

Diversity Council Meeting  
March 15, 2012  
Newcomb Hall Kaleidoscope  
Meeting Minutes

**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, Adetra Thomas, Ed Warwick

**Guests:** Susan Carkeek, Charity Harrell, Evan Shields

**ODE Staff:** Marcus Martin, Meghan Faulkner

**1) Introductions**

**2) Review of Minutes from February 16 meeting**

**3) 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

**4) 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

**5) 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

**6) Announcements**

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