

Diversity Council
September 19, 2013
Meeting Minutes
Newcomb Hall South Meeting Room

Present: Cheryl Apprey, Martha Ballenger, Maria Chee, Sheila Crane, Peggy Dame, Bob Diamond, Tabitha Enoch, Ashley Fleming, Vicki Gist, Brian Gittens, Adrien Harraway, Les Houghton, Claire Kaplan, Connie Lee, Rebecca Leonard, Kate O'Varanese, Janelle Peifer, Judy Pointer, Julie Roa, Kellie Sauls, Christian Steinmetz, Adettra Thomas, Rayshon Tibbs, Sarah Wilcox-Elliott, Sheri Winston

Guests: Shana Pack, Mauricio Velasquez

ODE Staff: Meghan Faulkner, Marcus Martin, Kristin Morgan

1. HEED Award Announcement

- a. U.Va. has received *Insight into Diversity's* HEED Award for the second year in a row. U.Va. will appear in the forthcoming November issue of the publication.

2. Shana Pack – Hoo's Well

- a. During first 2 years of the program the high risk population has been lowered by 5% at U.Va.
- b. Biometric screenings offered in the fall – by appointment only.
 - i. In 2014 health premiums go up \$40 across the board. If you complete biometric screening *and* health assessment, your health premiums will not go up next year.
 - ii. Non-tobacco users get additional savings of \$10/month.
- c. Weight Watchers program offered at work on Thursdays.
- d. Quit for Life Program has a 40% Success Rate.
 - i. 27% of our population uses tobacco. The goal is to reduce to 12% by 2015.
- e. Aetna Disease Management
 - i. Through this program you may contact a nurse with questions regarding over 35 health conditions. It is free, telephonic, and convenient.
- f. Healthy RX – reduced prices on medications.
- g. Fall fitness classes: Get Started (safe introduction to gym with co-workers – no students.)
- h. Open Enrollment – Everyone must log-in online and select items during open enrollment this year, due to the changes.
 - i. Call 434-982-0123 to request a Benefits presentation for your unit/group.
 - ii. October 7th – Open Enrollment and Benefits Fair in Newcomb Hall.
- i. One member expressed a concern that the online health assessment may be less accessible to some members of the community (must be computer literate, may take some people a longer time.)
 - i. HR is assisting people one-on-one with laptops (e.g. in Facilities) to complete health assessments.
 - ii. Multiple workshops are scheduled to help people complete assessments.
- j. One DC member expressed that some of the messaging has perhaps created a lack of trust. (First message was that you would “Save \$40/month” versus stopping premiums from rising.)
 - i. Concern about privacy/Aetna targeting individuals with health promotions after completing assessment.
- k. Those with specific questions should call AskHR and/or set-up a meeting with a benefits counselor.
- l. New programs: There will be a fitness challenge in January 2014.
- m. Visit: www.hooswell.com for full schedule of events. Any requests for additional handouts: hooswell@virginia.edu.

3. Martha Ballenger – Law School Update

- a. Entering class: 6,067 applications; 1,071 offers; 331 students entered; 42% women/58% men.
 - i. 23% self-identify as ethnic minority (up from 20% last year).
 - ii. Nine self-identify LGBT.
 - iii. Students from 9 countries outside U.S.
 - iv. 55 LL.M. students from 16 foreign countries. Japan, China, Brazil = largest populations.

- b. Faculty figures (fall 2012 figures; 2013 figures will be made available later this fall)
 - i. 57 male, 22 female full-time teaching faculty.
 - ii. Six self-identified minorities.
 - iii. Issues: Competitive salaries, perceptions of lack of employment opportunities for spouses, perceptions that environment is not as welcoming to minorities.
 - iv. The Law School is committed to the aggressive recruitment of minorities.
- c. Student Body
 - i. Nine affinity groups; most recent addition is Korean American Law Student Association.
 - ii. Black Law Students Association – hosts annual reception focuses on networking, connecting with invited firms; invite speakers and organize symposia.
- d. Alumni – exceptional 50% giving rate.
- e. Affinity Groups will organize a diversity roundtable this year through which they will meet regularly.
- f. Diversity Pledge – response to incident at Foxfield Races several years ago.
- g. Affinity groups are an important part of recruitment process (especially BLSA and Lambda Law Alliance).
- h. Center for the Study of Race and Law founded in 2003– led by Professor Alex Johnson.
 - i. Concentration in Race and Law is available.
- i. Efforts underway to establish more collaboration with Central Grounds this year; sometimes a sense of disconnect due to separation between Central/North Grounds.
- j. Question was raised about tracking why students and faculty choose to go elsewhere – e.g., environment.

4. Mauricio Velasquez – Diversity Training Group

- a. Mauricio serves as a diversity/inclusion consultant, sexual harassment trainer.
- b. What does diversity mean to you? What do you not know about diversity? What do you not know you don't know?
- c. Intent (what you meant) vs. Impact (what you actually did/said)
 - i. “You can't talk yourself out of what you behaved your way into.”
- d. Diversity definition brainstorm
 - i. Culture, language/accent, education, ability, gender, sexual identity, race, ethnicity, class, age, religion, values/beliefs, military status, marital status, parental status, health status, nationality, family status.
 - ii. Primary (unchangeable) and secondary (can change) dimensions of diversity.
 - iii. Dimensions of diversity: individual, group, organizational affiliation.
- e. No innocent bystanders in this work.
- f. Inclusion
 - i. To include – to welcome – to make comfortable – to learn and perform at a higher level.
- g. Video – *The Lunch Date* (available to view: <http://www.youtube.com/watch?v=epuTZigxUY8>)
- h. Mauricio is available for diversity presentations at your school/unit. Contact: Mauriciov@diversitydtg.com

5. Announcements:

- a. McIntire diversity committee and art committee are planning a tentative photography exhibit during the Community MLK Celebration. To document Charlottesville businesses during the Civil Rights era.
 - i. McIntire is looking for partners on this project.
- b. Hispanic Heritage Month events taking place during September/October– contact Julie Roa for more information if interested.