional Value

Proactive

Build Common Purpose

- a. Curriculum development => diversity
- b. Value “diversity” scholarship research

- c. Increase interdisciplinary programs
- d. Acknowledge social/legal obstacles
- e. Inclusion of broad population to membership & events
- f. Non-traditional students feel part of community
- g. Recognize & reward good mentorship
- h. Senior leadership entrenchment
- i. Training/developing/understanding/action for special needs of special groups: faculty, staff, teaching assistants
- j. Hiring process pool to employment
- k. Expanded search process
- l. Diversity in the “small” not just the “aggregate”
- m. Acknowledge individuals who are exemplary
- n. Staff equity & representation
- o. Engaging whole community to develop strategies
- p. Diversity Council more proactive

4. Coordination Across the University

Information

Action

- a. Foster interactions among diverse populations
- b. Coordinating efforts of various groups: sharing best practice, create common threads
- c. Integrate & utilize the international community & comfort
- d. Enhancing existing programs/resources: student, faculty, staff
- e. Increase interdisciplinary programs
- f. Inclusion of broad population to membership & events
- g. Breakdown insular behavior groups power structure
- h. Promote cross-group activities
- i. List of “who does what”
- j. Accountability for diverse hiring: department chairs, deans, provost
- k. Expanded search process
- l. Diversity in the “small” not just the “aggregate”
- m. Engaging whole community to develop strategies
- n. Diversity Council more proactive

5. Economic Support

Resources Focus Acquisition

- a. Sustaining support for initiatives
- b. Enhancing existing programs/resources: student, faculty, staff
- c. Continued development of AccessU.Va. program
- d. Make available (money) alternative educational settings/experiences
- e. Fund raising opportunities to support/enhance programs
- f. Engaging whole community to develop strategies
- g. Diversity Council more proactive

6. Definition of Diversity

- a. Clear understanding of what diversity means
- b. Understanding diversity within diverse communities
- c. Non-traditional students feel part of community
- d. Diversity around faith
- e. Engaging whole community to develop strategies
- f. Diversity Council more proactive

7. Outreach

Information

Action

- a. Reaching out to local community
- b. Change perceptions of U.Va.
- c. Acknowledge social/legal obstacles
- d. Inclusion of broad population to membership & events
- e. Develop partnerships with outside groups (corps)
- f. Outreach to HBCU/HSI/Tribal colleges
- g. Reaching out to youth
- h. Expanded search process
- i. Engaging whole community to develop strategies
- j. Diversity Council more proactive

8. Acknowledge & Develop Understanding & Access

- a. Clear understanding of what diversity means
- b. Welcoming LGBTQ community
- c. Foster interactions among diverse populations
- d. Understanding diversity within diverse communities
- e. Acknowledge (mitigate) the challenge of our geography
- f. Acknowledge U.Va. history & traditions/current behavior can be off-putting
- g. Make sure handicapped can participate in activities
- h. Diversity around faith
- i. Training/developing/understanding/action for special needs of special groups: faculty, staff, teaching assistants
- j. Engaging whole community to develop strategies
- k. Diversity Council more proactive

9. Understanding

Measuring Current Situation

- a. Adapting to demographic shifts
- b. Understanding reasons behind departures
- c. Acknowledge U.Va. history & traditions/current behavior can be off-putting
- d. Acknowledge social/legal obstacles
- e. Developing/agreeing upon metrics
- f. Hiring process pool to employment
- g. Accountability for diverse hiring: department chairs, deans, provost
- h. Benchmarking other successful institutions
- i. Compare to similar institutions: diversity, research, teaching
- j. Diversity in the “small” not just the “aggregate”
- k. Engaging whole community to develop strategies
- l. Diversity Council more proactive

Appendix B

Further Refined Categories

1. Culture of Inclusion

- a. Attitude
- b. Program/Curriculum
- c. Resources
- d. Community-Pervasive
- e. Commitment
(3, 5, 6)

2. Communication

- a. Outward
- b. Inward
- c. Within
(1, 4 info, 7 info)

3. Research & Acknowledge

- a. Acknowledge
- b. Understand
- c. Define
- d. Measurement of Outcomes
- e. Goals
(6, 8, 9)

4. Recruiting & Retaining

- a. Staff, Faculty, Administration
- b. All Students
- c. Vendors
(2, 5)

5. Action & Initiatives

- a. Program
- b. Benchmarking/Best Practices

- c. Resources
- d. Outreach
(4 action, 5, 7 action)

Appendix C

1. Culture of inclusion

Goal: promote an inclusive welcoming and respectful environment and embrace diversity as a core value tied inextricably to the University's priorities.

- a. Attitude
 - Culture of inclusion must be a pervasive attitude starting at the top and disseminated throughout all schools, departments, divisions and units.
 - Integrate and utilize the international community
 - Breakdown insular behavior group power structure
 - Senior leadership entrenchment
- b. Program curriculum
 - The commitment to diversity and equity must be encouraged in academic, extracurricular activities, the workplace and within surrounding communities.
 - Encourage student participation in global studies/study abroad
- c. Resources
 - Appropriate human capital, and financial support must be made available to successfully carry out programs and curriculum.
 - Appropriate resources must be made available to enhance the student experience in ways which strengthen positive group identity as well as facilitate cross cultural engagement.
 - Provide support where appropriate to student activities including community engagement projects that promote diversity and equity and/or that enhances the student experience in other important ways.
 - Support events that make U.Va., the place for inclusion such as celebrations honoring early alumni trail blazers.
- d. Community – pervasive
 - Coordinate activities in local community; health, education and welfare and invite community at large to participate in seminars and conferences that promote diversity and equity.
 - Establish an annual diversity conference that includes members of the community.
- e. Commitment
 - Promote diversity and equity as an institutional value.

- Increase the interdisciplinary programs that promote diversity.
- Develop diverse curriculums.
- Include non-traditional students in university/community activities.
- Reach out to youth within central Virginia communities.
- Engage the whole community to develop strategies.
- Continue development of accessuva programs.
- Sustain and support initiatives.
- Fundraise to support /enhance programs.
- Understand diversity within diverse communities.
- Have a clear understanding of what diversity means.
- Have a clear understanding of diversity around faith.
- Welcoming to all community in the aggregate and recognition of diversity in the small?
- Foster interaction among diverse population. Make sure we include and accommodate the physically challenged in activities.

2. Communication

a. Outward

- Reach out to local community
- Develop partnerships with outside groups (corporations)
- Outreach to HBCU/HSI/tribal colleges
- Publicize and celebrate success stories
- Develop appropriate marketing strategies
- Change perceptions of U.Va.,

b. Inward

- List of who does what
- Change perceptions of U.Va.,

c. Within

- Change perceptions of U.Va.,
- Acknowledge U.Va., history and traditions/current behavior can be off putting
- Acknowledge (mitigate the challenge of our geography)
- Inclusion of broad population to membership and events
- Help non-traditional students feel part of the community
- Collaborate with University Public Affairs to review current communication modes to assess whether diversity as a core institutional value is appropriately communicated.

3. Research and acknowledge

a. Acknowledge

- Acknowledge (mitigate the challenges of our geography)
- Acknowledge UVa history and traditions/current behavior can be off putting
- Acknowledge individuals who are exemplary
- Recognize and reward good mentorship
- Acknowledge individuals who are exemplary
- Acknowledge social/ legal obstacles

b. Understand

- Understand reasons behind faculty departures
- Understand diversity within diverse communities
- Value diversity of scholarship and research
- Training/development/understanding/action for special needs of special groups: faculty, staff and teaching assistants

c. Define

- Clear understanding of what diversity means

d. Measurement of outcomes

- Developing/agreeing upon metrics
- Benchmarking other successful institutions
- Coordinating efforts of various groups: sharing best practice, create common threads,

e. Goals

- Compare to similar institutions: diversity, research, teaching
- Adapting to demographic shifts
- Benchmarking other successful institutions
- Engaging whole communities to develop strategies
- Diversity Council more proactive

4. Recruitment and Retention

Promote diversity and equity amongst students, faculty, staff, vendors inclusive of recruitment and retention and enhance relationships

a. Staff, faculty, administration

- Greater faculty diversity: racial and gender
- Retain diverse faculty
- Greater diversity among staff
- Diversity in administration
- Expanded search process
- Accountability for diverse hiring: department chairs, deans, provost

- Invite faculty with diverse backgrounds and academic interests and community members to come together at dinner to promote relations
- b. Student
 - Greater diversity in student body: undergraduate, graduate professional
 - Hold graduate student preparation seminars for minority students
 - Increase the number of minority students graduating with STEM degrees and recruit to graduate school
- c. Vendors
 - Continue to recruit and engage diverse vendors

5. Actions and initiatives

- a. Programs
- b. Benchmarking/best practices
- c. Resources
- d. Outreach

Diversity Council to discuss actions and initiatives.

Diversity Council Meeting
September 3, 2009

Present: Stanley Trent; Sharon Davie; Bob Covert; Connie Lee; Ashley Fleming; Kelli Palmer, Debbie Mincarelli; Druen Anderson; Ricky Patterson; Cheryl Apprey; Martha Ballenger Eric Coleman; Jasmine Jefferson; Adetra Thomas; Carolyn Vallas; Andrea Roberts; Richard Handler; Brett Schnell; Taylor Reveley; Wraegen Williams; Melvin Mallory; Sarah Wilcox Elliott; Edward Warwick

Guest: Sherwood Frey

ODE Staff: Marcus Martin, Daisy Lovelace; Gail Prince-Davis

Following introductions Dr. Martin reviewed the minutes of the July 30, DC meeting inclusive of appendices A&B. At the July 30 meeting Professor Frey served as a facilitator and DC members generated lists of opportunities and challenges which are contained in appendices A&B. Appendices A&B contain the original proceedings from the facilitated session and appendix C contains an expansion of appendix B and serves for the initiation of subcommittees and action by the diversity council.

Appendix B outlines 4 categories: Culture of Inclusion; Recruitment and Retention; Communication; and Research and Acknowledge. During the September 3, meeting, Dr. Martin asked each DC member to participate in a subgroup in one of the 4 categories. Dr. Martin then mentioned that Professor Frey is attending the meeting to further facilitate the discussion to develop action items by the 4 subgroups. Subgroup discussions were lively and productive. Scribes were selected by each subgroup. The scribes agreed to keep notes and provide a follow up summary.

Following subgroup discussions the collective DC heard subgroup reports. It was apparent that some recommendations were common to all groups such as resource needs.

Further task for the DC is to prioritize suggested actions. Dr. Martin reiterated that even though DC members may suggest actions the onus is not necessarily on the Diversity Council to carry the actions out.

Scribes were asked to communicate with subgroup members to finalize action items. These action items will be discussed at the next meeting with the intention to prioritize them. Subgroups and participants are listed below.

Attachment: Action items and notes

Subgroup Participants:

Culture of Inclusion

Wraegen Williams (scribe)
Richard Handler
Connie Lee
Robert Covert
Melvin Mallory

Communication:

Kelli Palmer (scribe)
Jennifer Harmon
Sharon Davie
Ricky Patterson
Druen Anderson

Recruitment and Retention

Andrea Roberts (scribe)
Martha Ballenger
Carolyn Vallas
Ashley Fleming
Stan Trent
Cheryl Apprey
Debbie Mincarelli
Brett Schnell

Research and Acknowledge

Jasmine Jefferson (scribe)
Adetra Thomas
Eric Coleman
Taylor Reveley

Subgroup Notes and Actions

Recruitment & Retention

- Get base-line data on what is happening/going on at the University
- Get diversity statistics on departments/areas/fields/majors
- Get a definition of what under-represented groups mean with the understanding the definition might differ among schools, departments, etc.
- Be explicit about the diverse groups we want to retain/recruit
- Get money for scholarships
- Create partnerships with external institutions for funding
- Get a resource/directory of minorities on grounds
- Expand benefits so that the University is more attractive to potential employees
- Provide a mechanism for diversity leaders around grounds to communicate.
- Require each school to have a diversity office/officer and provide offices with guidelines for how to effectively implement the position.

Research and Acknowledgement

- Research other Universities, similar to our own, that seem to mirror where we want to be
- Research the private industry in Charlottesville and the United States which are making breakthroughs on diversity and retainment
- Research, by way of a survey done by a third-party, why people come and why people leave the University (entrance and exit interviews)
- Find a way to benchmark strides in diversity
- Turn part of the focus of our University to create an appeal for what UVA has to offer outside of Charlottesville, such as Richmond and the surrounding suburbs. This will help attract families and graduate students looking for jobs and opportunities outside of Charlottesville.
- Create a student center that would be a center of activity. Students would be able to mingle outside of the groups that divide such as Greek organizations.
- Have a diversity training for faculty and staff that would promote the ideals of the University pertaining to diversity.
- Find funding for diversity initiatives through the school, donations, and grants.

Culture of Inclusion:

- Create endowment fund for Diversity
- Make diversity curriculum initiatives faculty friendly
- Accountability for power structures/attitudes
- Clear definition of Diversity
- Create campus survey to be used as benchmarks

Communication

a. Outward

- Reach out to local community
- Develop partnerships with outside groups (corporations)
- Outreach to HBCU/HIS/tribal colleges
- Publicize and celebrate success stories
- Develop appropriate marketing strategies
- Change perceptions of U.Va.,

b. Inward

- Develop a list of who does what
- Change perceptions of U.Va.,

c. Within

- Change perceptions of U.Va.,
- Acknowledge U.Va., history and traditions/current behavior can be off putting
- Acknowledge (mitigate the challenge of our geography)
- Inclusion of broad population to membership and events
- Help non-traditional students feel part of the community
- Collaborate with University Public Affairs to review current communication models to assess whether diversity as a core institutional value is appropriately communicated.

Other

- Share examples of successful programs/initiatives should be shared more widely but with the caveat that there is still more work to be done (how, where, what)
- Create a University org chart of persons that do diversity work
- Representative persons to attend educational activities and report information back to their areas and broader advertising of programs/initiatives in the region and on Grounds. ex: Gertrude event at Washington & Lee. Identify who would be the clearing house for such things.
- Bring experts and educational opportunities here
- Involve the local community more by listening and engaging in a dialogue rather than just telling of our success – identify structures for doing so eg: Racial Reconciliation Project
- Listen to all corners of our “community” – Latinos, persons who are under resourced, etc.
- Charge each VP with listening to their internal constituencies perhaps via survey. President and Provost to hold VPs accountable.
- Develop institutional self study on diversity issues and attitudes via surveys and focus groups: an expansive analysis to be used as a baseline. Leading to a national model for data collection and cross institution comparison within and among the AAU and beyond.
- Include students always – strategies must be developed for the inclusion of students in this set of initiatives

Diversity Council Meeting

October 15, 2009

Attendance:

Marcus Martin, Daisy Lovelace, Adettra Thomas, Wraegen Williams, Brett Schnell, Maurice Apprey, Ashley Fleming, Andrea Roberts, Lois Myers, Connie Lee, Sheri B. Winston, Al Sapienza, Jennifer Harmon, Valerie Gregory, Vincent Jones, Jasmine Jefferson, Ricky Patterson, Martha Ballenger, Druen Anderson, Sarah Wilcox Elliott, Bob Covert, Eric D. Coleman

Guest:

Lois Meyers represented Institutional Assessment Studies.

Meeting Minutes:

Following brief introductions, Dr. Martin recapped the Diversity Council facilitated sessions and why they were done. Dr. Martin indicated that the Diversity and Equity Critical Functions/Goals contained an objective for the Diversity Council to discuss and develop strategies for Diversity and Equity. Dr. Martin said his reporting relationship to the Provost and then to the Board of Visitors would provide an opportunity to carry forward the proceedings in the Diversity Council. There were two facilitated sessions held, one July 30th and one September 3rd. Out of those sessions, action items were developed. They were listed under broad categories of recruitment and retention, research and acknowledgement, culture of inclusion & communication. The action items are extensive and relatively ambitious, which is good. However, Dr. Martin indicated that the Diversity Council needed to focus on prioritizing the action items. Some can be accomplished in the short term and some will take a longer time to accomplish. Throughout the discussion of the action items, Dr. Martin called upon Lois Meyers and Daisy Lovelace to provide insight on data available through Institutional Assessment Studies. It was concluded that the Office for Diversity and Equity would work on enhancing data access and further develop the links to data that the Diversity Council and others could access.

A number of the action items were duplicative and will be combined where appropriate. There was a strong opinion that obtaining resources for diversity should be a high priority. It was mentioned that the Diversity Office would need the backing of the Provost Office and/or Development before determining further strategy related to pursuing resource development. Conversation included the need for graduate student and undergraduate student scholarships to further diversify our student body. Dr. Maurice Apprey suggested that existing reports should be reviewed in cases where we were looking for best practices, that we should reference Damon Williams' work. There was a consensus that a report should be developed with emphasis first on why we should diversify at the University of Virginia, then include the action items with an expansion of outcomes desired. Ultimately a polished, well-written report will be produced with recommendations from the Diversity Council.

Dr. Martin reviewed subgroup notes and the suggested actions in a general sense. Attached to the September 3rd meeting minutes are subgroup notes and actions inclusive of the broad categories of recruitment and retention, research and acknowledgment, culture of inclusion & communications. Spreadsheets containing the action items were distributed to all the groups. Each item was discussed by the Diversity Council with specific comments by members of each

subgroup to clarify the meaning where it was unclear. The Diversity Council refined the action items list into the following prioritized list:

- (1) resources,
- (2) accessibility of data,
- (3) define diversity and
- (4) establish diversity offices/officers.

Dr. Martin stated he would discuss these items with the Provost Office and the Vice President of Development. These will be discussed at the next Diversity Council meeting on 11/19/09.

Diversity Council Meeting

November 19, 2009

Present: Sharon Davie, Ashley Fleming, Kelli Palmer, Martha Ballenger, Jasmine Jefferson, Marie Chee, Wraegen Williams, Brett Schnell, Bob Covert, Adettra Thomas, Blaine Norum, Jennifer Harmon, Druen Anderson, Carolyn Vallas, Eric Coleman, Ricky Patterson, Melvin Mallory, Vincent Jones, Ryan Hargraves, Taylor Reveley, Marcus Martin, Angela Rasmussen, Gail Prince-Davis

Guest: Mr. Thomas Jennings, Assistant VP for School Programs and Institutional Priorities, Office of Development and Public Affairs

I. Diversity Council members introduced themselves.

II. Review of October 15, 2009 DC meeting minutes: Dr. Martin asked for corrections on minutes and asked for motion to approve. Motion was made; Minutes were approved

III. Dr. Martin reviewed the actions items listed in the “Executive Summary of Diversity Council 2009 proceedings on strategic planning. During the November 2009 Board of Visitors meeting Dr. Martin apprised the Board of the Diversity Council prioritized action items (diversity resources, diversity data, definition of diversity).

Dr. Martin mentioned that he met with Provost Garson and Mr. Bob Sweeney, Senior VP of Development regarding moving forward with fund raising initiatives. The next step for the Diversity Council is to determine what programs/initiatives should be recommended for support before seeking funds.

IV. Resources/development. Dr. Martin introduced Mr. Tom Jennings, Assistant VP for School Programs & Institutional Priorities. Mr. Jennings’ background includes 8 years at the University of Virginia, he has raised money for Arts and Sciences and he is currently involved in 6 different fund raising activities.

Mr. Jennings mentioned that prospective donors may be available to support diversity initiatives but following are things that the DC should consider:

- Fundraising is complicated
- Primary initiatives must be determined then attach a dollar figure to them
- Ideally there would be someone trying to find funding on a full-time basis for DC initiatives
- Gather resources and data on donor giving in the past related to diversity

Mr. Jennings mentioned that finding a donor is like dating; don’t scare them off with an immediate marriage proposal; must establish trust and the donor needs to have confidence in you/your organization that the money can be managed well. Donors give for 3 different reasons: 1) gratitude 2) confidence & 3) hope. Tap into the donor’s value system; the more specific the need makes it easier for donors to give. He also mentioned that the process could be from 1 to 5 years (takes 6-24 months to get donor’s trust; some maybe wouldn’t take as long/already eager)

Suggestions/discussion from Diversity Council members:

- Start a wide range “menu” with prices to show donor so they can choose from but also set priorities in case they ask “what are most important to DC”
- Have strategy on cultural professorships?

- Review giving pattern of alumni (Mr. Jennings will talk with the DPA Research to see if this info is available)
- Find donor interests through Development Office
- Generate a potential list and prioritize needs

Mr. Jennings indicated he would meet with regional development officers and apprise them of the Diversity Council interest in resource development.

Dr. Martin asked Professor Bob Covert to enlighten the Diversity Council on specific resource needs related to the classes he teaches. Professor Covert mentioned the need for TA's for his diversity class (in Spring he has 3 sections of 90 students each for 4th years, and more sections ... and 200 people on waiting list); Has had minimal funding from the Provost ; TA funding dropped from \$47,000 to \$27,000.

A Diversity Resource Development Subcommittee was created: Marcus Martin, Sharon Davie, Eric Coleman and Bob Covert.

Definition of Diversity at UVa

An action item suggested by the BOV during strategic planning was to formulate a definition of diversity. Dr. Martin approached UVa General Counsel for advice prior to this Diversity Council meeting. The Office for Diversity staff also performed a search of other institutions web sites looking for diversity definitions and/or statements already developed. Dr. Martin also discussed the Commonwealth of VA Office of the Governor Executive Order 1 (2006) on Equal Opportunity and UVa's Equal Opportunity and Affirmative Action Statement (April 8, 2008)) A draft definition of diversity written by Dr. Martin and discussed with General Counsel prior to the Diversity Council meeting was used as an impetus to get discussion started..

Suggestions/concerns from DC members:

- Definition or statement on diversity must be inclusive, no value judgment;
- Relative
- Helpful that diverse groups are listed in alphabetical order
- Concerns about reference to "educational background" and "work experience" because this is an institution of higher learning and there are certain expectations...
- A human difference listed as "Language" might be misconstrued
- Oregon's & Akron's definitions were good examples for developing a value statement
- The shorter the statement the better; instead of listing a long list of differences (we might forget one) we should use compassionate wording, have open arms, don't want to sound too legal;
- Use value statement not definition
- Use flesh and blood examples of diverse issues around grounds

What needs to be determined is whether we want to develop a definition for the whole University or for just the Diversity Council. This would help us determine the type of language to use, whether it be "squishy" or more legal sounding.

Subcommittee formed to come up with diversity definition/statement to present during a subsequent DC meeting: Maria Chee, Martha Ballenger, Vincent Jones, Taylor Reveley & Sharon Davie (Kelli Palmer will consult)

Next Diversity Council meeting is scheduled Dec 10th

Diversity Council Meeting

December 10, 2009

Present: Sharon Davie, Kelli Palmer, Martha Ballenger, Marie Chee, Wraegen Williams, Brett Schnell, Bob Covert, Adetra Thomas, Blaine Norum, Carolyn Vallas, Eric Coleman, Ricky Patterson, Melvin Mallory, Vincent Jones, Taylor Reveley, Marcus Martin, Bill Cooper, Jigar Patel, Brian Crouch, Sara Wilcox-Elliott, Cheryl Apprey, Maurice Apprey, Connie Lee, Debbie Mincarelli, Erica Spangler, Carolyn Dillard, Richard Handler, Gail Prince-Davis

- I. **Introduction.** Diversity Council members introduced themselves.
- II. **Review of November 19, 2009 DC meeting minutes:** After review of minutes with no corrections, motion was made to approve minutes; Minutes were approved.
- III. **As a follow-up from the last Diversity Council meeting,** Dr. Martin mentioned that Tom Jennings, Assistant VP for School Programs and Institutional Priorities, has requested that Diversity Council members develop a list of initiatives and goals for fund raising.
- IV. **Dr. Martin provided an update on the goals** and critical functions of the Office for Diversity and Equity via a power point presentation. The presentation is attached for review.
- V. **Dr. Martin mentioned that the next Diversity Council meeting will be January 21, 2010.** During that meeting subcommittees will provide updates in the following areas:
 - a. Definition of Diversity
 - b. Diversity Resource Development

In addition Daisy Lovelace will provide an update on the following:

- a. Update on the spring conference
- b. Diversity Data

VI. Announcements

- a. Bob Covert mentioned the Charlottesville Dialogue on Race is still looking for participants. For more information see www.Charlottesville.org/dialogue
- b. Sharon Davie mentioned that the distinguished alumna Cheryl Mills will be a keynote speaker during the Women in Leadership Conference Feb 18-19 2010.
- c. Dr. Martin reminded those who plan to attend the UVa Hampton men's BB game to pick up their tickets today. Members of the Diversity Council were invited to attend the game in the Presidents Suite.

- VII. **Meeting adjourned** and the subcommittees on the Definition of Diversity and Diversity Resource Development met.

Diversity Council Minutes 2010

Diversity Council Meeting

January 21, 2010

Newcomb Hall South Meeting Conference Room

Present: Steven Warner, Sharon Davie, Adetra Thomas, Martha Ballenger, Stanley Trent, Edward Warwick, Ashley Fleming, Marie Chee, Debbie Mincarelli, Brett Schnell, Connie Lee, Cheryl Apprey, Valerie Gregory, Jennifer Harmon, Kelli Palmer, Gary Nimax, Blaine Norum, Eric Coleman, Yolanda Johnson, Erica Spangler, Carolyn Vallas, Andrea Roberts, Melvin Mallory, Taylor Reveley, Carolyn Dillard, Wraegen Williams,

ODE Staff: Marcus Martin, Daisy Lovelace, Gail Prince-Davis

- I. **Introductions:** Diversity Council members gave a brief introduction.
- II. **Review of minutes from December 10, 2009.** Minutes were approved without corrections.
- III. **Diversity Data Access** — During the fall of 2009, the DC formed a strategic planning subcommittee. One of the 4 goals set by the subcommittee was to gain access to and utilize diversity data at UVa. Ms. Lovelace provided a power point presentation which highlighted the following.
 - a. Current sources of University data: The Office of Institutional Assessment and Studies and various other offices (Admissions, EOP, Student Financial Services and the Vice Provost for Faculty Recruitment and Retention)
 - b. Data sources that are housed on The Office of Institutional Assessment and Studies website are the Data Digest and the Historical Digest.

The current proposal is to grant Diversity Council members access to the data through Netbadge. Ms. Lovelace requested that DC members determine how they would like to utilize this data. Diversity Council members are to follow up with Ms. Lovelace.

- IV. **Planning for the “Media, Diversity and Democracy Conference” April 1 and 2, 2010** — Daisy Lovelace updated the Diversity Council on the progress of the conference to date. Conference topics will explore such topics as women in STEM, globalization, race,

politics/elections, immigration, international relief, LGBTQ and education. The conference will have a key note speaker, panel and breakout sessions. There will be awards presentations on Friday. A request was made to DC members to help with the categories for the award presentation. Ms. Lovelace will follow up with DC members individually for suggestions.

V. **Diversity Definition Subcommittee** – subcommittee members met on several occasions and drafted “The University of Virginia’s Diversity’s Statement”. Council members reviewed the document (see attached) and following minor revisions unanimously approved the statement. Dr. Martin mentioned that he will present this draft version of “The University of Virginia’s Diversity Statement” to the University Provost and President for their review and also inquire if it requires Board of Visitor’s approval. Dr. Martin will report back during the Feb 18 DC meeting. .

VI. **The Diversity Resource Development Subcommittee devised a strategic plan.** The mission is to fund raise to support specific diversity, equity, inclusion initiatives. The subcommittee came up with 11 initiative clusters and requested suggestions from DC members for fund raising initiatives.

VII. **Reports from DC members on diversity/equity/inclusion initiatives/accomplishments the past 5 years:** Stanley Trent, Martha Ballenger, Maria Chee and Ashley Fleming, Sharon Davie, Melvin Mallory, Debbie Mincarelli, and Cheryl Apprey made presentations. Reports will be emailed to Diversity Council members

Dr. Martin mentioned that ODE will merge the diversity council initiatives/ accomplishments into one final document and make it available for members of the Diversity Council.

VIII. **All reports and the powerpoint presentation used during this meeting will be sent to Diversity Council members for review.** The Next DC meeting February 18, Harrison Small Library Room 318

Diversity Council Meeting

February 18, 2010

Present: Cheryl Apprey, Steve Sherman, Jennifer Harmon, Stanley Trent, Ricky Patterson, Ashley Fleming, Jasmine Jefferson, Adetra Thomas, Debbie Mincarelli, Druen Anderson, Eric Coleman, Wraegen Williams, Brett Schnell, Martha Ballenger, Connie Lee, Bill Cooper, Gertrude Fraser, Carolyn Vallas, Maurice Apprey and Maria Chee

ODE Staff: Marcus Martin, Gail Prince-Davis

- I. **Introductions:** Diversity Council members gave a brief introduction
- II. **Review of January 21 minutes:** Minutes were reviewed and approved with no changes.
- III. **Update on Diversity Statement:** Dr. Martin presented the proposed diversity statement to the Provost. The Provost has reviewed the statement and made suggested revisions. The Provost asked for further input by his staff. Dr. Martin will follow up with Diversity Council members following the revision process with the Provost.
- IV. **The following Diversity Council members gave diversity /equity/inclusion initiatives/accomplishments reports for the past 5 years:** Carolyn Vallas, Eric Coleman, Jasmine Jefferson, Bill Cooper, Gertrude Fraser, Maurice Apprey and Brett Schnell. Diversity Council members will receive electronic copies of the reports. The remaining reports from Diversity Council members will be presented during the March 18, meeting.
- V. **Next DC meeting March 18,** Newcomb Hall South Meeting Room.

Diversity Council Meeting
Newcomb Hall South Meeting Room
March 18, 2010

Present: Blaine Norum, Ginger Moran for Sharon Davie, Stanley Trent, Adettra Thomas, Vince Jones, Ashley Fleming, Wraegen Williams, Carolyn Vallas, Valerie Gregory, Maria Chee, Erica Spangler, Jennifer Harmon, Eric Coleman, Cheryl Apprey, Debbie Mincarelli, Brett Schnell, Sheri Winston, Ricky Patterson, Steve Sherman, Andrea Roberts, Kelli Palmer and Melvin Mallory

ODE Staff: Marcus Martin, Gail Prince-Davis, Shirley Cauley

I. Welcome and Introductions.

II. Review of minutes from February 18. Minutes were approved without changes/corrections.

III. Reports from DC members on diversity/equity/inclusion initiatives/accomplishments the past 5 years (see attachments). This session was a continuation of the series of reports given by Diversity Council members the past three meetings on diversity, equity and inclusion initiatives. Dr. Martin mentioned that he has received positives comments from Diversity Council members about the reports. The following representatives presented reports for their areas/units.

- a. Jennifer Harmon- UVA Library
- b. Steven Sherman- VP and Chief Financial Officer
- c. Erica Spangler – Architecture
- d. Sheri Winston- Public Affairs/University Relations
- e. Andrea Roberts- McIntire
- f. Valerie Gregory- Outreach Programs
- g. Ricky Patterson – General Faculty Council
- h. Blaine Norum- Faculty Senate

IV. Media, Democracy, Diversity Conference. The date for the Media, Democracy and Diversity conference is set for April 2, 2010. Eleven panels/speakers are scheduled over 3 concurrent sessions. During the luncheon, Dr. Melissa Harris-Lacewell Associate Professor, Princeton University will deliver the keynote address. The inaugural John T. Casteen III Diversity Equity and Inclusion Leadership Award will be presented during the luncheon. Postcards announcing the event were mailed and a website for registration has been established. Dr. Martin encouraged Council members to register for the conference.

V. Next DC meeting April 15, Newcomb Hall South Meeting Room

Diversity Council Meeting
April 15, 2010
Newcomb Hall South Meeting Room

Present: Debbie Mincarelli, Brett Schnell, Gertrude Fraser, Margaret Dame, Connie Lee, Sharon Davie, Maurice Apprey, Adettra Thomas, Ricky Patterson, Maria Chee, Eric Coleman, Andrea Roberts, Ashley Fleming, Jasmine Jefferson, Jennifer Harmon, Martha Ballenger, Melvin Mallory and David Truetzel

Guests: Desiree Smith, Kate Abshire and Yvonne Luo

ODE staff: Marcus Martin, Daisy Lovelace, Gail Prince-Davis

- I. **Introductions and review of last meeting minutes.** Diversity Council members introduced themselves. March minutes were reviewed without changes.
- II. **Honor Committee update:** David Truetzel, Honor Committee chair, announced that the new committee members have been elected for 2010-2011. Charles Harris will be the new chair. David provided a report on the cases brought before the Honor Committee the past year (April 2009-March 2010). David mentioned one major challenge of the Honor Committee is underreporting. He believes that faculty may not report incidents because they may handle the issue in a variety of other ways. Another reason for underreporting could be peer or social pressure. A third reason mentioned for underreporting could be because students and faculty feel that the process takes too long.

Discussion took place regarding study group collaboration, bias, spot lighting, conscientious retraction, and sanction reform. David mentioned that in the case of group study, the concern is usually when 2 or more students give an identically wrong solution to a problem. This raises suspicion more so than if students gave identically correct answers.

Further discussion took place regarding cultural misunderstandings. David mentioned that to ensure understanding of the honor system by international students orientations are held with a variety of language groups represented.

- III. **University Judiciary Committee update:** Jasmine Jefferson reported 73 cases reported for 2009. It had been noted that in past years many students did not know the purpose of the UJC. There has been a focused effort of UJC awareness among the students this year. UJC set up information tables in front of Newcomb Hall and bus stops. A mock trial was recently held to educate students about the process. Also UJC members went to fraternity houses and athletic teams and gave presentations. An additional goal of the UJC is to make themselves known to first year students through orientation.
- IV. **Student Representative update:** Desiree Smith shared 2 concerns from the student population as follows:
 - a. Curry EDLF 5000 course on multicultural education is in danger due to lack of funding.

b. Lawn selection committee in need of reformation to become more transparent

- V. **Hoos for Access update:** Kate Abshire and Yvonne Luo stated that Hoos for Access was created in 2007 by students with the objective of attracting lower income students to UVa and supporting current students on financial aid. The goal of Hoos for Access is to bring increased focus on socioeconomic diversity at UVa. The work is done through 4 committees: mission, financial/literacy, graduation dinner and social fundraising. A copy of information discussed by the students is attached for further review.
- VI. **Update on Media, Democracy and Diversity Conference:** Daisy Lovelace reported that the post conference survey was sent to all registrants. One hundred and five comments were received. Overall comments included the following: high quality of presenters/engagements; more time for discussion; concern of conference being held on holiday; posters and post cards should have been sent earlier; more diverse panel. The overall conference evaluation was 2 on a scale of 1 excellent – 5 poor.
- VII. **Diversity Resources Strategic Planning Committee update:** Sharon Davie, on behalf of the Diversity Resources Strategic Planning Committee, provided council members with a diversity, equity, inclusion initiatives template so that council members could organize requests for funding initiatives. Sharon provided a one page example of a funding opportunity request. Sharon is asking council members to submit initiatives for funding using the template.

Next Diversity Council meeting will be held May 20, in the Newcomb Hall South Meeting Room.

Diversity Council Meeting
May 20, 2010
Newcomb Hall South Meeting Room

Present: Adettra Thomas, Eric Coleman, Blaine Norum, Maurice Apprey, Ricky Patterson, Peggy Dame, Cheryl Apprey, Stan Trent, Kelli Palmer, Gary Nimax, Debbie Mincarelli, Wraegen Williams, Brett Schnell, Bob Covert, Martha Ballenger, Maria Chee, Carolyn Vallas, Robert Fatton, Melvin Mallory, Sharon Davie, Barbara Millar

Guest: Pam Norris

ODE Staff: Marcus Martin, Gail Prince-Davis, Shirley Cauley

I. **Introductions/comments:** Diversity Council members briefly introduced themselves. Dr. Martin thanked Council members for their outstanding achievements and support during the past year.

II. **Review of April 15 minutes:** Minutes were reviewed without corrections/revisions.

III. Diversity Council Strategic Planning Sessions Recommended Action Items:

- a. Dr. Martin mentioned that during the facilitated sessions the Diversity Council recommended 4 priorities toward achieving institutional goals for diversity and academic excellence. Dr. Martin mentioned that these priorities will carry over into the next academic year and will continue to be addressed:
 - i. Resources
 1. Financial: With increased financial resources, the DC believes UVa can become "best in class" in both diversity and academic excellence. Funds raised for specific programs, initiatives, scholarships, fellowships, professorships and grants would allow existing efforts to be improved and the initiation of innovative new ideas. Moreover, in the long run, an endowment to support diversity efforts would ensure the longevity of these initiatives.
 2. Information: Improved communications across grounds will increase our effectiveness in executing the goals outlined above. It is often unclear who within the institution is doing work related to diversity and how that work fits into the larger picture. A resource that outlines

this information would facilitate cross University collaboration and increased intra-University communication.

ii. Accessibility of Data

1. The DC would like an analysis of current institutional data as it relates to diversity at U.Va. This information will provide a baseline for benchmarking with peer and aspirational-peer institutions as well as charting our progress over time. Disaggregating the data by school/discipline, gender, and ethnicity (rather than simply race) would allow a more in-depth analysis of the student, faculty and staff populations at UVa.

iii. Define Diversity

1. To date, there is not an institutional definition of diversity. Having a clear definition will allow for the development of appropriate strategies related to diversity.

iv. Define Diversity Offices/Officers

1. Having a "point person" with authority and accountability within the schools appears to be an effective method for monitoring diversity efforts at Darden, Curry and Medicine. The DC believes that other schools should create these positions as well.

- b. Pam Norris, chair, Women's Leadership Council (WLC) was introduced. Professor Norris discussed the 2008-2009 WLC focus areas: (1) tracking of diversity data; (2) support for gender focused programs; and (3) childcare issues. Professor Norris led a discussion on the WLC's recommendation on tracking diversity data. The WLC and Diversity Council could partner in exploring the most appropriate way to post and access institutional data considered to be the most accurate and non- conflicting source. The WLC recommends the creation of a Diversity and Gender Equity Report Card. This could facilitate year to year and group to group comparisons and publicize diversity progress. Council members pointed out that a uniform institutional approach is needed. Challenges mentioned were (1) EOP data and IAS data may change at different points throughout the year; (2) classification of faculty may change from year to year and (3) currently there is no consistent format of tracking.

IV. Diversity Statement Update: Dr. Martin shared the newly revised diversity statement that has been approved by the provost. The statement has been sent to the president for final approval.

V. **MLK 2011 Celebration Planning:** Dr. Martin mentioned that the Office for Diversity and Equity has been charged by incoming president Sullivan to coordinate a University-community MLK celebration for 2011. Dr. Martin mentioned that he is inviting all deans to participate in the celebration by appointing someone to serve as a liaison for their schools. He also indicated that he has met with several people already some within the UVa community and others from the Charlottesville community.

VI. **Spring Diversity Conference 2011** – the Office for Diversity and Equity anticipates coordinating the second annual diversity conference in April 2011. Dr. Martin mentioned input by DC members on panel discussions or speakers would be appreciated.

VII. Other:

- a. Discussion took place regarding whether the Diversity Council should write a statement about abuse toward women in light of Yeadley Love's death. Dr. Martin indicated that the Office for Diversity and Equity supports the current approach by University officials.
- b. Professor Stan Trent announced a common reading experience for the Curry School students and faculty: *The Immortal Life of Henrietta Lacks*

VIII. **Next meeting date.** TBD

Diversity Council Meeting

September 16, 2010

Newcomb Hall Room 389

Present: Andrea Roberts, Melvin Mallory, Clay Hysell, Maria Chee, Adetra Thomas, Martha Ballenger, Connie Lee, Michelle Packer, Jasmine Jefferson, Peggy Dame, Ashley Fleming, Bob Covert, Jen Merritt, Cheryl Apprey, Claire Kaplan, Edward Warwick, Maurice Apprey, Patrice Grimes, Robert Fatton, Eric Coleman, Kelli Palmer, Erica Spangler, Valerie Gregory, Terry Lockard, Sheri Winston, Wraegen Williams, Andrew Chancey, Gary Nimax, Eleanor Wilson, Jennifer Harmon

Guests: Gweneth West

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders

- I. Introductions and Review of May 20th, 2010 Meeting Minutes:** Diversity Council members introduced themselves. May minutes were reviewed and approved with the addition of a detailed explanation of the “4 priorities toward achieving institutional goals.”

- II. Update from Women’s Center:** Jen Merritt, representing Sharon Davie from the Women’s Center, outlined several Diversity and Equity-related initiatives from the Women’s Center for 2010-2011, including the Young Women’s Leadership Program and the WC internship opportunity for undergraduate students. YWLP has been expanded to Cameroon and there is a possibility for expansion to several other African countries. This year the WC has 30 undergraduate interns helping to support its operations. Claire Kaplan also representing the Women’s Center provided additional remarks during the open discussion.

- III. Faculty Senate Update:** Gweneth West, Chair of the Faculty Senate, announced the upcoming Day of Dialogue on September 24th, 2010, and encouraged all to participate. The Faculty Senate will work this year on assessing the information gathered through the 2007-2008 survey before attempting to survey the faculty again. Another faculty survey may take place in January of 2012, tentatively. Diversity issues were included throughout the 2007-2008 survey, but there was not a separate section devoted to diversity. The Senate’s goal for this academic year is to review the previous survey and decide how to utilize the information.

IV. Overview of 2009-2010 Diversity Council Strategic Planning and ODE Goals 2010-2011: Marcus Martin presented a summary of the ODE's critical functions, goals, and initiatives for 2010-2011. The Diversity Statement drafted and approved by the Diversity Council last year has been approved by the Provost and reviewed by the President but final approval is pending. The final approval is needed prior to posting on any of the diversity web sites. Dr. Martin provided an illustration using power point on possible locations/links for the diversity statement once approved.

V. Open Discussion and Opportunity to Share Inclusion, Diversity, Equity Initiatives 2010-2011: Dr. Martin invited DC members to share news or information from their respective divisions related to Diversity and Equity initiatives.

- Kelli Palmer, Office of the President, shared a sense of excitement from the Office that the new President is a woman.
- Ed Warwick, Lesbian, Gay, Bisexual and Transgender Resource Center, reminded members about the Safe Space training program and announced the first open training next week.
- Claire Kaplan, Women's Center, explained that the Philosopher's Club, a program that brings in students from the Charlottesville Alternative School to discuss philosophy, has succeeded in involving the Philosophy Department at U.Va. She also shared information about two survivor network programs, a self-defense class, the range of counseling services offered by the WC, the Men's Leadership Project, and the Eating Disorders Educational Initiatives.
- Bob Covert, Curry School of Education, shared that fewer sessions of his Multicultural Education class will be offered this year due to lack of financial support available for Teaching Assistants and the Curry Faculty Diversity Committee is developing an auditing process to insure that all search committees follow the diversity guidelines which have been adopted by the College.
- Ashley Fleming, School of Continuing and Professional Studies, reported that SCPS is in the process of restructuring and is focusing on four areas: outreach, academics, administration, and student services and enrollment management. The School began the process late spring/early summer and intends to begin implementing the new structure in stages through the 2010-2011 academic year. Each of the four areas were discussed in small workgroups focused on assessing current policies, procedures, organizational structures, etc. and were tasked with proposing organizational structures within the scope of their group. Facilitators from those workgroups drafted a summary report to be submitted to Dean Cannaday along with the groups' proposed organization charts. Ashley proposed a Director of Diversity officer position in the academic workgroup. The Director of Diversity would oversee diversity initiatives for students, faculty, staff, and alumni, such as: recruitment and retention; personal and professional development;

School and University-wide inclusion, etc.. Ashley and Maria are scheduled to meet with Dean Cannaday later this month, and Ashley intends to mention this proposal during that meeting as well.

- Peggy Dame, Provost Employee Council, spoke of increasing awareness about diversity issues with colleagues.
- Jasmine Jefferson, a fourth-year student in the College and a first-year Batten school student, encouraged participation in the Day of Dialogue and also applauded the DC for the work that it does.
- Michelle Packer, Development Office, updated the group on the current Campaign for the University and expressed willingness to collaborate with various schools/units on fundraising and assess funding needs. There may be opportunities for outreach to donors with a specific interest Diversity and Equity.
- Connie Lee, School of Nursing, spoke about specific initiatives related to religious sensitivity that are high priorities this academic year.
- Martha Ballenger, School of Law, shared the news that a high percentage (29%) of this year's incoming class self-identified as minority students.
- Maria Chee, School of Continuing and Professional Studies, spoke about online outreach initiatives to increase geographic diversity.
- Gary Nimax, Office of the Vice President and Chief Financial Officer, shared that there has been an increased recognition in the importance of socioeconomic diversity.
- Sherry Winston, Office of the Assistant VP for University Relations, encouraged registration for the Day of Dialogue and stated that there would be no cameras during the individual sessions to encourage open dialogue.
- Erica Spangler, School of Architecture, mentioned that School of Architecture is revamping their diversity website and also the results from the spring diversity survey are being reviewed.

Marcus Martin thanked all for sharing and gave an overview of the October DC agenda.

Meeting adjourned at 11:45 am

Diversity Council Meeting

October 21, 2010

Newcomb Hall Room 389

Present: Connie Lee, Maria Chee, Bob Covert, Wraegen Williams, Amy Chen, Peggy Dame, Ashley Fleming, Kelli Palmer, Valerie Gregory, Jasmine Jefferson, Sharon Davie, Adettra Thomas, Vincent Jones, Erica Spangler, Jennifer Harmon, Robert Fatton, Barbara Millar, Melvin Mallory, Carolyn Vallas

Guests: Danny Navarro, Christian Loya, Sumaira Javed, Ahmed Ragab, Sarajane Davis, and Julie Roa

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders, Shirley Cauley, Daisy Lovelace

- I. Introductions and Review of September 16th, 2010 Meeting Minutes:** Diversity Council members introduced themselves. September minutes were reviewed and approved without suggested corrections/revisions.

- II. MLK 2011 Celebration update:** Dr. Martin provided background on the MLK celebration indicating that president Sullivan requested that the Office for Diversity and Equity take the lead in coordinating a University- wide and Charlottesville community celebration for 2011. Daisy Lovelace updated the Diversity Council (DC) on activities planned to date. Daisy provided a spreadsheet of all currently planned activities to take place over a 10 day to 2 week celebration period. Daisy informed DC members that a website with calendar activities will be available. Diversity Council members were encouraged to let Daisy know of activities being planned in their respective areas.

- III. Latino Student Alliance:** Christian Loya opened the discussion by giving the DC the background on the Latino Student Alliance. The Latino Student Alliance is the umbrella organization for the Latino/Hispanic Community at UVa. The alliance is a working group that brings together leaders of the diverse Hispanic/Latino and Latin American student organizations. The goal is to facilitate communication and exchange of ideas among the various organizations, to coordinate scheduling of events and activities, and to collaborate on worthy projects (such as Hispanic Heritage Month and Latino Awareness Week).

Danny Navarro followed up with the objectives of the LSA. The main objective is to create advocacy. Danny gave a power point presentation highlighting the objectives of the LSA.

Danny also spent a few minutes discussing the Development, Relief and Education of Alien Minors Act (DREAM). The purpose of the DREAM Act is to help those individuals who meet certain requirements, have an opportunity to enlist in the military or go to college and have a path to citizenship which they otherwise would not have without this legislation. The power point presentation is attached.

IV. Muslim Student's Association: Sumaira Javed and Ahmed Ragab gave a power point presentation providing information on Muslim life, Islamic basic beliefs, pillars of Islam and dietary needs as examples. Sumaira also provided a handout with an overview of resources for Muslim students at UVa. The power point presentation and handout are attached.

V. Black Student Alliance: Sarajanee Davis provided information on the purpose of the Black Student Alliance (BSA) which include voicing the concerns of Black students, conducting political action against unjust policies or programs, serving as an umbrella organization for all black student organizations, serving as a liaison between black students (undergraduate and graduate), black faculty, black alumni and the administration, establishing communication within the black community and aiding in the achievement of the common goals of black students at UVa and the black community in Charlottesville.

Sarajanee discussed concerns that students are facing such as economic/financial and subtle racism. Sarajanee also discussed current programs, current projects and upcoming events. The handouts from Sarajanee's presentation are attached.

VI. Announcement: Diversity Council members will receive an email invitation to attend the December 20, men's basketball game in the president's box. .

Meeting adjourned at 10:45 am

Diversity Council Meeting

November 18, 2010

Newcomb Hall Room 389

Present: Kelli Sauls, Connie Lee, Maria Chee, Bob Covert, Wraegen Williams, Amy Chen, Peggy Dame, Kelli Palmer, Sharon Davie, Adetra Thomas, Erica Spangler, Jennifer Harmon, Robert Fatton, Barbara Millar, Martha Ballenger, Maurice Apprey, Eric Coleman, Rudy Beverly for Vince Jones

Guest: Erik Arvidson

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders

- I. Introductions**
- II. Review of October 21, 2010 Meeting Minutes:** October minutes were reviewed and approved without suggested corrections/revisions.
- III. Asian Student Union:** Amy Chen provided an overview of the Asian Student Union.
 - a. The APA is a diverse population with over 40 A/APA interest CIOs on ground.
 - b. The mission of the ASU is to serve the University of Virginia by advocating on behalf of the Asian/Asian Pacific American (A/APA) community through social, political, cultural and educational avenues.
 - c. Asian Pacific American Studies (APAS), minor was founded in 2004, housed in the American Studies Program at the University of Virginia, is an interdisciplinary program that familiarizes students with the cultural and political contours of Asian Pacific America.
- IV. Queer Student Union.** Erik Arvidson provided an overview of the QSU.
 - a. The Queer Student Union at the University of Virginia was originally called the Gay Student Union and was organized in 1972. The QSU strives to provide a safe, welcoming, and confidential environment for all lesbian, gay, bisexual, transgender, and questioning individuals in the community.
 - b. The QSU organizes services, activities, and social programs for the student population at UVA, with an emphasis on queer culture and social thought.
 - c. As the largest LGBT group on Grounds, the QSU works to represent and advocate LGBT students' concerns to the University's administration, alumni/ae, and the local government.
 - d. All meetings are held off grounds and member names are kept confidential

- e. The QSU works with other organizations such as Queer and Allied Activism, Minority Rights Coalition, LGBT Resource Center and the Serpentine Society and various other organizations.
- V. Women's Center Update:** Sharon Davie provided an overview of the Women's Center programs.
- a. Diversity and Advocacy
 - i. Internship Program
 - ii. International Initiatives
 - b. Scholar activities speaker series
 - c. UVA Distinguished Alumni Dinners
 - d. Young Women's Leaders program
 - e. Counseling Services
- VI. UVA IDEA Update:** Dr. Martin mentioned that UVA IDEA fund has been established. There are currently 6 Trustees of the fund with a target of 10 members by June 2011. The first meeting will be held in Washington DC on December 14.

Diversity Council Minutes 2011

Diversity Council Meeting

February 17, 2011

Newcomb Hall Commonwealth Room

Present: Kellie Sauls, Connie Lee, Maria Chee, Wraegen Williams, Peggy Dame, Sharon Davie, Adetra Thomas, Jennifer Harmon, Barbara Millar, Martha Ballenger, Cheryl Apprey, Eric Coleman, Jasmine Jefferson, Ashley Fleming, Blaine Norum, Sheri Winston, Melvin Mallory, Gary Nimax, Andrea Roberts, Debbie Mincarelli, Ed Warwick, Sarah Wilcox Elliott

Guest: Anne Broccoli and Patrick Tolan

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders

- I. **Introductions**
- II. **Review of November 18, 2010 Meeting Minutes:** November minutes were reviewed and approved without corrections/revisions.
- III. **Back Up Care Advantage Program:** Anne D. Broccoli, Director of Benefits, UHR provided an overview of the Back-up Care Advantage Program. Anne noted that this is the most underutilized benefit that UVA offers. Currently there are 499 employees registered and 183 employees have used the program since its launch in 2008. Currently there are nearly 9,000 UVA employees. Anne's purpose at the meeting is to promote the program. Anne mentioned that currently the program gets promoted during new employee orientation, the benefits fair and on the HR website. The back- up care plan provides care for children, elderly and self. The program is for loved ones. It is not restricted to family members only or only those living within your household. The program can also be used for out of state care. There is no enrollment or monthly fee. Employees only pay when you use the program. The program offers 10 uses per year/100 hours. The rate is \$15 for care in a center, \$30.00 in home per day/use. Please see website for full explanation of [Back-up Care Advantage](#) program.

Question/comments:

- a. Can flexible spending account dollars be used? Anne Broccoli will follow up.
- b. Suggestion was made to send email blast informing employees of this program.

IV. Youth-Nex. Patrick Tolan, Director of Youth-Nex and Professor, Curry School of Education provided an overview of the [Youth-Nex](#) Program. Youth –Nex is a trans-disciplinary center devoted to promoting healthy youth development through focused research, training and service. The cross-University center’s work encompasses a wide range of areas including health management, civic engagement, education and social responsibility. Professor Tolan highlighted the Youth-Nex programs in the following areas:

- a. Preventing antisocial behavior, substance abuse and violence
- b. Promoting healthy eating and activity for youth
- c. Important relationship that influence adolescents
- d. Risk taking and adolescent driving safety
- e. Methods

More information can be found about Youth-Nex at the following website:

<http://curry.virginia.edu/research/centers/youth-nex>

V. MLK Community Celebration Debriefing: Dr. Marcus Martin provided an overview of the MLK Celebration events and asked for comments and feedback from the DC. One concern mentioned was that the event on January 17 at the SOM/SON took place before students returned from winter break.

VI. Announcement: Dr. Martin announced the second annual John T. Casteen Diversity-Equity-Inclusion Leadership award presentation and luncheon will be held March 18, 2010 at Alumni Hall. Council members will receive invitations to this event. The committee received 10-12 nominations for the award. The close date for receipt of award nominations was February 15, 5:00 PM.

Diversity Council Meeting

March 17, 2011

Newcomb Hall Commonwealth Room

Present: Sharon Davie, Adetra Thomas, Jennifer Harmon, Barbara Millar, Martha Ballenger, Bob Covert, Jon Bowen, Robert Fatton, Valerie Gregory, Vince Jones, Eric Coleman, Vicki Gist, Ashley Fleming, Melvin Mallory, Debbie Mincarelli, Ed Warwick

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders

- I. Introductions**
- II. Review of February 17, 2011 Meeting Minutes:** February minutes were reviewed and approved. No corrections/revisions were suggested.
- III. Lesbian, Gay, Bisexual, and Transgender Resource Center:** Ed Warwick, Program Coordinator for the LGBT Resource Center, gave an overview of the LGBT Resource Center. The LGBT Resource Center is located in Newcomb Hall and is fully staffed by students. Hours of operation are Monday – Friday, 11 AM–4 PM. The LGBT Resource Center offers support for sexual and gender minority students, faculty, staff, alumni, community members and their allies. Ed discussed programs and support groups offered through the LGBT Resource Center. Ed provided a short demonstration of one of the programs offered through the LGBT Resource Center - The Safe Space Training. Safe Space program training educates participants about LGBT issues, creates awareness about the challenges that LGBT students face and provides tools for supportive allies. Safe Space training is optional for all faculty, staff, teaching assistants and students. If you are interested in attending the 2- hour training session or learn more about the programs offered through the LGBT Resource Center, please visit the LGBT Resource Center website: www.virginia.edu/deanofstudents/lgbt.
- IV. Office of the Dean of Students Overview:** Vicki Gist, Assistant Dean, Office of the Dean of Students provided an overview of the Office of the Dean of Students. Allen Groves, Associate VP for Affairs and Dean of Students oversees 5 units: Central Office at Peabody Hall, Student Activities, Orientation and New Student Programs, Residence Life, and Fraternity and Sorority Life. Vicki provided a one page handout which briefly discussed the services offered by the ODOS. For a full explanation of the all services offered please visit the ODOS website: <http://www.virginia.edu/deanofstudents/>.

- V. **John T. Casteen Diversity-Equity-Inclusion Leadership Award:** Dr. Martin reminded the Diversity Council that the second annual John T. Casteen Diversity-Equity-Inclusion Leadership award presentation and luncheon will be held tomorrow at Alumni Hall. All Council members are invited.

Meeting adjourned: 10:00

Diversity Council Meeting
April 21, 2011
Newcomb Hall Commonwealth Room

Present: Connie Lee, Maria Chee, Vicki Gist, Sharon Davie, Jon Bowen. Barbara Millar, Martha Ballenger, Eric Coleman, Melvin Mallory, Maurice Apprey, Gary Nimax, Peggy Dame, Erica Spangler, Kellie Sauls

Guests: Brad Holland, Margaret Harden, and Dr. Sharon Hostler

ODE Staff: Marcus Martin, Gail Prince-Davis

- I. Introductions**
- II. Review of March 17, 2011 Meeting Minutes:** March minutes were reviewed and approved. No corrections/revisions were suggested.
- III. Announcements:**
 - a. Dr. Martin announced the Diversity Statement is under final review by the presidents' office. Dr. Martin is confident that the statement will be approved soon and will be available for websites.
 - b. Dr. Martin also mentioned that the Office for Diversity and Equity is working with Buford Middle School on its first annual calculator drive for TI 83, TI 83+ and TI 84 graphing calculators. Council members were asked to share the flyer with others letting them know they can donate their calculators for a worthy cause. (See attached flyer.)
- IV. Americans with Disabilities Act Overview:** Brad Holland University Ombudsman and ADA Coordinator provided an overview of the American Disability Act. The ADA is a federal civil rights law enacted in 1992 designed to protect the rights of individuals with disabilities and intended to promote equal access in programs, services and activities throughout society. The US Census Bureau estimates that there are over 50 million Americans with disabilities.

Mr. Holland mentioned that IT accessibility is a priority for U.Va. The standards require employees with disabilities have access to and use of information and data comparable to the access and use by other employees who do not have disabilities. To test your website for accessibility please visit the following website <http://wave.webaim.org/>.

Mr. Holland also encouraged Diversity Council members to contact him of the Access Committee regarding accessibility areas of concern on Grounds. The full PowerPoint presentation that includes helpful workplace scenarios is attached.

- V. **Leadership in Academic Matters:** Maggie Harden, Assistant to the Vice Provost and Director of the Institute for Faculty Advancement and Sharon Hostler, [Vice Provost for Faculty Development](#) provided a PowerPoint presentation on the Leadership in Academic Matters program (see attached). The program is a 56 hour course over 13.5 weeks. So far, over 90 participants have completed the course since its inception in 2008. The course is designed to provide opportunity, resources and networks for advancement and retention and to cultivate a culture and cohort of leaders to tap the talents, perspectives and insights of an increasingly diverse faculty. Ms. Harden mentioned that the program has been successful in improving faculty retention. Participants are nominated for the course. Additional information about LAM and the nomination process can be found at the following website: <http://www.virginia.edu/vpfd/lam.html>.

Dr. Hostler mentioned an upcoming conference: Speaking Up: Effective Communication for Women in Academia that will be held May 1 and 2, 2011. Please visit the website for more information: <http://www.virginia.edu/vpfd/documents/2011wc.pdf>

Meeting adjourned: 10:40

Diversity Council Meeting
August 18, 2011
Newcomb Hall Commonwealth Room

Present: Maurice Apprey, Debbie Berkeley, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Ashley Fleming, Gertrude Fraser, Jennifer Harmon, Leslie Haughton, Aaron Laushway, Connie Lee, Melvin Mallory, Debbie Mincarelli, Gary Nimax, Kate O'Varanese, Kellie Sauls, Erica Spangler, Adetra Thomas

Guests: Seth Kaye, Dominique Baker, Edward Strickler

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Faulkner

I. Introductions

II. Review of April 21, 2011 Meeting Minutes: All changes or corrections should be sent to Gail Prince-Davis.

III. Announcements:

- a. Dr. Martin announced the Diversity Statement has been approved and is linked to President Sullivan's website and to various U.Va. Diversity websites. He encouraged council members to speak with their deans/department heads regarding linking the statement on their websites.
- b. Dr. Martin welcomed Les Haughton as a new Diversity Council member and the new Supplier Diversity Director at the University of Virginia. Mr. Haughton was hired 1 month ago. Mr. Haughton brings 28 years of corporate retail experience. Mr. Haughton will update the Diversity Council on SWaM spending at U.Va. at a later date.

IV. Outreach Annual Report Summary: Dominique Baker, Office of Undergraduate Admission, provided preliminary demographic data on entering undergraduate students. Final data will be available in September. A handout was provided with the breakdown of the past 5 years of undergraduate enrollment. Ms. Baker mentioned that total enrollment has increased. This has been credited to the common application. Survey data reveals the top 3 reasons for turn downs to U.Va. admission:

- a. Merit scholarships/financial assistance better at other universities
- b. Students being admitted to higher tier institutions
- c. Size (Some applicants fear that University's plan to increase class size will lead to a less personalized experience.)

Other discussion from Ms. Baker:

- a. Beginning fall 2011, a nonbinding early action plan will be implemented, allowing applicants to receive offers of admission before the April 1 national notification date. The early action application deadline will be Nov. 1, 2011. By Jan. 31, 2012, students will receive responses from the University's Office of Undergraduate Admission.
- b. As mandated by the federal government, a financial aid calculator will be available on the University's Office of Undergraduate Admission website by September 1.

V. Faculty Hire Update: Gertrude Fraser, Vice Provost for Faculty Recruitment and Retention, provided an overview of tenure track faculty hires from 2001-2011. The power point presentation is attached. A few highlights from the presentation are as follows:

- Race, gender and ethnicity data collected at U.Va., since 2001
- 179 faculty declined TTT offers from U.Va. from 2004-2010. There was no tracking prior to 2004.
- Dual career, department faculty, department rank, and salary were main reasons for declining offer
- 281 TTT faculty members left for employment elsewhere
- In 2003, U.Va. was in the 47th percentile amongst our AAU peers for percentage of African American faculty. Fifty-three percent of our AAU peers had a larger percentage of African American faculty. In 2009 only 17% of our AAU peers had a larger percentage of African American faculty.

VI. LGBTQ Climate: Edward Strickler presented information related to concerns of the LGBTQ community at U.Va. Diversity Council members were provided hard copies of documents to review. Attached is one document, "Implementing Domestic Partner Benefits at U.Va.," that was not available to council members during the meeting. Dr. Martin suggested that a subcommittee of the Diversity Council be created to address LGBT concerns. Connie Lee shared with the Diversity Council that a discussion in the School of Nursing recently took place around the need for more LGBTQ-related health education.

Meeting adjourned: 11:00

Diversity Council Minutes
September 22, 2011
Newcomb Hall South Meeting Room

Present: Jen Merritt, Rachel Spraker, Peggy Dame, Martha Ballenger, Kate O'Varanese, Laurie Shaffer, Debbie Berkeley, Vicki Gist, Adetra Thomas, Andrea Roberts, Gary Nimax, Ed Warwick, Jon Bowen, Bob Covert, Jasmine Jefferson, Les Haughton, George Mentore, Aaron Laushway, Jennifer Harmon, Sheri Winston, Vince Jones, Cheryl Apprey, Esther Park, Ashley Fleming, Carolyn Vallas

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Faulkner

Guest: Pam Lobb

I. **Overview of Multicultural Diversity Course:** Bob Covert, Pam Lobb (PowerPoint presentation attached for review)

- a) Course offered to 3rd and 4th year students; 120 students per course, 3 sections offered per semester.
- b) Objective: cultural competency
 - i) Become aware of own prejudices
 - ii) Become aware of systematic (institutional) discrimination and prejudice
 - iii) Learn about others
 - iv) What to do about it
- c) Requirements: 12 hours community service
- d) Outcomes: contributions to personal growth
- e) Grading : based on class attendance, class participation and writing assignments

II. **Updates** - Marcus Martin:

- a) U.Va. IDEA (Inclusion, Diversity, Access and Inclusion) Fund update
 - i. 10 current trustees; goal of 15-20 Trustees
 - ii. Initiatives:
 - Julian Bond Professorship (fundraising 3 million dollars)
 - Women's Center funding
 - Teaching Assistants funding

- Membership to Colonnade Club for underrepresented faculty
 - Henry Martin recognition (rang bell at U.Va. for 53 years)
- b) **MLK 2012-** Dr. Martin informed the DC about University and Community planning committee meetings thus far related to the 2012 MLK Community celebration events. President Sullivan has charged the Office for Diversity and Equity with coordinating the celebration. Last year's program included over 25 events. Dr. Martin asked for suggestions for keynote speakers and ended the discussion with a 3 minute video of last year's events.

11:00 –Meeting adjourned.

Diversity Council Meeting
October 20, 2011
Newcomb Hall South Meeting Room

Present: Martha Ballenger, Debbie Berkeley, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Ashley Fleming, Vicki Gist, Patrice Grimes, Jennifer Harmon, Leslie Haughton, Vince Jones, Aaron Laushway, Connie Lee, George Mentore, Debbie Mincarelli, Gary Nimax, Kate O’Varanese, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adettra Thomas, Ed Warwick

Guests: Dorothe Bach, Kathryn Laughon

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Faulkner, Daisy Lovelace

I. Introductions

II. Review of September 22 minutes (No corrections/revisions recommended)

III. Overview of current Disability Services and Organization at UVA – Laurie Shaffer and Kate O’Varanese (Presentation attached)

- a. Mission: promote the academic success of students with disabilities by providing equal access within the University community
- b. Review of disability services at two peer institutions
 - i. University of Virginia
 - Faculty/Staff/Visitors - sometimes centralized, sometimes de-centralized
 - Students - centralized and student fees & student health fees
 - ii. University of Texas
 - Faculty/Staff/Visitors – all expenses for faculty, staff, visitors and guests comes out of University central funding
 - Students - funding for student services comes from both general and medical student fees
 - iii. University of Michigan
 - Faculty/Staff/Visitors – decentralized (ADA coordinator provides education and outreach to all departments with employees with disabilities)
 - Students – student fees
- c. Needs/recommendations

- i. Organizational restructure
- ii. Identify key people to make changes
- iii. Resources/funding

IV. School of Nursing Diversity Initiatives – Kathryn Laughon

- a. SON diversity committee supports a number of diversity-related events and initiatives throughout the year
- b. Focus is creating cultural change through the curriculum, faculty and staff

V. Teaching Resource Center overview – Dorothe Bach

- a. 6 colleagues/2 staff
- b. 2 components: teaching and learning; faculty development
- c. Explicit diversity initiatives
 - i. Publications
 - ii. Workshops
 - iii. Individual consultations
 - iv. Collaborative efforts
 - v. Programs
- d. Implicit initiatives
 - i. Professors writer's workshop

VI. Announcements

- a. LGBT committee update:

Dr. Martin announced that the LGBT committee has been established and has met once

- b. Web conference announcement:

Adettra Thomas announced a webcast series, [Recruiting and Retaining Diverse Faculty](#), January 24 and 31, 2012. See attached announcement.

- c. Charlottesville Dialogue on Race:

Les Houghton announced that the Charlottesville Dialogue on Race will present to City Council recommending the establishment of a commission of human rights/diversity

Meeting adjourned 10:30

Diversity Council Meeting
November 17, 2011
Newcomb Hall South Meeting Room

Present: Maurice Apprey, Martha Ballenger, Debbie Berkeley, Jon Bowen, Bob Covert, Peggy Dame, Sharon Davie, Valerie Gregory, Patrice Grimes, Jennifer Harmon, Jasmine Jefferson, Vince Jones, Aaron Laushway, Connie Lee, George Mentore, Debbie Mincarelli, Gary Nimax, Kate O'Varanese, Andrea Roberts, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adettra Thomas, Wraegen Williams

Guests: Imran Kahn, Eleanor Gray Mullen, Darlene Scott Scurry

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Minutes from October 20th meeting: No changes suggested

III. U.Va. Students with Disabilities: Student Stories

- a. Eleanor Gray Mullen, Fourth Year undergraduate
 - i. Eleanor, a student in the College of Arts & Sciences who is deaf, shared her experience at U.Va. and growing up
 - ii. Overall positive experience with faculty
 1. Encouraging students with disabilities to speak up in class is important; communication key
 - iii. Very positive experience working closely with the LNEC
 1. Has sign language interpreter in all classes; in meetings; in recreational activities
 - iv. Opportunities for improvement at U.Va.
 1. Study Abroad should be more accessible to students with disabilities
 2. Expansion of American Sign Language courses at U.Va.; courses are limited and fill quickly
 3. More/better captioning for media-based curriculum; visual reinforcement in class (writing on board, etc.)
- b. Imran Khan, Fourth Year undergraduate

- i. Imran, a student in Systems Engineering who has Friedrich's Ataxia, shared his experience at U.Va.
 1. Friedrich's Ataxia is a rare, inherited disease that causes progressive damage to the nervous system
 2. Imran uses a scooter to get around Grounds; he has worked closely with the LNEC during his time at U.Va.
- ii. Opportunities for improvement at U.Va.
 1. Access in some buildings (both old and new construction)
 2. Some buses do not accommodate a scooter and so are inaccessible

IV. EOP Update: Darlene Scott Scurry

- a. Mission: The Office of Equal Opportunity Programs is committed to erasing discrimination and advancing equal opportunity on Grounds
 - i. EOP areas of emphasis
 1. Employment equity
 2. Affirmative action
 3. Policy and legal compliance
 4. ADA compliance and EO training
 - ii. Small office that depends on relationships with partners around Grounds
 - iii. Focus on training to increase awareness and reach the greatest number of people
- b. A review of goals and mission led to the recent creation of two new positions in the office: employment equity specialist (Jacqueline Daniel) and affirmative action specialist (Rachel Spraker)
- c. Creation of online affirmative action and good faith efforts tracking system
- d. For more details, please see accompanying presentation

V. Announcements

- a. The LGBT Committee has been reviewing diversity-related questions from the 2007 faculty survey and drafting additional recommended questions
 - i. Recommendations will be sent to DC members for feedback in the next few days
- b. Dr. Martin announced that there will be no Diversity Council meetings in December or January
- c. DC members are invited to attend the women's basketball game in the President's Box on December 20th versus JMU; please RSVP Gail Prince-Davis (gip8w@eservices.virginia.edu) by December 6th

Diversity Council Minutes 2012

Diversity Council Meeting
February 16, 2012
Newcomb Hall South Meeting Room

Present: Maurice Apprey, Martha Ballenger, Debbie Berkeley, Jon Bowen, Maria Chee, Peggy Dame, Ashley Fleming, Vicki Gist, Gertrude Fraser, Jennifer Harmon, Les Haughton, Aaron Laushway, Connie Lee, Kate O'Varanese, Andrea Roberts, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Wraegen Williams, Sheri Winston

Guests: Grace Aheron, Pam Sprouse, Rachel Stauffer, Claire Wyatt

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Announcement: LEAP Conference

- a. LEAP is a new annual leadership conference hosted by the McIntire School of Commerce that is designed to give college sophomores and juniors from underrepresented minority groups insight into preparing for professional practice
- b. Conference held February 10-12, 2012 and was a success; for more information, contact Andrea Roberts

III. Minutes from November meeting were accepted

IV. Supplier Diversity: Les Haughton, Director of Supplier Diversity

- a. Executive Order 33 (2006) declared that Virginia's record of buying goods and services from small, women-owned, and minority-owned (SWaM) businesses must be improved
 - i. set goal of 40% of spending from small businesses
- b. 2005-2011 highlights

- i. While overall discretionary spending rose just 1.8% over fiscal year 2010, spend with minority-owned businesses rose 13.7% to \$22.3 million; spend with women-owned businesses rose 25.4% to \$27 million.
- c. Last year, goals of 5% minority-owned, 6% women-owned, and 31% small businesses were met
 - i. This year, goals were raised; on track to reach goals for women-owned and small businesses
 - ii. struggling with meeting goal for minority-owned businesses
 - 1. due primarily to downturn in construction; minority subcontractors are struggling
- d. Les Houghton established a new non-profit called the Charlottesville Minority Business Network
 - i. Established in order to address lack of development of minority-owned businesses in Charlottesville; lack of trust with University
 - ii. 10 well-established firms are a part of the group so far
 - iii. Les will serve as mentor/advisor to firms
- e. Les will be in contact with members of DC individually about how these firms might be helpful
- f. See two attachments for more details

V. Dialogue Across U.Va.: Grace Aheron, Third Year Student; Pam Sprouse, School of Medicine Research Administrator; Claire Wyatt, Third Year Student

- a. Dialogue Across U.Va. is an initiative that grew out of the Day of Caring in order to further explore the question: “Are We a Caring Community?”
- b. Uses Sustained Dialogue model
- c. Pilot occurred in Spring of 2011, new session in Fall 2011, upcoming session Spring 2012
- d. Dialogue groups meet every other week throughout the semester around discussion topics
 - i. goal is that faculty, staff, and students come together to build relationships
 - ii. provide a safe space to further the caring community
 - iii. “dialogue is action”
- e. 85 people participated in Spring 2011, 105 in fall 2011, over 140 registered for this semester
 - i. high level of positive feedback
- f. Goals going forward include reaching a wider audience, recruiting more faculty to participate, and potentially expanding beyond U.Va. into the community
- g. A 5-minute “mock dialogue” was conducted in front of the group

VI. Asia Institute: Rachel Stauffer, Outreach Coordinator, Asia Institute/Lecturer, Department of Slavic Languages and Literature

- a. Asia Institute is an interdisciplinary center comprised of the East Asia Center, the South Asia Center, and the Tibet Center
 - i. established in 2009; housed in Arts & Sciences; Title VI funding from USDOE

- b. Objectives include: professional development for teachers, student engagement, education in rural/underserved communities, tolerance of diversity, awareness of global presence in community, provision of resources, K-12 education
- c. Asia Institute has worked with/in 40 Virginia schools and public school divisions
- d. 300+ teachers have participated in professional development
- e. Current and future projects
 - i. Tsunagaru Initiative, China Outreach Program, Japan Outreach Initiative, Korea Expo, Southwest Virginia Higher Education Center
- f. See attached presentation for more information

VII. Next Meeting: March 15, 9-11 a.m. in Newcomb Hall Kaleidoscope

Diversity Council Meeting
March 15, 2012
Newcomb Hall Kaleidoscope

Present: Maurice Apprey, Martha Ballenger, Maria Chee, Bob Covert, Peggy Dame, Bob Diamond, Ashley Fleming, Vicki Gist, Les Haughton, Aaron Laushway, Jennifer Merritt, Gary Nimax, Kate O’Varanese, Laurie Shaffer, Tamara Sole, Adettra Thomas, Ed Warwick

Guests: Susan Carkeek, Charity Harrell, Evan Shield

ODE Staff: Marcus Martin, Meghan Faulkner

- I. Introductions**
- II. Review of Minutes from February 16 meeting**
- III. Respectful Workplace – Susan Carkeek, Vice President and Chief Human Resources Officer**
 - a) The Respectful Workplace Initiative grew out of the Day of Dialogue and the questions that remained about “caring community”
 - i) Charged by President Sullivan to look at the policies, structures, and resources necessary to support a culture of civility and respectful behavior at U.Va.
 - ii) Group made up of faculty and staff; Medical Center represented
 - iii) Built on work of student bystander training initiative called Step Up!
 - (1) deals with understanding the most appropriate ways to intervene
 - b) In the most recent surveys, 92% of employees agreed that they are treated with fairness and respect
 - c) Resources are available at <http://www.hr.virginia.edu/other-hr-services/respectatuva>
 - i) Link on this webpage to file a complaint
 - d) Susan Carkeek and Michael Schwartz are available to present and provide trainings for groups of employees
 - e) Respectful Workplace policies are applicable to contract workers as well

IV. Minority Rights Coalition - Evan Shields, Class of 2012, Major in Political and Social Thought; Chair, Minority Rights Coalition

- a) MRC was formed in 2001 to advocate for the needs of minority students at U.Va.
 - i) Mission/Purpose
 - (1) Respond to bias incidents
 - (2) Advocate for student issues
 - (3) Govern and support activities of member groups
 - ii) Values include inclusion as an element of diversity
 - (1) What voices are not being represented? What can we learn from other voices?
- b) MRC Accomplishments 2011-2012
 - i) Held Garden Party in August
 - ii) Worked with ODOS on leadership conference for undergraduates
 - (1) Addressed topic of how to approach situations as minority student leaders
 - iii) Worked with OAAA on “Built on Self-Success” conference in October
 - iv) Held diversity workshop with Residence Life
 - v) Endorsed candidates with shared values during January-February student elections
 - (1) Held debate on diversity and the future of U.Va.
 - vi) Worked with ODOS on Blueprint Program
 - vii) Will participate in Days on the Lawn to encourage more minority students to volunteer
- c) Goals for the future
 - i) Expand work with students
 - ii) Expand work with the Athletics Department
 - iii) Expand research opportunities for students around diversity-related issues
 - iv) Create more opportunities for MRC to work with other U.Va. offices
 - (1) LNEC would like to be in contact with MRC

V. University Judiciary Committee - Charity Harrell, Third Year Student in Political and Social Thought; Vice Chair for First Years, UJC

- a) Charity Harrell provided a comprehensive overview of the functions of the University Judiciary Committee; Please see detailed presentation attached with minutes
- b) UJC is diverse; however, the “face” of UJC is not always diverse
 - i) better outreach to First Years could help

VI. Announcements

- a) Dr. Martin announced that Bob Covert has been chosen as the recipient of the John T. Casteen III Diversity – Equity – Inclusion Award

Diversity Council Meeting
April 19, 2012
Newcomb Hall Kaleidoscope

Present: Martha Ballenger, Jon Bowen, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Bob Diamond, Jennifer Harmon, Les Haughton, Vince Jones, Aaron Laushway, Connie Lee, Viola Li, Kellie Sauls, Tamara Sole, Rachel Spraker, Adetra Thomas, Wraegan Williams

ODE Staff: Marcus Martin, Meghan Faulkner

Guests: Veronica Alvarado, Hebah Fisher, Toan Nguyen, Luis Ortiz, Alexa Proffitt, Julie Roa, Vanessa Villalobos

I. Introductions & Review of March Minutes

- a. No changes suggested

II. Announcements

- a. Studies in Women & Gender program will be renamed the Women, Gender, & Sexuality program
 - i. Purpose: to acknowledge the importance of the expanding curricular offerings in LGBT and Queer Studies
 - ii. New course this fall: Introduction to Queer Studies
- b. Workshop on Civility & Respect, 5/30, 8:30 a.m.-12 p.m.
 - i. Featured speaker: Dr. P.M. Forni, Professor, Johns Hopkins University; see attached information for further details
- c. Holocaust Remembrance Day: Students have organized a temporary installation on the lawn in front of Peabody Hall honoring those who died in the Holocaust

III. Community Investment Collaborative - Hebah Fisher, Co-Founder and Program Director, and Toan Nguyen, Co-Founder and Board Chair

- a. CIC is a new non-profit organization that was an outcome of the Charlottesville Dialogue on Race
- b. Mission Statement: CIC leverages community resources to provide capital and education to entrepreneurs who have difficulty accessing funding from traditional sources and who seek an educational support system that is relevant to their business needs
- c. Clients are low-/moderate-income, minorities, students, and/or formerly incarcerated

- d. CIC leverages University, government, non-profit, and business resources and support systems
- e. Inaugural 14-week training is currently underway and includes 19 local entrepreneurs
 - i. Local business leaders will serve as mentors to the training participants
- f. CIC is asking for more engagement from U.Va. on an institutional level
 - i. Collaboration with Darden School of Business is already underway
 - ii. Les Haughton offered for CIC entrepreneurs to receive Supplier Diversity training to learn how to do business with U.Va.
 - iii. Sharon Davie offered to provide interns from Women's Center
 - 1. Use WC website as a means of sharing the stories of women entrepreneurs
 - iv. Bob Covert's Multicultural Education students perform community as a course requirement and could work with CIC

IV. **Latino Student Alliance (LSA)** - Veronica Alvarado, Third Year student in Government & Sociology; Luis Ortiz, First Year student in Pre-Comm/Batten School; Alexa Proffitt, Fourth Year student in WGS & Foreign Affairs; Vanessa Villalobos, Second Year student in Biology & Latin American Studies

- a. Statistics
 - i. In the past 10 years, the Hispanic/Latino community at U.Va. has doubled in size
 - ii. LSA hosted more than 50 events this past year
 - iii. Almost 600 admitted Hispanic/Latino students to Class of 2016
 - iv. U.Va. still behind in percentage of Latino students compared to state population (8%)
 - 1. U.Va. = 5.2%
 - 2. Georgetown = 7.1%
 - 3. UNC-Chapel Hill = 11.1%
 - 4. UCal-Berkeley = 12.7%
 - 5. Harvard = 9.1%

- v. Lack of sufficient numbers of Hispanic/Latino faculty and resources for students contribute to lower numbers of enrolling/matriculating students

b. Needs

- i. Continued/increased support from the administration in order to increase matriculation of Hispanic/Latino students
 - 1. Boost existing programs
 - 2. More resources specific to Hispanic/Latino community
 - 3. More Hispanic/Latino faculty members
- ii. Additional support on academic issues (e.g., additional academic advising)
- iii. Voice regarding policy decisions

c. Proposals for Advancement

- i. Fund a dedicated resource center
- ii. Build relationships between administration and underclassmen
- iii. Build a more connect alumni network

V. **Multicultural Student Services** - Julie Roa, Multicultural Student Services Program Coordinator

- a. Provides services to all students with a specific focus on Hispanic/Latino, Native American, and Middle Eastern students
- b. Website:
<http://www.virginia.edu/deanofstudents/programsandservices/hlnamme.html>
- c. Helps individuals and groups make useful connections
 - i. Provides guidance to individuals and groups
 - ii. Goal is to build a sense of trust
- d. Provides leadership and development tools
- e. Peer mentoring program for Hispanic/Latino, Native American, and Middle Eastern students is growing
- f. Also works in community with groups such as Creciendo Juntos, *Forward/Adelante*, and the local Mosque

VI. **Disability Accommodations Study** - Imran Khan, Fourth Year student in Systems Engineering

- a. The Learning Needs Resource Center has provided excellent support to Imran during his four years at U.Va.
- b. Imran provided an overview of the findings of his study on disability accommodations (please see presentation for details)
 - i. Imran provided photo documentation of physical structures at the University that are not accessible to some community members
 - ii. Improvements needed/recommended
 1. Doors – all should be accessible
 2. Sidewalks – some in a state of disrepair
 3. Libraries – certain floors not accessible
 4. Alumni Hall – inaccessible from front
 5. Rotunda – tiny elevator
 6. Dorms – some parts not accessible (game rooms)

Diversity Council Meeting

August 16, 2012

OpenGrounds

Present: Maurice Apprey, Martha Ballenger, Maria Chee, Peggy Dame, Sharon Davie, Bob Diamond, Jennifer Harmon, Les Haughton, Gary Nimax, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adetra Thomas

Guests: Claire Kaplan, Melanie Miller

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Review of Minutes from 4-19-12

- a) No changes were suggested.

III. OpenGrounds

- a) Bill Sherman (Associate Professor of Architecture, Associate Vice President for Research, Founding Director of OpenGrounds) introduced the group to the OpenGrounds space and its mission.
- b) OpenGrounds is structured to encourage collaboration within the university and with community partners. The idea is to create a network of spaces across Grounds.
- c) Any U.Va. group (or any group with a connection to U.Va.) may utilize OpenGrounds. There is no fee to use the space. The space is designed to accommodate performances and art as well as meetings.
- d) “Open Tables” will be an initiative of OpenGrounds beginning this academic year and will be a series of lunch conversations on designated topics. The invitation will be open for all to attend. There will also be open hours in the afternoons/evenings when groups and individuals can use the space without previous reservation.
- e) Contact Lindsey Hepler (ljt4b@virginia.edu) to inquire about reservations or go to www.opengrounds.virginia.edu

IV. Inclusion and Social Justice at Faith-based Institutions

- a) Melanie Miller (Pastor, Sojourners United Church of Christ) visited the group to speak about inclusion and social justice at faith-based institutions, in particular the United Church of Christ.

- b) The UCC has a broad range of liberal and conservative churches, and so collaboration amongst those with differing perspectives is important.
- c) One definition of social justice might be always calling people to task for forgetting the marginalized (examples from doctrine).
- d) Melanie prompted the group to discuss religious freedom and the question: “Who gets to have freedom?”

V. Men’s Leadership Project

- a) Claire Kaplan (Director of Sexual and Domestic Violence Services, Women’s Center) presented information on the Men’s Leadership Project, which is modeled after the successful Young Women’s Leaders Program (YWLP). Both programs are coordinated by the U.Va. Women’s Center.
- b) MLP focuses on the role of men and boys in ending gender violence. The program is based on the understanding of a wide-range of masculinities around the core concepts of authenticity, respect, and strength.
- c) College undergraduate men commit to a full academic year (including two 3-credit courses) and are paired with middle school boys in the community as mentors. The undergraduates are responsible for teaching the concepts they learn to the middle school mentees as part of a curriculum.
- d) The program’s website is: <http://mlp.virginia.edu/>

VI. LGBT Committee Update

- a) Gary Nimax (Assistant VP and Director of University-Related Foundation Administration; Chair, LGBT Committee) reported that the LGBT Committee has made some significant strides. The committee worked with the Faculty Senate to develop and recommend a demographic question on sexual orientation for its survey. The option to select “transgender” was also added to the gender question. The Diversity Council will be able to hear an update on the results of the survey from Chris Holstege this fall.
- b) The LGBT Committee has held meetings with Susan Carkeek (VP and Chief Human Resources Officer) and Claire Gastenaga (Executive Director, Virginia ACLU) about domestic partner/other qualified adult benefits and possible paths forward.
- c) The committee is in communication with Housing about the issue that graduate students in same-sex relationships are ineligible to live with their partners (since only married spouses can live together in University Housing). Options are being discussed and pursued.

- d) The committee has also researched the issue of student health insurance offered to graduate students. Virginia Tech offers health insurance to the domestic partners of its graduate students through Aetna. U.Va. does not offer this domestic partner benefit, but its insurance is also administered through Aetna. The committee will continue to research this possibility.
- e) A fall welcome reception for LGBT faculty and staff as well as allies will be held (for the first time) on August 28 from 3:30-5:30 p.m. in Dean Fontaine's Pavilion (Pavilion IX). Please spread the word.

VII. Announcements

- a) Maria Chee has nominated Faculty Senate Chair George Cohen for the TJ Award. Please contact Maria if you are interested in writing a letter of support.
- b) The Diversity Council will add a graduate student member this fall. Please email recommendations to Meghan Faulkner (Faulkner@virginia.edu).

VIII. Fall Meeting Schedule:

- September 20, 9-11 a.m., NHL Kaleidoscope Room
- October 18, 9-11 a.m., NHL Kaleidoscope Room
- November 15, 9-11 a.m., NHL Kaleidoscope Room

Diversity Council Meeting
September 20, 2012
Newcomb Hall Kaleidoscope Room

Present: Cheryl Apprey, Maurice Apprey, Martha Ballenger, Jon Bowen, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Bob Diamond, Ashley Fleming, Veronica Ford, Vicki Gist, Robbie Greenlee, Valerie Gregory, Jennifer Harmon, Les Haughton, Butch Jefferson, Connie Lee, Viola Li, Doc McConnell, Rachna Pathak, Judy Pointer, Kellie Sauls, Adettra Thomas, Carolyn Vallas, Wraegen Williams, Sheri Winston

Guests: Tierney Fairchild, Marc Paulo Guzman

ODE Staff: Marcus Martin, Meghan Faulkner

- I. Introductions**
- II. Review of Minutes from 8-16-12** – No changes suggested
- III. Asian/Asian Pacific American Student Services and Programs**
 - a) Marc Paulo Q. Guzman (A/APA Program Coordinator) provided an overview of and update on services and programs for Asian/Asian Pacific American students.
 - b) The Peer Advising Family Network has over 60 advisors this year.
 - c) Other programs include: APALTI, WAALI, APAutumn, APAHM, support for 40+ CIOs and fraternities/sororities this year.
 - d) Goals
 - i) Increase international student involvement and engagement toward larger U.Va. community (leadership roles, Honor, UJC, etc.).
 - ii) Increase the percentage of students who accept admission offers.
 - (1) This year only 600 out of 1500 offers were accepted by A/APA students.
 - (2) One main factor is financing (lack of merit scholarships here).
 - e) Plans
 - i) Work with International Studies Office on programming/networking
 - ii) Host prospective student weekend
 - iii) Follow-up on interest in male A/APA leadership group
 - iv) Encourage A/APA and non-A/APA student collaboration

- v) Provide tools for collaboration at leadership events
- f) Challenges
 - i) Adjusting to student self-governance environment/system
- g) Sharon Davie expressed that there may be opportunities for partnership through the Women's Center internship program.

IV. U.Va. IDEA Fund

- a) Tierney Fairchild (Chair, U.Va. IDEA Fund; Darden '94, Curry/A&S '96) presented information on the U.Va. IDEA Fund.
- b) The U.Va. IDEA Fund is a group of alumni and friends with a focus on action-oriented leadership around inclusion, diversity, equity, and access.
 - i) Mission: The mission of the University of Virginia IDEA Fund is to provide action-oriented leadership and support to University initiatives, in collaboration with the Office for Diversity and Equity, in order to ensure that the values of inclusion, diversity, equity, and access permeate the University community and culture.
- c) Focus areas
 - i) Multi-year initiatives ("big ideas")
 - ii) Mini-grants to fund innovative projects at U.Va.
 - iii) Alumni input
 - iv) Mentoring
- d) Recent activities include proposing and funding the Henry Martin plaque that was recently installed near the Chapel; Community MLK Celebration events.
- e) Proposed major initiative to enhance U.Va.'s rich early history
 - i) Identified lack of a structural framework/institutional response to slavery in U.Va.'s early history.
 - ii) Phase I: catalogue multiple current/past efforts involving the recognition of this history.
- f) Bob Covert suggested getting the word to students who may want to support this effort through Multicultural Education class, etc.

V. Office of African American Affairs

- a) Maurice Apprey (Dean, Office of African American Affairs; Professor, Department of Psychiatric Medicine) presented an update on the work of the Office of African American Affairs.
- b) OAAA is charged, among other responsibilities, with assisting academic and non-academic units in meeting the challenges of service delivery to African American students.
- c) Strategic Vision: Increase the number of graduates who can successfully compete for places in graduate and professional schools as well as competitive work places in order to become future leaders.
- d) Strategic Positioning: The University of Virginia will maintain its high graduation rate for African Americans and its #1 ranking among peer flagship institutions.
- e) Strategic Alignment: High graduation rates must be aligned with correspondingly high grade point averages so that African American students can have high GPAs to succeed after graduation. Ideally, we want as many in the 3.4 - 4.0 range as possible.
 - i) High graduation rate is the floor, not the ceiling.
 - ii) Average GPA for AA students has increased since 2005.
- f) How has the increased academic performance been achieved?
 - i) Providing a safety net in a culturally sensitive environment.
 - ii) Providing an informal curriculum that addresses better decision-making in course selections; use of tutoring and mentoring.
- g) The number of students needing academic support is also decreasing.
- h) Findings to be published in Peabody Journal of Education in February 2014.

VI. Community MLK Celebration Video

- a) Video can be accessed at:
http://www.youtube.com/watch?v=M4vrGcFb4Gk&feature=player_embedded

VII. Announcements

- a) Marcus Martin announced that a study will occur this year on faculty salary inequity related to gender. The study will determine what biases may exist (intended and unintended) in the hiring/promotion processes. Update to come at a future DC meeting.

Diversity Council Meeting

October 18, 2012

Kaleidoscope Room

Present: Maurice Apprey, Peggy Dame, Bob Diamond, Ashley Fleming, Vicki Gist, Valerie Gregory, Jennifer Harmon, Les Haughton, Butch Jefferson, Connie Lee, Rebecca Leonard, Doc McConnell, Gary Nimax, Tamara Sole, Rachel Spraker, Adetra Thomas, Wraegen Williams

ODE Staff: Marcus Martin, Meghan Faulkner

Guests: Brad Bowman, Frank Dukes, Leontyne Peck, Leah Puryear

I. Supplier Diversity – Les Haughton, Director of Supplier Diversity

- a. History of SWaM program dates back to 2006, when Governor Kaine signed Executive Order 33; goal was set for 40% of all state purchasing to come from small, woman-owned, and minority-owned businesses.
- b. U.Va.'s total SWaM purchasing for FY2012 was 44.2% (exceeded total goal.)
 - i. Minority-owned business expenditures was 3%; missed goal of 5%; still need development in that area.
- c. Outreach
 - i. U.Va. is the 3-time winner of the Soaring Eagle Award for the top public-sector supplier diversity program in Virginia.
 - ii. Lead planner for 2012 SWaMFest.
 - iii. Hosted six vendor trainings and five workshops on "Building a Winning Business."
- d. New initiatives include: Darden SWaM Executive Business Program, supplier diversity newsletter, supplier diversity awards.
- e. Charlottesville Minority Business Network
 - i. Charlottesville lags behind in the number of minority-owned businesses, even though racial minorities are over 25% of the population.
 - ii. As a result of this program, several members have gained contracts with U.Va.; members are positive about the potential to do business with U.Va.
 - iii. There are more minority business-owners in Charlottesville that are in need of mentoring.
- f. Continued work is needed on the perception of U.Va. as a place to do business.

- g. Les will run reports in the coming weeks for all Diversity Council members on their departments' SWaM spending.
- h. The Supplier Diversity website (<http://www.procurement.virginia.edu/pagediversity>) is a resource for which businesses are certified SWaM.

II. **University Community Action for Racial Equity (UCARE)** – Frank Dukes, Leontyne Peck, Leah Puryear

- a. UCARE is an organization that attempts to improve the relationship between the Charlottesville/Albemarle community and U.Va.
- b. Themes related to how many in the larger community view U.Va.: resentment, research fatigue, distorted history, U.Va. contributes to community problems rather than helping them.
 - i. These themes were drawn from research by UCARE.
- c. UCARE emphasizes seeking the truth, seeking repair, and seeking authentic relationships.
- d. Work should be sustainable rather than isolated projects.
- e. UCARE's report includes a list of recommended actions that can be taken to improve the University/community relationship.
- f. UCARE is developing a work plan for 6 upcoming priorities.
- g. Structural changes should balance cultural changes (e.g., increasing the diversity of our faculty)
- h. www.ucareva.org

III. **Update on Undergraduate Admission** – Valerie Gregory (Associate Dean of Undergraduate Admission)

- a. There have been changes in the past few years in how data related to race/ethnicity is reported. There is a new “multi-racial” (non-Hispanic) category which now includes anyone who checks more than one box.
 - i. UVA uses race as one factor – holistic approach
- b. Overall yield of students of color decreased this year. This was the first year of (non-binding) Early Action program.

- c. Reasons students apply to U.Va. include academic reputation, availability of programs, in-state.
- d. Reasons students choose not to come include: Cost of attendance, better financial aid package elsewhere, no merit scholarship, more financial support at other schools for students from middle-class families.
- e. Outreach Efforts
 - i. Visits to high schools/ college fairs.
 - ii. On-Grounds events including special open houses, hosting visitors to Grounds.
 - iii. Working w/middle schools including workshops and visits to Grounds.
 - iv. Diversity chats, letter writing campaigns, email buddies.
 - v. Working w/churches, civil organizations, community based organizations.
- f. Financial Aid and Scholarships continue to be concerns.
 - i. Questions about the sustainability of AccessUVA
 - ii. Alumni scholarship programs (Ridley, Quest Bridge)
 - iii. Jefferson Scholars does not take race into account; last year out of 120 prospects identified only one was African American, two were Hispanic.
- g. Additional Challenges
 - i. Economy, aid for middle-class families, affirmative action case in the Supreme Court, future of AccessUVA.
- h. Goals for 2013
 - i. Increase number of local underrepresented students accepted.
 - ii. Regional admission and outreach.
 - iii. Redesigning the message.

Diversity Council Meeting
November 15, 2012, 9-11 AM
Newcomb Hall Kaleidoscope Room

Present: Hector Amaya, Martha Ballenger, Maria Chee, Bob Covert, Sharon Davie, Bob Diamond, Ashley Fleming, Valerie Gregory, Les Haughton, Connie Lee, Viola Li, Doc McConnell, Gary Nimax, Kate O'Varanese, Tamara Sole, Rachel Spraker, Adettra Thomas, Phil Trella, Wraegen Williams

ODE Staff: Meghan Faulkner, Marcus Martin, Kristin Morgan

Guests: Joe Garofalo, Christopher Holstege

- I. Introductions**
- II. Review of October Meeting Minutes** – No changes suggested.
- III. Faculty Senate Survey** (Christopher Holstege, *Associate Professor, Department of Emergency Medicine; Chair-Elect, Faculty Senate*; Joe Garofalo, *Associate Professor and Co-Director, Center for Technology, Curry School of Education; Member, Faculty Senate*
 - a. 2007 was the most recent faculty survey before this one in 2012. The 2012 survey was developed and implemented by the Faculty Senate's Recruitment, Retention, Retirement, and Welfare Committee.
 - b. The Faculty Senate is still in the process of analyzing the results of the survey and has not yet presented results to any other group. Results will be released in early December. Statistical data will be released at the same time as summaries of the written comments that were received.
 - i. Written comments summaries will be attached to school statistical reports.
 - c. Approximately 5% of respondents identified as lesbian, gay, or bisexual (out of approximately 1370 respondents.) The overall response rate for tenure-track/tenured faculty was approximately 50%.
 - d. Observed patterns from comments
 - i. Spouse/partner career opportunities are an important factor in decisions about whether or not to come to U.Va.
 - ii. There were a number of comments focused on the lack of partner benefits at U.Va.
 - iii. There were a number of faculty concerned about the confidentiality of the survey responses.

- e. Chris and Joe plan to engage with the administration and with various groups on Grounds regarding the survey results and how to respond/make changes.
- f. A question was asked regarding any update on domestic partner benefits and whether there were any changes to the University's policy during open enrollment.
 - i. There have been no changes at this time. Gary Nimax offered to speak on behalf of the LGBT Committee to anyone who is interested in a progress update.

IV. Learning Needs Evaluation Center (Bob Diamond, *Director, Learning Needs Evaluation Center*)

- a. The LNEC is in the process of seeking a name change: Student Disability Access Center (SDAC).
- b. The LNEC was established in order to meet the needs of students with disabilities and to be in compliance with federal legislation.
 - i. Institutions of postsecondary higher education are required to provide equal access to students with disabilities who are otherwise qualified.
 - ii. The focus is not on changing the individual or on maximizing the individual's potential, but rather on removing/mitigating barriers that preclude equal opportunity to succeed.
- c. In 2008, Congress passed the ADA Amendments Act in reaction to the trend of increasing restrictive documentation requirements and the increasing reliance on the medical model of disability.
- d. Medical vs. social models of disability
 - i. In the medical model disability is seen as a deficiency/ abnormality; viewed as negative.
 - 1. Appropriate response is to cure or "normalize" the individual.
 - ii. In the social model, disability is seen as difference and is viewed as neutral.
 - 1. Disability problems arise when the person with the disability encounters difficulty in functioning in an inaccessible environment. Disability is a social problem.
 - 2. The appropriate response is to change the environment.

- e. ADA-AA: Definition of disability in favor of broader coverage; increasing reliance on self-reporting and history; decreasing primary reliance on evaluation.
- f. The LNEC currently serves 496 students, a substantially lower percentage of students served compared to other institutions.
- g. Valerie Gregory commented that the LNEC/Admissions should be in conversation; higher admissions standards may inadvertently screen out some students with disabilities
 - i. U.Va.'s strong academic reputation may lead some to self-screen
 - ii. Students may choose to not self-identify as having a disability when they apply
- h. Alumni Association to establish a disability alumni group
- i. Name change for LNEC
 - i. Move in the direction of being more inclusive
 - ii. Clientele is first and foremost students
 - iii. "Access center"
 - 1. Primary focus on environment rather than on the individual
- j. Future plans
 - i. Mission statement revision
 - ii. Rewriting of documentation guidelines
- k. A new Disabilities Access Committee has been formed to carry this work forward.
 - i. Please send feedback/suggestions/recommendations for representatives.

V. Announcements

- a. EOP Champions
 - i. Congratulations to Wraegen Williams and Debbie Mincarelli
- b. U.Va. is the recipient of an Insight into Diversity HEED Award

- c. Marcus Martin was the recipient of the V. Shamim Sisson “Ally of the Year” Award (LGBT Resource Center)
- d. December 19th Men’s Basketball Game, 7 p.m. vs. Morgan State, President’s Box

Diversity Council Minutes 2013

Diversity Council Meeting
February 21, 2013, 9-11 a.m.
Newcomb Hall South Meeting Room

Present: Cheryl Apprey, Maurice Apprey, Martha Ballenger, Maria Chee, Peggy Dame, Sharon Davie, Bob Diamond, Carolyn Dillard, Ashley Fleming, Veronica Ford, Gertrude Fraser, Vicki Gist, Valerie Gregory, Jennifer Harmon, Les Haughton, Doc McConnell, Gary Nimax, Kate O'Varanese, Judy Pointer, Andrea Roberts, Kellie Sauls, Tamara Sole, Rachel Spraker, Adettra Thomas, Wraegen Williams

Guests: Cassandra Caldwell, Sarah Medley

ODE Staff: Meghan Faulkner, Marcus Martin

I. Introductions

II. Announcements

- a. Bob Diamond shared that the name change from the Learning Needs Evaluation Center to the Student Disability Access Center has been approved by the Cabinet.

III. Review of November Meeting Minutes

- a. No changes were suggested.

IV. Graduate Student Diversity Programs - Cheryl Apprey, *Director for Graduate Student Diversity Programs*

- a. The Office of Graduate Student Diversity Programs was formed in response to the recommendation by the President's Commission on Diversity and Equity. The first director (Cheryl Apprey) was hired in 2006.
- b. Benefits of a diverse graduate student body:
 - i. Scholarship and teaching are most effective when informed by diverse viewpoints, backgrounds, and experiences.

- c. Programs
 - i. The office's programs include the Diversity Retreat, Diversity Banquet, and Mentoring Institute.
- d. Recruitment
 - i. Attend about 20 recruitment forums per year.
 - ii. Create pipelines with HBCUs (Historically Black Colleges and Universities) and HSIs (Hispanic Serving Institutions)
 - 1. Examples: Leadership Alliance, Institute for the Recruitment of Teachers, VA-NC Alliance, VA HBCU Summer Language Institute
- e. Statistics, 2006-2012
 - i. Increase in applications from students of color.
 - ii. Offers of admission have stayed about the same.
 - 1. U.Va. does not have funds targeted at diversity fellowships.
 - 2. Marcus Martin commented that the number of African-American males applying to medical school has dropped nationwide.
 - 3. Maria Chee asked if there are specific ways U.Va. is recruiting Native American students (not at this time.)
 - a. Perhaps there could be a similar program to the HBCU Summer Language Institute.
 - 4. One goal is to do more education to and outreach with faculty who make admissions decisions.
 - 5. Andrea Roberts made the point that U.Va. does not compete with many of its peers on financial support/offers; top students get better offers from top schools.
- f. Retention
 - i. Mentoring Institute
 - 1. 5th year of program
 - 2. Mentees are first-year graduate students who are partnered with a faculty mentor and a mentoring coach.
 - 3. Efforts are made so that groups are interracial/ethnic, interdisciplinary.
 - ii. Fall Diversity Retreat
 - 1. Primary purpose is networking and exposing students to the benefits of the Mentoring Institute.
 - iii. Diversity Banquet
- g. Challenges
 - i. Secure appropriate funding in order to be competitive.
 - ii. Increase the rate of acceptance.
 - iii. Sustain programs.
- h. Approaches for Addressing Challenges
 - i. VA Alliance for Graduate Education and the Professoriate Grant Proposal
 - ii. Edward A. Bouchet Graduate Honor Society
 - iii. Mentoring Institute Expansion
 - iv. VA HBCU Pipeline Program
 - v. Diversity Recruitment Fellowship Funding

V. Faculty Diversity Data - Gertrude Fraser, Vice Provost for Faculty Recruitment and Retention

- a. The five-year, \$3 million ADVANCE Grant aims to increase the representation and advancement of women in academic STEM fields.
- b. Three-year hiring data
 - i. Increase in faculty hiring at all levels over past three years.
 - ii. Representation in all racial/ethnic categories increased except for Native American.
 - iii. Increase in number of women faculty (also an increase in number of men.)
- c. There is now an opportunity given the increasing number of hires that will be made over the next several years.
 - i. There was a large volume of faculty retirements in 2011-2012, the majority of which were white males.
 - ii. There were six black faculty resignations in 2011-2012.
- d. Overall tenure/tenure-track faculty demographics
 - i. 74% male, 26% female; 83% white.
 - ii. Pattern: When we hire, we hire men.
- e. Comparison to AAU peers
 - i. U.Va. is a predominantly white institution, which means that white allies have to engage in the work of increasing faculty diversity.
 - ii. U.Va.'s diversity is increasing overall, but other institutions are outpacing us.
 1. When U.Va. stalled hiring in 2007-2008, some of our peers kept hiring/kept commitment to increasing faculty diversity throughout the economic downturn.
- f. Future efforts
 - i. NSF ADVANCE
 - ii. Dashboard Indicator
 1. Track specific data/metrics
 2. Gives quick sense of how we are doing; Pro: build accountability; Con: not a solution to the problem/expensive.
- g. Group Comments
 - i. Maurice Apprey commented that over 30 years, it appears changes have been incremental.
 1. Reasons for turn-down: dual-career options, rank of department, salary
 - ii. Maria Chee asked about further training for search committees.
 1. Developing new strategies to disseminate best practices.
 2. Have to look at how the lack of faculty diversity at U.Va. affects us negatively as an institution.
 3. Perhaps it is time to have the broader conversation in the Faculty Senate about the commitment to diversity.

VI. Diversity and Inclusion Decisions Days - Cassandra Caldwell, *Founder and CEO of the International Society of Diversity and Inclusion Professionals*

- a. Bio: <http://diversityandinclusionprofessionals.org/founder.html>
- b. ISDIP Website: <http://diversityandinclusionprofessionals.org/>
- c. International Society of Diversity and Inclusion Professionals started in 2009 as a Facebook page; website launch in 2011.
 - i. Vision: To be a leading professional association that increases competence and promotes excellence in the diversity & inclusion field globally.
 - ii. 450 members in 16 countries.
- d. Diversity and Inclusion Discovery Days
 - i. 1-2 day state/region-wide career exploration conference to expose undergraduate/graduate students to diversity/inclusion as a career option.
 - ii. Goals include: connecting students with members across the globe; building the talent pipeline.
 - iii. Host university is responsible for planning fees, etc.
 - iv. Timing: commit by April 1, 2013; tour launches in fall of 2013.

VII. Internal Supplier Diversity Council - Les Haughton, *Director of Supplier Diversity*

- a. Les asked for volunteers to help develop an internal supplier diversity steering committee at U.Va.
- b. Responsibilities: quarterly meetings; advocate/spread the word.

Diversity Council Meeting

March 21, 2013

Newcomb Hall South Meeting Room, 9-11 a.m.

Present: Hector Amaya, Martha Ballenger, Maria Chee, Peggy Dame, Bob Diamond, Valerie Gregory, Jennifer Harmon, Butch Jefferson, Doc McConnell, Scott Rheinheimer, Rachel Spraker, Adetra Thomas, Wraegen Williams, Sheri Winston

Guests: Joy Pugh, Jake Rubin, Lorie Strother

ODE Staff: Meghan Faulkner, Marcus Martin, Jessica McCauley, Kristin Morgan, Gail Prince-Davis, Deb White

- I. **Brody Jewish Center – Hillel at U.Va.**, Jake Rubin, *Executive Director of the Brody Jewish Center*
 - a. Rabbi Rubin provided historical context to show how far Jewish life has come at U.Va.
 - i. Resources: Jewish Studies program, Chabad (student house), Jewish Greek life, Klezmer band in music dept., Kosher food offered by the university.
 - b. Approximately 1,400 Jewish undergraduate students at U.Va.
 - c. Hillel founded in 1939, and officially incorporated at U.Va. in 1941.
 - i. Hillel is the largest group working with college students in the world; “go-to” org. engaging with students across the country.
 1. Each is an independent non-profit org.
 - ii. Mission – empower Jewish students to take ownership of their Jewish identity; be active participants in their tradition.
 - iii. There are many different student-run organizations/groups on Grounds.
 - iv. Hillel is set up so that there are multiple points of entry for students; not solely a religious organization.
 - v. Trip to Israel every year (sponsored by Birth Right); pays for students 18-26; helps students build community; helps students build Jewish identity and learn history.
 - vi. Alternative Spring Break trips
 - d. Ask Big Questions initiative
 - i. Goal is to bring together college students to have conversations that matter.
 1. Ex: *Who is in your community? Why does your history matter?*
 - ii. Bring together 5-20 people around a common text or object; create safe space for dialogue.

- iii. Conversations take place in non-academic settings – there is no right answer.
- iv. Five fellows currently doing the work and leading the program.
- v. Conversation after events of the summer- campus-wide conversations: *What do you expect from your leaders?*
- vi. Goals: Help promote civil discourse and dialogue; introduce the ethic of Jewish questioning.
- vii. Recruiting fellows for next year – recommendations welcomed.
- viii. www.askbigquestions.org
- ix. Groups can be facilitated among faculty and staff groups – Rabbi Rubin is trained facilitator.

II. **Virginia College Advising Corps** – Joy Pugh, *Director, Virginia College Advising Corps*

- a. Background
 - i. Nicole Hurd started the program at U.Va. in 2005; left U.Va. to run program nationwide.
 - ii. Program places recent college grads in high schools throughout Virginia to work alongside counselors.
- b. Many low-income, first-generation-college, and underrepresented students are not receiving the advice and support they need to enroll in college where they will persist to attain a degree.
 - i. 53% of low-income students are applying to no schools that are a fit for them academically.
 - ii. Nearly 25% of low-income students who score in the top quartile on standardized tests will never go to college. (See recent NYTimes article [“Better Colleges Failing to Lure Talented Poor.”](#))
- c. One area of focus for the program is FAFSA completion – can be a daunting task for families.
- d. VCAC is a joint venture of U.Va., National College Advising Corps, and AmeriCorps.
- e. “Near-peer” model – advisers are recent grads able to connect with high school students. Serve the whole school, rather than a cohort of particular students.
- f. VCAC works in partnership with colleges and universities across Virginia.
- g. Focus is on finding the best-fit colleges for the students that will serve them academically and socially.
- h. Measuring success

- i. Students served by VCAC advisers are:
 - 1. 25% more likely to apply to college
 - 2. 34% more likely to be accepted to four-year institutions
 - 3. 20% more likely to be accepted to college
 - 4. 76% more likely to attend a financial aid workshop
- i. Many potential areas/schools to serve in Virginia. Right now there are not funds to expand to additional schools.
 - i. \$44,000 to put an adviser in a school, including living allowance and operational costs.

III. U.Va. Workforce and Employment Trends – Rachel Spraker, *Affirmative Action Specialist, EOP*

- a. Office of Equal Opportunity Programs (EOP)
 - i. Programs: Affirmative Action in Employment, Recruitment and Hiring Policies/Procedures, ADA Program Coordination, Title IX Coordination, Non-discrimination and Harassment, Training
- b. Employment Analysis
 - i. EOP analyzes employment by sex and race/ethnicity with respect to our relevant labor markets in the following primary areas:
 - 1. Applicants for U.Va. positions, new hire, current employees v. calculated labor availability, promotions and terminations/separations.
 - 2. Also some analysis of U.Va. versus our peers (Cornell, Duke, UC Berkeley, UCLA, Michigan, UNC, Vanderbilt, Wake Forest).
- c. Academic-side Workforce Data (see slides for more detail)
 - i. Overall workforce: 3774 non-minority female, 3718 non-minority male, 958 minority female, 935 minority male (minority = racial minority)
 - ii. U.Va. has a lower percentage of minority employees than peers in every occupational category.
 - 1. One point - U.Va. is affected by geography – make-up of population in Charlottesville versus some of the geographic locations of peers.
 - iii. African Americans concentrated in the lowest pay level at U.Va. (under \$30,000)
 - iv. Placement/recruitment goals for females and racial minorities have been established for 2013 across multiple occupational categories.

- v. Barely at a replacement rate for faculty minority hires; increasing the number of minority hires in service/maintenance.
- d. Medical-side Workforce Data (see slides for more detail)
 - i. Peer comparison in this case is Duke University.
 - ii. Smaller percentage of racial minority employees than peer in every occupational category. Breakdown by race/ethnicity – U.Va. is higher in some categories.
 - iii. Placement/recruitment goals for females and racial minorities have been established for 2013 across multiple occupational categories.
- e. Tracking disabilities and veteran status: rate of self-identification is very low.
- f. U.Va. job application ask for sex and race; disability status cannot be asked pre-hire.

IV. Announcements

- a. Anyone from Diversity Council is welcome to come to the JTC Award Luncheon March 22 at noon in the NHL Ballroom.

Diversity Council Meeting
April 18, 2013
9-10 a.m., Newcomb Hall South Meeting Room

Present: Hector Amaya, Martha Ballenger, Bob Covert, Sharon Davie, Veronica Ford, Vicki Gist, Valerie Gregory, Les Haughton, Connie Lee, Viola Li, Doc McConnell, Gary Nimax, Kanchana Sthanumurthy, Adetra Thomas

Guests: Cheryl Gomez, Nicola Lemmer, Nina Morris, Brian Pinkton, Todd Stevens

ODE Staff: Meghan Faulkner, Marcus Martin

I. **March Minutes Review** – No comments

II. **University Judiciary Committee** – Viola Li, *Counselor, University Judiciary Committee; U.Va. Class of 2013, Commerce School and Environmental Thought and Practice*

- a. UJC's purpose is to maintain and promote a community of respect, safety, and freedom.
- b. Anyone in the academic or civic community can file a case.
- c. UJC has an administrative partnership with VP for Student Affairs Pat Lampkin.
- d. Structure: Executive Board, Representatives/Judges, and Support Officers (Counselors, Investigators, Educators)
- e. *Standards of Conduct* document has been translated into a number of different languages so that students whose first language is not English have equal access to it.
- f. Trial Procedure
 - i. Five judges preside, including a voting member of the executive committee.
 - ii. Opening remarks from the chairperson, complainant remarks, accused remarks, cross-examination of witnesses, panel's questions.
 - iii. Trial ends with the panel's final decision, which requires a two-thirds agreement.
 - iv. Appeals are allowed and must be filed within two weeks.
- g. Trial alternatives include mediation, hearing panel, psych evaluation.
- h. UJC can assign any combination of sanctions it sees fit (unlike the Honor Committee whose only sanction is expulsion.)
- i. Related Bodies: University Judicial Review Board, University Sexual Assault Board, First Year Judiciary Committee, UJC subcommittees.

- j. Demographics – UJC always looking to increase diversity in order to be representative of student body; reflect larger community.
- k. Approach is to work alongside and help students rather than accuse and punish.
- l. One DC member raised a concern that little progress has been made in the area of sexual assault in the past several decades.
- m. One member raised the concern of how international students are accommodated and oriented, especially around *Standards of Conduct*.
 - i. Some schools (Law, Nursing, College) have extensive international orientation programs that cover this topic.

III. Facilities Management Diversity Momentum Action Team: Addressing Diversity Awareness through Employee Engagement

- a. Presenters:

Cheryl Gomez, *Director of Energy and Utilities, Facilities Management*

Nicola Lemmer, *Electrician Apprentice, Facilities Management*

Nina Morris, *Sustainability Outreach Coordinator, Facilities Management*

Brian Pinkston, *Supervisory Senior Project Manager, Facilities Management*

Todd Stevens, *Utility Systems Welder Senior, Facilities Management*

- b. The Diversity Momentum Action Team was formed after the 2012 Facilities Management (FM) Leadership Forum.
 - i. Established four action teams: diversity, communication, training and development, technology
 - 1. Goal: Initiate action to drive positive change
- c. The Diversity Action Team established several action items.
- d. Diversity Calendar
 - i. Discovered that 19 different countries are represented by employees in FM.
 - ii. Goal: Publish an FM-wide calendar that is representative of FM employees; broaden perspectives in order to increase understanding.
 - iii. Action Team asked for feedback from the DC on the calendar and received several positive comments.
 - 1. Calendar will be updated annually.
- e. Annual Family Food Day
 - i. Potluck-style lunch where employees are encouraged to bring a dish that represents their family history.
 - 1. Why: To celebrate things which are distinctive about us.
- f. Diversity Poster Campaign

- i. Six bi-monthly posters given to supervisors to post in team areas, on bulletin boards, and to be made available online.
- ii. Goal: Educate the FM community on diversity within the FM workforce and on U.Va.'s policies on diversity and equal opportunity; raise awareness about creating a respectful work environment.
- iii. Team asked for DC members' reactions to one poster than contains offensive/controversial language.
 - 1. Many members expressed support for the controversial poster in that it brought a powerful issue out and would allow conversations.
 - 2. One member suggested that structured conversations should take place in order to let people work through reactions.
 - 3. One member suggested that they ask for anonymous comments about incidents that occurred in U.Va. FM and use one of those incidents instead (incident referred to on poster occurred at another university.)
 - 4. Suggestion for additional/future posters:
 - a. Education on bystander effect – campaign leading up to release of more controversial material.
 - b. Other potentially offensive language around race/ethnicity that people may use and not be aware is offensive.
 - c. Definitely important to include the section on “what you can do about it.”

g. Mentorship Program

- i. Goal: To increase diversity among FM leadership.
- ii. Action plan: Create central list of supervisors who would be willing to provide informal mentoring to those aspiring to become supervisors.
- iii. Why: Informal mentoring/information exchange will give those who aspire to leadership a better grasp of what is involved, and what they can do to improve their competitiveness.
- iv. Issues: Establish criteria for being on the list of mentors, training, how to pay mentors for time.
 - 1. Comment: Forcing mentorship programs from top-down doesn't work well; may work well to have someone from outside lead the mentoring initiative.

h. Workplace Diversity Training

- i. Why: To increase diversity awareness in FM.
 - ii. Working with Respect@UVA to develop this initiative.
- i. Other ideas and suggestions to the FM Diversity Action Team are welcome.

Diversity Council Meeting
August 15th, 2013, 9-11 a.m.
Newcomb Hall South Meeting Room

Present: Hector Amaya, Martha Ballenger, Michael Blakey, Jon Bowen, Maria Chee, Sheila Crane, Peggy Dame, Carolyn Dillard, Tabith Enoch, Ashley Fleming, Veronica Ford, Brian Gittens, Jennifer Harmon, Les Haughton, Eric McDaniel, George Mentore, Gary Nimax, Kate O’Varanese, Michelle Packer, Scott Rheinhemier, Andrea Roberts, Kellie Sauls, Laurie Shaffer, Rachel Spraker, Axel Starke, Adetra Thomas, Rayshon Tibbs

ODE Staff: Meghan Faulkner, Marcus Martin, Jessica McCauley

Guests: Gerardo Jimenez (VIDA Factor), Elsa Sherrill (Facilities Management)

I. Review of April Meeting Minutes – No changes suggested.

II. Facilities Management’s Momentum Action Teams: “How It Began, The Work in Progress, Where We Are Now” (Adetra Thomas, *HR Assistant and Event Coordinator, Facilities Management Department*)

- a. Momentum action teams were formed as a result of a survey issued in 2011 with the intention of gauging the level of employee satisfaction.
- b. Response rate of 35.5% in Facilities Management (FM); results suggested that improvement was needed in areas of pay, performance, promotion.
- c. FM employees expressed least satisfaction with four areas: Diversity, communication, training/development, technology.
- d. 2012 Leadership Forum was organized around survey.
 - i. Workshops and dialogues based on four areas identified in staff survey as needing improvement.
 - ii. Bob Covert and Martin Davidson were keynote speakers at forum.
- e. August 2012 – MAT kickoff meeting – over 45 employees participated.
- f. Actions Teams
 - i. Diversity Action Plans
 1. Initiatives: Diversity calendar, family food day, Diversity posters, Diversity mentor program, Workplace diversity training.
 - ii. Technology Action Plans
 1. Initiatives: Increase staff accessibility to baseline tasks, Privacy for viewing pay slips and personal information, More time and training allocated for computer use.
 - iii. Training/Development Action Plans
 1. Initiatives: Increase awareness of training opportunities, Communicate plan through staff meetings, Encourage a training culture, Create an incentive program.
 - iv. Communication Action Plans
 1. Initiatives: Communication training, Town hall meetings, Electronic message boards.
 - v. Action plans reviewed by directors in December 2012.

- g. Realized Action Plans
 - i. FM Town Hall Meeting held on June 12th, 2013
 - ii. Diversity Calendar created with information compiled from FM employees; working to print and distribute to all divisions around Facilities.
 - iii. Assessments made by department and areas regarding computer use and needed equipment.
 - iv. Computer privacy screens added to computers for added security for employees.
- h. Plans in Development
 - i. Rewards programs linked to Skillsoft class completion
 - ii. Family Food Table
 - iii. Training for baseline tasks such as Lead@, Benefits@, Introduction to Computers, etc.
 - iv. Electronic Message Boards
 - v. Diversity Poster Campaign
- i. Future Implications
 - i. FM will develop measurements to gauge increased employee satisfaction.
 - ii. Create a culture of change and engage employees in order to create a “best in class” work environment.

III. V.I.D.A. Factor (Gerardo Jimenez, *CEO, V.I.D.A. Group, LLC*)

- a. Works with minority entrepreneurs and small businesses with best practices related to their businesses.
- b. VIDA Factor – framework through which you can look at an organization as a whole, a unit, or a project
 - i. Purposes: Way to strategize and analyze where you want to go, identify challenges to getting there, Integrate creativity and logic.
 - ii. Mr. Jimenez led the group in an example activity identifying goals and creating a vision/process.
 - iii. Success is doing a few key fundamentals each day.
 - iv. Handouts/exercise will be available with minutes.

IV. Diversity Council Strategic Planning 2009-2010

- a. The DC will review and reevaluate the Strategic Plan this year.

V. Disability Access Committee Update – Marcus Martin

- a. DAC was formed during the past academic year.
- b. Four working groups met over the summer: Academic, Online, Policies and Accommodations, Students
 - i. Academic
 - 1. Host academic conference, conduct feasibility study on establishment of a disability studies minor, conduct feasibility study on development of disability cultural center at U.Va., outreach to faculty.
 - ii. Online

1. Coordinate with the committee on access for persons with disabilities on any web accessibility initiatives, caption web videos, and increase visibility/connectivity of disability resources online.
- iii. Policies & Accommodations
 1. Work with coordinator for academic programs and accessibility (once hired), work with Provost's Office to make sure that those teaching and studying abroad have the support they need, pursue clear policies in support of disabled faculty and staff and central funding for their accommodations.
 2. ADA Coordinator position is now full-time/100%
- iv. Students
 1. More outreach to students with disabilities, form an advisory committee to be available to Admissions.

VI. LGBT Committee Update – Gary Nimax

- a. Established in 2011 and charged with addressing and discussing items of interest to the LGBT community.
- b. Committee has openings. If members are interested please contact Meghan Faulkner or Gary Nimax.
- c. “Not gay” ad in *U.Va. Magazine* – centerfold ad asking to end the “not gay” chant at football games.
 - i. Key endorsements from President's Office, Alumni Association, Virginia Football Alumni Club.
 - ii. Student Council passed a resolution last year condemning the chant – Gary thanked Eric McDaniel for leading the effort.
 - iii. Chant is less prominent in student sections now. Heard in alumni, community, faculty/staff sections.
 - iv. Meeting coming up with Athletics/AD Craig Littlepage to explore further efforts.
 - v. Brian Bittens shared information about the VA Tech respect campaign. An alum/football player comes out on field before every game and makes comments about respect for opponents, each other, etc.
 - vi. Please share the ad by posting – Meghan will email to DC.
- d. Welcoming Reception for LGBT faculty/staff – September 12th, 2013, Pavilion IX, 4-6 p.m.
 - i. Meghan will send the invitation to DC members
- e. Charlottesville Pride, September 14th, 11 a.m.-7 p.m., Lee Park (downtown)
 - i. At least three U.Va. groups will be represented. Info will be sent to DC.

VII. Announcements

- a. HEED Award application was submitted for the second time; received notification that U.Va. will receive the award.
- b. Diversity Data Dashboard – to be developed and made available online. Goal for completion this year.

- c. This year, each school representative will be asked to present diversity data and information to the DC.
- d. Suggestion that there should be a guide/list of resources/affinity groups for employees, similar to fair that students hold.
- e. Commemoration and bell-ringing – 50th anniversary of the March on Washington and King’s “I Have a Dream” speech, 2-3 p.m.
- f. Community MLK Celebration Planning Committee to begin meeting in September.
 - i. Potential keynote speaker: Michael Eric Dyson
- g. President’s Commission on Slavery and the University
 - i. Group is in formation
 - ii. Commemoration of slavery (including potential memorial on Grounds), physical and digital interpretation on Grounds.
- h. Student Council sent list of concerns asking BOV to consider during Board Retreat: Increased focus on diverse and welcoming community.
- i. Gravesite Commemoration Committee (formed after discovery of 67 grave shafts – likely African Americans – outside wall of University Cemetery) will work with President’s Commission on commemoration.

Diversity Council Meeting
September 19, 2013
Newcomb Hall South Meeting Room

Present: Cheryl Apprey, Martha Ballenger, Maria Chee, Sheila Crane, Peggy Dame, Bob Diamond, Tabitha Enoch, Ashley Fleming, Vicki Gist, Brian Gittens, Adrien Harraway, Les Haughton, Claire Kaplan, Connie Lee, Rebecca Leonard, Kate O’Varanese, Janelle Peifer, Judy Pointer, Julie Roa, Kellie Sauls, Christian Steinmetz, Adettra Thomas, Rayshon Tibbs, Sarah Wilcox-Elliott, Sheri Winston

Guests: Shana Pack, Mauricio Velasquez

ODE Staff: Meghan Faulkner, Marcus Martin, Kristin Morgan

I. HEED Award Announcement

- a. U.Va. has received *Insight into Diversity’s* HEED Award for the second year in a row. U.Va. will appear in the forthcoming November issue of the publication.

II. Shana Pack – Hoo’s Well

- a. During first 2 years of the program the high risk population has been lowered by 5% at U.Va.
- b. Biometric screenings offered in the fall – by appointment only.
 - i. In 2014 health premiums go up \$40 across the board. If you complete biometric screening *and* health assessment, your health premiums will not go up next year.
 - ii. Non-tobacco users get additional savings of \$10/month.
- c. Weight Watchers program offered at work on Thursdays.
- d. Quit for Life Program has a 40% Success Rate.
 - i. 27% of our population uses tobacco. The goal is to reduce to 12% by 2015.
- e. Aetna Disease Management
 - i. Through this program you may contact a nurse with questions regarding over 35 health conditions. It is free, telephonic, and convenient.
- f. Healthy RX – reduced prices on medications.
- g. Fall fitness classes: Get Started (safe introduction to gym with co-workers – no students.)
- h. Open Enrollment – Everyone must log-in online and select items during open enrollment this year, due to the changes.
 - i. Call 434-982-0123 to request a Benefits presentation for your unit/group.
 - ii. October 7th – Open Enrollment and Benefits Fair in Newcomb Hall.
- i. One member expressed a concern that the online health assessment may be less accessible to some members of the community (must be computer literate, may take some people a longer time.)
 - i. HR is assisting people one-on-one with laptops (e.g. in Facilities) to complete health assessments.
 - ii. Multiple workshops are scheduled to help people complete assessments.

- j. One DC member expressed that some of the messaging has perhaps created a lack of trust. (First message was that you would “Save \$40/month” versus stopping premiums from rising.)
 - i. Concern about privacy/Aetna targeting individuals with health promotions after completing assessment.
- k. Those with specific questions should call AskHR and/or set-up a meeting with a benefits counselor.
- l. New programs: There will be a fitness challenge in January 2014.
- m. Visit: www.hooswell.com for full schedule of events. Any requests for additional handouts: hooswell@virginia.edu.

III. Martha Ballenger – Law School Update

- a. Entering class: 6,067 applications; 1,071 offers; 331 students entered; 42% women/58% men.
 - i. 23% self-identify as ethnic minority (up from 20% last year).
 - ii. Nine self-identify LGBT.
 - iii. Students from 9 countries outside U.S.
 - iv. 55 LL.M. students from 16 foreign countries. Japan, China, Brazil = largest populations.
- b. Faculty figures (fall 2012 figures; 2013 figures will be made available later this fall)
 - i. 57 male, 22 female full-time teaching faculty.
 - ii. Six self-identified minorities.
 - iii. Issues: Competitive salaries, perceptions of lack of employment opportunities for spouses, perceptions that environment is not as welcoming to minorities.
 - iv. The Law School is committed to the aggressive recruitment of minorities.
- c. Student Body
 - i. Nine affinity groups; most recent addition is Korean American Law Student Association.
 - ii. Black Law Students Association – hosts annual reception focuses on networking, connecting with invited firms; invite speakers and organize symposia.
- d. Alumni – exceptional 50% giving rate.
- e. Affinity Groups will organize a diversity roundtable this year through which they will meet regularly.
- f. Diversity Pledge – response to incident at Foxfield Races several years ago.
- g. Affinity groups are an important part of recruitment process (especially BLSA and Lambda Law Alliance).
- h. Center for the Study of Race and Law founded in 2003– led by Professor Alex Johnson.
 - i. Concentration in Race and Law is available.
- i. Efforts underway to establish more collaboration with Central Grounds this year; sometimes a sense of disconnect due to separation between Central/North Grounds.
- j. Question was raised about tracking why students and faculty choose to go elsewhere – e.g., environment.

IV. **Mauricio Velasquez – Diversity Training Group**

- a. Mauricio serves as a diversity/inclusion consultant, sexual harassment trainer.
- b. What does diversity mean to you? What do you not know about diversity? What do you not know you don't know?
- c. Intent (what you meant) vs. Impact (what you actually did/said)
 - i. "You can't talk yourself out of what you behaved your way into."
- d. Diversity definition brainstorm
 - i. Culture, language/accent, education, ability, gender, sexual identity, race, ethnicity, class, age, religion, values/beliefs, military status, marital status, parental status, health status, nationality, family status.
 - ii. Primary (unchangeable) and secondary (can change) dimensions of diversity.
 - iii. Dimensions of diversity: individual, group, organizational affiliation.
- e. No innocent bystanders in this work.
- f. Inclusion
 - i. To include – to welcome – to make comfortable – to learn and perform at a higher level.
- g. Video – *The Lunch Date* (available to view: <http://www.youtube.com/watch?v=eputZigxUY8>)
- h. Mauricio is available for diversity presentations at your school/unit. Contact: Mauricio@diversitydtg.com

V. Announcements:

- a. McIntire diversity committee and art committee are planning a tentative photography exhibit during the Community MLK Celebration. To document Charlottesville businesses during the Civil Rights era.
 - i. McIntire is looking for partners on this project.
- b. Hispanic Heritage Month events taking place during September/October– contact Julie Roa for more information if interested.

Diversity Council Meeting
October 24, 2013, 9:00-11:00 AM
Newcomb Hall, Kaleidoscope Room

Present: Rebecca Leonard, Ashley Fleming, Adrien Harraway, Michael Blakey, Les Haughton, Tabitha Enoch, Steven Warner, Sheila Crane, Scott Rheinheimer, Axel Starke, Judy Pointer, Rachel Spraker, Margaret Dame, Gary Nimax, Julie Roa, Valerie Gregory, Les Haughton, Cheryl Apprey, Connie Lee, Claire Kaplan, Maria Chee, Vicki Gist, Bob Diamond, Adettra Thomas, Brian Gittens, Rayshon Tibbs, Eric McDaniel

Guest: Martin Davidson, Darden School of Business

ODE Staff: Marcus Martin, Meghan Faulkner, Gail Prince-Davis

- I. **Introduction and approval of the September 19, Diversity Council minutes.**
- II. **Claire Kaplan – Women’s Center Announcement.** The University of Virginia’s [Women’s Center](#) has received a \$3 million gift to support its programs from 1951 alumna Maxine Platzer Lynn – the largest donation in the center’s 25-year history.
- III. **Valerie Gregory – Undergraduate Admission Report.** The full report including the 2013 Recruitment Plan Goals and Objectives is attached.
 - a. Total number of applications increased this year by 3.34 %.
 - b. Number of applications for African Americans decreased from 1,671 in 2012 to 1,612 in 2013 while the number of applicants received from Native American and Hispanic/Latino (including Multi-racial) increased.
 - i. African American – 3.46% decrease
 - ii. Hispanic/Latino (including Multi-racial) – 9.2% increase
 - iii. Native American – 14.63% increase
 - iv. Not Specified – 9.46% increase
 - c. Applications and offers from those who chose not to disclose their race continued to reflect an increase.
 - i. Not Specified applications from 2,156 in 2012 to 2,360 in 2013 – a 9.46% increase
 - ii. Not Specified offers from 624 in 2012 to 715 in 2013 – a 14.58% increase
 - d. Overall yield on students of color increased this year. Including Asians, yield of students of color was an increase of 3.96%. Excluding Asians, the yield of students of color was an increase of 4.47%. Asians increased by 3.4% - up from 2012.
 - e. Requests were made for additional admission data. Data is attached.
 - f. Other discussion:
 - i. Common app had some technical problems. Currently being updated to become more user friendly and live chat available.
 - ii. Asian Student Union became very involved in admission process and events this year.
 - iii. Marcus Martin announced the new Access Communications Task Force led by Greg Roberts to ensure that a University education is available to all qualified students, regardless of their financial circumstances.

- iv. Why did the American Indian/native American number increase/what efforts were made by the admissions office? No effort by the admissions office. Do not know why those numbers increased. Students self- identify. Students check Native American but they do not always indicate what tribe they belong to.
- v. Marcus Martin mentioned that the 2014 Virginia Indian Nations Summit on Higher Education is being planned to be held at UVA.
- vi. Admissions Office actively involved in 11 tribes in Virginia Pow Wows for (recruitment efforts).
- vii. Is there recruitment or outreach for LGBT? If admissions receives an essay, a staff will reach out to the students.
- viii. Is the LGBTQ Center involved in the Days on the Lawn? Scott Rheinheimer will look into further.
- ix. Valerie Gregory invited DC members to attend the November 8 and 9, Fall Bling, Fall Blast. Invitation was sent separate cover to Council members.

IV. Julie Roa, Multicultural Student Services

Multicultural Student Services provides support to students once they come to UVA. Works with three identified minority groups Hispanic Latino, American Indian, and the Middle Eastern students. Aims to create an environment for students to have a sense of belonging by providing:

- a. Support to students once they come to UVA
 - i. Connections
 - 1. Faculty and staff - welcoming receptions
 - 2. Mentoring programs - 80 mentors this year.
 - 3. Newsletters
 - ii. Empowerment: interns maintain the website, newsletters, activities
 - 1. Projects
 - 2. Leadership and Organizational Development Conference
 - 3. Native American study program – working on getting the minor approved
 - iii. Listening and guiding
 - 1. One on one meetings
 - 2. Training and workshops
 - 3. Identify their strengths early – become a part of community (university guide, student council, etc)
- b. Support to structures in place
 - i. Prospective students
 - 1. Admission (panels, open houses)
 - 2. Monroe Society
 - 3. U-guides
 - 4. One on one meetings
 - ii. Alumni
 - 1. Tracking data
 - iii. Parents
 - 1. Handbook
 - 2. Parent weekend/graduation receptions
- c. Julie provided the following links about the different services.

Latino, Hispanic and Latin American Student Services

<http://www.virginia.edu/deanofstudents/lhla>

Middle Eastern Student Services

http://www.virginia.edu/deanofstudents/middle_east/

American Indian Student Union

<http://aisuatuva.wordpress.com/current-projects/>

Cultural Program Board

<http://www.virginia.edu/deanofstudents/cpb/>

- d. Announcement from Marcus Martin that during the November 15 BOV meeting diverse student groups will speak about their missions.

V. Martin Davidson, Diversity strategies

- a. Possible reasons why diversity efforts are not sustainable
 - i. Key leaders leave, programs dissipate
 - ii. People burn out/become exhausted
- b. Strategies for success
 - i. Provide a road map
 - ii. Connect to the mission of the institution
 - iii. Prioritize
 - iv. Integrate diversity into the whole
- c. Analyze
 - i. What are your resources?
 - ii. How are we trying to accomplish the mission?
 - iii. How does diversity enhance the university
 - iv. Who are your constituents (primary, secondary, tertiary)?
- d. Studies show that sustainable diversity programs have:
 - i. Offices of Diversity
 - ii. Systems of Accountability
 - iii. Employee resource groups
- e. Studies reveals what doesn't work for increasing the headcount:
 - i. Workshops
 - ii. Mentoring
 - iii. Diversity training and education sessions

Meeting adjourned at 11:00.

Diversity Council Meeting
November 21, 2013
Newcomb Hall Kaleidoscope Room

Present: Cheryl Apprey, Les Haughton, Phil Trella, Jack King, Hector Amaya, John Bowen, Marcus Martin, Gail Prince-Davis, Leslie Walker, Judy Pointer, Adetra Thomas, Sara Wilcox Elliott, Connie Lee, Martha Ballenger, Christian Steinmetz, Maria Chee, Veronica Ford, Jennifer Harmon, Sheila Crane, Tamara Sole, Axel Starke, Steven Warner, Laura Alexander, Nicholas Gross, Kellie Sauls, Janelle Peifer, Tabitha Enoch, Kellie Sauls, Carolyn Vallas, Peggy Dame, Claire Kaplan, Davonda Smith

- I. **Approval of October minutes and introductions**
- II. **Mike Moxley – School of Medicine Diversity Consortium.** Dr. Moxley provided a power point presentation addressing the current diversity landscape of the UVA School of Medicine. Full presentation attached for review.
 - a. Goals
 - i. Understand the significance of diversity in medical education in addressing health care disparities
 - ii. Recognize and overcome challenges to having a culture that promotes diversity and inclusion in medical education
 - b. Strategies:
 - i. Change admissions committee
 - ii. Focus on role of diversity
 - c. Successes: Diversity website updated, presentations to UVa groups including Department Heads, active diversity recruitment, outside consulting, mentoring, holistic review of applicants, creation of and establishment of pipelines in high schools and colleges
 - d. SOM student diversity has increased from 6% in 2003 to 25% in 2013
 - e. 7% trainee/resident diversity
 - f. SOM/SON approach to MLK celebration: speakers from medical and nursing schools, panel discussions, simulation projects for high school students and shadow opportunities for undergraduate students. About 50-60 participants involved. Also, the Health System awards an annual Dr. Martin Luther King Jr. recipient.
- III. **Cheryl Apprey and Phil Trella – Graduate Student Diversity update:** Cheryl and Phil provided an overview of the Graduate Student Diversity Programs which included the origin of the office, its overall goals, benefits of a diverse graduate student body, challenges and future direction. The power point presentation is attached.
 - a. Goals:
 - i. Get UVA faculty to leadership alliance national symposiums to see the quality of students presenting during the symposium.
 - ii. Overall increase in applications for underrepresented population.
 - iii. Bridge the gap between the student and professoriate – create more role models.
 - b. Challenges:
 - i. Increase acceptance rates

- ii. Secure funding to competitively recruit and retain students
 - c. Benefits of diverse graduate student body:
 - i. Create a diverse faculty pipeline
 - ii. Mentors and role models for undergraduates
 - iii. Asset when applying for Federal grants
 - d. Addressing challenges and future directions
 - i. VA-Alliance for Graduate Education and the Professoriate Grant Proposal
 - ii. The Edward A . Bouchet Graduate Honor Society
 - iii. Expansion of the Mentoring Institute
 - iv. VA-HBCU Pipeline Program
 - v. Succession
4. **Axel Starke – Black Graduate & Professional Student Organization.** Axel reported that the BGPSO allows graduate students to have a voice at the University. The organization has a dual presidency. The website (bgpsso.org), Black Graduate Magazine, social media and an eNewsletter promotes activities of the BGPSO. Memberships from all UVA schools except McIntire. Full presentation attached.
- a. Strategies
 - i. Professional development via resume writing and interview workshops and grant writing workshops.
 - ii. Community engagement working with organizations such as Habitat for Humanity and local food banks
 - iii. Peer recruitment and retention
 - iv. Economic empowerment workshops
 - v. Global awareness by involvement with local and national agencies.
 - b. Initiatives with other graduate organizations such as Black Business Student Forum, Black Law Student Association, Student National Medical Association and SEEDS for Change.
 - c. Challenge: create more graduate events for interdisciplinary graduate students

Meeting adjourned at 11:00.

Diversity Council Minutes 2014

Diversity Council Meeting

February 20, 2014

Harrison Institute Byrd/Morris Seminar Rooms

Present: Martha Ballenger, Michael Blakely, Jonathan Bowen, Maria Chee, Sheila Crane, Sharon Davie, Bob Diamond, Tabitha Enoch, Vicki Gist, Valerie Gregory, Jennifer Harmon, Adrien Harraway, Les Haughton, Marcus Martin, Kristin Morgan, Mike Moxley, Gail Prince-Davis, Julie Roa, Kellie Sauls, Christian Steinmetz, Adetra Thomas, Sarah Wakefield, Sarah Wilcox-Elliot, Jessica McCauley, Jalen Ross, Anna Jones

Guests: David Ensey, Lindsey Jones and Rose Coles

I. Introductions and review of November minutes.

- a. Dr. Martin welcomed all in attendance.

II. Announcements.

- a. Kristin Morgan announced the upcoming Disability Symposium, co-sponsored with the Disability Access Committee (a subcommittee of the Diversity Council)

III. David Ensey—University Judiciary Committee update. David provided a PowerPoint presentation regarding the diversity efforts of the UJC. David will be stepping down from his post in a few weeks.

- a. Demographics of UJC track well with the University's demographics, and with accused students (though more men than women are accused, which is more in line with gender expectations)

- b. Efforts:
 - i. Partnered with Minority Rights Coalition for a roundtable discussion
 - ii. Annual recruiting and information at the Source
 - iii. Met with BSA leadership
- c. Next steps
 - i. Student participation; perception of the UJC
 - ii. Partnerships
 - iii. Reporting rate is low, as most violations are reported through the Dean of Students' Office
 - iv. Restructuring of the Sexual Misconduct Committee, and increased partnerships with those campus groups focusing on safety, respect, and freedom
- d. Questions from attendees:
 - i. Dr. Martin asked about the typical cases seen by the UJC. Most cases deal with drinking (i.e. being drunk in public).
 - ii. Maria Chee asked if there is training or preventive measures in place for offenders. There are sanctions for those who have been judged guilty, and sometimes those sanctions include referring offenders to professional help, to try to prevent their reappearance. David acknowledged that there is a lack of preventive measures.
 - iii. Kristin Morgan suggested that there be a way to track those who belong to more than one race.
 - iv. A question was asked about the specifics of the Sexual Misconduct Committee, and David answered that the committee will partner with other campus groups including 1 in 4, and other organizations with a focus on prevention. A suggestion was made to partner with the Women's Center. There was a recent Sexual Misconduct Conference, with a focus on bystander intervention in preventing sexual misconduct.
 - v. Bob Diamond suggested that the UJC's demographic data should include students with disabilities, as UVa is admitted more students on the autism spectrum and those with traumatic brain injury.

IV. Rebecca Leonard—McIntire's Diversity Advisory Committee

- a. Faculty numbers:

- i. Mostly men, but over 30% women (more women than men in the recent round of hiring), which places McIntire ahead of most business schools
 - ii. The undergraduate and graduate schools have similar demographic student makeups: 41% women, 5% African American vs. 5% female African American, 30% vs. 10% are Asian American, 63% vs. 57% are Caucasian, 6% vs. 5% are Hispanic, and 24% vs. 17% are foreign citizens
- b. Diversity Advisory Committee's main goal is to increase the diversity and inclusiveness of the McIntire student body.
 - i. In a recent achievement, a link to "Diversity at McIntire" has been placed on the homepage, which takes users to a page with the Diversity Mission Statement, Voices of Diversity, and student leadership organizations. There are over 20 student organizations at McIntire, though often students remain with the groups they joined in their first two years
- c. Achievements:
 - i. A presentation to the McIntire President's Council on the value of diversity led to a significant change in leadership with the McIntire Investment Institute
- d. Recruitment and Student Support Initiatives
 - i. E&Y pipeline program to increase the quality and quantity of underrepresented minority applicants
 - ii. LEAP - MS in Accounting Program aimed at 1st through 3rd year students from UVA and other universities to increase under-represented minorities in Accounting
 - iii. ALCOA Diversity Initiatives: Comm 2000 – Pre-Comm Course focused on Diversity
 - iv. Renewed focus on conversation, communication and education related to the role of women in business; hosted Lean In events
 - v. Benchmark with other schools
 - vi. Increased coordination and collaboration with UVA Office for Diversity
 - vii. Revised of School of Commerce general applications to include an essay asking students to discuss the value of diversity and their contribution to diversity of the student body
 - viii. Training and resources directed toward inclusion of International Students
 - 1. One big achievement here is a program that features students pronouncing their names for faculty use

- ix. Have curriculum initiatives to address race, class, and gender.
 - x. Faculty development day using the Thunderbird Najafi Global Mindset Inventory
- e. New initiatives
- i. Continued emphasis on recruiting underrepresented minority students, thinking of alternatives to LEAP
 - ii. Collaboration with Curriculum Committees on academic content related to diversity topics and creating diverse ICE block demographics
 - iii. Assessment and attention related to socio-economic diversity in student body is recommended for further study
- V. **Christian Steinmetz—Diversity Initiatives in the Curry School of Education**, with Lindsey Jones, Social Foundations Doctoral Student, President of SEEDS, and Rose Cole, Higher Education Doctoral Student, Vice President of SEEDS
- a. Numbers:
 - i. Curry is composed of ~600 graduate students and ~250 undergrads
 - ii. Over half the students are female
 - 1. 85% white, 5% African American, 4% Asian, 3% Hispanic
 - iii. The faculty is mostly female and white. In the interest of gender diversity, they'd like to recruit more male faculty
 - b. Discovering Differences Action Team arose from the Diversity Committee at Curry
 - i. The group was created to produce a coordinated effort
 - c. Major initiatives:
 - i. Curry Big Read (they've read *Mindset*, about self-authorship, and *Whistling Vivaldi*, about stereotype threat)
 - 1. Included alumni in group discussions
 - 2. Had a meeting with faculty on how to utilize the Common Read in coursework
 - ii. Walter N. Ridley lecture, named after the 1st Black male student to graduate with a PhD from the Curry School
 - iii. MLK Speaker Event—this year it was Marcia Baxter-Magolda

- iv. Faculty teaching workshop, in partnership with the teaching resource center
 - 1. Focused on difficult dialogues and self-authorship
- d. Focus on recruitment
 - i. Student recruitment—a yearly review of the admission process. The offer rate is high for minority students, which the yield rate is low. They’d like to develop a turn-down survey to figure out why these students are choosing not to go to Curry.
 - ii. Faculty Recruitment—working with HR and search committees
- e. Climate for Students
 - i. Students do research on students, on research and advising
 - ii. Perform a climate survey
 - 1. Results are very positive, but students would like greater diversity of political opinions, as well as age, disability, sexual orientation, and socio-economic status
 - 2. A curriculum review discussing how diversity is talked about in the classroom; which perspectives are addressed, and at what levels diverse perspectives are added
- f. SEEDS: Students of Education Engaged in Diversity Scholarship for Change
 - i. Academic efforts:
 - 1. Combating rape culture and sexual assault on college campuses. Update: Date to be determined
 - 2. School-to-prison pipeline – April 10, 2014, 6:00, First Baptist Church
 - 3. Roundtable at Curry Research Conference: what does it mean to engage in diversity scholarship for change?
 - ii. Community efforts:
 - 1. Courageous Conversation
 - a. Facilitator training for Curry students in partnership with the Charlottesville Dialogue on Race
 - b. Forum, facilitated by our trained Curry students, on “Trayvon Martin, George Zimmerman and Race in America: Should Curry Care?”

c. Safe Space training with the LGBTQ Resource Center

iii. Social efforts:

1. Open Mic Event for social justice

2. YouTube party

3. Happy Hour, co-sponsored with the Education Council

iv. Concluding thoughts: all events were well-attended, students at Curry are hungry for many types of engagement with diversity

Meeting concluded at 10:45 AM

Diversity Council Meeting
March 20, 2014, 9:00--11:00
Newcomb Hall South Meeting Room

Present: Martha Ballenger, Michael Blakey, Maria Chee, Sheila Crane, Peggy Dame, Sharon Davie, Tabitha Enoch, Ashley Fleming, Veronica Ford, Vicki Gist, Adrien Harraway, Anna Jones, Marcus Martin, Kristin Morgan, Mike Moxley, Janelle Peifer, Gail Prince-Davis, Rachel Spraker, Adetra Thomas, Rayshon Tibbs, Phil Trella, Carolyn Vallas, Sarah Wilcox-Elliot

Guests: Zakira Beasley, Evan Behrle

I. Introductions and review of February minutes

- a. Dr. Martin welcomed all in attendance.

II. Announcements

- a. Dr. Martin noted that the Disabling Normalcy symposium was quite successful, and that Disability Studies Minor has been discussed as possible in the future. He mentioned that the John T. Casteen III Award Luncheon will be held on March 21, to award Hajar Ahmed and Martin Davidson.
- b. Phil Trella announced that Grad Days celebration will be held on March 27 from 10 a.m. to 12 p.m. The focus of the celebration will be Diversity and Excellence in Graduate Education. He is still looking for panelists and presentations on pursuing diversity and excellence.
- c. Rachel Spraker discussed the creation of a new faculty and staff employee resource group for veterans on grounds. The group has about 100 members. The group has created a survey for veterans on grounds, available online through April 11. A luncheon for the group will be held on Veterans Day (Tuesday, November 11, 2014).

III. Evan Behrle, Honor Committee. Evan is a fourth year in the College of Arts and Sciences, and is the chair of the Honor Committee. He spoke at length regarding disproportionality in adjudication and reporting of academic honor offenses.

- a. Some students are reported in higher numbers (though all students are found guilty at the same rates):
 - i. International students. He believes this may be due to different expectations of academic integrity between UVa and their pre-college schooling. Evan suggests that international student receive education before their classes begin regarding what UVa expects of its students.
 - ii. Students of color, and student athletes.

1. Spotighting: those outside of the mainstream draw more attention (he sees this as less of a problem)
 2. Dimming (more of a problem): this is often seen with passively observed acts of cheating (i.e. plagiarism and unfair collaboration), and refers to the mainstream students being forgiven. The bigger problem is who isn't being reported.
- b. Broader role of Honor Committee:
- i. Evan noted that disproportionality gives students and faculty a bad impression of the honor committee—that it's only there to serve certain people.
 - ii. He suggests two strategies to improve:
 1. Increase the diversity of the Honor Committee
 2. Look outside of the committee to include student groups
- c. Dr. Martin commented about the inconsistency in faculty reporting and the need for increased faculty education (i.e. letting them know what to report and how to do so).
- d. Mike Moxley addressed the idea of psychological barriers to reporting, and shared that the medical center deals with that by having a standardized reporting system. Evan noted that the Honor Committee is not trying to make reporting compulsory, and that the Committee does have an easy form on their website.
- e. Janelle Pfeifer who has experience as a TA noted that she was not given any training on reporting, and suggested that the next Honor Committee chair collaborate with the Graduate Affairs Committee.
- f. Maria Chee noted that instructors needed to be part of the equation, and need to be trained as well.
- g. Adrien Harraway spoke of the athletics department's use of academic proctors for athletes testing away from school. He mentioned that professors will call coaches and ask what to do regarding suspicions of an athlete cheating, a decision that the coach cannot be part of. He asked whether it was an honor violation to not report known cheating. Evan noted that with the students' elimination of the non-toleration clause, the system of trust and accountability was somewhat eroded.
- h. Sarah Wilcox-Elliot noted a discrepancy in how the various schools handle honor. Some schools (like the law school) don't report honor violations through the Honor Committee. Evan said that they are attempting to get greater participation from all the schools in the Honor Committee.

- i. Dr. Martin asked about the composition of the Honor Committee. Evan said that the support officers apply and are then interviewed, while the committee is elected, and students choose to run. Occasionally the Honor Committee will reach out to individuals and ask them to run. Often, the committee members filter up from support officers.
- IV. **Zakira Beasley, Coordinator, Festival of Cultures.** Zakira Beasley spoke about the 11th Annual [Festival of Cultures](#) on May 10, 2014, from 10 a.m. to 4 p.m. in Lee Park. The Festival of Cultures began in response to the influx of refugees and immigrants, with the goal of making them more visible to the community and exposing Charlottesville to their cultures.

Events include:

- a. A performance schedule
 - b. Resource agencies (the library, Shelter for Help in an Emergency, voter registration)
 - c. Activities for children (i.e. a passport that they can get stamped at various tents, then present at the end for a book of their choice).
 - d. International food and cooking demonstrations
- V. **Maria Chee, Director of Program Quality, School of Continuing and Professional Studies (SCPS).** Maria Chee presented her findings on the diversity of the School of Continuing and Professional Studies (SCPS). She credited Ashley Fleming with help creating the presentation. As the SCPS serves the adult population, the school demographics regarding age and gender are different from other UVa schools. SCPS has locations in Falls Church, Richmond, Newport News, Roanoke, Charlottesville, and Abingdon (both rural and metropolitan areas).
- a. Faculty and Staff Diversity
 - i. The faculty are not tenure-track, and are often part-time
 - ii. A lot of the women work in administrative positions
 - b. Students' Ethnicity
 - i. Mostly white, mostly women, mostly ages 31-45
 - ii. The most popular graduate category was k-12 education
 - iii. BIS degree-seekers are often middle-aged mothers who had to interrupt their schooling and are beginning again
 - c. Veterans

- i. There are a good number of veterans in their programs. SCPS is trying to work with other universities to offer services for veterans.
- d. Geographic Diversity: Dishner Rural Health Care Scholarship
 - i. Post-Bac, pre-med program
 - ii. Underserved and rural areas
 - iii. Low-interest and forgiven loans with scholarship funds
 - iv. High med school acceptance rate
- e. Socio-economic Diversity: Osher Reentry Scholarships
 - i. Based on financial need
 - ii. Students face a gap of five years between their first attempt at college and their entry into the BIS program
- f. Dr. Martin asked about the low diversity of faculty
 - i. Occasionally faculty are pulled from other schools at UVa
 - ii. SCPS is aware of the discrepancy, and is trying to correct it
- g. Rachel Spraker asked about the tuition waiver given to UVa employees
 - i. The waiver can't be used if the course is being taken for credit, the employee would have to use their \$2,000 education credit.
 - ii. It was suggested increased advertisement to faculty about the opportunity to take SCPS classes
- h. Mike Moxley was interested in the Post-Bac Program. Dr. Martin suggested Bob Powers as a contact.
- i. Kristin asked about faculty, staff, or students with self-disclosed disabilities, and Maria noted that she didn't have that data available. She remembered a low-vision student in the BIS a few years ago, and a few faculty and staff with temporary disabilities.

Meeting adjourned at 10:45.

Diversity Council Meeting
April 17, 2014
Newcomb Hall South Meeting Room

Present: Rayshon Tibbs, Adetra Thomas, Brian Gittens, Les Haughton, Charlotte Chapman, Kristin Morgan, Sheila Crane, Martha Ballenger, Phil Trella, Jalen Ross, George Mentore, Ashley Fleming, Rachel Spraker, Tabitha Enoch, Maria Chee, Jennifer Harmon, Peggy Dame, Scott Rheinheimer, Kelli Sauls, Marcus Martin, Gary Nimax, Carolyn Vallas, Adrian Harraway, Denise Karaoli, Julie Roa, Meghan Faulkner, Andrea Roberts, Gail Prince-Davis

Guests: Nicholas Duke, Ethan Long

I. Brief introductions by Diversity Council members and guests.

II. Announcements:

- a. Gary Nimax reminded the DC members about the [Festival of Cultures](#) to be held May 10, Lee Park, downtown Charlottesville. Gary brought posters for distribution.
- b. Scott Rheinheimer announced that the 6th annual Lavender Graduation ceremony that honors the achievements of graduating lesbian, gay, bisexual, transgender, queer, questioning, and ally students at the University of Virginia, will take place on May 16, 4 pm. Lavender cords for faculty and staff who identify in the LGBTQ and Ally community are available. Requests for the cords or to attend the ceremony can be found at this link: [Lavender Cord Requests](#)
- c. Tabitha Enoch announced the Donning of the Kente ceremony will take place May 17, 7:00 at the Paramount Theater, downtown Charlottesville.

III. Nick Duke, Director of Corporate & Foundation Relations/Office of Advancement Recruiting for Diversity and Inclusion spoke to the Council on the creation of a new Strategic Corporate Partner Program.

- a. Objectives and goals
 - i. Develop high-quality, pan-University collaborations with 8-12 Strategic corporate partners
 - ii. Create new resources and opportunities for faculty and students
 - iii. Build institutionalized relationship that is sustained over time.
 - iv. Become more strategic
 - v. Have sustained engagement with central point of contact
 - vi. Have a steady pipeline of job opportunities

- vii. Have coordinated, relationship.
- b. Impetus for the program
 - i. Need to identify new sources of funding for faculty and students
 - ii. Increased reliance by Industry on higher education for research, human capital, professional development
 - iii. Expectation of a rapid and comprehensive response
 - iv. Balanced focus on philanthropy and investment

A copy of the PDF document entitled “Recruiting for Diversity and Inclusion” is attached for feedback.

IV. **Sheila Crane - Associate Professor, Architectural History, School of Architecture provided an update on the School of Architecture Diversity.** School of Architecture is one of the smallest schools at UVA. There are 80 faculty and staff members housed in Campbell Hall. SARC is comprised of 4 disciplines: Architecture, Architectural History, Urban & Environmental Planning. Sheila discussed the gender and ethnicity make-up of undergraduates and graduates students and faculty and staff. The power point presentation is attached.

- a. Points addressed:
 - i. National declining enrollments in architecture & related fields since 2011
 - ii. UVA Architecture undergraduate student enrollment data from Fall 2009–Fall 2013 shows a decline
 - iii. UVA Architecture graduate student enrollment data Fall 2009–Fall 2013 shows a decline
- b. Current and ongoing initiatives:
 - i. Recruitment efforts
 - 1. student: admissions events, fall & spring graduate open houses
 - 2. faculty & staff: on-going challenges of recruitment & retention
 - ii. Student affinity groups
 - iii. The VORTEX – all-School design workshop
 - iv. Community design & research
 - v. Developing the pipeline

V. **Ethan Long, Executive Director, Virginia Institute of Autism.** The Virginia Institute of Autism (VIA) is a Charlottesville-based nonprofit organization founded in 1996. The

VIA mission is to help people overcome the challenges of autism through innovative, evidence-based programs in education, outreach and adult services. The VIA organization is structured to create centers of excellence with core services developed to meet the diverse needs of people with autism across their lifespans. The organization is committed to providing educational and clinical services regardless of consumers' race, national or ethnic origin, cultural heritage, religious or political beliefs.

- a. VIA currently provides the following programs in the following service areas:
 - i. Education – The James C. Hormel School is a year-round, day-school program licensed to serve 48 students diagnosed with autism spectrum disorder between the ages of 2 and 22. The James C. Hormel School provides students a comprehensive, state-of-the art education and clinical program designed to address the core symptoms of autism and related learning issues. A multidisciplinary faculty, consisting of experts in autism education and treatment, develop individualized education programs for each student. Each student receives daily one-to-one instruction from highly trained instructors. Students' parents and caregivers receive additional support and training to implement practices in the home. In addition, student families are supported by a licensed social worker who assists families with accessing additional support and community resources.
 - ii. Outreach – The Outpatient Behavioral Service pediatric program provides evidence-based behavioral therapies designed to address the continuum of needs exhibited by children and adolescents with autism spectrum disorder. Behavioral therapy is provided to clients in their homes, communities, and/or at a specialized clinic, depending upon the client's needs. Services are designed to address the core symptoms of autism spectrum disorder along with many of the associated challenges. In addition to individual therapy, the program provides social skill training groups, summer camps, parent and caregiver coaching, and a number of workshops/continuing education events to health care practitioners, educators and child care providers.
 - iii. Adult – The Viability Program and the Behavioral Consultation Service provide adults with autism spectrum disorder a variety of continuing education opportunities and behavioral supports. The Viability Program teaches adults with autism critical life skills, vocational abilities and healthy lifestyles to enhance their independence and quality of life. The Behavioral Consultation Service provides intensive, evidence-based assessment and treatment services to address behavior challenges and provide on-going therapeutic support. Highly-trained licensed staff utilizes person-centered planning

techniques with each client to ensure individual preferences and strengths are emphasized.

b. The Virginia Institute of Autism’s goal is to diversify our leadership, staff and volunteers to better represent the diverse populations of people with autism we serve. In addition, research shows racial and ethnic differences in the age that children are diagnosed with autism and begin therapy. VIA would like to better understand diverse community needs and begin to strategically plan how we can reverse the access to care gap. If community members would like to get involved:

- Tour facilities
- Learn more about community needs and the access to care gap
- Become a member of the Board and Advisory Committees
- Take advantage of research and internship opportunities

VIA’s current school population:

	VIA 2013 Outpatient	Day School
Black	6%	17%
Hispanic	8%	0%
Asian	8%	0%
Caucasian	76%	83%
Other	2%	0%

If you are interested in volunteering, becoming a board member or know someone who is interested, please contact Ethan at elong@viaschool.org.

Meeting adjourned at 11:00

Diversity Council Meeting
September 18, 2014
Newcomb Hall South Meeting Room

Present: Leslie walker, Jennifer Harmon, Maria Chee, Kellie Sauls, Greg Townsend, Zakiah Pierre, Veronica Ford, Sharon Davie, Rebecca Leonard, Tabitha Enoch, Sheri Winston, Adettra Thomas, Peggy Dame, Rachel Spraker, Tamara Sole, Kristin Nelson, Sarah Medley, Scott Rheinheimer, Christian Steinmetz, Susan Kools, Gary Nimax, Adrien Harraway, Vicki Gist, Michelle Sawwan, Rayshon Tibbs, Brian Gittens, Marcus Martin, George Mentore, Gail Prince-Davis

Guests: Shilpa Davé, Kerry Abrams, Tobiyah Morris and Ray Johnson

Introductions and welcome: Dr. Martin welcomed new and returning Diversity Council (DC) members.

I. Comments by Marcus Martin.

- a. Dr. Martin gave a brief overview of accomplished goals stemming from 2009-2010 Diversity Council Strategic Plan. The diversity data dashboard has been developed and will go live in November. The UVA Commitment to Diversity Statement was completed and now referred to on many U.Va websites including the president's page. UVA IDEA Fund was created in response to the recommendation to create funding support for inclusion, diversity, equity and access initiatives. Chief diversity officer positions although with carrying titles have been created in several schools within U.Va. LGBT and Disability Access subcommittees of the DC have been formed.
- b. The BOV Special Committee on Diversity has been renamed to the Diversity and Inclusion Committee and now considered a standing committee.
- c. New administrative hires/appointments at U.Va include - Pamela-Sutton Wallace (CEO of the U.Va. Medical Center), Roscoe Roberts (General Counsel at UVA), L.D. Britt (Board of Visitors), Dr. Susan Kools (Director of Inclusion, Diversity and Excellence, SON) and Greg Townsend – Associate Dean of Diversity in the SOM.

II. Rachel Spraker, Affirmative Action Specialist. Rachel presented about National Disability Employment Awareness Month initiatives through the EOP. She will send a PDF of more information via email at the beginning of October.

- a. One new EOP program is the Accessibility Ally program, which is an initiative to promote awareness and inclusion of people on Grounds with disabilities. It is planned to be a network of allies across Grounds. There is a narrated presentation available online. Stickers will be available to display as a statement of being an ally to people with disabilities. Melvin Mallory presented to the Disabilities Access Committee

about the initiative and received good feedback. Feedback was also solicited and considered from other community members. The program will launch in October.

- b. Another initiative is the development of a survey that will look to answer the question “Why do faculty and staff not identify as disabled at UVa?” Cornell issued a similar survey, which is being used as a basis for the UVa survey. Only 1% of faculty and staff have identified as disabled at UVa. This number is underreported based on the number of accommodations that are given at the University. This includes both the Academic and Health Systems. On October 31st, from 12pm-2pm there will be an EOP Open House where EOP Champions, (those who have worked to promote civil rights or inclusion), will be announced.
- c. Last year, an Employee Resource Group for Veterans was created. The group is already very active and will host events on September 22 and 23. On November 11, there will be an Aramark catered Veteran’s Day lunch. Similarly, Rachel mentioned that Jacqueline Daniel would like to start a Disabilities Employee Resource Group. She wants to know if there are people interested in participating so that there is a larger scale support group for people with disabilities at UVa. An initial networking event will be hosted to gauge interest. Marcus Martin suggested that Jackie contact Chris Krentz or Kristin Morgan from the Disabilities Access Committee for their help. He added that Employee Resources Groups act as support groups for the individual members. They provide a welcoming and mentoring environment. Due to emphasis on faculty retention in the Cornerstone Plan, there is much administrative support for the development of Employee Resource Groups.
- d. Rachel added that at Beacon College, which has disabilities-tailored curriculum, only 25% of students will reveal a disability because of fear of retribution, yet do much better academically when they do accept accommodations. Faculty and staff here at UVa may have a similar fear. Marcus added that the DAC has approached the Provost about the accommodation request process.

III. Jennifer Harmon, Tobiyah Morris and Ray Johnson provided University Library updates.

- a. Jennifer Harmon reported on the educational and awareness training initiatives of the University Library. Ray reported library diversity statistics. The statistics he discussed excludes libraries from the School of Law, Darden and Health Sciences. According to March 2014 data on full time faculty/staff, 39% of employees are male and 61 % female, which is similar to data from peer institutions. Over half of employees are over the age of 50 years and 28% have over 25 years of service at the University. It is important to look at this data to prepare for restructuring in the coming years as many employees will be retiring.

- b. Jennifer reported on recruitment and outreach. The library has reached out to local elementary schools with limited success. Many City schools are more focused on preparing for SOL's. The library has participated for several years in the 7th Grade Career Expo and has reached out to hundreds of students through the fair. The library has also participated in the 10th Grade Job Fair and Catec has recently had students show an interest in librarianship. The library has coordinated the Upward Bound Internship for eight years. This year, 10-12 students participated in the program and spent 5 weeks working at the UVa library. Interviews with students have shown that they had a positive view of both librarianship and the University in general after completing the program.
- c. For faculty/staff recruitment, the library is looking into how they advertise positions. University library faculty is encouraged to reach out to their professional networks. One way to do this has been to set up booths at conferences to let prospective employees know about vacancies. In the past, a Diversity Advisor sat in on search committees to provide accountability for reaching out to diverse candidates and to facilitate appropriate conversation/questions in interviews. The library has also encouraged internal growth by working to increase employees' skills and promoting from within.
- d. Tobiyah reported on education awareness programs. The library used to have a Multicultural Issues Committee, which is now Common Ground, which encourages each employee to have a stake in diversity issues. The library has had Step Up! training which combats bystander behavior. John Alexander facilitated a sustained dialogue and several library employees are co-facilitators for Dialogue Across UVa. The library coordinated a panel discussion with the Muslim Student Association. Each year the library hosts the Juneteenth Celebration, which celebrates the emancipation of slaves. If you're interested in partnering with Tobiyah, please contact her.

IV. Shilpa Davé, Assistant Dean, College of Arts and Sciences

- a. The fastest growing population in the United States is Asian Americans. The South has the second largest population of Asian Americans. Asian-Americans are 10% of the population at UVa, even though only 6% nationally. Each year, there are 2-5 graduating students with minors in Asian and American Studies, yet there is only one faculty member who teaches those courses, one newly graduated coordinator of student groups, and one assistant dean. Asian American students face their own particular set of challenges including stereotyping, the "model minority" myth, pressure to be smart, seen as a threat and not seen as needing help, separation from other minority groups, etc.
- b. Services that should be increased to benefit the Asian American population at UVa include increasing funding for cross-cultural programming, developing a multicultural center for all types of students to discuss issues, increasing CAPS counselors familiar with Asian American mental health issues, academic counseling and career counseling.

V. Kerry Abrams, Vice Provost for Faculty Affairs and Professor of Law

- a. According to the task force report, women's salaries are less at UVa. Kerry Abrams has developed a preliminary plan for how we will address this issue. The report summarized a 2.7% gap in salary between men and women across the University. Salary information for faculty on the non-tenured track was not reported. Kerry is planning to find a way to add that information to her report.
- b. Her first step is to meet with the deans of each school individually along with Provost Simon to see what initial adjustments can be made for certain individuals at each school. There may be a definite gender pay gap in some schools, but in other schools, there may be a diversity issue or a promotion problem. The 2.7% gap that was reported therefore may not necessarily be accurate after other components are taken into consideration. The plan is to meet with each dean annually to create sustainable change.
- c. Ms. Abrams will also look into whether or not there is a disproportionate amount of work required of men versus women, which may impede women from becoming published and therefore receiving promotions and salary increases. In addition, the task force report did not measure faculty performance. She will discuss with each the deans of the individual schools to discuss their formula for salary and promotion. She will also investigate how women allocate their time at UVa versus how men allocate theirs to determine what adjustments can be made by the University to better accommodate women faculty. For example, if women are disproportionately spending time with their children, how can we provide better day care services for them? Additionally, are women being mentored in the same way that men are mentored about salary and rank? Is there implicit bias? Are women under performing?
- d. Marcus added that Kerry Abrams will be invited to return to a Diversity Council meeting as the committee is very interested in the results of her findings. The committee is also willing to help her in her efforts. Rachel added that it is important to have an institutionalized system or expectation in place for those who establish salaries. Maria Chee added that A&P faculty should be included in the non-tenure report as well considering they do more work than their job title expectation.

Meeting adjourned at 10:55 AM

Diversity Council Meeting
Newcomb Hall, South Meeting Room
October 16, 2014, 9:00-11:00

Present: Valerie Gregory, Adrienne Harraway, Les Haughton, Michelle Sawwan, Maria Chee, Adettra Thomas, Phil Trella, Marcus Martin, Kristine Nelson, Greg Townsend, Jon Bowen, Jennifer Harmon, Scott Rheinheimer, Sheri Winston, Zakiah Pierre, Peggy Dame, Karen Ohen, Carolyn Vallas, Gail Prince-Davis

Guest: Joe Garofalo

- I. Introductions**
- II. Review of September minutes**
- III. Joe Garofalo, Associate Professor, Curry School of Education gave an update on the Faculty Senate:**
 - The Faculty Senate now has an office in Hotel E, thanks to the Colonnade Club and the administration.
 - The Faculty Senate is working closely with General Faculty Council. The GFC chair is now on the Faculty Senate Executive Council, and the Senate chair is now on the GFC. Both groups attend the OneUVA meetings. Also, we will be having a joint Jeffersonian Dinner on faculty governance on November 2
 - The Faculty Senate Collaboration, Communication, and Engagement Committee, the GFC, and Provost's Office, has planned a New Faculty Reception for November 5th.
 - The Salary Equity Study results are out, and the Senate invited Kerry Abrams to the Senate Meeting to report on the Provost's Office response to the findings and get faculty input on addressing and preventing salary equity issues.
 - Susan Davis and Nicole Eramo will be speaking at the Senate meet on UVA's sexual misconduct reporting and prevention efforts, including faculty responsibilities and training.
 - The Senate relationship with the administration is good. Senate chairs are invited to attend President's Cabinet meetings. We feel free to raise issues, and administration is open to discussing issues with us.
 - Faculty Senators are being appointed to many university-wide committees.
 - The Faculty Senate Policy Committee has been busy reviewing new and revised policies. We will post these in our Faculty Senate Newsletter.
 - The Faculty Senate Academic Affairs Committee has been very busy with many new program proposals.

- The Senate relationship with BOV is much improved since the summer of 2012. The Faculty Senate EXCO was invited to dinner with the BOV last year, and we will have another joint event this year. There are faculty consultants on several BOV committees, and we communicate with the Rector.

IV. Les Haughton, Director, Supplier Diversity gave an update of the Supplier Diversity

The University of Virginia is committed to be a leader in supplier diversity by developing sustainable relationships with small, women, and minority owned businesses.

SWaM Program

- Commonwealth sets 40% small business goal
- SBE: 250 or fewer employees, receipts less than \$10 million
- WBE: 51% owned by non-minority woman
- MBE: 51% owned by African American, Asian American, Hispanic American, Native America

Supplier Diversity Leadership

- Member of the National Minority Supplier Development Council (NMSDC)
- Three time winner of the “Soaring Eagle” award for the Top Public Sector Supplier Diversity Program in Virginia
- Active member of the Virginia Association of State College and University Purchasing Professionals (VASCUPP) SWaM Committee

Local Businesses

- Charlottesville Minority Business Network
- 18 Charlottesville SWaM firms meet quarterly
- Millennium Security, Jackson Cleaning, A & A Limousine, Toni B Design have been awarded multi-year contracts with Uva
- A & A Limousine awarded rising star by VASCUPP

Upcoming Challenges

- Governor McAuliffe Executive Order 20
- New state agency: Department of Small Business and Supplier Diversity
- National Minority Supplier Development Council

- Carolina Virginia Minority Supplier Development Council
- Economy

V. Adrien Harraway, Associate Athletic Director for Academic Affairs, Diversity in Athletics

The Institute for Diversity and Ethics in Sports (TIDES) devised a College Sport Racial and Gender Report Card (CSRGRC) in 2000. The CSRGRC is based on the following criteria:

- Grade calculation
- Based Federal affirmative action policy.
- Grades are issued in relation to the overall patterns of society.

*Approximately, 24% of the population being people of color.

- A= 24% or greater
- B= 12% or greater
- C=9% or greater
- D= 6% or greater
- F= Less than 6%
- Gender grades are based on the similar criteria.

Student Athlete Diversity

- Grade for ALL student-athlete population

Race: A- (36%)

Gender: B+ (47.1%)

Coach Diversity - Division I (Football Bowl Division (FBS))-125 schools

- Athletics Directors
 - Caucasian: 88% (110)
 - African-American: 9.6% (12)
 - Latinos: 0.8% (1)
 - Asian/Pacific Islanders: 1.6% (2)
 - Native American: 0.0% (0)
- Report card grade: B (12%)

Coach Diversity - Men's Basketball

- Report Card Grade:

Race: A (24.8%)

Gender: F (0.0%)

Coach Diversity Women's Basketball

- Report Card Grade:

Race: B+/A-

Gender: A

Conference Diversity

- Commissioner (Football Bowl Division (FBS))-11

- Caucasian: 100% (11)

Conference Diversity

- Commissioner (All Division 1)-30

- Caucasian: 97% (29)

- African-American: 0% (0)

- Latinos: 0% (0)

- Asian/Pacific Islanders: 3% (1)

- Native American: 0% (0)

- Women: 23% (7)

- Report Card Grade Division I Conference Commissioners

Race: F (3.3 %)

Gender: D+ (23.3 %)

Administrator Diversity- Division I (Football Bowl (FBS)) – 125 Schools

- Athletic Directors

- Caucasian: 79.2% (99)

- African-American: 9.6% (12)

- Latinos: 3.2% (4)

- Asian/Pacific Islanders: 1.6% (2)

- Native American: 0.8% (1)
- Women: 7.0% (7) (no women of color)
- Report Card Grade for ALL Division 1
 - Race: B (12.8%)
 - Gender: F (8.6%)

UVA Athletics

- Senior Staff (Ethnic Minority or Female)
 - Athletics Director
 - Executive Associate Athletics Director
 - Senior Associate Athletics Director/SWA
 - Associate Athletics Director for Programs
- Female Coaches
 - Women's Basketball
 - Women's Golf
 - Women's Field Hockey
 - Women's Lacrosse
- Minority coaches
 - Men's Football
 - Women's Field Hockey

VI. Gregory Townsend, Associate Dean of Diversity and Medical Education, SOM provided a discussion on Encouraging a Culture of Diversity in the UVA School of Medicine.

- Objectives:
 - Understand the significance of diversity in medical education in addressing health care disparities
 - Recognize and overcome challenges to having a culture that promotes diversity and inclusion in medical education
- Strategies:
 - Change admissions committee

- Focus on role of diversity
- Keys to success: Partnering in culture change, warm environment, approachable peers, mentorship, importance of human connection – nurturing, pipelines, recruitment, community involvement, holistic review; broad definition of diversity, diverse admissions Committee, strong and unyielding administration support
- The percentage of URM students increased from 6% in 2003 to 25% in 2013.

Diversity Council Meeting

Harrison Institute, Byrd/Morris Seminar Room

November 20, 2014, 9:00-11:00

Present: Scott Rheinheimer, Christian Steinmetz, Rebecca Leonard, Jack King, Marcus Martin, Leslie walker, Hector Amaya , Adetra Thomas, Gail Prince-Davis, Vicki Gist, Zakiah Pierre, Denise Karaoli, Kristin Morgan, Karen Ohen, Vendarryl Jenkins, Greg Townsend, Susan Kools, Maria Chee, Kristine Nelson, Brooke Coley, Jalen Ross, Gary Nimax, Tabitha Enoch, Kellie Sauls, Sheri Winston, Peggy Dame, Sharon Davie, Jennifer Harmon, Catherine Brighton, Michelle Sawwan, Carolyn Vallas, Chris Krentz, Kathleen O'Varanese

- I. Introductions**
- II. Review of October 16, 2014 Meeting Minutes**
- III. Karen Ohen, Associate Director of Admissions and Zakiah Pierre, Diversity Programs Coordinator gave an update on Diversity & Inclusion at the Darden School of Business:**
 - a. When we ask what are we doing to recruit, retain, and yield underrepresented students, we also ask where are our students coming from? What is important for them?
 - b. The number of students of color looking to enter business school has not increased nationally since 2003. (8%)
 - c. We look at admission applicants holistically, not just a test scores, but it is alarming that underrepresented students are not scoring competitively. These scores go back to discrepancies between ACT/SAT scores.
 - d. We look at what are the important factors that influence students' decision to apply to a particular school including academic reputation (school ranking), affordability, and teaching styles.
 - e. Many underrepresented students have different family responsibilities, which places more of a financial burden on the student. The Consortium offers an online application that allows students to apply to 18 different schools at a reduced application price. There are also other scholarship programs offered by Darden.
 - f. Darden sends a message to prospective students that the faculty is very supportive.
 - g. Average GMAT score for all students at Darden is a 703.
 - h. Committee members requested racial/ethnic breakdown data of students in Darden, since the presenters provided national data at this meeting.

- i. Committee members asked that data for Asian American and Native American students be also included if available
- j. Committee members asked/suggested that data for Asian American students at Darden be separate from Asian international students, not lumping them together because they are different categories such as cultural and socioeconomic. Lumping does not provide a clear picture.
- k. Students care that there are students like them and also students different than them in their program.
- l. Darden offers study abroad programs and messages to students that they will get a holistic education and a network of diverse individuals.
- m. Admission strategies include using a personal approach, such as make personal phone calls, which are very important for small minorities to feel supported and just as competitive as other students.
- n. Studies have shown that African American students who score a 600-650 on the GMAT have success at Darden.
- o. Next year, Darden Admissions will be partnering with other schools to recruit Native American students.
- p. Marcus announced that the Diversity Dashboard will be available on the Office for Diversity & Equity website. Data is broken down by each school and shows minority totals for undergraduates, graduates, faculty and staff.
- q. The office of student affairs works with Admissions to handle the diverse student experience and looks at research for student culture and curriculum diversity. Engaging with students is important to provide a positive student experience and academic support.
- r. Students are eligible for a full-tuition scholarship through the Consortium and eligible for other scholarships as well.
- s. Women make up 35% of the Darden School. There are many support systems in place for women including Graduate Women in Business and Forte. More data on female students will be sent to the committee.
- t. What pipelines exist to reach students before college, in high school or middle school? How can we improve those efforts?

IV. Hector Amaya, Associate Professor of Media Studies gave an update on Arts and Sciences Diversity Initiatives

- The College of Arts and Sciences is in a state of transition with the initiation of the new dean Ian Baucom. It is hard to tell what further diversity efforts will be made.

- The College is second only to the Med School in student size so it is a good depiction of the state of the University as a whole with regard to diversity.
- The College has aggressive diversity search training, but extra efforts haven't been made to expand searches further. That extra effort falls on the Chairs.
- With UVa Charge resources, specialists have conducted workshops and a theater group from American University reenacted a search group meeting through which audience members recognized their own inherent bias. There is a best practice idea tournament for recruiting women including monetary incentives to retain women faculty. The initiative is through the College, but other schools participate including Engineering.
- A new initiative using UVa Charge resources is the creation of a mandatory Equal Opportunity Coordinator for each department. Individuals who volunteer for this position will become part of a network of faculty involved in workshops. Since each search needs to have a minority faculty participate, which is taxing for faculty of color, the EOC's will increase their own knowledge while decreasing the work load of minority faculty. The position is for 2 years so that eventually the department will be populated with diversity advocates.

V. Scott Rheinheimer, Coordinator, LGBTQ Student Services and Center gave an update on the LGBTQ Student Services and Center

- Over 100 students checked the box on admissions application to receive more information about LGBTQ services and the Center.
- For the first time, the center had a table at the orientations resource fair. 150 students signed up to receive more information.
- The Center hosts 4 safe space trainings at the University each year plus many more for outside organizations. Over 250 people have been safe space trained.
- During the Love is Love campaign last spring, t-shirts were all distributed in two days. This spring the t-shirt order will be tripled to 3000. Extra t-shirts will be distributed to the community (high schools, business, etc) to permeate this message into the community.
- Business-based safe space training is in development for local businesses.
- The Speakers Bureau, which is a forum for students to tell their coming out story, has been adjusted to ensure more diverse stories are told.
- The Queer Film series will be partnering with the Virginia Film Festival.
- Many of the individual schools have strong LGBTQ student groups.
- Student interns are launching a magazine called Queer Anthology.

- The most recent Queer Health 101 (a series on LGBT related health issues) discussed trans health and had participants from the nursing school.

VI. Christopher Krentz and Marcus Martin, Co-Chairs, Disability Access Committee, and Kristin Morgan Disability Access Committee Staff, gave an update on the Disabilities Access Committee

- Lori Kressin has been newly appointed Coordinator for Academic Access and will focus on online academic accessibility.
- With Lori's help, the committee is working towards creating an institutionalized captioning system for all University videos.
- Currently, faculty with disability needs must request accommodations from their Chair, but some faculty may fear retribution. The policies working group has partnered with Kerry Abrams to adjust the policy for workplace accommodations.
- Kerry is developing a faculty guides program that will be piloted in the College. The faculty guides will be responsible for doing the leg work for faculty when dealing with policy issues.
- The policies working group has addressed accessibility issues due to construction.
- The online work group has reviewed accessibility standards at peer institutions and has made a list of recommendations based on accessibility of UVa webpages. The group has also researched captioning and created a case for captioning all UVa video.
- The student working group reestablished the liaison between SDAC and Admissions. They have contacted Education Abroad to meet about making study abroad more accessible. They've met with Res Life to address student concerns. They've discussed creating a Disability Cultural Center.
- The Academic working group is working to insert disability studies into academic conversations. Last spring they held a one day symposium that attracted 3 outside speakers and 9 faculty representing more than 10 different schools. There were 200 people in attendance. This fall, a Global Disability panel discussion was held which attracted 40 attendees. Contemporary disability studies focus on disability as an issue of human and civil rights, rather than from the traditionally medical perspective.
- The Academic working group is lobbying for a disability studies minor. Va Tech, Berkeley and Michigan have one. Many fields can contribute to disability studies.

Diversity Council Minutes 2015

Diversity Council Meeting
Newcomb Hall, South Meeting Room
February 19, 2015, 9:00-11:00

Present: Marcus Martin, Leslie Walker, Gail Prince-Davis, Carolyn Dillard, Les Haughton, Tamara Sole, Rachel Spraker, Greg Townsend, Phillip Trella, Maria Chee, Brooke Coley, Jalen Ross, Peggy Dame, Sharon Davie, Michelle Sawwan, Tobiyah Morris, Adettra Thomas, Kritine Nelson, Marc Guzman, Kellie Sauls,

Guests: Karen Inkelas, Keisha John, Julie Caruccio, Jaronda Miller, and Blaire Cholewa

- I. Introductions**
- II. Review of November 20, 2014 Meeting Minutes-Minutes reviewed with some suggested changes.**
- III. Karen Inkelas, Associate Professor, Director Center for Advanced Study of Teaching and Learning in Higher Education, *Assistance Needed for a Diversity Project:***
 - The Alcoa Corporation, a mining and manufactory of aluminum based in Pittsburgh, is one of the largest employers of UVA graduates
 - Alcoa provides support for the Engineering School through research scholarships for students to facilitate academic success and career readiness
 - They provide funding for merit-based scholarships; funding for the Technology Leaders Program in which students come up with solutions to a problem and present their conclusions to Alcoa; funding for development of a course (including equipment, etc., not salary) for first and second year students through McIntire to

encourage more students to major in Commerce; and the Young Women Leaders Program through Curry, which is a leadership program partnering college women and middle school students

- Karen and Blair Cholewa are working on a planning project grant and need help identifying existing programs or those in development that could use funding from Alcoa
- They are most interested in partnering with business and technical schools, although other disciplines are applicable, including medicine
- There are 3 components to the planning grant: 1) identify UVA program exemplars that help recruit/retain diverse students and provide them with knowledge and skills for work in a global economy; 2) showcase best practices in diversity programming through a mini-conference held on April 13, 2015; and 3) develop a rubric to fund programming in the future using the exemplar programs as a model
- We need help to identify UVA exemplars to recognize as part of the mini-conference and to begin a partnership with Alcoa
- To identify a program, please fill at the form given or send an email to Blair or Karen and they will conduct interviews with each program representative
- Alcoa is looking for programs that increase diversity within the United States in terms of race/ethnicity, gender, socioeconomic status, etc., not including international students
- Programs could be research-based, internships, etc.
- The grant continues through the end of the semester

IV. Julie Caruccio, Associate Dean of Students, *Community Engagement and Public Service*:

- 81% of students are involved in some type of public service, which is high compared to peer institutions. This number reflects undergraduate student activities, community-based research, one time volunteer event participation like 5k's, weekly commitment to Madison House volunteer programs, service learning courses, CIO service work, etc.
- UVA students produce 315,000 service hours each year, which translates to \$7 million in estimated worth
- Learning in Action: An ODOS initiative developed from the Commission on the Future of the University. Many students wanted a centralized public service unit, which was not feasible. Instead, this website was created to house all public service related information on Grounds.

- 80% of courses can be considered service learning in that they teach the systems in place that bring about the need for service.
- Higher education institutions have an obligation to teach about these systems and address the issues that give rise for the need for service.
- SIS is not equipped to flag certain courses as service learning. The Learning in Action website lists these courses instead.
- The website also lists major public service events that are offered throughout the year.
- According to data from 2014, students that encountered a situation in which their views conflicted with those of someone else and had to defend their viewpoint were twice as likely to do so outside of the classroom as opposed to inside the classroom
- Julie disseminates information about the website through a sign-up table at orientation, speaking to student groups, Facebook page, and by many other means
- The information on the website is curricular and co-curricular. People can submit events to the website when volunteers are needed. Anyone who would like to add a course to the website should email Julie.
- Project SERVE: This 3 hour service event for first year and transfer students is held annually during the first few weeks of classes. 300-600 new students are sent to the community to serve.
- Public Service Advisory Board: The board was started in January 2015 and is similar to the model of the Cultural Programming Board. The board provides funding for student programs. We have already received requests from a group of students who volunteer at CHS and one at Jouett Elementary.
- More importantly than providing funds, the board wants students to assess their service opportunities. Julie is applying for a Jefferson Trust grant to conduct a social network analysis. The goal is to educate students on how to appropriately engage with the community through service.
- Public Service Committee of Student Council: Julie works with the committee to find out from students what should be on the website and to facilitate activity with students. There is an effort to use the Carnegie Community Engagement criteria to evaluate our public service, which will be helpful for answering questions related to the SACS evaluation.
- Jefferson Public Citizens: Directed by the Center for Undergraduate Excellence, the program funds between 14 and 18 community-based research teams.
- City of Promise: Similar to the Harlem Children's Zone project, City of Promise is part of a planning grant of \$500,000 that Charlottesville received in 2011 to improve outcomes for youth. The program focuses on the Westhaven, 10th and Page, and Star Hill neighborhoods. They look at educational engagement, health, etc.

- One City of Promise program pairs UVA students with Burnley-Moran students for monthly arts activities. More students apply to the program than we can manage. It targets diverse 3rd and 5th graders to give them more exposure to the arts before they decide (in 5th grade) which art elective to take. Each event provides the children with a meal since they are often food insecure. Often, the programs are held on Grounds so that the children feel comfortable here. This program provides a model for how to engage students with the community.
- Other projects include the STEAM Lab, Westhaven after school program and Westhaven community garden.
- Trainings on Public Service and leadership are offered by Julie to: L2K, Leadership on the Lawn, OAAA Peer Advisors, Madison House, Blueprint, and University Guide Service.
- Trainings focus on how to steward UVA privilege and understanding the history between UVA and the Charlottesville community.
- The philosophy on citizen leadership is based on the concept of “doing with” rather than “doing for”.
- An institutional definition of Public Service does not exist at UVA.
- In 2009, we tried to apply for the Carnegie Community Engagement award, but UVA does not have the necessary institutional data regarding public service.
- Each architecture, nursing and medical student has a community-based learning component to their curriculum. Students in all schools should be able to take 1, 2 or 3 community engagement courses if they would like to.
- P&T needs to be changed so that public service can be reflected on faculty’s annual report. Younger faculty, women faculty, and faculty of color are more likely to care about this type of scholarship.
- Sharon Davie added that every course taught through the Women’s Center has a community-based component.

V. Keisha John, Director of Diversity Programs in the Office of Graduate Studies and Postdoctoral Affairs, *Introduction/new role:*

- After Cheryl Apprey retired about a year ago, the office focused on reorganizing and assessing needs.
- The office provides support for over 300 postdoctoral associates and fellows, but no diversity programming had been put in place for them.

- Keisha received her PhD in biology from Cold Spring Harbor in New York. Before joining UVA, she was the Assistant Dean for the Graduate School at Florida State University. She also began an Office of Postdoctoral Affairs at Florida State.
- Keisha has met with different individuals on Grounds within different schools to help identify where there are gaps. She is currently learning about where her services are most needed.
- If you have any suggestions, thoughts or ideas for Keisha, please contact her.
- The graduate affairs and student affairs committees of student council would be good resources to meet with Keisha.
- The annual dinner for graduate students of color will be held April 10, 2015.

Diversity Council Meeting
Newcomb Hall, Kaleidoscope Room
March 19, 2015, 9:00-11:00

Present: Marcus Martin, Leslie Walker, Gail Prince-Davis, Brooke Coley, Robert Glantz, Jack King, Michelle Packer, Susan Kools, Rebecca Leonard, Valerie Gregory, Maria Chee, Sharon Davie, Adetra Thomas, Keisha John, Jalen Ross, Kristin Morgan, Tabitha Enoch, Marc Guzman, Kellie Sauls, Phillip Trella, Kristine Nelson, Michelle Sawwan, Jennifer Harmon, Carolyn Vallas, Karen Ohen, Jaronda Miller, Peggy Dame, Meghan Faulkner, Scott Rheinheimer

Guests: Karin Evans, Andrea Iglesias, Karin Evans, Thomas Pilnik, Jackie Restrepo, Franco Villar, Justin Trinidad

- I. Introductions**
- II. Review of February 19, 2015 Meeting Minutes-Minutes reviewed.**
- III. Marcus Martin provided an update of the incident that took place UVA Corner March 18, 2015.**
- IV. Andrea Iglesias, CAPS Assistant Director for Outreach and Liaison Programming, Introduction/new role:**
 - Andrea joined U.Va. in her new position earlier this year. Her last position was at the University of Colorado Boulder.
 - Vision for CAPS is to expand beyond crisis/clinical to help with community issues, consultation on policies, inclusive classrooms, and expand outreach.
 - CAPS has developed Hoo's Talking, which are one hour drop-in satellite sites near residence halls, which may feel like safer spaces for students.
 - Students normally call and sign up for a phone screening, but students in a crisis can walk in without a call to minimize wait. Andrea is on-call every Thursday from 8am-12:30pm.
 - While at the University of Colorado, Andrea facilitated diversity and inclusion training. She conducted 50-60 trainings which discussed issues like implicit bias at the institutional level.
 - Students in a crisis can be seen same day. Standard intakes wait about 2 weeks to be seen in person and often are provided with outside referrals.
 - Students often minimize their experiences, so it is helpful to have input from faculty/staff who are familiar with their situation.
 - Workshops from CAPS can be tailored to specific needs of your department.
 - Referrals are given to and from CAPS to trauma counselors at the Women's Center.

- Maria mentioned that adult part-time students at the School of Continuing and Professional Studies are not eligible for CAPS services. She asked if she could tell her students to go to the Women's Center if they need to.

V. Thomas Pilnik, Jackie Restrepo, Franco Villar and Justin Trinidad - Undergraduate Students, *Multicultural Student Center Initiative*

- The goal of the multicultural student center initiative is to create a central, safe space where students can promote multiculturalism.
- A town hall meeting was held last semester to gather student interest and create a vision for the project.
- The group consists of 40 students divided into five committees.
- They currently have a faculty advisory group and a student focus group. They are interested in feedback and different perspectives.
- The vision has three main components.
- First, to create a solid safe space for students of different backgrounds/ethnicities, since currently students feel that their differences are not appreciated, but rather seen as social barriers, and feel that U.Va. is place for white kids. First generation immigrant students particularly identify with their ethnicity and culture. In this space, differences can be embraced, students can find their niche, and the presence of faculty/staff will contribute to a safer and more welcoming environment.
- Second, to create a collaborative/innovative work space. It would not be limited to ethnic groups and would include students with disabilities. It would be similar to student activity centers. Students could work with different groups to bounce ideas off of each other and share strategies for overcoming barriers.
- Third, to create a centralization of resources where students could easily reach out to faculty/staff. It would not serve as a solution to diversity and inclusion issues, but would be a central source for dialog about issues.
- The five student committees are working to create a proposal to be submitted this fall and include: PR, Alumni Relations, Design, Marketing, and Research.
- The research committee, chaired by Tom, meets each week. Each member is assigned a few schools that already have multicultural centers to gather information about how they function. The majority of AAU schools have multicultural centers. A few students went to different schools and visited their centers.
- The PR committee strives to keep students informed about events related to the initiative.
- The marketing committee, chaired by Justin, is working to create a logo that promotes multiculturalism. Their goal is to keep students interested and informed.

- The design committee, chaired by Jackie, is working on what the space will look like within and will present different options to be used in the proposal.
- The alumni relations committee, chaired by Franco, sees alumni as an invaluable resource that could provide perpetual support through the process. The committee plans to reach out to student alumni groups and send them progress reports with opportunity for feedback.
- The space will be a resource center with offices for Michelle Sawwan and Scott Rheinheimer.
- The council suggested that the students reach out to the U.Va. IDEA fund, research the history of multicultural center initiatives at U.Va., and look into plans for new buildings that may have available space.

VI. Karin Evans, Executive Director of the Bicentennial, *UVA Bicentennial*

- The Bicentennial will launch on October 6, 2017, which is the date the first cornerstone was laid. The celebration will continue for eight years. The public campaign will begin July 1, 2019 and will lead to a grand celebration in March of 2025.
- The Bicentennial will celebrate U.Va.'s scholarship and history. It is at the beginning stages and suggestions are welcome for things that should be incorporated.
- Dr. Martin suggested collaboration with the President's Commission on Slavery and the University.
- Research will be done on milestone celebrations at U.Va. and other institutions.
- Carolyn suggested celebrating the first African American and female student milestones. Michelle suggested that the celebration should demonstrate that we're one university. The celebration should plant seeds in younger children to change the perception of U.Va.'s history. There is currently a scholarship in place for a local African American student. The intention is for the scholarship to be given to a descendent of a slave. Maria will send Karin a document with historical U.Va. milestones. Scott suggested including information about the oldest LGBT center.
- A planning commission will be formed this spring and begin work in the fall.
- A website will be created where you can submit ideas for the celebration.

VII. Announcements

- a. Charlottesville Festival of Cultures
- b. 6th Annual John T. Casteen III Diversity Equity and Inclusion Leadership Award
- c. LGBTQ Center Internships

Diversity Council Meeting
Newcomb Hall, Kaleidoscope Room
April 16, 2015, 9:00-11:00

Present: Marcus Martin, Leslie Walker, Gail Prince-Davis, Susan Kools, Maria Chee, Sharon Davie, Kristin Morgan, Marc Guzman, Kellie Sauls, Phillip Trella, Michelle Sawwan, Jennifer Harmon, Scott Rheinheimer, Bob Diamond, Abraham Axler, Jon Bowen, Les Haughton, Tabitha Enoch, Carolyn Dillard, Adrienne Harraway, Adettra Thomas, Michael Blakey

Guests: Gertrude Fraser, Pam Norris, Donna Kauffman, Andrus Ashoo

- I. Introductions**
- II. Review of March 19, 2015 Meeting Minutes-Minutes reviewed.**
- III. Bob Diamond – Director & Clinical Psychologist, *Student Disability Access Center (SDAC) update:***
 - SDAC/LNEC’s last update to the Diversity Council was 2012. Since then the name changed from Learning Needs and Evaluation Center to Student Disability Access Center.
 - In 2012, SDAC served 496 students, which at the time was 3.4% of the undergraduate population. In 2014, SDAC served 615 students or roughly 4% of the undergraduate population, which is a 24% increase in numbers. We are still serving below the estimated 7.5% of disabilities students at four-year institutions.
 - SDAC has been sending representatives to talk with students in high schools, meeting with accepted students as part of our outreach, attending each orientation/welcoming event where we invite students for a consultation and discuss the pros and cons of disclosure.
 - Each SDAC team member is on at least one University committee, council or taskforce as part of our outreach.
 - Offers presentation on disabilities services to individual groups and schools.
 - Commitment to participate in as many student-focused events as we can to reach our goal of normalizing disability and to be more visible. Goal is to increase awareness of disability as a diversity issue and put a friendly face on disability.
 - Current initiative is to choose a new data base system. Moving to a social model of disability rather than a medical model.
 - Currently using an electronic health record system. We have support from the student health director to renew our systems.

- In fall 2014, SDAC opened a dedicated academic testing center. Our service numbers have increased every year and this year we will have proctored a record of over 1000 exams.
- Currently interviewing for an academic testing coordinator.
- The note taking assistance program has improved allowing volunteers to use Collab to share their notes with students freeing staff member's to interact with students.
- The Assistive Technology Coordinator moved from half time to fulltime. This has increased tech support for students. The coordinator is exploring more efficient universal design procedures that will be available to all students.
- Moving away from the doctor/evaluation focus with documentation to shift to a focus on access. Exploring options for provisional accommodations.
- SDAC has secured a gift through Margaret Grundy in Student Affairs.

IV. Gertrude Fraser and Pam Norris – Co PI's U.Va. CHARGE, U.Va. CHARGE update:

- The U.Va. CHARGE institutional transformation grant is focused on Science, Technology, Engineering and Math (STEM) and Social and Behavioral Sciences (SBS) faculty women.
- CHARGE is a five-year, 3.5 million dollar grant.
- There is a gap between the goals of the institution and the reality of women faculty numbers.
- In 2010, 13.7% of all STEM/SBS faculty were women. In 2013, 18.6% of all STEM/SBS faculty were women.
- Through surveys and focus groups, we have found that women faculty felt unrecognized and isolated; that gendered traditions were protected as normative behavior.
- In 2007, U.Va. ranked 52 out of 61 peer institutions in percentage of women faculty. In 2013, U.Va. ranked 47 out of 60 in percentage of women faculty.
- The first goal of the grant is Departmental Diversity; to create a positive environment for all faculty with a focus on women. This is implemented through structured dialogues, training for chairs and deans, P&T policy review, mentoring, and the creation of advocates and allies.
- The second goal is Recruitment and Hiring; to increase the gender diversity of STEM/SBS departments through equity consultants, academic search portal, faculty search seminars, and candidate meetings.

- The third goal is a Tournament of Ideas; to generate grassroots ideas related to solving equity issues.
- The fourth goal is establishment of Enhancement Grants for women faculty which support hiring, recruiting, retention and professional development.
- The fifth goal is Voices and Visibility; to increase a sense of belonging for STEM/SBS women faculty among their departments.
- A survey indicated that 55% of female faculty and 60% of female students have concerns about safety. Forty percent of female faculty and 42% of female students felt the Grounds were too dark.
- If female faculty and students feel unsafe, they are less likely to use public spaces like labs. More lights have been added to Grounds and research is building to measure the impact of these extra lights.
- The Academic Search Portal includes interactive content about implicit bias, dual careers, etc.
- Faculty Search Seminars are open to all faculty. Of respondents surveyed, 78% believed the seminar would help their search.
- Enhancement Grants provide up to \$5,000 for career development and advancement of women STEM/SBS faculty. Women who have received the grants have stated that they feel more valued and visible by the institution because of the grants.
- Oral histories of STEM/SBS women faculty have been taken about their careers. The results show that their risk taking and exploration drive their commitment to science.
- Equity consultants were implemented in 14 searches within 7 departments. The College will have a faculty equity consultant for each search committee.
- The 2014 focus for the Tournament of Ideas was dual careers.
- Through structured dialogues, we have found that some faculty find discussions about department culture to be difficult and highly political.
- A photography exhibit will be created to show photos of women STEM/SBS faculty.
- We have had less women applicants than the pool in the PhD/postdoc pipeline. The postdoc pipeline is 33% women while the applicant pool was only 27% women.
- Data will be provided to every department regarding pipeline demographics.
- Future plans include partnering with multiple offices to institutionalize the work of the grant.

V. Donna Kauffman – Recruitment Manager, *Human Resources Diversity Recruitment Efforts*:

- Due to time constraints, Donna will present next session.

VI. Abraham Axler – UVA Undergraduate Student, *Student Council*:

- The diversity of student council is almost identical to that of U.Va. undergraduates.
- Student Council wants to engage more diverse students.
- Abe has emailed students different cultural groups on Grounds to encourage them to participate. He hopes to send University-wide emails to reach graduate students and other students who are not represented on Student Council.
- 2014-2015 Student Demographic is attached. Abe did not have time to review this data during the meeting.

VII. Marcus Martin announced Sharon Davie’s retirement from UVA. Sharon served in many roles including the following:

- Founder and Director, Women’s Center, 1989-2015
- Director, Women’s Studies Program, 1980-1989
- Lecturer, Department of English, 1978-1989

Diversity Council Meeting
Thursday May 21, 2015
Newcomb Hall Kaleidoscope Room

Present: Susan Kools, Brian Gittens, Bob Diamond, Tonia Duncan-Rivers,, Vicki Gist, Kristine Nelson, Rayshon Tibbs, Emma Candelier, Adrien Harraway, Greg Townsend, Keisha John, Leslie Haughton, Michelle Sawwan, Peggy Dame, Phil Trella, Gary Nimax, Willie Williams, Maria Chee, Jennifer Harmon, Donna Kauffman, Jaronda Miller, Marcus Martin, Leslie Walker and Gail Prince-Davis

I. Introductions

II. Review of April 16, minutes. Minutes were reviewed without changes.

III. Announcements: Marcus Martin

- a. Dr. Martin announced that the Black Faculty and Staff ERG held an award luncheon May 20. One recipient received the Armstead Robinson Faculty Award and another recipient received the Lincoln V. Lewis Staff Award.
- b. Dr. Martin mentioned that there has been a decline in Black faculty recruitment and retention at the University of Virginia. A letter and a table indicating the current African American faculty status was sent to all deans this past April. Dr. Martin mentioned that one of the University's goals as stated in the Cornerstone Plan is to assemble and support a distinguishing faculty. To achieve that we must broaden the pool of high-quality potential prospects and diversify. During the next 5 years there will be an opportunity to hire more African American faculty. A copy of the charts shared with all deans is attached. Dr. Martin will report to the Diversity Council with updates in the future.

IV. Susan Kools – Professor, School of Nursing, *What is the Big IDEA: Dean's Initiative on Inclusion, Diversity and Excellence Achievement*

Susan reported that Dean Fontaine gave the School of Nursing (SON) a C- to D+ on diversity efforts in the school. When Dean Fontaine came to UVA 7 years ago, she staked her leadership on three priorities: Interprofessional Education, Healthy Work Environment, and Diversity. This is her three-pronged approach to *excellence* in the SON at UVA. Significant gains have been made in the first two areas, but diversity has been elusive.

Student Race/Ethnicity:

The School of Nursing is dominated by a white population of students. Total student body is 75% white. The SON largest minority population is African American (AA) at 8%; US population = AA 13%, Multi 7%; As/Pa 6%; His 2%; Ha/Pa <1%, Na <1%, Un 3%.

Doctoral programs – 10-15% AAs, but negligible other URMs

Student Gender

91% Women, 9% men

Faculty Race/Ethnicity

Of 63 full-time (FT) faculty, 6 are African American, 2 Asian American, 1 identifies as multiracial and 57 are white. 14% minority, About 10% URM.

Staff Race/Ethnicity

Of 37 FT staff, 5 are African American and 2 are Asian American; that is 19% minority and 14% URM.

During the past year Susan has been involved in cultural assessment in the SON by meeting, listening, observing, thinking and getting a sense of the culture here and our strengths and limitations in inclusivity.

What areas need improvement? Superficial Diversity Efforts, Lack of Representation, Stereotypical Portrayals, Feelings of Exclusion

Given this cultural and climate assessment, the Dean's Diversity Initiative is taking shape in the way of a big IDEA: the **I**nclusion, **D**iversity and **E**xcellence Achievement Initiative.

A broader perspective on diversity—Value diversity in its richness – gender, race, ethnicity, sexual orientation, gender identity, physical ability, socioeconomic status, spirituality. It also encompasses the breadth of individual ideas, perspectives and life experiences. Promoting a culture of inclusivity and respect makes a place for excellence and understanding to happen.

Overarching goal:

The overarching goal of IDEA is to contribute to the building of a dynamic nursing workforce and leadership that are diverse, sustainable, and meet the needs of local regions and our global community, of which we are a part.

V. Donna Kauffman –University Human Resources Recruitment Manager

Human Resources Diversity Recruitment Efforts

Donna provided a power point presentation (attached) which identified 4 focused demographics: minorities, females, veterans, individuals with disabilities. Donna provided a list of resources and collaborations within the University of Virginia, the Charlottesville community and statewide to recruit diverse staff. Additionally, Donna provided information on HR recruitment efforts through courses, training, workshops, job fairs, websites, listservs and advertising.

Meeting adjourned at 11:00.

Diversity Council Meeting
Wednesday October 28, 2015
Harrison Institute Byrd Seminar Room (318/318A)

Present: Sheri Winston, Caitlin Murtaugh, Maria Chee, Vicki Gist, Les Haughton, Rachel Spraker, Willie Williams, Adrien Harraway, Tabitha Enoch, Kerry Abrams, Carolyn Vallas, Bob Diamond, Brian Gittens, Susan Kools, Keisha John, Marcus Martin, Leslie Walker, Kellie Sauls, Kristin Morgan, Meghan Faulkner, Jennifer Harmon, Jaronda Miller, Gail Prince-Davis

Guest: Tom Katsouleas, Executive Vice President and Provost

I. Introductions

II. Faculty Recruitment Plan – Provost Tom Katsouleas

Marcus Martin shared an article from UVA Today titled “Faculty Plan Puts a Premium on Hiring Top Multidisciplinary Scholars.”

1. Tom Katsouleas shared three priorities for this year. His first priority is moving the needle on diversity. The dean of each school will provide a diversity plan for the school and with input from the school by the end of the year.
2. His second priority is a university-wide charrette. This charrette will be a design exercise aimed at developing an environment and culture at U.Va. that is welcome, diverse, safe, and inclusive. The charrette will be an all-day event including a discussion of the state of the University and brainstorming in groups with the goal of presenting 3-5 action items. In addition to faculty, students, and staff, the event will also bring together police officers, firemen, members of the media, parents, and BOV members.
3. His third priority is faculty recruitment/retention. Diverse students will benefit from mentoring provided by diverse faculty. This year, there is a push for hiring 55-70 Black faculty, target of opportunity hires, and cluster hires.

III. UVA Charge Update – Vice Provost Kerry Abrams

As Chair of the Internal Advisory Board to UVA Charge, Kerry Abrams is working to institutionalize the work of the UVA Charge grant.

1. One project that the grant worked on was the Academic Search Portal, which is a resource to help run more inclusive/diverse searches. The Academic Search Portal will be moved to the Provost Office website when the grant is over. The plan is to link it to Collab.

2. The Faculty Search Seminar that is held each fall will be planned by a committee outside of UVA Charge next year. Kerry Abrams is working with UVA Charge to find out why certain decisions were made during the planning process.
3. The grant has also focused on Dual Career Hiring. They planned a tournament of ideas to solve the dual career hiring problem. The winning idea evolved around telecommuting. There is already space in the research park allocated for telecommuters that is not being used. This space will be available as needed.
4. The grant also conducted a lighting study in response to a survey showing that women were less likely to feel safe going to their labs at night than men. As a result, trees were cut back and more lighting was added on pathways to labs. Data collected from card swipe usage is being collected and will be studied.
5. Demographic Data Sheets were created that show the demographics of the pool of post-docs in certain fields compared to the state of the department. They also include demographic information on peer institution departments. The data has been expanded from just STEM/SB departments to the College. It will be expanded again next year.
6. As a result of the Faculty Equity Study, 100 equity adjustments were made. A 2.7% equity gap was found in the study originally. Due to the issue of compression, salary adjustments were made to both men and women. They continue to study what causes the differences in salary. For example, all labs were measured to see if there is a difference in lab size between men and women. No significant differences were found. They are currently studying gender bias in course evaluation questions.

IV. Announcements

1. Flyers and stickers were distributed for Diversity Dialogues.
2. Flyers were distributed for Black Stories at UVA Wikipedia Edit-A-Thon.
3. Marcus Martin updated the group on the success of the Gibbons House Reception.

Meeting adjourned at 4:00.

Diversity Council Meeting
December 10, 2015
Newcomb Hall Kaleidoscope Room

Present: Susan Kools, Jaronda Miller –Bryant, Adetra Thomas, Leslie Walker, Marcus Martin, Gail Prince-Davis, Tonia Duncan-Rivers, Phil Trella, Peggy Dame, Keisha John, Tabitha Enoch, Vicki Gist, Ben Raske, Sheri Winston, Gary Nimax, Maria Chee, Jennifer Harmon, Carolyn Vallas, Kellie Sauls

Guests: Sarah S. Robinson and Lois Myers

I. Introductions

II. Announcement

Dr. Martin shared a graph from a FiveThirtyEight article *What Do Student Protestors Want*. The article discussed the most common demands at 51 schools with student protests. Number one on the list was increase diversity of professors followed by require diversity training. The full article can be found at this link: <http://fivethirtyeight.com/features/here-are-the-demands-from-students-protesting-racism-at-51-colleges/>. Dr. Martin shared that he recently made comments during a BOV meeting indicating that there is an opportunity at UVA for a wave of faculty hiring. Additionally he mentioned to the BOV that our aspiration should be to double minority faculty. There are hiring opportunities for 105 new tenured and tenure track faculty each of the next five years, an additional 20 new faculty each year to accommodate enrollment growth, and target of opportunity searches for 11 highly sought after top scholars and researchers. These figures don't include hiring of non-tenure-track faculty, which is additional.

The second demand from students regards diversity training. Dr. Martin mentioned the [Diversity Dialogues](#) that were held November 5 and 6, 2015. He indicated that Kristin Morgan is on a project team for the HR Cornerstone Program working on institutionalizing diversity training (alias diversity dialogues).

III. The Student Experience in the Research University (SERU) Survey – Lois Myers and Sarah S. Robinson, Office of Institutional Assessment and Studies

A. Survey Overview

1. All undergraduate students are invited to complete the SERU each spring. Data are currently available for years 2012-2015. The 2016 administration will begin in February. Response rates are ~30%.
2. A core module of questions are presented to every respondent. One of four additional modules of questions is randomly assigned to each respondent. One of the additional

modules is designed by and for UVA only. Two dozen research institutions participate in the SERU, which allows for peer comparison.

3. Climate for Diversity Questions can be found in the Core and in the Student Development module. Further questions can be added to the UVA-specific module.
4. Some results from the climate for diversity questions from 2015 are found in the attached Powerpoint presentation.

B. Survey modification requested

1. Diversity dialogue training question
2. Gender identity question
3. How prepared are your faculty to teach in a diverse and multicultural community?
4. How supportive are your faculty of you as a person? How supportive are your peers of you as a person?
5. When discriminatory incidents happen at UVA, how responsive are: administrative leaders, faculty, fellow students?
6. I have had opportunities to engage in positive interactions at the University with students from other ethnic/cultural backgrounds
7. There is sufficient opportunity provided by the University to interact outside of classroom with students from other ethnic/cultural backgrounds.

C. Council members requested further analysis of data collected 2012-2013 and 2013-2014 including a breakdown of answered based on race and sexual orientation.

IV. Proposal: DC Small Working Groups - Keisha John, Office of Graduate and Postdoctoral Affairs

Keisha John shared an idea to establish small groups to continue discussions from the council; share best practices and compare notes; and problem solve individual challenges that may not rise to the level of the council.

The group in attendance was receptive. Some requested topical groups, while others would like groups with people they may or may not know. A group formation meeting will be held in January to allow for interested individuals to form groups based on their needs.

Meeting adjourned at 10:00 AM.