

Diversity Council
April 19, 2012
Newcomb Hall Kaleidoscope
Meeting Minutes

Present: Martha Ballenger, Jon Bowen, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Bob Diamond, Jennifer Harmon, Les Haughton, Vince Jones, Aaron Laushway, Connie Lee, Viola Li, Kellie Sauls, Tamara Sole, Rachel Spraker, Adettra Thomas, Wraegan Williams

ODE Staff: Marcus Martin, Meghan Faulkner

Guests: Veronica Alvarado, Hebah Fisher, Toan Nguyen, Luis Ortiz, Alexa Proffitt, Julie Roa, Vanessa Villalobos

1. Introductions & Review of March Minutes
 - a. No changes suggested

2. Announcements
 - a. Studies in Women & Gender program will be renamed the Women, Gender, & Sexuality program
 - i. Purpose: to acknowledge the importance of the expanding curricular offerings in LGBT and Queer Studies
 - ii. New course this fall: Introduction to Queer Studies
 - b. Workshop on Civility & Respect, 5/30, 8:30 a.m.-12 p.m.
 - i. Featured speaker: Dr. P.M. Forni, Professor, Johns Hopkins University; see attached information for further details
 - c. Holocaust Remembrance Day: Students have organized a temporary installation on the lawn in front of Peabody Hall honoring those who died in the Holocaust

3. Community Investment Collaborative - Hebah Fisher, Co-Founder and Program Director, and Toan Nguyen, Co-Founder and Board Chair
 - a. CIC is a new non-profit organization that was an outcome of the Charlottesville Dialogue on Race
 - b. Mission Statement: CIC leverages community resources to provide capital and education to entrepreneurs who have difficulty accessing funding from traditional sources and who seek an educational support system that is relevant to their business needs
 - c. Clients are low-/moderate-income, minorities, students, and/or formerly incarcerated
 - d. CIC leverages University, government, non-profit, and business resources and support systems
 - e. Inaugural 14-week training is currently underway and includes 19 local entrepreneurs
 - i. Local business leaders will serve as mentors to the training participants

- f. CIC is asking for more engagement from U.Va. on an institutional level
 - i. Collaboration with Darden School of Business is already underway
 - ii. Les Haughton offered for CIC entrepreneurs to receive Supplier Diversity training to learn how to do business with U.Va.
 - iii. Sharon Davie offered to provide interns from Women's Center
 - 1. Use WC website as a means of sharing the stories of women entrepreneurs
 - iv. Bob Covert's Multicultural Education students perform community as a course requirement and could work with CIC

- 4. Latino Student Alliance (LSA) - Veronica Alvarado, Third Year student in Government & Sociology; Luis Ortiz, First Year student in Pre-Comm/Batten School; Alexa Proffitt, Fourth Year student in WGS & Foreign Affairs; Vanessa Villalobos, Second Year student in Biology & Latin American Studies
 - a. Statistics
 - i. In the past 10 years, the Hispanic/Latino community at U.Va. has doubled in size
 - ii. LSA hosted more than 50 events this past year
 - iii. Almost 600 admitted Hispanic/Latino students to Class of 2016
 - iv. U.Va. still behind in percentage of Latino students compared to state population (8%)
 - 1. U.Va. = 5.2%
 - 2. Georgetown = 7.1%
 - 3. UNC-Chapel Hill = 11.1%
 - 4. UCal-Berkeley = 12.7%
 - 5. Harvard = 9.1%
 - v. Lack of sufficient numbers of Hispanic/Latino faculty and resources for students contribute to lower numbers of enrolling/matriculating students
 - b. Needs
 - i. Continued/increased support from the administration in order to increase matriculation of Hispanic/Latino students
 - 1. Boost existing programs
 - 2. More resources specific to Hispanic/Latino community
 - 3. More Hispanic/Latino faculty members
 - ii. Additional support on academic issues (e.g., additional academic advising)
 - iii. Voice regarding policy decisions
 - c. Proposals for Advancement
 - i. Fund a dedicated resource center
 - ii. Build relationships between administration and underclassmen
 - iii. Build a more connect alumni network

- 5. Multicultural Student Services - Julie Roa, Multicultural Student Services Program Coordinator

- a. Provides services to all students with a specific focus on Hispanic/Latino, Native American, and Middle Eastern students
 - b. Website:
<http://www.virginia.edu/deanofstudents/programsandservices/hlnamme.html>
 - c. Helps individuals and groups make useful connections
 - i. Provides guidance to individuals and groups
 - ii. Goal is to build a sense of trust
 - d. Provides leadership and development tools
 - e. Peer mentoring program for Hispanic/Latino, Native American, and Middle Eastern students is growing
 - f. Also works in community with groups such as Creciendo Juntos, *Forward/Adelante*, and the local Mosque
6. Disability Accommodations Study - Imran Khan, Fourth Year student in Systems Engineering
- a. The Learning Needs Resource Center has provided excellent support to Imran during his four years at U.Va.
 - b. Imran provided an overview of the findings of his study on disability accommodations (please see presentation for details)
 - i. Imran provided photo documentation of physical structures at the University that are not accessible to some community members
 - ii. Improvements needed/recommended
 - 1. Doors – all should be accessible
 - 2. Sidewalks – some in a state of disrepair
 - 3. Libraries – certain floors not accessible
 - 4. Alumni Hall – inaccessible from front
 - 5. Rotunda – tiny elevator
 - 6. Dorms – some parts not accessible (game rooms)