

Diversity Council Minutes 2009

Diversity Council Meeting

January 15, 2009

Newcomb Hall South Meeting Room

Present: Andrea Backman; Connie Lee; Vincent Jones; Adettra Thomas; Martha Ballenger; Taylor Reveley; Gary Nimax; Kelli Sauls; Debbie Mincarelli; Carolyn Vallas; Ricky Patterson; Sarah Wilcox Elliott; Brett Schnell; Al Sapienza; Dawn Waller; Edward Warwick; Bill Cooper; Maurice Apprey; Edmund Kitch; Cheryl Apprey; Kelli Palmer; Sharon Davie; Valerie Gregory

Guest: Melvin Wilson; Shannon Wampler; Margaret Harden

Office for Diversity and Equity Staff: William B. Harvey, Marcus L. Martin, Gail Prince-Davis

- I. Brief Introductions: Mr. Harvey opened the meeting with greetings and asked each individual present to introduce himself/herself.
- II. Small, Women and Minority owned business (SWaM) presentation by Bill Cooper, Diversity Supplier Director:

Bill Cooper gave an overview of Supplier Diversity and an update on SWaM spending and SWaM successful initiatives in the areas of construction and research. Supplier Diversity was established about 3½ years ago to ensure that small, women-owned, and minority-owned firms have full opportunity to compete for the University's business. Mr. Cooper distributed SWaM spend and SWaM construction spending reports. (Please see attached.) Mr. Cooper mentioned that construction spending for FY 08 was 56.8% compared to 16.8% in FY 05. He shared success stories of construction firms which can be found on page 3 of the "Straight Talk", the Supplier Diversity Initiative that was distributed at the meeting. (See attachment.) Mr. Cooper mentioned that research spending over the past 3 years has increased to SWaM businesses.

- III. Faculty Hire Update, Melvin Wilson, Associate Provost for Faculty Advancement

Melvin Wilson has been a faculty member at UVa in the Psychology Department since 1979 and was recently appointed Associate Provost for Faculty Advancement. Professor Wilson provided an update of the faculty hire to date via a slide presentation "Faculty Diversity at U.Va". Data highlighted in the presentation was as follows:

- The Pool: Ph.D. Attainment by Gender
- The Pool: Ph.D. Attainment by Race/Ethnicity
- Distribution of Offers by Race/Ethnicity
- Distribution of Offers by Race/Ethnicity and Gender
- Hiring and Recruitment 2007-2008 Yield Rates
- Hiring and Recruitment 2007-2008 Yield Rates (yield rates by rank)
- Distribution of Tenure-Track Faculty by Race/Ethnicity
- Distribution of Tenure-Track Faculty by Gender
- How does U.Va. Compare among AAU peer institutions?

Comments from council members were as follows:

1. The suggestions were made that the actual number of faculty of color who are hired be shown in the presentation, rather than just the number of offers made, and that consideration be given to extending more offers at the senior/tenured faculty level.
2. Women at the Professor and Chair levels have relatively low representation.
3. To make structural changes there should be more diversity at the chairman level so that chairs have more power in the area of hiring more diverse faculty.
4. Compared with the ir AAU peers, U.Va. still has a lot of work to do in diversifying faculty, particularly Hispanic and Asian faculty. It was pointed out that the chart showing the AAU ranking for Hispanic faculty was incorrect.
5. Change has to start at top level such as Provost

Additionally, Professor Wilson mentioned that the University of Virginia has been engaging in a series of visits to historically black universities and colleges as a way of developing stronger connections with these institutions. Professor Wilson is now actively involved in this initiative and would be interested in working with or talking with Council members about ideas or suggestions.

Next Meeting
February 19, 2009
Newcomb Hall South Meeting Room

Diversity Council Meeting
February 19, 2009
Newcomb Hall South Meeting Room

Present: Connie Lee; Adetra Thomas; Martha Ballenger; Debbie Mincarelli; Carolyn Vallas; Janet Turner-Giles; Richard Netemeyer; Ricky Patterson; Sarah Wilcox Elliott; Brett Schnell; Edward Warwick; Bill Cooper; Maurice Apprey; Cheryl Apprey; Sharon Davie; Julie Caruccio; Sheri Winston; Eleanor Wilson; Erica Spangler; Martin Davidson; Melvin Mallory

Guest: Dudley Doan, Dorrie Fontaine

Office for Diversity and Equity Staff: William B. Harvey, Marcus L. Martin, Gail Prince-Davis

I. Brief introductions.

II. Third Annual UVa Symposium on Race and Society. Martin Davidson, Associate Dean for Diversity, Darden School. Dean Davidson began his presentation by stating 3 focused goals of his role of Associate Dean for Diversity, Darden School. The goals are to build representation of women and international faculty and students; attain more resources and gain more knowledge.

Professor Davidson then provided information about the symposium, “Race and Wealth – Avenue to Equality” which is set for March 20 and 21, in classroom 150 of the Darden School. Registration is free and the audience will be comprised of the UVa community, Darden School, and the Charlottesville community and region. The symposium is scheduled to begin on Friday evening with registration and a reception. Saturday’s program will begin at 9:00 AM and will have 2 breakout sessions during the afternoon.

Professor Davidson mentioned that an email blast will be sent to all faculty, student and staff asking them to save the date. Bill Cooper suggested inviting minority entrepreneurs and Dr. Martin mentioned dissemination to the Community Resources Advisory Group.

III.J- Term and International Studies Program – Dudley Doane, Director, Summer & Special Academic Programs and Interim Dir, International Studies Office provided information about the J Term 2009 Program. Mr. Doane reported that of the study abroad students, 25% of the participants were students of color; 13.6% were African-American. He also reported that the J-term domestic did well – 12% African-American and the summer session was 11% African-American. Mr. Doane also reported that 25% of the participants in the J-Term 2009 study abroad programs received need-based grant support this year. He also reported that there was a decline in grant aid for summer session students in 2008.

Additionally, Mr. Doane mentioned that the Semester at Sea program has made \$100,000/semester in need-based aid to UVa students who join and Semester at Sea voyage. The University’s aid program has \$40,000/semester in need-based grant aid available for UVa students who join a fall or spring Semester at Sea program. Finally, an additional \$100,000 in need-based aid is now available for UVa students who study abroad.

Mr. Doane mentioned long term goals for ISO:

- a. Make semester study abroad programs to be a normal part of the curriculum. This would require more faculty involvement to accomplish this.
- b. More programs developed that will involve the students intellectually
- c. Would like to identify sites that can support programs throughout the year.
- d. Would like to ensure that more parents are aware that the opportunities for study abroad programs are available.

IV. Dorrie Fontaine, Dean, School of Nursing. Dean Fontaine shared her 3 top goals with the Council:

- a. Create a healthy work environment for faculty, students and staff, which includes good communication, strong collaboration and meaningful relationships.
- b. Inter professional education
- c. Embrace diversity

Dean Fontaine provided a double sided handout with SON percentages of Diversity Enrollment (graduate and undergraduate students), 2003-2008. The data shows that African American, Asian American and Hispanic enrollment has been creeping up slowly. The data also shows that male student enrollment has risen (fall 2008, 8.3%). The national average for men is 5.7%. Currently, there are 27,000 people on waiting lists across the country for nursing programs. The UVA School of Nursing has the capability of 700 students. The numbers continue to grow for enrollment but unfortunately there are not enough faculty to teach.

Additionally, Dean Fontaine mentioned that there are 2 African-American and 1 Asian tenured faculty in the SON.

Dean Fontaine mentioned some of the challenges she faced while at the University of California as it related to diversity. One of the tools that she applied while at UCSF was HEALS (halt or stop the action; engage and talk about issues; allow for experiences and emotions; listen and learn; and sympathize). She related that she is hearing stories here but not so many since she is still new.

Dean Fontaine mentioned that her overall goal regarding diversity is to try and find ways to increase the diversity enrollment and increase the number of faculty of color in the SON.

V. Other announcement: Ricky Patterson mentioned a talk by Jan Steitz on January 15th. Ricky voiced concern that this was a talk on Women in Science, which seemed to be a natural fit to the Diversity Council, but it seems that we weren't made aware of this in advance (so couldn't help publicize this to a wider audience). Article on talk can be found at the following website: <http://www.virginia.edu/uvatoday/newsRelease.php?id=7466>

Next Meeting
March 19, 2009
Newcomb Hall South Meeting Room

Diversity Council Meeting
March 19, 2009
Newcomb Hall South Meeting Room

Present: Connie Lee; Adetra Thomas; Martha Ballenger; Al Sapienza, Debbie Mincarelli; Valerie Gregory, Carolyn Vallas; Marcus Ingram; Martin Davidson; Vincent Jones; Stan Trent; Andrea Backman; Carlos Oronce; Sarah Wilcox Elliott; Brett Schnell; Dawn Anderson; Kelli Palmer; Sharon Davie; Sheri Winston; Melvin Mallory; Richard Handler;

Guest: Gowher Rizvi; Parke Muth, Wraegen Williams

Office for Diversity and Equity Staff: William B. Harvey, Marcus L. Martin, Gail Prince-Davis

I. Brief introductions.

II. International Programs. Gowher Rizvi, Vice Provost for International Programs presented a discussion on global education and how it can further develop at UVA. One of the key ways this can be achieved is through making the international experience an integral part of the 4 year curriculum. Mr. Rizvi discussed 3 ways in which this can be achieved:

- e. Bring the world to Charlottesville. Students must be constantly aware of international programs through other students, faculty, workshops, student lead initiatives, international cuisine, foreign films, etc. Additionally, faculty would need to reevaluate what they teach.
- f. Take UVA to the world. Create centers in different parts of the world.
- g. Bring knowledge in a very different way. Knowledge should be built on a 2 way exchange based on mutual respect; raise and engage global issues with collaborative relationships; create a multidisciplinary perspective where home and abroad come together.

Mr. Rizvi mentioned areas of concern and asked the council for suggestions:

Courses are already over packed. Find out what is essential or what should be taught. Rethink the liberal arts curriculum.

Ask ourselves if our study abroad program provides the best experience for students; is it producing the outcome we desire?

Develop a scientific way of evaluating/measuring course success.

How can global studies be integrated into all courses?

Majority students involved in global studies are women. Students of color less engaged in global studies.

Financial concerns – lack of education on funding. Students need to know of more opportunities. Students of color need to pursue financial opportunities more aggressively.

Suggestions/comments/questions from Diversity Council

UVA should create more options so that study abroad becomes more attractive.

Include international studies as part of orientation.

Advertise financial aid in brochures and course curriculum for programs.

Create critical mass and cohorts so that students don't go alone.

Have contacts on other end. Develop connections/connect through technology prior to travel. Find out which schools are doing well in their study abroad programs and consult with those schools.

Student packages should include information on international studies.

Perception is important. Programs offered are not appealing to students. Work with student groups more aggressively

Transfer credits are important to students. Will college accept credit so that studies can continue during J-term?

- III. **Echols Scholars Program** – Richard Handler and Parke Muth, Associate Dean of Admissions. Richard Handler gave a brief overview of the Echols program which seeks students who are avid and aggressive learners who have demonstrated intellectual maturity, initiative, independence and strong conviction to come to UVA. The Echols program is an opportunity for the students to pursue their academic interests to the fullest extent of their abilities under faculty guidance. The program offers the students perks such as priority registration, a shared first year living experience and a select cadre of faculty advisors among other things.

The admissions office evaluates student applications and determines Echols candidates. Offers are made to entering new students and to students later during their first year. There are many competitive students who apply to UVA so the competition for Echols is high. Many students of color who have Echols qualifications will choose another school because the Echols program has no money to offer.

The general selection criteria for Echols includes performance in academic programs, AP courses; intellectual interest focus; essay about educational interest; record of superior work and high standardized test scores. Applications will get 2 to 3 readings.

Statistics: 35 AA were offered last year, 37 were offered this year. 46 offers were made to Hispanic students last year and 56 offers were made this year. For 2009, 54% offers were made to female students and 20% offers were made to foreign national. Total of 850 Echols offers this year.

Next Meeting
April 16, 2009

Byrd Seminar Room Harrison Institute/Small Collections Library (Room 318)

Diversity Council Meeting

April 16, 2009

Present: Debbie Mincarelli, Amy Chen, Sarah Wilcox Elliott, Marie Carter, Kelli Palmer, Wraegen Williams, Maurice Apprey, Vincent Jones, Martha Ballenger, Andrea Backman, Adettra Thomas, Connie Lee, Sharon Davie, Dawn Waller, Bill Cooper (Shannon Wampler), Melvin Mallory, Brett Schnell, Stanley Trent

ODE Staff: Marcus Martin, Gail Prince-Davis

Guest: Dean Paul Mahoney, Professor Brian Nosek

- I. **Paul Mahoney, Dean School of Law** discussed the hallmarks of the Law School; collegiality, mutual respect and mutual support. The law school utilizes quantitative metrics in comparison to peer law schools but also qualitative measures, for example “do our minority students leave here with the confidence and skills that are key determinants of career success”?

Dean Mahoney stated that African-American enrollment is near the center in comparison to peer group at approximately 6.5% and the overall minority enrollment is at the low end of peer groups at approximately 16%. Peer institutions are Berkeley, Chicago, Cornell, Duke, Michigan, Northwestern and Penn. One possible factor mentioned for the lower overall minority enrollment is UVA's location. Dean Mahoney suggested we are missing out on some students who prefer to be in or near a larger city. The Law School is working toward improving the enrollment of minority students.

Currently there are 2 Asian-American professors in the Law school and one of the hires for next year is Asian-American.

The law school's tenured and tenure-track faculty includes 6 African-American professors. Peer group ranges from 1 to 4, with an average of 2.8

Dean Mahoney stated that students and faculty of all backgrounds thrive here:

- Center for Race and Law: organizes conferences and speaker series and encourages faculty scholarship on race/civil rights. Recent publications include:
 - Michael Klarman, *From Jim Crow to Civil Rights: The Supreme Court and the Struggle for Racial Equality* (2004), winner of Bancroft Prize
 - Risa Goluboff, *The Lost Promise of Civil Rights* (2007), winner of James Willard Hurst Prize
 - Mildred Robinson and Richard Bonnie, *Law Touched our Hearts: A Generation Remembers Brown v. Board of Education* (2009)
 - Tomiko Brown-Nagin, *Courage to Dissent* (forthcoming)
- Black Law Students Association: named national chapter of the year twice since 2002; produced winning team in the recent national BLSA mock trial competition
- Oliver Hill Scholarship

- Thurgood Marshall chair (over 100 African-American alumni donors)
- Tradition of Virginia Law minority graduates in significant leadership positions:
 - Al Carney, VP, Phillip Morris Companies (retired)
 - Jeff Humber, President & CEO, Delon Hampton & Associates
 - Euclid Irving, partner, Jones Day
 - Kim Boyle, the first African-American elected chair of the Louisiana state bar association
 - Byron Marchant, Chief Administrative Officer, BET
 - Blair Wimbush, VP, Norfolk Southern Co.
 - Raqiyyah Pippins, associate, Covington & Burling, one of Ebony Magazine's "30 under 30" in 2007
 - Justice Bernard Goodwyn, Virginia Supreme Court,
 - John Charles Thomas, first African-American justice of Virginia Supreme Court, partner, Hunton & Williams
 - Judge Bensonetta Lane, founder of the Georgia Association of Black Women Attorneys,
 - deMaurice Smith, Executive Director, NFL Players Association
 - Don Yee, sports agent who represents Tom Brady, among others
 - Luis Fortuno, Governor of Puerto Rico

A council member asked dean Mahoney to address the recent complaints from students about a faculty member who reportedly made inappropriate comments. Dean Mahoney mentioned that he had interviewed several students and have not found the comments to have been racial in nature. However, the case is still being investigated.

- II. **Professor Brian Nosek, Department of Psychology** discussed revelations from the mind sciences that are easy to understand about other people's minds and difficult to accept about our own: (1) much of mental life occurs outside of conscious awareness and conscious control and (2) thinking is rarely objective or rational. Many of these mental operations are implicit. Understanding how the mind works will improve the ability of individuals and organizations to structure their decision process to maximize quality and impact, identify potential sources of bias that would reduce the quality of decision making and more generally, enhance our ability to act in line with our values.

Professor Nosek engaged the council members in the presentation through an exercise which allowed council members to link images to words. He also shared some of the data from an educational and research website <http://implicit.harvard.edu/> that has taken place.

Professor Nosek also discussed objectives for a proposed Center for Democracy and Diversity:

- a. Support basic and applied research in implicit bias, democracy, equity and excellence
- b. Educate and disseminate scientific knowledge locally, nationally and internationally
- c. Provide a hub for interdisciplinary communication and collaboration

- d. Facilitate the translation of research into action in business, education, health, law, medicine and public policy
- e. Train future research and practice leaders.

III. **Announcements.** Debbie Mincarelli announced that a National Presenter on Transgender Diversity is scheduled to speak at UVa. Debbie will send more information to be disseminated to the Council.

Diversity Council Facilitated Session

July 30, 2009

Participants: Judy Pointer; Adetra Thomas, Ashley Fleming; Jasmine Jefferson; Connie Lee; Dawn Waller; Kelli Palmer; Clay Hysell; Martha Ballenger; Charles Harris; Cheryl Apprey; Althea Howell; Brett Schnell; Jigar Patel; Wraegen Williams; Andrea Roberts; Gary Nimax; Ryan Hargraves; Sarah Wilcox Elliott; Ricky Patterson; Carolyn Dillard; Sheri Winston; Richard Handler; Martin Davidson; Jennifer Harmon; Erica Spangler; Carolyn Vallas; Sharon Davie; Melvin Mallory; Stanley Trent; Maurice Apprey;
ODE Staff: Marcus Martin; Daisy Lovelace; Gail Prince-Davis

Introduction:

The July 30, 2009 Diversity Council meeting was well attended. Following introductions, Dr. Martin discussed the transition in the Office for Diversity and Equity. Bill Harvey accepted the position Executive Director of the International Reading Association. Marcus Martin was appointed interim VP and Chief Officer for Diversity and Equity. The official transition date was July 25, 2009. The Associate VP position was not backfilled. A search committee has not yet been formed for the VP and Chief and Chief Officer for Diversity and Equity position.

Prior to the meeting, DC members were sent an acknowledgement of Bill Harvey drafted in a form similar to a resolution. The acknowledgement outlined Bill's accomplishments as the VP and Chief Officer for Diversity and Equity including the creation of the Office for Diversity and Equity and the Diversity Council. The acknowledgement contained objectives of the Diversity Council. Members of the Diversity Council signed the acknowledgement. Dr. Martin indicated that the acknowledgement would be read during a reception for Mr. Harvey on July 31, 2009.

Dr. Martin introduced the new student representatives Jigar Patel (President of the Asian Student Union), Charlie Harris (Honor Committee representative for the summer appointed by David Truetzel current Honor Committee Chair), and Jasmine Jefferson (University Judicial Committee representative). Dr. Martin also indicated that Edward Warwick would be representing the LGBT Resource Center. Ed previously attended the Diversity Council meetings as a representative of the Dean of Students Office. Sarah Wilcox Elliott will continue to represent the Dean of Students Office.

Dr. Martin discussed diversity as a core value at the University of Virginia and indicated that it is referred to in the Commission on Future of the University report with other core values such as honor and ethics, faculty excellence, innovation and collaboration in the pursuit of knowledge, leadership for the public good and education for freedom.

Three overarching priorities are referred to in the Commission on the Future University; the student experience, science and technology, and global education.

Diversity Council members received preparatory materials prior to this meeting which included a listing previous subjects covered at the DC meetings and the summary of objectives.

The Office for Diversity and Equity submitted its 2009-2010 critical functions/goals to the Provost for approval. One of the goals included holding a facilitated session with the Diversity Council to initiate development of diversity and equity strategies for the University.

The Diversity Council members were requested to consider opportunities and challenges to be discussed during the facilitated session with subsequent potential remedies/actions.

A session lasting 2.5 hours was facilitated by Professor Sherwood Frey, Ethyl Corporation Professor of Business Administration, Darden Graduate School of Business. Professor Frey has been a faculty member in the Darden School since 1979. He was previously a faculty member at Harvard Business School. At U.Va., he teaches courses in quantitative analysis, finance, and bargaining and negotiating. Dr. Martin indicated that we are fortunate to have Sherwood Frey at UVa for 30 years.

There was enthusiastic participation by the Diversity Council members. Many challenges and opportunities were listed initially under nine major headings. Those major headings are as follows:

- 1. Promotion of Institution**
- 2. Recruitment and Retention**
- 3. Equity/Diversity as an Institutional Value**
- 4. Coordination Across the University**
- 5. Economic Support**
- 6. Definition of Diversity**
- 7. Outreach**
- 8. Acknowledge & Develop Understanding & Access;**
- 9. Understanding/Measuring Current Situation.**

(Please see appendix A.)

The listings in appendix A were further refined into appendix B under the following headings:

- 1. Culture of Inclusion;**
- 2. Communication,**
- 3. Research and Acknowledge,**
- 4. Recruiting and Retention;**
- 5. Action and Initiatives.**

(Please see appendix B).

Appendices A and Appendix B contain the original proceedings from the facilitated session. Appendix C will contain an expansion of appendix B for discussion at the September 3, Diversity Council meeting and for the initiation of subcommittees and action by the Diversity Council.

Appendix A

Challenges/Opportunities identified by Diversity Council

1. Promotion of Institution

Charlottesville

Marketing

Public Relations

- a. Publicizing & celebrating success stories (budget) as a priority
- b. Developing appropriate marketing strategies
- c. Acknowledge (mitigate) the challenge of our geography
- d. Acknowledge uva history & traditions/current behavior can be off-putting
- e. Change perceptions of uva
- f. Inclusion of broad population to membership & events
- g. Recognize & reward good mentorship
- h. List of “who does what”
- i. Reaching out to youth
- j. Acknowledge individuals who are exemplary
- k. Engaging whole community to develop strategies
- l. Diversity Council more proactive

2. Recruitment and Retention

- a. Greater faculty diversity: racial & gender
- b. Greater diversity in student body: undergraduate, graduate, professional
- c. Retain diverse faculty
- d. Greater diversity among staff
- e. Enhancing existing programs/resources: student, faculty, staff
- f. Continue to recruit & engage diverse vendors
- g. Understand reasons behind departures
- h. Acknowledge (mitigate) the challenge of our geography
- i. Continued development of accessuva program
- j. Value “diversity” scholarship research
- k. Acknowledge uva history & traditions/current behavior can be off-putting
- l. Non-traditional students feel part of community
- m. Reaching out to youth
- n. Hiring process pool to employment
- o. Accountability for diverse hiring: department chairs, deans, provost
- p. Expanded search process
- q. Diversity in administration
- r. Staff equity & representation
- s. Engaging whole community to develop strategies
- t. Diversity Council to be more proactive

3. Equity/Diversity as An Institutional Value

Proactive

Build Common Purpose

- a. Curriculum development => diversity
- b. Value “diversity” scholarship research

- c. Increase interdisciplinary programs
- d. Acknowledge social/legal obstacles
- e. Inclusion of broad population to membership & events
- f. Non-traditional students feel part of community
- g. Recognize & reward good mentorship
- h. Senior leadership entrenchment
- i. Training/developing/understanding/action for special needs of special groups: faculty, staff, teaching assistants
- j. Hiring process pool to employment
- k. Expanded search process
- l. Diversity in the “small” not just the “aggregate”
- m. Acknowledge individuals who are exemplary
- n. Staff equity & representation
- o. Engaging whole community to develop strategies
- p. Diversity Council more proactive

4. Coordination Across the University

Information

Action

- a. Foster interactions among diverse populations
- b. Coordinating efforts of various groups: sharing best practice, create common threads
- c. Integrate & utilize the international community & comfort
- d. Enhancing existing programs/resources: student, faculty, staff
- e. Increase interdisciplinary programs
- f. Inclusion of broad population to membership & events
- g. Breakdown insular behavior groups power structure
- h. Promote cross-group activities
- i. List of “who does what”
- j. Accountability for diverse hiring: department chairs, deans, provost
- k. Expanded search process
- l. Diversity in the “small” not just the “aggregate”
- m. Engaging whole community to develop strategies
- n. Diversity Council more proactive

5. Economic Support

Resources Focus Acquisition

- a. Sustaining support for initiatives
- b. Enhancing existing programs/resources: student, faculty, staff
- c. Continued development of AccessU.Va. program
- d. Make available (money) alternative educational settings/experiences
- e. Fund raising opportunities to support/enhance programs
- f. Engaging whole community to develop strategies
- g. Diversity Council more proactive

6. Definition of Diversity

- a. Clear understanding of what diversity means
- b. Understanding diversity within diverse communities
- c. Non-traditional students feel part of community
- d. Diversity around faith
- e. Engaging whole community to develop strategies
- f. Diversity Council more proactive

7. Outreach

Information

Action

- a. Reaching out to local community
- b. Change perceptions of U.Va.
- c. Acknowledge social/legal obstacles
- d. Inclusion of broad population to membership & events
- e. Develop partnerships with outside groups (corps)
- f. Outreach to HBCU/HSI/Tribal colleges
- g. Reaching out to youth
- h. Expanded search process
- i. Engaging whole community to develop strategies
- j. Diversity Council more proactive

8. Acknowledge & Develop Understanding & Access

- a. Clear understanding of what diversity means
- b. Welcoming LGBTQ community
- c. Foster interactions among diverse populations
- d. Understanding diversity within diverse communities
- e. Acknowledge (mitigate) the challenge of our geography
- f. Acknowledge U.Va. history & traditions/current behavior can be off-putting
- g. Make sure handicapped can participate in activities
- h. Diversity around faith
- i. Training/developing/understanding/action for special needs of special groups: faculty, staff, teaching assistants
- j. Engaging whole community to develop strategies
- k. Diversity Council more proactive

9. Understanding

Measuring Current Situation

- a. Adapting to demographic shifts
- b. Understanding reasons behind departures
- c. Acknowledge U.Va. history & traditions/current behavior can be off-putting
- d. Acknowledge social/legal obstacles
- e. Developing/agreeing upon metrics
- f. Hiring process pool to employment
- g. Accountability for diverse hiring: department chairs, deans, provost
- h. Benchmarking other successful institutions
- i. Compare to similar institutions: diversity, research, teaching
- j. Diversity in the “small” not just the “aggregate”
- k. Engaging whole community to develop strategies
- l. Diversity Council more proactive

Appendix B

Further Refined Categories

1. Culture of Inclusion

- a. Attitude
- b. Program/Curriculum
- c. Resources
- d. Community-Pervasive
- e. Commitment
(3, 5, 6)

2. Communication

- a. Outward
- b. Inward
- c. Within
(1, 4 info, 7 info)

3. Research & Acknowledge

- a. Acknowledge
- b. Understand
- c. Define
- d. Measurement of Outcomes
- e. Goals
(6, 8, 9)

4. Recruiting & Retaining

- a. Staff, Faculty, Administration
- b. All Students
- c. Vendors
(2, 5)

5. Action & Initiatives

- a. Program
- b. Benchmarking/Best Practices

- c. Resources
- d. Outreach
(4 action, 5, 7 action)

Appendix C

1. Culture of inclusion

Goal: promote an inclusive welcoming and respectful environment and embrace diversity as a core value tied inextricably to the University's priorities.

- a. Attitude
 - Culture of inclusion must be a pervasive attitude starting at the top and disseminated throughout all schools, departments, divisions and units.
 - Integrate and utilize the international community
 - Breakdown insular behavior group power structure
 - Senior leadership entrenchment
- b. Program curriculum
 - The commitment to diversity and equity must be encouraged in academic, extracurricular activities, the workplace and within surrounding communities.
 - Encourage student participation in global studies/study abroad
- c. Resources
 - Appropriate human capital, and financial support must be made available to successfully carry out programs and curriculum.
 - Appropriate resources must be made available to enhance the student experience in ways which strengthen positive group identity as well as facilitate cross cultural engagement.
 - Provide support where appropriate to student activities including community engagement projects that promote diversity and equity and/or that enhances the student experience in other important ways.
 - Support events that make U.Va., the place for inclusion such as celebrations honoring early alumni trail blazers.
- d. Community – pervasive
 - Coordinate activities in local community; health, education and welfare and invite community at large to participate in seminars and conferences that promote diversity and equity.
 - Establish an annual diversity conference that includes members of the community.
- e. Commitment
 - Promote diversity and equity as an institutional value.

- Increase the interdisciplinary programs that promote diversity.
- Develop diverse curriculums.
- Include non-traditional students in university/community activities.
- Reach out to youth within central Virginia communities.
- Engage the whole community to develop strategies.
- Continue development of accessuva programs.
- Sustain and support initiatives.
- Fundraise to support /enhance programs.
- Understand diversity within diverse communities.
- Have a clear understanding of what diversity means.
- Have a clear understanding of diversity around faith.
- Welcoming to all community in the aggregate and recognition of diversity in the small?
- Foster interaction among diverse population. Make sure we include and accommodate the physically challenged in activities.

2. Communication

a. Outward

- Reach out to local community
- Develop partnerships with outside groups (corporations)
- Outreach to HBCU/HSI/tribal colleges
- Publicize and celebrate success stories
- Develop appropriate marketing strategies
- Change perceptions of U.Va.,

b. Inward

- List of who does what
- Change perceptions of U.Va.,

c. Within

- Change perceptions of U.Va.,
- Acknowledge U.Va., history and traditions/current behavior can be off putting
- Acknowledge (mitigate the challenge of our geography)
- Inclusion of broad population to membership and events
- Help non-traditional students feel part of the community
- Collaborate with University Public Affairs to review current communication modes to assess whether diversity as a core institutional value is appropriately communicated.

3. Research and acknowledge

a. Acknowledge

- Acknowledge (mitigate the challenges of our geography)
- Acknowledge UVa history and traditions/current behavior can be off putting
- Acknowledge individuals who are exemplary
- Recognize and reward good mentorship
- Acknowledge individuals who are exemplary
- Acknowledge social/ legal obstacles

b. Understand

- Understand reasons behind faculty departures
- Understand diversity within diverse communities
- Value diversity of scholarship and research
- Training/development/understanding/action for special needs of special groups: faculty, staff and teaching assistants

c. Define

- Clear understanding of what diversity means

d. Measurement of outcomes

- Developing/agreeing upon metrics
- Benchmarking other successful institutions
- Coordinating efforts of various groups: sharing best practice, create common threads,

e. Goals

- Compare to similar institutions: diversity, research, teaching
- Adapting to demographic shifts
- Benchmarking other successful institutions
- Engaging whole communities to develop strategies
- Diversity Council more proactive

4. Recruitment and Retention

Promote diversity and equity amongst students, faculty, staff, vendors inclusive of recruitment and retention and enhance relationships

a. Staff, faculty, administration

- Greater faculty diversity: racial and gender
- Retain diverse faculty
- Greater diversity among staff
- Diversity in administration
- Expanded search process
- Accountability for diverse hiring: department chairs, deans, provost

- Invite faculty with diverse backgrounds and academic interests and community members to come together at dinner to promote relations
 - b. Student
 - Greater diversity in student body: undergraduate, graduate professional
 - Hold graduate student preparation seminars for minority students
 - Increase the number of minority students graduating with STEM degrees and recruit to graduate school
 - c. Vendors
 - Continue to recruit and engage diverse vendors
5. Actions and initiatives
- a. Programs
 - b. Benchmarking/best practices
 - c. Resources
 - d. Outreach

Diversity Council to discuss actions and initiatives.

Diversity Council Meeting
September 3, 2009

Present: Stanley Trent; Sharon Davie; Bob Covert; Connie Lee; Ashley Fleming; Kelli Palmer, Debbie Mincarelli; Druen Anderson; Ricky Patterson; Cheryl Apprey; Martha Ballenger Eric Coleman; Jasmine Jefferson; Adetra Thomas; Carolyn Vallas; Andrea Roberts; Richard Handler; Brett Schnell; Taylor Reveley; Wraegen Williams; Melvin Mallory; Sarah Wilcox Elliott; Edward Warwick

Guest: Sherwood Frey

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

Following introductions Dr. Martin reviewed the minutes of the July 30, DC meeting inclusive of appendices A&B. At the July 30 meeting Professor Frey served as a facilitator and DC members generated lists of opportunities and challenges which are contained in appendices A&B. Appendices A&B contain the original proceedings from the facilitated session and appendix C contains an expansion of appendix B and serves for the initiation of subcommittees and action by the diversity council.

Appendix B outlines 4 categories: Culture of Inclusion; Recruitment and Retention; Communication; and Research and Acknowledge. During the September 3, meeting, Dr. Martin asked each DC member to participate in a subgroup in one of the 4 categories. Dr. Martin then mentioned that Professor Frey is attending the meeting to further facilitate the discussion to develop action items by the 4 subgroups. Subgroup discussions were lively and productive. Scribes were selected by each subgroup. The scribes agreed to keep notes and provide a follow up summary.

Following subgroup discussions the collective DC heard subgroup reports. It was apparent that some recommendations were common to all groups such as resource needs.

Further task for the DC is to prioritize suggested actions. Dr. Martin reiterated that even though DC members may suggest actions the onus is not necessarily on the Diversity Council to carry the actions out.

Scribes were asked to communicate with subgroup members to finalize action items. These action items will be discussed at the next meeting with the intention to prioritize them. Subgroups and participants are listed below.

Attachment: Action items and notes

Subgroup Participants:

Culture of Inclusion

Wraegen Williams (scribe)
Richard Handler
Connie Lee
Robert Covert
Melvin Mallory

Communication:

Kelli Palmer (scribe)
Jennifer Harmon
Sharon Davie
Ricky Patterson
Druen Anderson

Recruitment and Retention

Andrea Roberts (scribe)
Martha Ballenger
Carolyn Vallas
Ashley Fleming
Stan Trent
Cheryl Apprey
Debbie Mincarelli
Brett Schnell

Research and Acknowledge

Jasmine Jefferson (scribe)
Adetra Thomas
Eric Coleman
Taylor Reveley

Subgroup Notes and Actions

Recruitment & Retention

- Get base-line data on what is happening/going on at the University
- Get diversity statistics on departments/areas/fields/majors
- Get a definition of what under-represented groups mean with the understanding the definition might differ among schools, departments, etc.
- Be explicit about the diverse groups we want to retain/recruit
- Get money for scholarships
- Create partnerships with external institutions for funding
- Get a resource/directory of minorities on grounds
- Expand benefits so that the University is more attractive to potential employees
- Provide a mechanism for diversity leaders around grounds to communicate.
- Require each school to have a diversity office/officer and provide offices with guidelines for how to effectively implement the position.

Research and Acknowledgement

- Research other Universities, similar to our own, that seem to mirror where we want to be
- Research the private industry in Charlottesville and the United States which are making breakthroughs on diversity and retainment
- Research, by way of a survey done by a third-party, why people come and why people leave the University (entrance and exit interviews)
- Find a way to benchmark strides in diversity
- Turn part of the focus of our University to create an appeal for what UVA has to offer outside of Charlottesville, such as Richmond and the surrounding suburbs. This will help attract families and graduate students looking for jobs and opportunities outside of Charlottesville.
- Create a student center that would be a center of activity. Students would be able to mingle outside of the groups that divide such as Greek organizations.
- Have a diversity training for faculty and staff that would promote the ideals of the University pertaining to diversity.
- Find funding for diversity initiatives through the school, donations, and grants.

Culture of Inclusion:

- Create endowment fund for Diversity
- Make diversity curriculum initiatives faculty friendly
- Accountability for power structures/attitudes
- Clear definition of Diversity
- Create campus survey to be used as benchmarks

Communication

a. Outward

- Reach out to local community
- Develop partnerships with outside groups (corporations)
- Outreach to HBCU/HIS/tribal colleges
- Publicize and celebrate success stories
- Develop appropriate marketing strategies
- Change perceptions of U.Va.,

b. Inward

- Develop a list of who does what
- Change perceptions of U.Va.,

c. Within

- Change perceptions of U.Va.,
- Acknowledge U.Va., history and traditions/current behavior can be off putting
- Acknowledge (mitigate the challenge of our geography)
- Inclusion of broad population to membership and events
- Help non-traditional students feel part of the community
- Collaborate with University Public Affairs to review current communication models to assess whether diversity as a core institutional value is appropriately communicated.

Other

- Share examples of successful programs/initiatives should be shared more widely but with the caveat that there is still more work to be done (how, where, what)
- Create a University org chart of persons that do diversity work
- Representative persons to attend educational activities and report information back to their areas and broader advertising of programs/initiatives in the region and on Grounds. ex: Gertrude event at Washington & Lee. Identify who would be the clearing house for such things.
- Bring experts and educational opportunities here
- Involve the local community more by listening and engaging in a dialogue rather than just telling of our success – identify structures for doing so eg: Racial Reconciliation Project
- Listen to all corners of our “community” – Latinos, persons who are under resourced, etc.
- Charge each VP with listening to their internal constituencies perhaps via survey. President and Provost to hold VPs accountable.
- Develop institutional self study on diversity issues and attitudes via surveys and focus groups: an expansive analysis to be used as a baseline. Leading to a national model for data collection and cross institution comparison within and among the AAU and beyond.
- Include students always – strategies must be developed for the inclusion of students in this set of initiatives

Diversity Council Meeting

October 15, 2009

Attendance:

Marcus Martin, Daisy Lovelace, Adettra Thomas, Wraegen Williams, Brett Schnell, Maurice Apprey, Ashley Fleming, Andrea Roberts, Lois Myers, Connie Lee, Sheri B. Winston, Al Sapienza, Jennifer Harmon, Valerie Gregory, Vincent Jones, Jasmine Jefferson, Ricky Patterson, Martha Ballenger, Druen Anderson, Sarah Wilcox Elliott, Bob Covert, Eric D. Coleman

Guest:

Lois Meyers represented Institutional Assessment Studies.

Meeting Minutes:

Following brief introductions, Dr. Martin recapped the Diversity Council facilitated sessions and why they were done. Dr. Martin indicated that the Diversity and Equity Critical Functions/Goals contained an objective for the Diversity Council to discuss and develop strategies for Diversity and Equity. Dr. Martin said his reporting relationship to the Provost and then to the Board of Visitors would provide an opportunity to carry forward the proceedings in the Diversity Council. There were two facilitated sessions held, one July 30th and one September 3rd. Out of those sessions, action items were developed. They were listed under broad categories of recruitment and retention, research and acknowledgement, culture of inclusion & communication. The action items are extensive and relatively ambitious, which is good. However, Dr. Martin indicated that the Diversity Council needed to focus on prioritizing the action items. Some can be accomplished in the short term and some will take a longer time to accomplish. Throughout the discussion of the action items, Dr. Martin called upon Lois Meyers and Daisy Lovelace to provide insight on data available through Institutional Assessment Studies. It was concluded that the Office for Diversity and Equity would work on enhancing data access and further develop the links to data that the Diversity Council and others could access.

A number of the action items were duplicative and will be combined where appropriate. There was a strong opinion that obtaining resources for diversity should be a high priority. It was mentioned that the Diversity Office would need the backing of the Provost Office and/or Development before determining further strategy related to pursuing resource development. Conversation included the need for graduate student and undergraduate student scholarships to further diversify our student body. Dr. Maurice Apprey suggested that existing reports should be reviewed in cases where we were looking for best practices, that we should reference Damon Williams' work. There was a consensus that a report should be developed with emphasis first on why we should diversify at the University of Virginia, then include the action items with an expansion of outcomes desired. Ultimately a polished, well-written report will be produced with recommendations from the Diversity Council.

Dr. Martin reviewed subgroup notes and the suggested actions in a general sense. Attached to the September 3rd meeting minutes are subgroup notes and actions inclusive of the broad categories of recruitment and retention, research and acknowledgment, culture of inclusion & communications. Spreadsheets containing the action items were distributed to all the groups. Each item was discussed by the Diversity Council with specific comments by members of each

subgroup to clarify the meaning where it was unclear. The Diversity Council refined the action items list into the following prioritized list:

- (1) resources, (2) accessibility of data, (3) define diversity and (4) establish diversity offices/officers.

Dr. Martin stated he would discuss these items with the Provost Office and the Vice President of Development. These will be discussed at the next Diversity Council meeting on 11/19/09.

Diversity Council Meeting

November 19, 2009

Present: Sharon Davie, Ashley Fleming, Kelli Palmer, Martha Ballenger, Jasmine Jefferson, Marie Chee, Wraegen Williams, Brett Schnell, Bob Covert, Adetra Thomas, Blaine Norum, Jennifer Harmon, Druen Anderson, Carolyn Vallas, Eric Coleman, Ricky Patterson, Melvin Mallory, Vincent Jones, Ryan Hargraves, Taylor Reveley, Marcus Martin, Angela Rasmussen, Gail Prince-Davis

Guest: Mr. Thomas Jennings, Assistant VP for School Programs and Institutional Priorities, Office of Development and Public Affairs

I. Diversity Council members introduced themselves.

II. Review of October 15, 2009 DC meeting minutes: Dr. Martin asked for corrections on minutes and asked for motion to approve. Motion was made; Minutes were approved

III. Dr. Martin reviewed the actions items listed in the “Executive Summary of Diversity Council 2009 proceedings on strategic planning. During the November 2009 Board of Visitors meeting Dr. Martin apprised the Board of the Diversity Council prioritized action items (diversity resources, diversity data, definition of diversity).

Dr. Martin mentioned that he met with Provost Garson and Mr. Bob Sweeney, Senior VP of Development regarding moving forward with fund raising initiatives. The next step for the Diversity Council is to determine what programs/initiatives should be recommended for support before seeking funds.

IV. Resources/development. Dr. Martin introduced Mr. Tom Jennings, Assistant VP for School Programs & Institutional Priorities. Mr. Jennings’ background includes 8 years at the University of Virginia, he has raised money for Arts and Sciences and he is currently involved in 6 different fund raising activities.

Mr. Jennings mentioned that prospective donors may be available to support diversity initiatives but following are things that the DC should consider:

- Fundraising is complicated
- Primary initiatives must be determined then attach a dollar figure to them
- Ideally there would be someone trying to find funding on a full-time basis for DC initiatives
- Gather resources and data on donor giving in the past related to diversity

Mr. Jennings mentioned that finding a donor is like dating; don’t scare them off with an immediate marriage proposal; must establish trust and the donor needs to have confidence in you/your organization that the money can be managed well. Donors give for 3 different reasons: 1) gratitude 2) confidence & 3) hope. Tap into the donor’s value system; the more specific the need makes it easier for donors to give. He also mentioned that the process could be from 1 to 5 years (takes 6-24 months to get donor’s trust; some maybe wouldn’t take as long/already eager)

Suggestions/discussion from Diversity Council members:

- Start a wide range “menu” with prices to show donor so they can choose from but also set priorities in case they ask “what are most important to DC”
- Have strategy on cultural professorships?

- Review giving pattern of alumni (Mr. Jennings will talk with the DPA Research to see if this info is available)
- Find donor interests through Development Office
- Generate a potential list and prioritize needs

Mr. Jennings indicated he would meet with regional development officers and apprise them of the Diversity Council interest in resource development.

Dr. Martin asked Professor Bob Covert to enlighten the Diversity Council on specific resource needs related to the classes he teaches. Professor Covert mentioned the need for TA's for his diversity class (in Spring he has 3 sections of 90 students each for 4th years, and more sections ... and 200 people on waiting list); Has had minimal funding from the Provost ; TA funding dropped from \$47,000 to \$27,000.

A Diversity Resource Development Subcommittee was created: Marcus Martin, Sharon Davie, Eric Coleman and Bob Covert.

Definition of Diversity at UVa

An action item suggested by the BOV during strategic planning was to formulate a definition of diversity. Dr. Martin approached UVa General Counsel for advice prior to this Diversity Council meeting. The Office for Diversity staff also performed a search of other institutions web sites looking for diversity definitions and/or statements already developed. Dr. Martin also discussed the Commonwealth of VA Office of the Governor Executive Order 1 (2006) on Equal Opportunity and UVa's Equal Opportunity and Affirmative Action Statement (April 8, 2008)) A draft definition of diversity written by Dr. Martin and discussed with General Counsel prior to the Diversity Council meeting was used as an impetus to get discussion started..

Suggestions/concerns from DC members:

- Definition or statement on diversity must be inclusive, no value judgment;
- Relative
- Helpful that diverse groups are listed in alphabetical order
- Concerns about reference to "educational background" and "work experience" because this is an institution of higher learning and there are certain expectations...
- A human difference listed as "Language" might be misconstrued
- Oregon's & Akron's definitions were good examples for developing a value statement
- The shorter the statement the better; instead of listing a long list of differences (we might forget one) we should use compassionate wording, have open arms, don't want to sound too legal;
- Use value statement not definition
- Use flesh and blood examples of diverse issues around grounds

What needs to be determined is whether we want to develop a definition for the whole University or for just the Diversity Council. This would help us determine the type of language to use, whether it be "squishy" or more legal sounding.

Subcommittee formed to come up with diversity definition/statement to present during a subsequent DC meeting: Maria Chee, Martha Ballenger, Vincent Jones, Taylor Reveley & Sharon Davie (Kelli Palmer will consult)

Next Diversity Council meeting is scheduled Dec 10th

Diversity Council Meeting

December 10, 2009

Present: Sharon Davie, Kelli Palmer, Martha Ballenger, Marie Chee, Wraegen Williams, Brett Schnell, Bob Covert, Adetra Thomas, Blaine Norum, Carolyn Vallas, Eric Coleman, Ricky Patterson, Melvin Mallory, Vincent Jones, Taylor Reveley, Marcus Martin, Bill Cooper, Jigar Patel, Brian Crouch, Sara Wilcox-Elliott, Cheryl Apprey, Maurice Apprey, Connie Lee, Debbie Mincarelli, Erica Spangler, Carolyn Dillard, Richard Handler, Gail Prince-Davis

- I. **Introduction.** Diversity Council members introduced themselves.
- II. **Review of November 19, 2009 DC meeting minutes:** After review of minutes with no corrections, motion was made to approve minutes; Minutes were approved.
- III. **As a follow-up from the last Diversity Council meeting,** Dr. Martin mentioned that Tom Jennings, Assistant VP for School Programs and Institutional Priorities, has requested that Diversity Council members develop a list of initiatives and goals for fund raising.
- IV. **Dr. Martin provided an update on the goals** and critical functions of the Office for Diversity and Equity via a power point presentation. The presentation is attached for review.
- V. **Dr. Martin mentioned that the next Diversity Council meeting will be January 21, 2010.** During that meeting subcommittees will provide updates in the following areas:
 - a. Definition of Diversity
 - b. Diversity Resource Development

In addition Daisy Lovelace will provide an update on the following:

- a. Update on the spring conference
- b. Diversity Data

VI. Announcements

- a. Bob Covert mentioned the Charlottesville Dialogue on Race is still looking for participants. For more information see www.Charlottesville.org/dialogue
- b. Sharon Davie mentioned that the distinguished alumna Cheryl Mills will be a keynote speaker during the Women in Leadership Conference Feb 18-19 2010.
- c. Dr. Martin reminded those who plan to attend the UVa Hampton men's BB game to pick up their tickets today. Members of the Diversity Council were invited to attend the game in the Presidents Suite.

- VII. **Meeting adjourned** and the subcommittees on the Definition of Diversity and Diversity Resource Development met.