

Diversity Council Meeting Minutes
April 21, 2011
Newcomb Hall Commonwealth Room

Present: Connie Lee, Maria Chee, Vicki Gist, Sharon Davie, Jon Bowen. Barbara Millar, Martha Ballenger, Eric Coleman, Melvin Mallory, Maurice Apprey, Gary Nimax, Peggy Dame, Erica Spangler, Kellie Sauls

Guests: Brad Holland, Margaret Harden, and Dr. Sharon Hostler

ODE Staff: Marcus Martin, Gail Prince-Davis

- I. **Introductions**
- II. **Review of March 17, 2011 Meeting Minutes:** March minutes were reviewed and approved. No corrections/revisions were suggested.
- III. **Announcements:**
 - a. Dr. Martin announced the Diversity Statement is under final review by the presidents' office. Dr. Martin is confident that the statement will be approved soon and will be available for websites.
 - b. Dr. Martin also mentioned that the Office for Diversity and Equity is working with Buford Middle School on its first annual calculator drive for TI 83, TI 83+ and TI 84 graphing calculators. Council members were asked to share the flyer with others letting them know they can donate their calculators for a worthy cause. (See attached flyer.)
- IV. **Americans with Disabilities Act Overview:** Brad Holland University Ombudsman and ADA Coordinator provided an overview of the American Disability Act. The ADA is a federal civil rights law enacted in 1992 designed to protect the rights of individuals with disabilities and intended to promote equal access in programs, services and activities throughout society. The US Census Bureau estimates that there are over 50 million Americans with disabilities.

Mr. Holland mentioned that IT accessibility is a priority for U.Va. The standards require employees with disabilities have access to and use of information and data comparable to the access and use by other employees who do not have disabilities. To test your website for accessibility please visit the following website <http://wave.webaim.org/>.

Mr. Holland also encouraged Diversity Council members to contact him of the Access Committee regarding accessibility areas of concern on Grounds. The full PowerPoint presentation that includes helpful workplace scenarios is attached.

V. Leadership in Academic Matters: Maggie Harden, Assistant to the Vice Provost and Director of the Institute for Faculty Advancement and Sharon Hostler, Vice Provost for Faculty Development provided a PowerPoint presentation on the Leadership in Academic Matters program (see attached). The program is a 56 hour course over 13.5 weeks. So far, over 90 participants have completed the course since its inception in 2008. The course is designed to provide opportunity, resources and networks for advancement and retention and to cultivate a culture and cohort of leaders to tap the talents, perspectives and insights of an increasingly diverse faculty. Ms. Harden mentioned that the program has been successful in improving faculty retention. Participants are nominated for the course. Additional information about LAM and the nomination process can be found at the following website:
<http://www.virginia.edu/vpfd/lam.html>.

Dr. Hostler mentioned an upcoming conference: Speaking Up: Effective Communication for Women in Academia that will be held May 1 and 2, 2011. Please visit the website for more information: <http://www.virginia.edu/vpfd/documents/2011wc.pdf>

Meeting adjourned: 10:40