

**Diversity Council Meeting Minutes**  
February 14, 2018 | 9:00-11:00  
Newcomb Hall, Commonwealth Room

**Present:** Leah Beard, Dejah Carter, Maria Chee, Peggy Dame, Carolyn Dillard, Kathryn Duvall, Vicki Gist, Valerie Gregory, Toni Hash, Keisha John, Christie Julien, Marcus Martin, Phylissa Mitchell, Kristin Morgan, Tobiyah Morris, Caitlin Murtaugh, Zakiah Pierre, Gail Prince-Davis, Faran Saeed, Rachel Spraker, Lindy Steiner, Michelle Strickland, Juliet Trail, Maurice Walker, Sheri Winston

**Guests:** Vanessa Braganza, Kristina Dobrovic, Archie Holmes, Steve Laymon, Sophie Liao, Susan Lynch, Mimi Riley

**I. Introductions**

**II. Current Deans Working Group Initiatives Survey**

*Margaret Riley, Professor, School of Law*

- a. The University is putting together a Climate Survey to distribute to the entire University community. The goals of the climate survey are to understand views of inclusion and belonging, and whether all members of community feel secure and have what they need to thrive at this institution.
  - i. This is a joint initiative of the Provost, IAS, Deans Working Group, and Office for Equal Opportunity and Civil Rights. The Deans Working Group was created after the events of August 11-12 in order to evaluate the University's responses to those events. This group uses data and forward thinking to define what our institution is and what it can be.
  - ii. The survey will be offered to the entire University community. There will be a scientific targeted group, and the survey will also be offered to everyone. The survey will include people from the Medical Center and UVA at Wise.
  - iii. Students are regularly surveyed through SERU but University staff have not been surveyed since 2011. This year's SERU is live this week. Students who do SERU will not be asked the same questions on the climate survey. There will be about four versions of the climate survey—one for faculty, staff, students who did SERU, and students who didn't do SERU.
  - iv. The survey follows the basic model of SERU but with additional questions about climate and issues of security and safety. SERU gave permission to use their model for free. The Center for Survey Research will produce a preliminary report so that there is no bias. The creators of the survey also reviewed recent climate surveys by other similar institutions and discussed how those questions could translate to UVA.
  - v. It currently takes about 25-30 minutes to complete the survey.
  - vi. African American students and women usually rank climate lower than other students. The survey will help University see how different demographics respond.
  - vii. The survey needs to be sent out by first week of April.

- viii. Recommendations to improve the confidential draft of the survey should be sent to Archie Holmes.
- b. Time, Place, Manner Amendments to PRM-017 (Use of University Facilities and Limits on Direct Solicitation and Advertising)
  - i. This upcoming change is designed to enhance, not hinder, free speech. The focus of the changes are on non-UVA-affiliated people (who are not sponsored by UVA—this doesn't affect planned University events). There will not be much or any change for affiliated people such as students, faculty, and staff. Affiliated people does not include alumni, as alumni have never been affiliated persons under definitions of PRM-017.
  - ii. Unaffiliated people who want to distribute literature or do public speaking on outdoor university property must do so in designated areas and must reserve the space in advance. They must make reservations at least 7 days in advance, and no more than 30, by contacting the Office of the Dean of Students Event Planning.
    - 1. Reservations will be given on space available basis with priority to affiliated people. Reservations are for 2 hour blocks with a maximum of one 2 hour block per speaker/group per week.
  - iii. This is a joint effort of the Deans Working Group, Law School, University Council's Office, Board of Visitors, and President's Office.
  - iv. The Lawn has been changed to a facility and thus is subject to Time, Place, and Manner restrictions. Unaffiliated persons must be sponsored by a student group/organization or a university department to use facilities. Access is not granted based on content or approach.
  - v. The current place proposed to be the designated free speech area is in front of the old medical school, across from corner and near the planned Memorial for Enslaved Laborers. There is pushback for this specific space. The space is problematic due to its proximity to the corner and the upcoming memorial. However, the space has to be a public enough place where courts won't say we are limiting free speech.
  - vi. The timeline is fluid but there is urgency to have this done before spring protest season.
  - vii. Feedback can be sent directly to the Deans Working Group email: [deansworkinggroup@virginia.edu](mailto:deansworkinggroup@virginia.edu)

**III. Snap Shot of Diversity Activities at School of Continuing and Professional Studies**  
***Steve Laymon, Interim Dean, SCPS; Susan Lynch, Strategic Project Manager, SCPS***

- a. Demographic percentages are close to UVA's percentages, but SCPS would like to improve diversity.
- b. Overview of SCPS student diversity: of 980 students, 65% are women and 35% are men. Students are mostly working adults and many take classes online, so this is not a typical student population.
- c. Overview of SCPS faculty diversity: of 232 faculty, 33% are women and 67% are men. Many classes are taught by wage faculty. Salary faculty tend to be more diverse.
- d. Overview of SCPS staff diversity: of 53 staff, 62% are women and 38% are men.

- e. SCPS put together a diversity plan. Work on the plan began in January 2016 with a working group. Implementation of the plan began Fall 2017 and is continuing.
  - i. Diversity plan sections are Students, Faculty and Staff, Curriculum, New Programs, and Climate and Inclusion. There is an action plan for each group.
- f. There was a diversity climate survey last year for faculty and staff to see how close the community was to reaching the ideal.
  - i. There were reports of experiences of exclusion/discrimination based on age, gender, ethnic background, and educational level attainment. The staff feels pushed aside based on increased input from general academic faculty, and SCPS needs to think about how this might unintentionally marginalize people.
  - ii. The end of the survey listed SCPS and UVA resources for survey respondents to use.

#### **IV. We Are Here Diversity Project update**

*Vanessa Braganza, Digital Archivist for Lisa Goff's Take Back the Archive Project*

- a. The Diversity Festival will take place April 14, 10am-3pm at IX Art Park.
  - i. The event will hopefully use the arts as a way to reshape discourse and create an atmosphere in which people will want to channel their energy into action and positively affect people's lives.
  - ii. The keynote speaker will be Khizr Khan.
  - iii. There will be a free health clinic (Latino Health Initiative), a community mural assembled at the event with collaboration between a local artist and high school students, and Google Earth virtual reality goggles.
  - iv. Arts events will include a Zumbathon, multilingual poetry readings, an ethnic dance and variety performance, and a Tae Kwon Do performance by UVA's Tae Kwon Do team.
  - v. Participating nonprofits include The Women's Initiative, The Adult Learning Center, The Charlottesville Festival of Cultures, Sin Barreras, International Rescue Committee, UVA Women in Math and Science, and Side by Side Peer Mentoring. These nonprofits will give flash talks and have tables at the event.
  - vi. Co-sponsors of the event include UVA (funding from several departments), the City of Charlottesville (without financial obligation), and Tom Tom Founders Festival (whose dates overlap with this event).
  - vii. Vanessa hopes to advertise widely for the event by displaying posters and talking about the event on the radio, news stations, etc.
  - viii. Still needed: volunteers for the day of the festival, ideas for publicity and poster placement, and 2 or 3 more people for a planning committee for the future. Email Vanessa at [vmb4ah@virginia.edu](mailto:vmb4ah@virginia.edu)

#### **V. Announcements**

- a. March 3, Liberation and Freedom Day. This event celebrates the 14,000 men, women, and children freed from slavery in Charlottesville and Albemarle County on March 3, 1865. The event will begin in the Rotunda Dome Room at 9 a.m. and will continue with a march to the Jefferson School at 10 a.m.
- b. March 8, Diversity Council meeting: Facilitated Session by Frank Dukes for strategic planning.