

AY 2020-2021 IE Award Recipient List

IE Award Proposal Title	Summary
UVA Wise Inclusive Excellence Initiation*	Partnering with the UVA Center for Teaching Excellence; faculty serving on a key curriculum committee participated in a CTE-led development session on developing inclusive curriculum and courses. The 11-member faculty cohort will continue to serve as peer-to-peer advisors for other faculty on their own courses and serve on the committee reviewing the liberal arts core for the College that is slated for update consistent with the Chancellor approved IE plan which seeks to create a DEI path in the core curriculum. The IE Award funded basic program costs for the CTE-led development sessions and a stipend for 11 participating faculty to serve as peer-to-peer mentors for other faculty in their areas of the College at Wise.
Commerce Cohort 2024 Retreat	This proposal supported a cohort retreat for Comm Students who were not able to participate the prior year due to the pandemic. This IE Award program was selected as it contributed to climate and intergroup relations and additional funding partnerships were identified in addition to the IE Award to offer the program.
Building a Sustainable and Engaging BIPOC Alumni and Friends Network*	This funded award supported a key effort identified in the SEHD's completed IE plan. The effort was identified has having potential to be a best-in-class model for other schools and UVA more broadly seeking to engage alumni in ongoing DEI work of the school and institution. The project remains ongoing and is a collaboration with the School's and University's Foundation Offices, UVA's Alumni Association and consists in part of developing a communications plan to reach out to alumni and friends supportive of the work in EHD. While the effort will focus on BIPOC alumni, it will be open to alumni committed to community building and focused on a just, equitable, and inclusive education.
UVA Finance Racial Equity Training*	UVA Finance partnered with Racial Equity Group on a series of leadership trainings that supported the area's IE plan development and building racial equity capacity for their leadership. The funded award supported making the sessions available for all their staff in addition to their managers. The activity directly contributes to capacity building for sustaining and achieving the areas IE goals, the activity has been identified as a model for other areas.

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Educating First-Years on UVA’s History of Slavery and their Positionality on Grounds	Led by a student group called History of Enslaved African American Laborers (HEAAL) this request reflects an ongoing academic partnership with the Vice Provost for Academic Outreach. This partnership among HEAAL, University Guides, and Housing and Residence life encouraged first-years to participate in custom tours and follow-up discussions as part of their first-year residence hall programming. The IE Award supported University guide time and time for delivering custom follow-up sessions after the tour as a pilot.
UVA Memorial Bench Initiative	This initiative was selected as an effort contributing to BOV endorsed actions for racial equity. Specifically, priorities identified in terms of making UVA welcoming and contributing to President Ryan’s goal of growing a more inclusive base of memorialization at UVA. The benches program works with each school in seeking to memorialize or otherwise honor the contributions of a BIPOC or other marginalized UVA community member. The physical bench construction is intended to be coupled with digital learning. This IE Award builds on partnerships with the UVA Parent’s Fund.
Procurement and Supplier Diversity Training*	Supplier Diversity proposed an educational program that aligns with their IE plan goals for the areas of Infrastructure + Investment as well as Community Partnerships. The proposal included the development of internal training as well as customized sessions using a SWAM vendor to develop and deliver materials for sessions with local vendors to help their proposals be more successful and increase purchasing and other service awards with the University. This goal also aligns with key initiatives of the 2030 plan for the University.
FIRST Mentorship+	This student-led effort was identified as a key element of the SEHD IE plan. The program includes conversations with community, building for sustainable cohorts, mentor development and a research component. Programming developed will be focused on local K-12 students and families and support First Generation and Low-Income students. Efforts will be coordinated and directed by EHD-ODEI staff while being primarily student-run. The effort is aligned with IE goals as it supports access, success, and community partnerships.

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University Library EDI-Anti-Racist Leadership Development Program*	This IE Award program directly supports the Library IE plan goal around education. Through this virtual training and consultation series, Library leadership and managers developed individual and collective capacity as leaders to lead transformational change. The development program was led by an equity and justice consultant.
Bias Awareness at Facilities Management*	FM has developed a series of sessions led by researchers from Project Implicit. The program to date had been limited to managers and the IE Award allowed for expansion to all staff. The award was matched with financial commitments from the FM CFO and the Development team. The content of the program developed is being considered as a model for ongoing learning engagements with UVA staff.

*Denotes a submission by an individual who was the primary point of contact for the area for inclusive excellence planning

+Denotes a submission with an endorsement listed with a primary point of contact for the area for inclusive excellence planning.

Acknowledgment

The UVA Division for Diversity, Equity, and Inclusion recognizes the exemplary service of the inaugural IE Award program review committee which included:

- Dr. Jasmine Crenshaw, Director of Diversity Programs in the UVA Office of Graduate and Postdoctoral Affairs
- Dr. Tim Raines, UVA Alum and Associate Director for Undergraduate Research at Emory University
- Katrina Spencer, UVA Librarian for African American and African Studies
- Ilyas Saltani, UVA Undergraduate Student