

**Diversity Council Meeting Minutes**  
**February 17, 2011**  
**Newcomb Hall Commonwealth Room**

**Present:** Kellie Sauls, Connie Lee, Maria Chee, Wraegen Williams, Peggy Dame, Sharon Davie, Adettra Thomas, Jennifer Harmon, Barbara Millar, Martha Ballenger, Cheryl Apprey, Eric Coleman, Jasmine Jefferson, Ashley Fleming, Blaine Norum, Sheri Winston, Melvin Mallory, Gary Nimax, Andrea Roberts, Debbie Mincarelli, Ed Warwick, Sarah Wilcox Elliott

**Guest:** Anne Broccoli and Patrick Tolan

**ODE Staff:** Marcus Martin, Gail Prince-Davis, Meghan Saunders

**I. Introductions**

**II. Review of November 18, 2010 Meeting Minutes:** November minutes were reviewed and approved without corrections/revisions.

**III. Back Up Care Advantage Program:** Anne D. Broccoli, Director of Benefits, UHR provided an overview of the Back-up Care Advantage Program. Anne noted that this is the most underutilized benefit that UVA offers. Currently there are 499 employees registered and 183 employees have used the program since its launch in 2008. Currently there are nearly 9,000 UVA employees. Anne's purpose at the meeting is to promote the program. Anne mentioned that currently the program gets promoted during new employee orientation, the benefits fair and on the HR website. The back-up care plan provides care for children, elderly and self. The program is for loved ones. It is not restricted to family members only or only those living within your household. The program can also be used for out of state care. There is no enrollment or monthly fee. Employees only pay when you use the program. The program offers 10 uses per year/100 hours. The rate is \$15 for care in a center, \$30.00 in home per day/use. Please see website for full explanation of [Back-up Care Advantage](#) program.

Question/comments:

- a. Can flexible spending account dollars be used? Anne Broccoli will follow up.
- b. Suggestion was made to send email blast informing employees of this program.

**IV. Youth-Nex.** Patrick Tolan, Director of Youth-Nex and Professor, Curry School of Education provided an overview of the [Youth-Nex](#) Program. Youth -Nex is a trans-disciplinary center devoted to promoting healthy youth development through focused research, training and service. The cross-University center's work encompasses a wide range of areas including health management, civic engagement, education and social responsibility. Professor Tolan highlighted the Youth-Nex programs in the following areas:

- a. Preventing antisocial behavior, substance abuse and violence

- b. Promoting healthy eating and activity for youth
- c. Important relationship that influence adolescents
- d. Risk taking and adolescent driving safety
- e. Methods

More information can be found about Youth-Nex at the following website:

<http://curry.virginia.edu/research/centers/youth-nex>

- V. MLK Community Celebration Debriefing:** Dr. Marcus Martin provided an overview of the MLK Celebration events and asked for comments and feedback from the DC. One concern mentioned was that the event on January 17 at the SOM/SON took place before students returned from winter break.
  
- VI. Announcement:** Dr. Martin announced the second annual John T. Casteen Diversity-Equity-Inclusion Leadership award presentation and luncheon will be held March 18, 2010 at Alumni Hall. Council members will receive invitations to this event. The committee received 10-12 nominations for the award. The close date for receipt of award nominations was February 15, 5:00 PM.