

**Diversity Council**  
Meeting Minutes  
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, Adettra 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

1. **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](http://www.askbigquestions.org)
    - ix. Groups can be facilitated among faculty and staff groups – Rabbi Rubin is trained facilitator.
2. **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.

**3. 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.

**4. Announcements**

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