

Diversity Council Meeting Minutes
October 20, 2011
Newcomb Hall South Meeting Room

Present: Martha Ballenger, Debbie Berkeley, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Ashley Fleming, Vicki Gist, Patrice Grimes, Jennifer Harmon, Leslie Haughton, Vince Jones, Aaron Laushway, Connie Lee, George Mentore, Debbie Mincarelli, Gary Nimax, Kate O'Varanese, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adettra Thomas, Ed Warwick

Guests: Dorothe Bach, Kathryn Laughon

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Faulkner, Daisy Lovelace

- I. Introductions
- II. Review of September 22 minutes (No corrections/revisions recommended)
- III. Overview of current Disability Services and Organization at UVA – Laurie Shaffer and Kate O'Varanese (Presentation attached)
 - a. Mission: promote the academic success of students with disabilities by providing equal access within the University community
 - b. Review of disability services at two peer institutions
 - i. University of Virginia
 - Faculty/Staff/Visitors - sometimes centralized, sometimes de-centralized
 - Students - centralized and student fees & student health fees
 - ii. University of Texas
 - Faculty/Staff/Visitors – all expenses for faculty, staff, visitors and guests comes out of University central funding
 - Students - funding for student services comes from both general and medical student fees
 - iii. University of Michigan
 - Faculty/Staff/Visitors – decentralized (ADA coordinator provides education and outreach to all departments with employees with disabilities)
 - Students – student fees
 - c. Needs/recommendations
 - i. Organizational restructure
 - ii. Identify key people to make changes
 - iii. Resources/funding
- IV. School of Nursing Diversity Initiatives – Kathryn Laughon
 - a. SON diversity committee supports a number of diversity-related events and initiatives throughout the year
 - b. Focus is creating cultural change through the curriculum, faculty and staff
- V. Teaching Resource Center overview – Dorothe Bach
 - a. 6 colleagues/2 staff
 - b. 2 components: teaching and learning; faculty development
 - c. Explicit diversity initiatives
 - i. Publications
 - ii. Workshops
 - iii. Individual consultations
 - iv. Collaborative efforts
 - v. Programs
 - d. Implicit initiatives

- i. Professors writer's workshop
- VI. Announcements
 - a. LGBT committee update:

Dr. Martin announced that the LGBT committee has been established and has met once
 - b. Web conference announcement:

Adetra Thomas announced a webcast series, Recruiting and Retaining Diverse Faculty, January 24 and 31, 2012. See attached announcement.
 - c. Charlottesville Dialogue on Race:

Les Houghton announced that the Charlottesville Dialogue on Race will present to City Council recommending the establishment of a commission of human rights/diversity

Meeting adjourned 10:30