

Diversity Council Minutes
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, Adettra Thomas

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

ODE Staff: Meghan Faulkner, Marcus Martin

1. **March Minutes Review** – No comments
2. **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.
3. **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.