

Diversity Council Meeting
February 16, 2012
Newcomb Hall South Meeting Room
Meeting Minutes

Present: Maurice Apprey, Martha Ballenger, Debbie Berkeley, Jon Bowen, Maria Chee, Peggy Dame, Ashley Fleming, Vicki Gist, Gertrude Fraser, Jennifer Harmon, Les Haughton, Aaron Laushway, Connie Lee, Kate O'Varanese, Andrea Roberts, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Wraegen Williams, Sheri Winston

Guests: Grace Aheron, Pam Sprouse, Rachel Stauffer, Claire Wyatt

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Announcement: LEAP Conference

- a. LEAP is a new annual leadership conference hosted by the McIntire School of Commerce that is designed to give college sophomores and juniors from underrepresented minority groups insight into preparing for professional practice
- b. Conference held February 10-12, 2012 and was a success; for more information, contact Andrea Roberts

III. Minutes from November meeting were accepted

IV. Supplier Diversity: Les Haughton, Director of Supplier Diversity

- a. Executive Order 33 (2006) declared that Virginia's record of buying goods and services from small, women-owned, and minority-owned (SWaM) businesses must be improved
 - i. set goal of 40% of spending from small businesses
- b. 2005-2011 highlights
 - i. While overall discretionary spending rose just 1.8% over fiscal year 2010, spend with minority-owned businesses rose 13.7% to \$22.3 million; spend with women-owned businesses rose 25.4% to \$27 million.
- c. Last year, goals of 5% minority-owned, 6% women-owned, and 31% small businesses were met
 - i. This year, goals were raised; on track to reach goals for women-owned and small businesses
 - ii. struggling with meeting goal for minority-owned businesses
 1. due primarily to downturn in construction; minority subcontractors are struggling
- d. Les Haughton established a new non-profit called the Charlottesville Minority Business Network
 - i. Established in order to address lack of development of minority-owned businesses in Charlottesville; lack of trust with University

- ii. 10 well-established firms are a part of the group so far
- iii. Les will serve as mentor/advisor to firms
- e. Les will be in contact with members of DC individually about how these firms might be helpful
- f. See two attachments for more details

V. Dialogue Across U.Va.: Grace Aheron, Third Year Student; Pam Sprouse, School of Medicine Research Administrator; Claire Wyatt, Third Year Student

- a. Dialogue Across U.Va. is an initiative that grew out of the Day of Caring in order to further explore the question: "Are We a Caring Community?"
- b. Uses Sustained Dialogue model
- c. Pilot occurred in Spring of 2011, new session in Fall 2011, upcoming session Spring 2012
- d. Dialogue groups meet every other week throughout the semester around discussion topics
 - i. goal is that faculty, staff, and students come together to build relationships
 - ii. provide a safe space to further the caring community
 - iii. "dialogue is action"
- e. 85 people participated in Spring 2011, 105 in fall 2011, over 140 registered for this semester
 - i. high level of positive feedback
- f. Goals going forward include reaching a wider audience, recruiting more faculty to participate, and potentially expanding beyond U.Va. into the community
- g. A 5-minute "mock dialogue" was conducted in front of the group

VI. Asia Institute: Rachel Stauffer, Outreach Coordinator, Asia Institute/Lecturer, Department of Slavic Languages and Literature

- a. Asia Institute is an interdisciplinary center comprised of the East Asia Center, the South Asia Center, and the Tibet Center
 - i. established in 2009; housed in Arts & Sciences; Title VI funding from USDOE
- b. Objectives include: professional development for teachers, student engagement, education in rural/underserved communities, tolerance of diversity, awareness of global presence in community, provision of resources, K-12 education
- c. Asia Institute has worked with/in 40 Virginia schools and public school divisions
- d. 300+ teachers have participated in professional development
- e. Current and future projects
 - i. Tsunagaru Initiative, China Outreach Program, Japan Outreach Initiative, Korea Expo, Southwest Virginia Higher Education Center
- f. See attached presentation for more information

VII. Next Meeting: March 15, 9-11 a.m. in Newcomb Hall Kaleidoscope