

Diversity Council
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

- 1. Introductions**
- 2. Review of October Meeting Minutes** – No changes suggested.
- 3. 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.
- 4. 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.

5. 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