

Diversity Council Minutes 2012

Diversity Council Meeting
February 16, 2012
Newcomb Hall South Meeting Room

Present: Maurice Apprey, Martha Ballenger, Debbie Berkeley, Jon Bowen, Maria Chee, Peggy Dame, Ashley Fleming, Vicki Gist, Gertrude Fraser, Jennifer Harmon, Les Haughton, Aaron Laushway, Connie Lee, Kate O'Varanese, Andrea Roberts, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Wraegen Williams, Sheri Winston

Guests: Grace Aheron, Pam Sprouse, Rachel Stauffer, Claire Wyatt

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Announcement: LEAP Conference

- a. LEAP is a new annual leadership conference hosted by the McIntire School of Commerce that is designed to give college sophomores and juniors from underrepresented minority groups insight into preparing for professional practice
- b. Conference held February 10-12, 2012 and was a success; for more information, contact Andrea Roberts

III. Minutes from November meeting were accepted

IV. Supplier Diversity: Les Haughton, Director of Supplier Diversity

- a. Executive Order 33 (2006) declared that Virginia's record of buying goods and services from small, women-owned, and minority-owned (SWaM) businesses must be improved
 - i. set goal of 40% of spending from small businesses
- b. 2005-2011 highlights

- i. While overall discretionary spending rose just 1.8% over fiscal year 2010, spend with minority-owned businesses rose 13.7% to \$22.3 million; spend with women-owned businesses rose 25.4% to \$27 million.
- c. Last year, goals of 5% minority-owned, 6% women-owned, and 31% small businesses were met
 - i. This year, goals were raised; on track to reach goals for women-owned and small businesses
 - ii. struggling with meeting goal for minority-owned businesses
 - 1. due primarily to downturn in construction; minority subcontractors are struggling
- d. Les Houghton established a new non-profit called the Charlottesville Minority Business Network
 - i. Established in order to address lack of development of minority-owned businesses in Charlottesville; lack of trust with University
 - ii. 10 well-established firms are a part of the group so far
 - iii. Les will serve as mentor/advisor to firms
- e. Les will be in contact with members of DC individually about how these firms might be helpful
- f. See two attachments for more details

V. Dialogue Across U.Va.: Grace Aheron, Third Year Student; Pam Sprouse, School of Medicine Research Administrator; Claire Wyatt, Third Year Student

- a. Dialogue Across U.Va. is an initiative that grew out of the Day of Caring in order to further explore the question: “Are We a Caring Community?”
- b. Uses Sustained Dialogue model
- c. Pilot occurred in Spring of 2011, new session in Fall 2011, upcoming session Spring 2012
- d. Dialogue groups meet every other week throughout the semester around discussion topics
 - i. goal is that faculty, staff, and students come together to build relationships
 - ii. provide a safe space to further the caring community
 - iii. “dialogue is action”
- e. 85 people participated in Spring 2011, 105 in fall 2011, over 140 registered for this semester
 - i. high level of positive feedback
- f. Goals going forward include reaching a wider audience, recruiting more faculty to participate, and potentially expanding beyond U.Va. into the community
- g. A 5-minute “mock dialogue” was conducted in front of the group

VI. Asia Institute: Rachel Stauffer, Outreach Coordinator, Asia Institute/Lecturer, Department of Slavic Languages and Literature

- a. Asia Institute is an interdisciplinary center comprised of the East Asia Center, the South Asia Center, and the Tibet Center
 - i. established in 2009; housed in Arts & Sciences; Title VI funding from USDOE

- b. Objectives include: professional development for teachers, student engagement, education in rural/underserved communities, tolerance of diversity, awareness of global presence in community, provision of resources, K-12 education
- c. Asia Institute has worked with/in 40 Virginia schools and public school divisions
- d. 300+ teachers have participated in professional development
- e. Current and future projects
 - i. Tsunagaru Initiative, China Outreach Program, Japan Outreach Initiative, Korea Expo, Southwest Virginia Higher Education Center
- f. See attached presentation for more information

VII. Next Meeting: March 15, 9-11 a.m. in Newcomb Hall Kaleidoscope

Diversity Council Meeting
March 15, 2012
Newcomb Hall Kaleidoscope

Present: Maurice Apprey, Martha Ballenger, Maria Chee, Bob Covert, Peggy Dame, Bob Diamond, Ashley Fleming, Vicki Gist, Les Haughton, Aaron Laushway, Jennifer Merritt, Gary Nimax, Kate O’Varanese, Laurie Shaffer, Tamara Sole, Adettra Thomas, Ed Warwick

Guests: Susan Carkeek, Charity Harrell, Evan Shield

ODE Staff: Marcus Martin, Meghan Faulkner

- I. Introductions**
- II. Review of Minutes from February 16 meeting**
- III. Respectful Workplace – Susan Carkeek, Vice President and Chief Human Resources Officer**
 - a) The Respectful Workplace Initiative grew out of the Day of Dialogue and the questions that remained about “caring community”
 - i) Charged by President Sullivan to look at the policies, structures, and resources necessary to support a culture of civility and respectful behavior at U.Va.
 - ii) Group made up of faculty and staff; Medical Center represented
 - iii) Built on work of student bystander training initiative called Step Up!
 - (1) deals with understanding the most appropriate ways to intervene
 - b) In the most recent surveys, 92% of employees agreed that they are treated with fairness and respect
 - c) Resources are available at <http://www.hr.virginia.edu/other-hr-services/respectatuva>
 - i) Link on this webpage to file a complaint
 - d) Susan Carkeek and Michael Schwartz are available to present and provide trainings for groups of employees
 - e) Respectful Workplace policies are applicable to contract workers as well

IV. Minority Rights Coalition - Evan Shields, Class of 2012, Major in Political and Social Thought; Chair, Minority Rights Coalition

- a) MRC was formed in 2001 to advocate for the needs of minority students at U.Va.
 - i) Mission/Purpose
 - (1) Respond to bias incidents
 - (2) Advocate for student issues
 - (3) Govern and support activities of member groups
 - ii) Values include inclusion as an element of diversity
 - (1) What voices are not being represented? What can we learn from other voices?
- b) MRC Accomplishments 2011-2012
 - i) Held Garden Party in August
 - ii) Worked with ODOS on leadership conference for undergraduates
 - (1) Addressed topic of how to approach situations as minority student leaders
 - iii) Worked with OAAA on “Built on Self-Success” conference in October
 - iv) Held diversity workshop with Residence Life
 - v) Endorsed candidates with shared values during January-February student elections
 - (1) Held debate on diversity and the future of U.Va.
 - vi) Worked with ODOS on Blueprint Program
 - vii) Will participate in Days on the Lawn to encourage more minority students to volunteer
- c) Goals for the future
 - i) Expand work with students
 - ii) Expand work with the Athletics Department
 - iii) Expand research opportunities for students around diversity-related issues
 - iv) Create more opportunities for MRC to work with other U.Va. offices
 - (1) LNEC would like to be in contact with MRC

V. University Judiciary Committee - Charity Harrell, Third Year Student in Political and Social Thought; Vice Chair for First Years, UJC

- a) Charity Harrell provided a comprehensive overview of the functions of the University Judiciary Committee; Please see detailed presentation attached with minutes
- b) UJC is diverse; however, the “face” of UJC is not always diverse
 - i) better outreach to First Years could help

VI. Announcements

- a) Dr. Martin announced that Bob Covert has been chosen as the recipient of the John T. Casteen III Diversity – Equity – Inclusion Award

Diversity Council Meeting
April 19, 2012
Newcomb Hall Kaleidoscope

Present: Martha Ballenger, Jon Bowen, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Bob Diamond, Jennifer Harmon, Les Haughton, Vince Jones, Aaron Laushway, Connie Lee, Viola Li, Kellie Sauls, Tamara Sole, Rachel Spraker, Adetra Thomas, Wraegan Williams

ODE Staff: Marcus Martin, Meghan Faulkner

Guests: Veronica Alvarado, Hebah Fisher, Toan Nguyen, Luis Ortiz, Alexa Proffitt, Julie Roa, Vanessa Villalobos

I. Introductions & Review of March Minutes

- a. No changes suggested

II. Announcements

- a. Studies in Women & Gender program will be renamed the Women, Gender, & Sexuality program
 - i. Purpose: to acknowledge the importance of the expanding curricular offerings in LGBT and Queer Studies
 - ii. New course this fall: Introduction to Queer Studies
- b. Workshop on Civility & Respect, 5/30, 8:30 a.m.-12 p.m.
 - i. Featured speaker: Dr. P.M. Forni, Professor, Johns Hopkins University; see attached information for further details
- c. Holocaust Remembrance Day: Students have organized a temporary installation on the lawn in front of Peabody Hall honoring those who died in the Holocaust

III. Community Investment Collaborative - Hebah Fisher, Co-Founder and Program Director, and Toan Nguyen, Co-Founder and Board Chair

- a. CIC is a new non-profit organization that was an outcome of the Charlottesville Dialogue on Race
- b. Mission Statement: CIC leverages community resources to provide capital and education to entrepreneurs who have difficulty accessing funding from traditional sources and who seek an educational support system that is relevant to their business needs
- c. Clients are low-/moderate-income, minorities, students, and/or formerly incarcerated

- d. CIC leverages University, government, non-profit, and business resources and support systems
- e. Inaugural 14-week training is currently underway and includes 19 local entrepreneurs
 - i. Local business leaders will serve as mentors to the training participants
- f. CIC is asking for more engagement from U.Va. on an institutional level
 - i. Collaboration with Darden School of Business is already underway
 - ii. Les Haughton offered for CIC entrepreneurs to receive Supplier Diversity training to learn how to do business with U.Va.
 - iii. Sharon Davie offered to provide interns from Women's Center
 - 1. Use WC website as a means of sharing the stories of women entrepreneurs
 - iv. Bob Covert's Multicultural Education students perform community as a course requirement and could work with CIC

IV. **Latino Student Alliance (LSA)** - Veronica Alvarado, Third Year student in Government & Sociology; Luis Ortiz, First Year student in Pre-Comm/Batten School; Alexa Proffitt, Fourth Year student in WGS & Foreign Affairs; Vanessa Villalobos, Second Year student in Biology & Latin American Studies

- a. Statistics
 - i. In the past 10 years, the Hispanic/Latino community at U.Va. has doubled in size
 - ii. LSA hosted more than 50 events this past year
 - iii. Almost 600 admitted Hispanic/Latino students to Class of 2016
 - iv. U.Va. still behind in percentage of Latino students compared to state population (8%)
 - 1. U.Va. = 5.2%
 - 2. Georgetown = 7.1%
 - 3. UNC-Chapel Hill = 11.1%
 - 4. UCal-Berkeley = 12.7%
 - 5. Harvard = 9.1%

- v. Lack of sufficient numbers of Hispanic/Latino faculty and resources for students contribute to lower numbers of enrolling/matriculating students

b. Needs

- i. Continued/increased support from the administration in order to increase matriculation of Hispanic/Latino students
 - 1. Boost existing programs
 - 2. More resources specific to Hispanic/Latino community
 - 3. More Hispanic/Latino faculty members
- ii. Additional support on academic issues (e.g., additional academic advising)
- iii. Voice regarding policy decisions

c. Proposals for Advancement

- i. Fund a dedicated resource center
- ii. Build relationships between administration and underclassmen
- iii. Build a more connect alumni network

V. **Multicultural Student Services** - Julie Roa, Multicultural Student Services Program Coordinator

- a. Provides services to all students with a specific focus on Hispanic/Latino, Native American, and Middle Eastern students
- b. Website:
<http://www.virginia.edu/deanofstudents/programsandservices/hlnamme.html>
- c. Helps individuals and groups make useful connections
 - i. Provides guidance to individuals and groups
 - ii. Goal is to build a sense of trust
- d. Provides leadership and development tools
- e. Peer mentoring program for Hispanic/Latino, Native American, and Middle Eastern students is growing
- f. Also works in community with groups such as Creciendo Juntos, *Forward/Adelante*, and the local Mosque

VI. **Disability Accommodations Study** - Imran Khan, Fourth Year student in Systems Engineering

- a. The Learning Needs Resource Center has provided excellent support to Imran during his four years at U.Va.
- b. Imran provided an overview of the findings of his study on disability accommodations (please see presentation for details)
 - i. Imran provided photo documentation of physical structures at the University that are not accessible to some community members
 - ii. Improvements needed/recommended
 1. Doors – all should be accessible
 2. Sidewalks – some in a state of disrepair
 3. Libraries – certain floors not accessible
 4. Alumni Hall – inaccessible from front
 5. Rotunda – tiny elevator
 6. Dorms – some parts not accessible (game rooms)

Diversity Council Meeting

August 16, 2012

OpenGrounds

Present: Maurice Apprey, Martha Ballenger, Maria Chee, Peggy Dame, Sharon Davie, Bob Diamond, Jennifer Harmon, Les Haughton, Gary Nimax, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adetra Thomas

Guests: Claire Kaplan, Melanie Miller

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Review of Minutes from 4-19-12

- a) No changes were suggested.

III. OpenGrounds

- a) Bill Sherman (Associate Professor of Architecture, Associate Vice President for Research, Founding Director of OpenGrounds) introduced the group to the OpenGrounds space and its mission.
- b) OpenGrounds is structured to encourage collaboration within the university and with community partners. The idea is to create a network of spaces across Grounds.
- c) Any U.Va. group (or any group with a connection to U.Va.) may utilize OpenGrounds. There is no fee to use the space. The space is designed to accommodate performances and art as well as meetings.
- d) “Open Tables” will be an initiative of OpenGrounds beginning this academic year and will be a series of lunch conversations on designated topics. The invitation will be open for all to attend. There will also be open hours in the afternoons/evenings when groups and individuals can use the space without previous reservation.
- e) Contact Lindsey Hepler (ljt4b@virginia.edu) to inquire about reservations or go to www.opengrounds.virginia.edu

IV. Inclusion and Social Justice at Faith-based Institutions

- a) Melanie Miller (Pastor, Sojourners United Church of Christ) visited the group to speak about inclusion and social justice at faith-based institutions, in particular the United Church of Christ.

- b) The UCC has a broad range of liberal and conservative churches, and so collaboration amongst those with differing perspectives is important.
- c) One definition of social justice might be always calling people to task for forgetting the marginalized (examples from doctrine).
- d) Melanie prompted the group to discuss religious freedom and the question: “Who gets to have freedom?”

V. Men’s Leadership Project

- a) Claire Kaplan (Director of Sexual and Domestic Violence Services, Women’s Center) presented information on the Men’s Leadership Project, which is modeled after the successful Young Women’s Leaders Program (YWLP). Both programs are coordinated by the U.Va. Women’s Center.
- b) MLP focuses on the role of men and boys in ending gender violence. The program is based on the understanding of a wide-range of masculinities around the core concepts of authenticity, respect, and strength.
- c) College undergraduate men commit to a full academic year (including two 3-credit courses) and are paired with middle school boys in the community as mentors. The undergraduates are responsible for teaching the concepts they learn to the middle school mentees as part of a curriculum.
- d) The program’s website is: <http://mlp.virginia.edu/>

VI. LGBT Committee Update

- a) Gary Nimax (Assistant VP and Director of University-Related Foundation Administration; Chair, LGBT Committee) reported that the LGBT Committee has made some significant strides. The committee worked with the Faculty Senate to develop and recommend a demographic question on sexual orientation for its survey. The option to select “transgender” was also added to the gender question. The Diversity Council will be able to hear an update on the results of the survey from Chris Holstege this fall.
- b) The LGBT Committee has held meetings with Susan Carkeek (VP and Chief Human Resources Officer) and Claire Gastenaga (Executive Director, Virginia ACLU) about domestic partner/other qualified adult benefits and possible paths forward.
- c) The committee is in communication with Housing about the issue that graduate students in same-sex relationships are ineligible to live with their partners (since only married spouses can live together in University Housing). Options are being discussed and pursued.

- d) The committee has also researched the issue of student health insurance offered to graduate students. Virginia Tech offers health insurance to the domestic partners of its graduate students through Aetna. U.Va. does not offer this domestic partner benefit, but its insurance is also administered through Aetna. The committee will continue to research this possibility.
- e) A fall welcome reception for LGBT faculty and staff as well as allies will be held (for the first time) on August 28 from 3:30-5:30 p.m. in Dean Fontaine's Pavilion (Pavilion IX). Please spread the word.

VII. Announcements

- a) Maria Chee has nominated Faculty Senate Chair George Cohen for the TJ Award. Please contact Maria if you are interested in writing a letter of support.
- b) The Diversity Council will add a graduate student member this fall. Please email recommendations to Meghan Faulkner (Faulkner@virginia.edu).

VIII. Fall Meeting Schedule:

- September 20, 9-11 a.m., NHL Kaleidoscope Room
- October 18, 9-11 a.m., NHL Kaleidoscope Room
- November 15, 9-11 a.m., NHL Kaleidoscope Room

Diversity Council Meeting
September 20, 2012
Newcomb Hall Kaleidoscope Room

Present: Cheryl Apprey, Maurice Apprey, Martha Ballenger, Jon Bowen, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Bob Diamond, Ashley Fleming, Veronica Ford, Vicki Gist, Robbie Greenlee, Valerie Gregory, Jennifer Harmon, Les Haughton, Butch Jefferson, Connie Lee, Viola Li, Doc McConnell, Rachna Pathak, Judy Pointer, Kellie Sauls, Adettra Thomas, Carolyn Vallas, Wraegen Williams, Sheri Winston

Guests: Tierney Fairchild, Marc Paulo Guzman

ODE Staff: Marcus Martin, Meghan Faulkner

- I. Introductions**
- II. Review of Minutes from 8-16-12** – No changes suggested
- III. Asian/Asian Pacific American Student Services and Programs**
 - a) Marc Paulo Q. Guzman (A/APA Program Coordinator) provided an overview of and update on services and programs for Asian/Asian Pacific American students.
 - b) The Peer Advising Family Network has over 60 advisors this year.
 - c) Other programs include: APALTI, WAALI, APAutumn, APAHM, support for 40+ CIOs and fraternities/sororities this year.
 - d) Goals
 - i) Increase international student involvement and engagement toward larger U.Va. community (leadership roles, Honor, UJC, etc.).
 - ii) Increase the percentage of students who accept admission offers.
 - (1) This year only 600 out of 1500 offers were accepted by A/APA students.
 - (2) One main factor is financing (lack of merit scholarships here).
 - e) Plans
 - i) Work with International Studies Office on programming/networking
 - ii) Host prospective student weekend
 - iii) Follow-up on interest in male A/APA leadership group
 - iv) Encourage A/APA and non-A/APA student collaboration

- v) Provide tools for collaboration at leadership events
- f) Challenges
 - i) Adjusting to student self-governance environment/system
- g) Sharon Davie expressed that there may be opportunities for partnership through the Women's Center internship program.

IV. U.Va. IDEA Fund

- a) Tierney Fairchild (Chair, U.Va. IDEA Fund; Darden '94, Curry/A&S '96) presented information on the U.Va. IDEA Fund.
- b) The U.Va. IDEA Fund is a group of alumni and friends with a focus on action-oriented leadership around inclusion, diversity, equity, and access.
 - i) Mission: The mission of the University of Virginia IDEA Fund is to provide action-oriented leadership and support to University initiatives, in collaboration with the Office for Diversity and Equity, in order to ensure that the values of inclusion, diversity, equity, and access permeate the University community and culture.
- c) Focus areas
 - i) Multi-year initiatives ("big ideas")
 - ii) Mini-grants to fund innovative projects at U.Va.
 - iii) Alumni input
 - iv) Mentoring
- d) Recent activities include proposing and funding the Henry Martin plaque that was recently installed near the Chapel; Community MLK Celebration events.
- e) Proposed major initiative to enhance U.Va.'s rich early history
 - i) Identified lack of a structural framework/institutional response to slavery in U.Va.'s early history.
 - ii) Phase I: catalogue multiple current/past efforts involving the recognition of this history.
- f) Bob Covert suggested getting the word to students who may want to support this effort through Multicultural Education class, etc.

V. Office of African American Affairs

- a) Maurice Apprey (Dean, Office of African American Affairs; Professor, Department of Psychiatric Medicine) presented an update on the work of the Office of African American Affairs.
- b) OAAA is charged, among other responsibilities, with assisting academic and non-academic units in meeting the challenges of service delivery to African American students.
- c) Strategic Vision: Increase the number of graduates who can successfully compete for places in graduate and professional schools as well as competitive work places in order to become future leaders.
- d) Strategic Positioning: The University of Virginia will maintain its high graduation rate for African Americans and its #1 ranking among peer flagship institutions.
- e) Strategic Alignment: High graduation rates must be aligned with correspondingly high grade point averages so that African American students can have high GPAs to succeed after graduation. Ideally, we want as many in the 3.4 - 4.0 range as possible.
 - i) High graduation rate is the floor, not the ceiling.
 - ii) Average GPA for AA students has increased since 2005.
- f) How has the increased academic performance been achieved?
 - i) Providing a safety net in a culturally sensitive environment.
 - ii) Providing an informal curriculum that addresses better decision-making in course selections; use of tutoring and mentoring.
- g) The number of students needing academic support is also decreasing.
- h) Findings to be published in Peabody Journal of Education in February 2014.

VI. Community MLK Celebration Video

- a) Video can be accessed at:
http://www.youtube.com/watch?v=M4vrGcFb4Gk&feature=player_embedded

VII. Announcements

- a) Marcus Martin announced that a study will occur this year on faculty salary inequity related to gender. The study will determine what biases may exist (intended and unintended) in the hiring/promotion processes. Update to come at a future DC meeting.

Diversity Council Meeting

October 18, 2012

Kaleidoscope Room

Present: Maurice Apprey, Peggy Dame, Bob Diamond, Ashley Fleming, Vicki Gist, Valerie Gregory, Jennifer Harmon, Les Haughton, Butch Jefferson, Connie Lee, Rebecca Leonard, Doc McConnell, Gary Nimax, Tamara Sole, Rachel Spraker, Adetra Thomas, Wraegen Williams

ODE Staff: Marcus Martin, Meghan Faulkner

Guests: Brad Bowman, Frank Dukes, Leontyne Peck, Leah Puryear

I. Supplier Diversity – Les Haughton, Director of Supplier Diversity

- a. History of SWaM program dates back to 2006, when Governor Kaine signed Executive Order 33; goal was set for 40% of all state purchasing to come from small, woman-owned, and minority-owned businesses.
- b. U.Va.'s total SWaM purchasing for FY2012 was 44.2% (exceeded total goal.)
 - i. Minority-owned business expenditures was 3%; missed goal of 5%; still need development in that area.
- c. Outreach
 - i. U.Va. is the 3-time winner of the Soaring Eagle Award for the top public-sector supplier diversity program in Virginia.
 - ii. Lead planner for 2012 SWaMFest.
 - iii. Hosted six vendor trainings and five workshops on "Building a Winning Business."
- d. New initiatives include: Darden SWaM Executive Business Program, supplier diversity newsletter, supplier diversity awards.
- e. Charlottesville Minority Business Network
 - i. Charlottesville lags behind in the number of minority-owned businesses, even though racial minorities are over 25% of the population.
 - ii. As a result of this program, several members have gained contracts with U.Va.; members are positive about the potential to do business with U.Va.
 - iii. There are more minority business-owners in Charlottesville that are in need of mentoring.
- f. Continued work is needed on the perception of U.Va. as a place to do business.

- g. Les will run reports in the coming weeks for all Diversity Council members on their departments' SWaM spending.
- h. The Supplier Diversity website (<http://www.procurement.virginia.edu/pagediversity>) is a resource for which businesses are certified SWaM.

II. **University Community Action for Racial Equity (UCARE)** – Frank Dukes, Leontyne Peck, Leah Puryear

- a. UCARE is an organization that attempts to improve the relationship between the Charlottesville/Albemarle community and U.Va.
- b. Themes related to how many in the larger community view U.Va.: resentment, research fatigue, distorted history, U.Va. contributes to community problems rather than helping them.
 - i. These themes were drawn from research by UCARE.
- c. UCARE emphasizes seeking the truth, seeking repair, and seeking authentic relationships.
- d. Work should be sustainable rather than isolated projects.
- e. UCARE's report includes a list of recommended actions that can be taken to improve the University/community relationship.
- f. UCARE is developing a work plan for 6 upcoming priorities.
- g. Structural changes should balance cultural changes (e.g., increasing the diversity of our faculty)
- h. www.ucareva.org

III. **Update on Undergraduate Admission** – Valerie Gregory (Associate Dean of Undergraduate Admission)

- a. There have been changes in the past few years in how data related to race/ethnicity is reported. There is a new “multi-racial” (non-Hispanic) category which now includes anyone who checks more than one box.
 - i. UVA uses race as one factor – holistic approach
- b. Overall yield of students of color decreased this year. This was the first year of (non-binding) Early Action program.

- c. Reasons students apply to U.Va. include academic reputation, availability of programs, in-state.
- d. Reasons students choose not to come include: Cost of attendance, better financial aid package elsewhere, no merit scholarship, more financial support at other schools for students from middle-class families.
- e. Outreach Efforts
 - i. Visits to high schools/ college fairs.
 - ii. On-Grounds events including special open houses, hosting visitors to Grounds.
 - iii. Working w/middle schools including workshops and visits to Grounds.
 - iv. Diversity chats, letter writing campaigns, email buddies.
 - v. Working w/churches, civil organizations, community based organizations.
- f. Financial Aid and Scholarships continue to be concerns.
 - i. Questions about the sustainability of AccessUVA
 - ii. Alumni scholarship programs (Ridley, Quest Bridge)
 - iii. Jefferson Scholars does not take race into account; last year out of 120 prospects identified only one was African American, two were Hispanic.
- g. Additional Challenges
 - i. Economy, aid for middle-class families, affirmative action case in the Supreme Court, future of AccessUVA.
- h. Goals for 2013
 - i. Increase number of local underrepresented students accepted.
 - ii. Regional admission and outreach.
 - iii. Redesigning the message.

Diversity Council Meeting
November 15, 2012, 9-11 AM
Newcomb Hall Kaleidoscope Room

Present: Hector Amaya, Martha Ballenger, Maria Chee, Bob Covert, Sharon Davie, Bob Diamond, Ashley Fleming, Valerie Gregory, Les Haughton, Connie Lee, Viola Li, Doc McConnell, Gary Nimax, Kate O'Varanese, Tamara Sole, Rachel Spraker, Adettra Thomas, Phil Trella, Wraegen Williams

ODE Staff: Meghan Faulkner, Marcus Martin, Kristin Morgan

Guests: Joe Garofalo, Christopher Holstege

I. Introductions

II. Review of October Meeting Minutes – No changes suggested.

III. Faculty Senate Survey (Christopher Holstege, *Associate Professor, Department of Emergency Medicine; Chair-Elect, Faculty Senate*; Joe Garofalo, *Associate Professor and Co-Director, Center for Technology, Curry School of Education; Member, Faculty Senate*)

- a. 2007 was the most recent faculty survey before this one in 2012. The 2012 survey was developed and implemented by the Faculty Senate's Recruitment, Retention, Retirement, and Welfare Committee.
- b. The Faculty Senate is still in the process of analyzing the results of the survey and has not yet presented results to any other group. Results will be released in early December. Statistical data will be released at the same time as summaries of the written comments that were received.
 - i. Written comments summaries will be attached to school statistical reports.
- c. Approximately 5% of respondents identified as lesbian, gay, or bisexual (out of approximately 1370 respondents.) The overall response rate for tenure-track/tenured faculty was approximately 50%.
- d. Observed patterns from comments
 - i. Spouse/partner career opportunities are an important factor in decisions about whether or not to come to U.Va.
 - ii. There were a number of comments focused on the lack of partner benefits at U.Va.
 - iii. There were a number of faculty concerned about the confidentiality of the survey responses.

- e. Chris and Joe plan to engage with the administration and with various groups on Grounds regarding the survey results and how to respond/make changes.
- f. A question was asked regarding any update on domestic partner benefits and whether there were any changes to the University's policy during open enrollment.
 - i. There have been no changes at this time. Gary Nimax offered to speak on behalf of the LGBT Committee to anyone who is interested in a progress update.

IV. Learning Needs Evaluation Center (Bob Diamond, *Director, Learning Needs Evaluation Center*)

- a. The LNEC is in the process of seeking a name change: Student Disability Access Center (SDAC).
- b. The LNEC was established in order to meet the needs of students with disabilities and to be in compliance with federal legislation.
 - i. Institutions of postsecondary higher education are required to provide equal access to students with disabilities who are otherwise qualified.
 - ii. The focus is not on changing the individual or on maximizing the individual's potential, but rather on removing/mitigating barriers that preclude equal opportunity to succeed.
- c. In 2008, Congress passed the ADA Amendments Act in reaction to the trend of increasing restrictive documentation requirements and the increasing reliance on the medical model of disability.
- d. Medical vs. social models of disability
 - i. In the medical model disability is seen as a deficiency/ abnormality; viewed as negative.
 - 1. Appropriate response is to cure or "normalize" the individual.
 - ii. In the social model, disability is seen as difference and is viewed as neutral.
 - 1. Disability problems arise when the person with the disability encounters difficulty in functioning in an inaccessible environment. Disability is a social problem.
 - 2. The appropriate response is to change the environment.

- e. ADA-AA: Definition of disability in favor of broader coverage; increasing reliance on self-reporting and history; decreasing primary reliance on evaluation.
- f. The LNEC currently serves 496 students, a substantially lower percentage of students served compared to other institutions.
- g. Valerie Gregory commented that the LNEC/Admissions should be in conversation; higher admissions standards may inadvertently screen out some students with disabilities
 - i. U.Va.'s strong academic reputation may lead some to self-screen
 - ii. Students may choose to not self-identify as having a disability when they apply
- h. Alumni Association to establish a disability alumni group
- i. Name change for LNEC
 - i. Move in the direction of being more inclusive
 - ii. Clientele is first and foremost students
 - iii. "Access center"
 - 1. Primary focus on environment rather than on the individual
- j. Future plans
 - i. Mission statement revision
 - ii. Rewriting of documentation guidelines
- k. A new Disabilities Access Committee has been formed to carry this work forward.
 - i. Please send feedback/suggestions/recommendations for representatives.

V. Announcements

- a. EOP Champions
 - i. Congratulations to Wraegen Williams and Debbie Mincarelli
- b. U.Va. is the recipient of an Insight into Diversity HEED Award

- c. Marcus Martin was the recipient of the V. Shamim Sisson “Ally of the Year” Award (LGBT Resource Center)
- d. December 19th Men’s Basketball Game, 7 p.m. vs. Morgan State, President’s Box