

Diversity Council Meeting
November 17, 2011
Newcomb Hall South Meeting Room
Meeting Minutes

Present: Maurice Apprey, Martha Ballenger, Debbie Berkeley, Jon Bowen, Bob Covert, Peggy Dame, Sharon Davie, Valerie Gregory, Patrice Grimes, Jennifer Harmon, Jasmine Jefferson, Vince Jones, Aaron Laushway, Connie Lee, George Mentore, Debbie Mincarelli, Gary Nimax, Kate O’Varanese, Andrea Roberts, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adettra Thomas, Wraegen Williams

Guests: Imran Kahn, Eleanor Gray Mullen, Darlene Scott Scurry

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Minutes from October 20th meeting: No changes suggested

III. U.Va. Students with Disabilities: Student Stories

- a. Eleanor Gray Mullen, Fourth Year undergraduate
 - i. Eleanor, a student in the College of Arts & Sciences who is deaf, shared her experience at U.Va. and growing up
 - ii. Overall positive experience with faculty
 - 1. Encouraging students with disabilities to speak up in class is important; communication key
 - iii. Very positive experience working closely with the LNEC
 - 1. Has sign language interpreter in all classes; in meetings; in recreational activities
 - iv. Opportunities for improvement at U.Va.
 - 1. Study Abroad should be more accessible to students with disabilities
 - 2. Expansion of American Sign Language courses at U.Va.; courses are limited and fill quickly
 - 3. More/better captioning for media-based curriculum; visual reinforcement in class (writing on board, etc.)
- b. Imran Khan, Fourth Year undergraduate
 - i. Imran, a student in Systems Engineering who has Friedrich’s Ataxia, shared his experience at U.Va.
 - 1. Friedrich’s Ataxia is a rare, inherited disease that causes progressive damage to the nervous system
 - 2. Imran uses a scooter to get around Grounds; he has worked closely with the LNEC during his time at U.Va.
 - ii. Opportunities for improvement at U.Va.
 - 1. Access in some buildings (both old and new construction)
 - 2. Some buses do not accommodate a scooter and so are inaccessible

IV. EOP Update: Darlene Scott Scurry

- a. Mission: The Office of Equal Opportunity Programs is committed to erasing discrimination and advancing equal opportunity on Grounds
 - i. EOP areas of emphasis
 - 1. Employment equity
 - 2. Affirmative action
 - 3. Policy and legal compliance
 - 4. ADA compliance and EO training
 - ii. Small office that depends on relationships with partners around Grounds
 - iii. Focus on training to increase awareness and reach the greatest number of people
- b. A review of goals and mission led to the recent creation of two new positions in the office: employment equity specialist (Jacqueline Daniel) and affirmative action specialist (Rachel Spraker)
- c. Creation of online affirmative action and good faith efforts tracking system
- d. For more details, please see accompanying presentation

V. Announcements

- a. The LGBT Committee has been reviewing diversity-related questions from the 2007 faculty survey and drafting additional recommended questions
 - i. Recommendations will be sent to DC members for feedback in the next few days
- b. Dr. Martin announced that there will be no Diversity Council meetings in December or January
- c. DC members are invited to attend the women's basketball game in the President's Box on December 20th versus JMU; please RSVP Gail Prince-Davis (gip8w@eservices.virginia.edu) by December 6th