

Diversity Council Minutes 2014

Diversity Council Meeting

February 20, 2014

Harrison Institute Byrd/Morris Seminar Rooms

Present: Martha Ballenger, Michael Blakely, Jonathan Bowen, Maria Chee, Sheila Crane, Sharon Davie, Bob Diamond, Tabitha Enoch, Vicki Gist, Valerie Gregory, Jennifer Harmon, Adrien Harraway, Les Haughton, Marcus Martin, Kristin Morgan, Mike Moxley, Gail Prince-Davis, Julie Roa, Kellie Sauls, Christian Steinmetz, Adetra Thomas, Sarah Wakefield, Sarah Wilcox-Elliot, Jessica McCauley, Jalen Ross, Anna Jones

Guests: David Ensey, Lindsey Jones and Rose Coles

I. Introductions and review of November minutes.

- a. Dr. Martin welcomed all in attendance.

II. Announcements.

- a. Kristin Morgan announced the upcoming Disability Symposium, co-sponsored with the Disability Access Committee (a subcommittee of the Diversity Council)

III. David Ensey—University Judiciary Committee update. David provided a PowerPoint presentation regarding the diversity efforts of the UJC. David will be stepping down from his post in a few weeks.

- a. Demographics of UJC track well with the University's demographics, and with accused students (though more men than women are accused, which is more in line with gender expectations)

- b. Efforts:
 - i. Partnered with Minority Rights Coalition for a roundtable discussion
 - ii. Annual recruiting and information at the Source
 - iii. Met with BSA leadership
- c. Next steps
 - i. Student participation; perception of the UJC
 - ii. Partnerships
 - iii. Reporting rate is low, as most violations are reported through the Dean of Students' Office
 - iv. Restructuring of the Sexual Misconduct Committee, and increased partnerships with those campus groups focusing on safety, respect, and freedom
- d. Questions from attendees:
 - i. Dr. Martin asked about the typical cases seen by the UJC. Most cases deal with drinking (i.e. being drunk in public).
 - ii. Maria Chee asked if there is training or preventive measures in place for offenders. There are sanctions for those who have been judged guilty, and sometimes those sanctions include referring offenders to professional help, to try to prevent their reappearance. David acknowledged that there is a lack of preventive measures.
 - iii. Kristin Morgan suggested that there be a way to track those who belong to more than one race.
 - iv. A question was asked about the specifics of the Sexual Misconduct Committee, and David answered that the committee will partner with other campus groups including 1 in 4, and other organizations with a focus on prevention. A suggestion was made to partner with the Women's Center. There was a recent Sexual Misconduct Conference, with a focus on bystander intervention in preventing sexual misconduct.
 - v. Bob Diamond suggested that the UJC's demographic data should include students with disabilities, as UVa is admitted more students on the autism spectrum and those with traumatic brain injury.

IV. Rebecca Leonard—McIntire's Diversity Advisory Committee

- a. Faculty numbers:

- i. Mostly men, but over 30% women (more women than men in the recent round of hiring), which places McIntire ahead of most business schools
 - ii. The undergraduate and graduate schools have similar demographic student makeups: 41% women, 5% African American vs. 5% female African American, 30% vs. 10% are Asian American, 63% vs. 57% are Caucasian, 6% vs. 5% are Hispanic, and 24% vs. 17% are foreign citizens
- b. Diversity Advisory Committee's main goal is to increase the diversity and inclusiveness of the McIntire student body.
 - i. In a recent achievement, a link to "Diversity at McIntire" has been placed on the homepage, which takes users to a page with the Diversity Mission Statement, Voices of Diversity, and student leadership organizations. There are over 20 student organizations at McIntire, though often students remain with the groups they joined in their first two years
- c. Achievements:
 - i. A presentation to the McIntire President's Council on the value of diversity led to a significant change in leadership with the McIntire Investment Institute
- d. Recruitment and Student Support Initiatives
 - i. E&Y pipeline program to increase the quality and quantity of underrepresented minority applicants
 - ii. LEAP - MS in Accounting Program aimed at 1st through 3rd year students from UVA and other universities to increase under-represented minorities in Accounting
 - iii. ALCOA Diversity Initiatives: Comm 2000 – Pre-Comm Course focused on Diversity
 - iv. Renewed focus on conversation, communication and education related to the role of women in business; hosted Lean In events
 - v. Benchmark with other schools
 - vi. Increased coordination and collaboration with UVA Office for Diversity
 - vii. Revised of School of Commerce general applications to include an essay asking students to discuss the value of diversity and their contribution to diversity of the student body
 - viii. Training and resources directed toward inclusion of International Students
 - 1. One big achievement here is a program that features students pronouncing their names for faculty use

- ix. Have curriculum initiatives to address race, class, and gender.
 - x. Faculty development day using the Thunderbird Najafi Global Mindset Inventory
- e. New initiatives
- i. Continued emphasis on recruiting underrepresented minority students, thinking of alternatives to LEAP
 - ii. Collaboration with Curriculum Committees on academic content related to diversity topics and creating diverse ICE block demographics
 - iii. Assessment and attention related to socio-economic diversity in student body is recommended for further study
- V. **Christian Steinmetz—Diversity Initiatives in the Curry School of Education**, with Lindsey Jones, Social Foundations Doctoral Student, President of SEEDS, and Rose Cole, Higher Education Doctoral Student, Vice President of SEEDS
- a. Numbers:
 - i. Curry is composed of ~600 graduate students and ~250 undergrads
 - ii. Over half the students are female
 - 1. 85% white, 5% African American, 4% Asian, 3% Hispanic
 - iii. The faculty is mostly female and white. In the interest of gender diversity, they'd like to recruit more male faculty
 - b. Discovering Differences Action Team arose from the Diversity Committee at Curry
 - i. The group was created to produce a coordinated effort
 - c. Major initiatives:
 - i. Curry Big Read (they've read *Mindset*, about self-authorship, and *Whistling Vivaldi*, about stereotype threat)
 - 1. Included alumni in group discussions
 - 2. Had a meeting with faculty on how to utilize the Common Read in coursework
 - ii. Walter N. Ridley lecture, named after the 1st Black male student to graduate with a PhD from the Curry School
 - iii. MLK Speaker Event—this year it was Marcia Baxter-Magolda

- iv. Faculty teaching workshop, in partnership with the teaching resource center
 - 1. Focused on difficult dialogues and self-authorship
- d. Focus on recruitment
 - i. Student recruitment—a yearly review of the admission process. The offer rate is high for minority students, which the yield rate is low. They’d like to develop a turn-down survey to figure out why these students are choosing not to go to Curry.
 - ii. Faculty Recruitment—working with HR and search committees
- e. Climate for Students
 - i. Students do research on students, on research and advising
 - ii. Perform a climate survey
 - 1. Results are very positive, but students would like greater diversity of political opinions, as well as age, disability, sexual orientation, and socio-economic status
 - 2. A curriculum review discussing how diversity is talked about in the classroom; which perspectives are addressed, and at what levels diverse perspectives are added
- f. SEEDS: Students of Education Engaged in Diversity Scholarship for Change
 - i. Academic efforts:
 - 1. Combating rape culture and sexual assault on college campuses. Update: Date to be determined
 - 2. School-to-prison pipeline – April 10, 2014, 6:00, First Baptist Church
 - 3. Roundtable at Curry Research Conference: what does it mean to engage in diversity scholarship for change?
 - ii. Community efforts:
 - 1. Courageous Conversation
 - a. Facilitator training for Curry students in partnership with the Charlottesville Dialogue on Race
 - b. Forum, facilitated by our trained Curry students, on “Trayvon Martin, George Zimmerman and Race in America: Should Curry Care?”

- c. Safe Space training with the LGBTQ Resource Center
- iii. Social efforts:
 - 1. Open Mic Event for social justice
 - 2. YouTube party
 - 3. Happy Hour, co-sponsored with the Education Council
- iv. Concluding thoughts: all events were well-attended, students at Curry are hungry for many types of engagement with diversity

Meeting concluded at 10:45 AM

Diversity Council Meeting
March 20, 2014, 9:00--11:00
Newcomb Hall South Meeting Room

Present: Martha Ballenger, Michael Blakey, Maria Chee, Sheila Crane, Peggy Dame, Sharon Davie, Tabitha Enoch, Ashley Fleming, Veronica Ford, Vicki Gist, Adrien Harraway, Anna Jones, Marcus Martin, Kristin Morgan, Mike Moxley, Janelle Peifer, Gail Prince-Davis, Rachel Spraker, Adetra Thomas, Rayshon Tibbs, Phil Trella, Carolyn Vallas, Sarah Wilcox-Elliot

Guests: Zakira Beasley, Evan Behrle

I. Introductions and review of February minutes

- a. Dr. Martin welcomed all in attendance.

II. Announcements

- a. Dr. Martin noted that the Disabling Normalcy symposium was quite successful, and that Disability Studies Minor has been discussed as possible in the future. He mentioned that the John T. Casteen III Award Luncheon will be held on March 21, to award Hajar Ahmed and Martin Davidson.
- b. Phil Trella announced that Grad Days celebration will be held on March 27 from 10 a.m. to 12 p.m. The focus of the celebration will be Diversity and Excellence in Graduate Education. He is still looking for panelists and presentations on pursuing diversity and excellence.
- c. Rachel Spraker discussed the creation of a new faculty and staff employee resource group for veterans on grounds. The group has about 100 members. The group has created a survey for veterans on grounds, available online through April 11. A luncheon for the group will be held on Veterans Day (Tuesday, November 11, 2014).

III. Evan Behrle, Honor Committee. Evan is a fourth year in the College of Arts and Sciences, and is the chair of the Honor Committee. He spoke at length regarding disproportionality in adjudication and reporting of academic honor offenses.

- a. Some students are reported in higher numbers (though all students are found guilty at the same rates):
 - i. International students. He believes this may be due to different expectations of academic integrity between UVa and their pre-college schooling. Evan suggests that international student receive education before their classes begin regarding what UVa expects of its students.
 - ii. Students of color, and student athletes.

1. Spotighting: those outside of the mainstream draw more attention (he sees this as less of a problem)
 2. Dimming (more of a problem): this is often seen with passively observed acts of cheating (i.e. plagiarism and unfair collaboration), and refers to the mainstream students being forgiven. The bigger problem is who isn't being reported.
- b. Broader role of Honor Committee:
- i. Evan noted that disproportionality gives students and faculty a bad impression of the honor committee—that it's only there to serve certain people.
 - ii. He suggests two strategies to improve:
 1. Increase the diversity of the Honor Committee
 2. Look outside of the committee to include student groups
- c. Dr. Martin commented about the inconsistency in faculty reporting and the need for increased faculty education (i.e. letting them know what to report and how to do so).
- d. Mike Moxley addressed the idea of psychological barriers to reporting, and shared that the medical center deals with that by having a standardized reporting system. Evan noted that the Honor Committee is not trying to make reporting compulsory, and that the Committee does have an easy form on their website.
- e. Janelle Pfeifer who has experience as a TA noted that she was not given any training on reporting, and suggested that the next Honor Committee chair collaborate with the Graduate Affairs Committee.
- f. Maria Chee noted that instructors needed to be part of the equation, and need to be trained as well.
- g. Adrien Harraway spoke of the athletics department's use of academic proctors for athletes testing away from school. He mentioned that professors will call coaches and ask what to do regarding suspicions of an athlete cheating, a decision that the coach cannot be part of. He asked whether it was an honor violation to not report known cheating. Evan noted that with the students' elimination of the non-toleration clause, the system of trust and accountability was somewhat eroded.
- h. Sarah Wilcox-Elliot noted a discrepancy in how the various schools handle honor. Some schools (like the law school) don't report honor violations through the Honor Committee. Evan said that they are attempting to get greater participation from all the schools in the Honor Committee.

- i. Dr. Martin asked about the composition of the Honor Committee. Evan said that the support officers apply and are then interviewed, while the committee is elected, and students choose to run. Occasionally the Honor Committee will reach out to individuals and ask them to run. Often, the committee members filter up from support officers.
- IV. **Zakira Beasley, Coordinator, Festival of Cultures.** Zakira Beasley spoke about the 11th Annual [Festival of Cultures](#) on May 10, 2014, from 10 a.m. to 4 p.m. in Lee Park. The Festival of Cultures began in response to the influx of refugees and immigrants, with the goal of making them more visible to the community and exposing Charlottesville to their cultures.

Events include:

- a. A performance schedule
 - b. Resource agencies (the library, Shelter for Help in an Emergency, voter registration)
 - c. Activities for children (i.e. a passport that they can get stamped at various tents, then present at the end for a book of their choice).
 - d. International food and cooking demonstrations
- V. **Maria Chee, Director of Program Quality, School of Continuing and Professional Studies (SCPS).** Maria Chee presented her findings on the diversity of the School of Continuing and Professional Studies (SCPS). She credited Ashley Fleming with help creating the presentation. As the SCPS serves the adult population, the school demographics regarding age and gender are different from other UVa schools. SCPS has locations in Falls Church, Richmond, Newport News, Roanoke, Charlottesville, and Abingdon (both rural and metropolitan areas).
- a. Faculty and Staff Diversity
 - i. The faculty are not tenure-track, and are often part-time
 - ii. A lot of the women work in administrative positions
 - b. Students' Ethnicity
 - i. Mostly white, mostly women, mostly ages 31-45
 - ii. The most popular graduate category was k-12 education
 - iii. BIS degree-seeks are often middle-aged mothers who had to interrupt their schooling and are beginning again
 - c. Veterans

- i. There are a good number of veterans in their programs. SCPS is trying to work with other universities to offer services for veterans.
- d. Geographic Diversity: Dishner Rural Health Care Scholarship
 - i. Post-Bac, pre-med program
 - ii. Underserved and rural areas
 - iii. Low-interest and forgiven loans with scholarship funds
 - iv. High med school acceptance rate
- e. Socio-economic Diversity: Osher Reentry Scholarships
 - i. Based on financial need
 - ii. Students face a gap of five years between their first attempt at college and their entry into the BIS program
- f. Dr. Martin asked about the low diversity of faculty
 - i. Occasionally faculty are pulled from other schools at UVa
 - ii. SCPS is aware of the discrepancy, and is trying to correct it
- g. Rachel Spraker asked about the tuition waiver given to UVa employees
 - i. The waiver can't be used if the course is being taken for credit, the employee would have to use their \$2,000 education credit.
 - ii. It was suggested increased advertisement to faculty about the opportunity to take SCPS classes
- h. Mike Moxley was interested in the Post-Bac Program. Dr. Martin suggested Bob Powers as a contact.
- i. Kristin asked about faculty, staff, or students with self-disclosed disabilities, and Maria noted that she didn't have that data available. She remembered a low-vision student in the BIS a few years ago, and a few faculty and staff with temporary disabilities.

Meeting adjourned at 10:45.

Diversity Council Meeting
April 17, 2014
Newcomb Hall South Meeting Room

Present: Rayshon Tibbs, Adetra Thomas, Brian Gittens, Les Haughton, Charlotte Chapman, Kristin Morgan, Sheila Crane, Martha Ballenger, Phil Trella, Jalen Ross, George Mentore, Ashley Fleming, Rachel Spraker, Tabitha Enoch, Maria Chee, Jennifer Harmon, Peggy Dame, Scott Rheinheimer, Kelli Sauls, Marcus Martin, Gary Nimax, Carolyn Vallas, Adrian Harraway, Denise Karaoli, Julie Roa, Meghan Faulkner, Andrea Roberts, Gail Prince-Davis

Guests: Nicholas Duke, Ethan Long

I. Brief introductions by Diversity Council members and guests.

II. Announcements:

- a. Gary Nimax reminded the DC members about the [Festival of Cultures](#) to be held May 10, Lee Park, downtown Charlottesville. Gary brought posters for distribution.
- b. Scott Rheinheimer announced that the 6th annual Lavender Graduation ceremony that honors the achievements of graduating lesbian, gay, bisexual, transgender, queer, questioning, and ally students at the University of Virginia, will take place on May 16, 4 pm. Lavender cords for faculty and staff who identify in the LGBTQ and Ally community are available. Requests for the cords or to attend the ceremony can be found at this link: [Lavender Cord Requests](#)
- c. Tabitha Enoch announced the Donning of the Kente ceremony will take place May 17, 7:00 at the Paramount Theater, downtown Charlottesville.

III. Nick Duke, Director of Corporate & Foundation Relations/Office of Advancement Recruiting for Diversity and Inclusion spoke to the Council on the creation of a new Strategic Corporate Partner Program.

- a. Objectives and goals
 - i. Develop high-quality, pan-University collaborations with 8-12 Strategic corporate partners
 - ii. Create new resources and opportunities for faculty and students
 - iii. Build institutionalized relationship that is sustained over time.
 - iv. Become more strategic
 - v. Have sustained engagement with central point of contact
 - vi. Have a steady pipeline of job opportunities

- vii. Have coordinated, relationship.
- b. Impetus for the program
 - i. Need to identify new sources of funding for faculty and students
 - ii. Increased reliance by Industry on higher education for research, human capital, professional development
 - iii. Expectation of a rapid and comprehensive response
 - iv. Balanced focus on philanthropy and investment

A copy of the PDF document entitled “Recruiting for Diversity and Inclusion” is attached for feedback.

IV. **Sheila Crane - Associate Professor, Architectural History, School of Architecture provided an update on the School of Architecture Diversity.** School of Architecture is one of the smallest schools at UVA. There are 80 faculty and staff members housed in Campbell Hall. SARC is comprised of 4 disciplines: Architecture, Architectural History, Urban & Environmental Planning. Sheila discussed the gender and ethnicity make-up of undergraduates and graduates students and faculty and staff. The power point presentation is attached.

a. Points addressed:

- i. National declining enrollments in architecture & related fields since 2011
- ii. UVA Architecture undergraduate student enrollment data from Fall 2009–Fall 2013 shows a decline
- iii. UVA Architecture graduate student enrollment data Fall 2009–Fall 2013 shows a decline

b. Current and ongoing initiatives:

- i. Recruitment efforts
 - 1. student: admissions events, fall & spring graduate open houses
 - 2. faculty & staff: on-going challenges of recruitment & retention
- ii. Student affinity groups
- iii. The VORTEX – all-School design workshop
- iv. Community design & research
- v. Developing the pipeline

V. **Ethan Long, Executive Director, Virginia Institute of Autism.** The Virginia Institute of Autism (VIA) is a Charlottesville-based nonprofit organization founded in 1996. The

VIA mission is to help people overcome the challenges of autism through innovative, evidence-based programs in education, outreach and adult services. The VIA organization is structured to create centers of excellence with core services developed to meet the diverse needs of people with autism across their lifespans. The organization is committed to providing educational and clinical services regardless of consumers' race, national or ethnic origin, cultural heritage, religious or political beliefs.

- a. VIA currently provides the following programs in the following service areas:
 - i. Education – The James C. Hormel School is a year-round, day-school program licensed to serve 48 students diagnosed with autism spectrum disorder between the ages of 2 and 22. The James C. Hormel School provides students a comprehensive, state-of-the art education and clinical program designed to address the core symptoms of autism and related learning issues. A multidisciplinary faculty, consisting of experts in autism education and treatment, develop individualized education programs for each student. Each student receives daily one-to-one instruction from highly trained instructors. Students' parents and caregivers receive additional support and training to implement practices in the home. In addition, student families are supported by a licensed social worker who assists families with accessing additional support and community resources.
 - ii. Outreach – The Outpatient Behavioral Service pediatric program provides evidence-based behavioral therapies designed to address the continuum of needs exhibited by children and adolescents with autism spectrum disorder. Behavioral therapy is provided to clients in their homes, communities, and/or at a specialized clinic, depending upon the client's needs. Services are designed to address the core symptoms of autism spectrum disorder along with many of the associated challenges. In addition to individual therapy, the program provides social skill training groups, summer camps, parent and caregiver coaching, and a number of workshops/continuing education events to health care practitioners, educators and child care providers.
 - iii. Adult – The Viability Program and the Behavioral Consultation Service provide adults with autism spectrum disorder a variety of continuing education opportunities and behavioral supports. The Viability Program teaches adults with autism critical life skills, vocational abilities and healthy lifestyles to enhance their independence and quality of life. The Behavioral Consultation Service provides intensive, evidence-based assessment and treatment services to address behavior challenges and provide on-going therapeutic support. Highly-trained licensed staff utilizes person-centered planning

techniques with each client to ensure individual preferences and strengths are emphasized.

b. The Virginia Institute of Autism’s goal is to diversify our leadership, staff and volunteers to better represent the diverse populations of people with autism we serve. In addition, research shows racial and ethnic differences in the age that children are diagnosed with autism and begin therapy. VIA would like to better understand diverse community needs and begin to strategically plan how we can reverse the access to care gap. If community members would like to get involved:

- Tour facilities
- Learn more about community needs and the access to care gap
- Become a member of the Board and Advisory Committees
- Take advantage of research and internship opportunities

VIA’s current school population:

	VIA 2013 Outpatient	Day School
Black	6%	17%
Hispanic	8%	0%
Asian	8%	0%
Caucasian	76%	83%
Other	2%	0%

If you are interested in volunteering, becoming a board member or know someone who is interested, please contact Ethan at elong@viaschool.org.

Meeting adjourned at 11:00

Diversity Council Meeting
September 18, 2014
Newcomb Hall South Meeting Room

Present: Leslie walker, Jennifer Harmon, Maria Chee, Kellie Sauls, Greg Townsend, Zakiah Pierre, Veronica Ford, Sharon Davie, Rebecca Leonard, Tabitha Enoch, Sheri Winston, Adettra Thomas, Peggy Dame, Rachel Spraker, Tamara Sole, Kristin Nelson, Sarah Medley, Scott Rheinheimer, Christian Steinmetz, Susan Kools, Gary Nimax, Adrien Harraway, Vicki Gist, Michelle Sawwan, Rayshon Tibbs, Brian Gittens, Marcus Martin, George Mentore, Gail Prince-Davis

Guests: Shilpa Davé, Kerry Abrams, Tobiyah Morris and Ray Johnson

Introductions and welcome: Dr. Martin welcomed new and returning Diversity Council (DC) members.

I. Comments by Marcus Martin.

- a. Dr. Martin gave a brief overview of accomplished goals stemming from 2009-2010 Diversity Council Strategic Plan. The diversity data dashboard has been developed and will go live in November. The UVA Commitment to Diversity Statement was completed and now referred to on many U.Va websites including the president's page. UVA IDEA Fund was created in response to the recommendation to create funding support for inclusion, diversity, equity and access initiatives. Chief diversity officer positions although with carrying titles have been created in several schools within U.Va. LGBT and Disability Access subcommittees of the DC have been formed.
- b. The BOV Special Committee on Diversity has been renamed to the Diversity and Inclusion Committee and now considered a standing committee.
- c. New administrative hires/appointments at U.Va include - Pamela-Sutton Wallace (CEO of the U.Va. Medical Center), Roscoe Roberts (General Counsel at UVA), L.D. Britt (Board of Visitors), Dr. Susan Kools (Director of Inclusion, Diversity and Excellence, SON) and Greg Townsend – Associate Dean of Diversity in the SOM.

II. Rachel Spraker, Affirmative Action Specialist. Rachel presented about National Disability Employment Awareness Month initiatives through the EOP. She will send a PDF of more information via email at the beginning of October.

- a. One new EOP program is the Accessibility Ally program, which is an initiative to promote awareness and inclusion of people on Grounds with disabilities. It is planned to be a network of allies across Grounds. There is a narrated presentation available online. Stickers will be available to display as a statement of being an ally to people with disabilities. Melvin Mallory presented to the Disabilities Access Committee

- about the initiative and received good feedback. Feedback was also solicited and considered from other community members. The program will launch in October.
- b. Another initiative is the development of a survey that will look to answer the question “Why do faculty and staff not identify as disabled at UVa?” Cornell issued a similar survey, which is being used as a basis for the UVa survey. Only 1% of faculty and staff have identified as disabled at UVa. This number is underreported based on the number of accommodations that are given at the University. This includes both the Academic and Health Systems. On October 31st, from 12pm-2pm there will be an EOP Open House where EOP Champions, (those who have worked to promote civil rights or inclusion), will be announced.
 - c. Last year, an Employee Resource Group for Veterans was created. The group is already very active and will host events on September 22 and 23. On November 11, there will be an Aramark catered Veteran’s Day lunch. Similarly, Rachel mentioned that Jacqueline Daniel would like to start a Disabilities Employee Resource Group. She wants to know if there are people interested in participating so that there is a larger scale support group for people with disabilities at UVa. An initial networking event will be hosted to gauge interest. Marcus Martin suggested that Jackie contact Chris Krentz or Kristin Morgan from the Disabilities Access Committee for their help. He added that Employee Resources Groups act as support groups for the individual members. They provide a welcoming and mentoring environment. Due to emphasis on faculty retention in the Cornerstone Plan, there is much administrative support for the development of Employee Resource Groups.
 - d. Rachel added that at Beacon College, which has disabilities-tailored curriculum, only 25% of students will reveal a disability because of fear of retribution, yet do much better academically when they do accept accommodations. Faculty and staff here at UVa may have a similar fear. Marcus added that the DAC has approached the Provost about the accommodation request process.

III. Jennifer Harmon, Tobiyah Morris and Ray Johnson provided University Library updates.

- a. Jennifer Harmon reported on the educational and awareness training initiatives of the University Library. Ray reported library diversity statistics. The statistics he discussed excludes libraries from the School of Law, Darden and Health Sciences. According to March 2014 data on full time faculty/staff, 39% of employees are male and 61 % female, which is similar to data from peer institutions. Over half of employees are over the age of 50 years and 28% have over 25 years of service at the University. It is important to look at this data to prepare for restructuring in the coming years as many employees will be retiring.

- b. Jennifer reported on recruitment and outreach. The library has reached out to local elementary schools with limited success. Many City schools are more focused on preparing for SOL's. The library has participated for several years in the 7th Grade Career Expo and has reached out to hundreds of students through the fair. The library has also participated in the 10th Grade Job Fair and Catec has recently had students show an interest in librarianship. The library has coordinated the Upward Bound Internship for eight years. This year, 10-12 students participated in the program and spent 5 weeks working at the UVa library. Interviews with students have shown that they had a positive view of both librarianship and the University in general after completing the program.
- c. For faculty/staff recruitment, the library is looking into how they advertise positions. University library faculty is encouraged to reach out to their professional networks. One way to do this has been to set up booths at conferences to let prospective employees know about vacancies. In the past, a Diversity Advisor sat in on search committees to provide accountability for reaching out to diverse candidates and to facilitate appropriate conversation/questions in interviews. The library has also encouraged internal growth by working to increase employees' skills and promoting from within.
- d. Tobiyah reported on education awareness programs. The library used to have a Multicultural Issues Committee, which is now Common Ground, which encourages each employee to have a stake in diversity issues. The library has had Step Up! training which combats bystander behavior. John Alexander facilitated a sustained dialogue and several library employees are co-facilitators for Dialogue Across UVa. The library coordinated a panel discussion with the Muslim Student Association. Each year the library hosts the Juneteenth Celebration, which celebrates the emancipation of slaves. If you're interested in partnering with Tobiyah, please contact her.

IV. Shilpa Davé, Assistant Dean, College of Arts and Sciences

- a. The fastest growing population in the United States is Asian Americans. The South has the second largest population of Asian Americans. Asian-Americans are 10% of the population at UVa, even though only 6% nationally. Each year, there are 2-5 graduating students with minors in Asian and American Studies, yet there is only one faculty member who teaches those courses, one newly graduated coordinator of student groups, and one assistant dean. Asian American students face their own particular set of challenges including stereotyping, the "model minority" myth, pressure to be smart, seen as a threat and not seen as needing help, separation from other minority groups, etc.
- b. Services that should be increased to benefit the Asian American population at UVa include increasing funding for cross-cultural programming, developing a multicultural center for all types of students to discuss issues, increasing CAPS counselors familiar with Asian American mental health issues, academic counseling and career counseling.

V. Kerry Abrams, Vice Provost for Faculty Affairs and Professor of Law

- a. According to the task force report, women's salaries are less at UVa. Kerry Abrams has developed a preliminary plan for how we will address this issue. The report summarized a 2.7% gap in salary between men and women across the University. Salary information for faculty on the non-tenured track was not reported. Kerry is planning to find a way to add that information to her report.
- b. Her first step is to meet with the deans of each school individually along with Provost Simon to see what initial adjustments can be made for certain individuals at each school. There may be a definite gender pay gap in some schools, but in other schools, there may be a diversity issue or a promotion problem. The 2.7% gap that was reported therefore may not necessarily be accurate after other components are taken into consideration. The plan is to meet with each dean annually to create sustainable change.
- c. Ms. Abrams will also look into whether or not there is a disproportionate amount of work required of men versus women, which may impede women from becoming published and therefore receiving promotions and salary increases. In addition, the task force report did not measure faculty performance. She will discuss with each the deans of the individual schools to discuss their formula for salary and promotion. She will also investigate how women allocate their time at UVa versus how men allocate theirs to determine what adjustments can be made by the University to better accommodate women faculty. For example, if women are disproportionately spending time with their children, how can we provide better day care services for them? Additionally, are women being mentored in the same way that men are mentored about salary and rank? Is there implicit bias? Are women under performing?
- d. Marcus added that Kerry Abrams will be invited to return to a Diversity Council meeting as the committee is very interested in the results of her findings. The committee is also willing to help her in her efforts. Rachel added that it is important to have an institutionalized system or expectation in place for those who establish salaries. Maria Chee added that A&P faculty should be included in the non-tenure report as well considering they do more work than their job title expectation.

Meeting adjourned at 10:55 AM

Diversity Council Meeting
Newcomb Hall, South Meeting Room
October 16, 2014, 9:00-11:00

Present: Valerie Gregory, Adrienne Harraway, Les Haughton, Michelle Sawwan, Maria Chee, Adetra Thomas, Phil Trella, Marcus Martin, Kristine Nelson, Greg Townsend, Jon Bowen, Jennifer Harmon, Scott Rheinheimer, Sheri Winston, Zakiah Pierre, Peggy Dame, Karen Ohen, Carolyn Vallas, Gail Prince-Davis

Guest: Joe Garofalo

- I. Introductions**
- II. Review of September minutes**
- III. Joe Garofalo, Associate Professor, Curry School of Education gave an update on the Faculty Senate:**
 - The Faculty Senate now has an office in Hotel E, thanks to the Colonnade Club and the administration.
 - The Faculty Senate is working closely with General Faculty Council. The GFC chair is now on the Faculty Senate Executive Council, and the Senate chair is now on the GFC. Both groups attend the OneUVA meetings. Also, we will be having a joint Jeffersonian Dinner on faculty governance on November 2
 - The Faculty Senate Collaboration, Communication, and Engagement Committee, the GFC, and Provost's Office, has planned a New Faculty Reception for November 5th.
 - The Salary Equity Study results are out, and the Senate invited Kerry Abrams to the Senate Meeting to report on the Provost's Office response to the findings and get faculty input on addressing and preventing salary equity issues.
 - Susan Davis and Nicole Eramo will be speaking at the Senate meet on UVA's sexual misconduct reporting and prevention efforts, including faculty responsibilities and training.
 - The Senate relationship with the administration is good. Senate chairs are invited to attend President's Cabinet meetings. We feel free to raise issues, and administration is open to discussing issues with us.
 - Faculty Senators are being appointed to many university-wide committees.
 - The Faculty Senate Policy Committee has been busy reviewing new and revised policies. We will post these in our Faculty Senate Newsletter.
 - The Faculty Senate Academic Affairs Committee has been very busy with many new program proposals.

- The Senate relationship with BOV is much improved since the summer of 2012. The Faculty Senate EXCO was invited to dinner with the BOV last year, and we will have another joint event this year. There are faculty consultants on several BOV committees, and we communicate with the Rector.

IV. Les Haughton, Director, Supplier Diversity gave an update of the Supplier Diversity

The University of Virginia is committed to be a leader in supplier diversity by developing sustainable relationships with small, women, and minority owned businesses.

SWaM Program

- Commonwealth sets 40% small business goal
- SBE: 250 or fewer employees, receipts less than \$10 million
- WBE: 51% owned by non-minority woman
- MBE: 51% owned by African American, Asian American, Hispanic American, Native America

Supplier Diversity Leadership

- Member of the National Minority Supplier Development Council (NMSDC)
- Three time winner of the “Soaring Eagle” award for the Top Public Sector Supplier Diversity Program in Virginia
- Active member of the Virginia Association of State College and University Purchasing Professionals (VASCUPP) SWaM Committee

Local Businesses

- Charlottesville Minority Business Network
- 18 Charlottesville SWaM firms meet quarterly
- Millennium Security, Jackson Cleaning, A & A Limousine, Toni B Design have been awarded multi-year contracts with Uva
- A & A Limousine awarded rising star by VASCUPP

Upcoming Challenges

- Governor McAuliffe Executive Order 20
- New state agency: Department of Small Business and Supplier Diversity
- National Minority Supplier Development Council

- Carolina Virginia Minority Supplier Development Council
- Economy

V. Adrien Harraway, Associate Athletic Director for Academic Affairs, Diversity in Athletics

The Institute for Diversity and Ethics in Sports (TIDES) devised a College Sport Racial and Gender Report Card (CSRGRC) in 2000. The CSRGRC is based on the following criteria:

- Grade calculation
- Based Federal affirmative action policy.
- Grades are issued in relation to the overall patterns of society.

*Approximately, 24% of the population being people of color.

- A= 24% or greater
- B= 12% or greater
- C=9% or greater
- D= 6% or greater
- F= Less than 6%
- Gender grades are based on the similar criteria.

Student Athlete Diversity

- Grade for ALL student-athlete population

Race: A- (36%)

Gender: B+ (47.1%)

Coach Diversity - Division I (Football Bowl Division (FBS))-125 schools

- Athletics Directors
 - Caucasian: 88% (110)
 - African-American: 9.6% (12)
 - Latinos: 0.8% (1)
 - Asian/Pacific Islanders: 1.6% (2)
 - Native American: 0.0% (0)
- Report card grade: B (12%)

Coach Diversity - Men's Basketball

- Report Card Grade:

Race: A (24.8%)

Gender: F (0.0%)

Coach Diversity Women's Basketball

- Report Card Grade:

Race: B+/A-

Gender: A

Conference Diversity

- Commissioner (Football Bowl Division (FBS))-11

- Caucasian: 100% (11)

Conference Diversity

- Commissioner (All Division 1)-30

- Caucasian: 97% (29)

- African-American: 0% (0)

- Latinos: 0% (0)

- Asian/Pacific Islanders: 3% (1)

- Native American: 0% (0)

- Women: 23% (7)

- Report Card Grade Division I Conference Commissioners

Race: F (3.3 %)

Gender: D+ (23.3 %)

Administrator Diversity- Division I (Football Bowl (FBS)) – 125 Schools

- Athletic Directors

- Caucasian: 79.2% (99)

- African-American: 9.6% (12)

- Latinos: 3.2% (4)

- Asian/Pacific Islanders: 1.6% (2)

- Native American: 0.8% (1)
- Women: 7.0% (7) (no women of color)
- Report Card Grade for ALL Division 1
 - Race: B (12.8%)
 - Gender: F (8.6%)

UVA Athletics

- Senior Staff (Ethnic Minority or Female)
 - Athletics Director
 - Executive Associate Athletics Director
 - Senior Associate Athletics Director/SWA
 - Associate Athletics Director for Programs
- Female Coaches
 - Women's Basketball
 - Women's Golf
 - Women's Field Hockey
 - Women's Lacrosse
- Minority coaches
 - Men's Football
 - Women's Field Hockey

VI. Gregory Townsend, Associate Dean of Diversity and Medical Education, SOM provided a discussion on Encouraging a Culture of Diversity in the UVA School of Medicine.

- Objectives:
 - Understand the significance of diversity in medical education in addressing health care disparities
 - Recognize and overcome challenges to having a culture that promotes diversity and inclusion in medical education
- Strategies:
 - Change admissions committee

- Focus on role of diversity
- Keys to success: Partnering in culture change, warm environment, approachable peers, mentorship, importance of human connection – nurturing, pipelines, recruitment, community involvement, holistic review; broad definition of diversity, diverse admissions Committee, strong and unyielding administration support
- The percentage of URM students increased from 6% in 2003 to 25% in 2013.

Diversity Council Meeting

Harrison Institute, Byrd/Morris Seminar Room

November 20, 2014, 9:00-11:00

Present: Scott Rheinheimer, Christian Steinmetz, Rebecca Leonard, Jack King, Marcus Martin, Leslie walker, Hector Amaya , Adettra Thomas, Gail Prince-Davis, Vicki Gist, Zakiah Pierre, Denise Karaoli, Kristin Morgan, Karen Ohen, Vendarryl Jenkins, Greg Townsend, Susan Kools, Maria Chee, Kristine Nelson, Brooke Coley, Jalen Ross, Gary Nimax, Tabitha Enoch, Kellie Sauls, Sheri Winston, Peggy Dame, Sharon Davie, Jennifer Harmon, Catherine Brighton, Michelle Sawwan, Carolyn Vallas, Chris Krentz, Kathleen O'Varanese

- I. Introductions**
- II. Review of October 16, 2014 Meeting Minutes**
- III. Karen Ohen, Associate Director of Admissions and Zakiah Pierre, Diversity Programs Coordinator gave an update on Diversity & Inclusion at the Darden School of Business:**
 - a. When we ask what are we doing to recruit, retain, and yield underrepresented students, we also ask where are our students coming from? What is important for them?
 - b. The number of students of color looking to enter business school has not increased nationally since 2003. (8%)
 - c. We look at admission applicants holistically, not just a test scores, but it is alarming that underrepresented students are not scoring competitively. These scores go back to discrepancies between ACT/SAT scores.
 - d. We look at what are the important factors that influence students' decision to apply to a particular school including academic reputation (school ranking), affordability, and teaching styles.
 - e. Many underrepresented students have different family responsibilities, which places more of a financial burden on the student. The Consortium offers an online application that allows students to apply to 18 different schools at a reduced application price. There are also other scholarship programs offered by Darden.
 - f. Darden sends a message to prospective students that the faculty is very supportive.
 - g. Average GMAT score for all students at Darden is a 703.
 - h. Committee members requested racial/ethnic breakdown data of students in Darden, since the presenters provided national data at this meeting.

- i. Committee members asked that data for Asian American and Native American students be also included if available
- j. Committee members asked/suggested that data for Asian American students at Darden be separate from Asian international students, not lumping them together because they are different categories such as cultural and socioeconomic. Lumping does not provide a clear picture.
- k. Students care that there are students like them and also students different than them in their program.
- l. Darden offers study abroad programs and messages to students that they will get a holistic education and a network of diverse individuals.
- m. Admission strategies include using a personal approach, such as make personal phone calls, which are very important for small minorities to feel supported and just as competitive as other students.
- n. Studies have shown that African American students who score a 600-650 on the GMAT have success at Darden.
- o. Next year, Darden Admissions will be partnering with other schools to recruit Native American students.
- p. Marcus announced that the Diversity Dashboard will be available on the Office for Diversity & Equity website. Data is broken down by each school and shows minority totals for undergraduates, graduates, faculty and staff.
- q. The office of student affairs works with Admissions to handle the diverse student experience and looks at research for student culture and curriculum diversity. Engaging with students is important to provide a positive student experience and academic support.
- r. Students are eligible for a full-tuition scholarship through the Consortium and eligible for other scholarships as well.
- s. Women make up 35% of the Darden School. There are many support systems in place for women including Graduate Women in Business and Forte. More data on female students will be sent to the committee.
- t. What pipelines exist to reach students before college, in high school or middle school? How can we improve those efforts?

IV. Hector Amaya, Associate Professor of Media Studies gave an update on Arts and Sciences Diversity Initiatives

- The College of Arts and Sciences is in a state of transition with the initiation of the new dean Ian Baucom. It is hard to tell what further diversity efforts will be made.

- The College is second only to the Med School in student size so it is a good depiction of the state of the University as a whole with regard to diversity.
- The College has aggressive diversity search training, but extra efforts haven't been made to expand searches further. That extra effort falls on the Chairs.
- With UVa Charge resources, specialists have conducted workshops and a theater group from American University reenacted a search group meeting through which audience members recognized their own inherent bias. There is a best practice idea tournament for recruiting women including monetary incentives to retain women faculty. The initiative is through the College, but other schools participate including Engineering.
- A new initiative using UVa Charge resources is the creation of a mandatory Equal Opportunity Coordinator for each department. Individuals who volunteer for this position will become part of a network of faculty involved in workshops. Since each search needs to have a minority faculty participate, which is taxing for faculty of color, the EOC's will increase their own knowledge while decreasing the work load of minority faculty. The position is for 2 years so that eventually the department will be populated with diversity advocates.

V. Scott Rheinheimer, Coordinator, LGBTQ Student Services and Center gave an update on the LGBTQ Student Services and Center

- Over 100 students checked the box on admissions application to receive more information about LGBTQ services and the Center.
- For the first time, the center had a table at the orientations resource fair. 150 students signed up to receive more information.
- The Center hosts 4 safe space trainings at the University each year plus many more for outside organizations. Over 250 people have been safe space trained.
- During the Love is Love campaign last spring, t-shirts were all distributed in two days. This spring the t-shirt order will be tripled to 3000. Extra t-shirts will be distributed to the community (high schools, business, etc) to permeate this message into the community.
- Business-based safe space training is in development for local businesses.
- The Speakers Bureau, which is a forum for students to tell their coming out story, has been adjusted to ensure more diverse stories are told.
- The Queer Film series will be partnering with the Virginia Film Festival.
- Many of the individual schools have strong LGBTQ student groups.
- Student interns are launching a magazine called Queer Anthology.

- The most recent Queer Health 101 (a series on LGBT related health issues) discussed trans health and had participants from the nursing school.

VI. Christopher Krentz and Marcus Martin, Co-Chairs, Disability Access Committee, and Kristin Morgan Disability Access Committee Staff, gave an update on the Disabilities Access Committee

- Lori Kressin has been newly appointed Coordinator for Academic Access and will focus on online academic accessibility.
- With Lori's help, the committee is working towards creating an institutionalized captioning system for all University videos.
- Currently, faculty with disability needs must request accommodations from their Chair, but some faculty may fear retribution. The policies working group has partnered with Kerry Abrams to adjust the policy for workplace accommodations.
- Kerry is developing a faculty guides program that will be piloted in the College. The faculty guides will be responsible for doing the leg work for faculty when dealing with policy issues.
- The policies working group has addressed accessibility issues due to construction.
- The online work group has reviewed accessibility standards at peer institutions and has made a list of recommendations based on accessibility of UVa webpages. The group has also researched captioning and created a case for captioning all UVa video.
- The student working group reestablished the liaison between SDAC and Admissions. They have contacted Education Abroad to meet about making study abroad more accessible. They've met with Res Life to address student concerns. They've discussed creating a Disability Cultural Center.
- The Academic working group is working to insert disability studies into academic conversations. Last spring they held a one day symposium that attracted 3 outside speakers and 9 faculty representing more than 10 different schools. There were 200 people in attendance. This fall, a Global Disability panel discussion was held which attracted 40 attendees. Contemporary disability studies focus on disability as an issue of human and civil rights, rather than from the traditionally medical perspective.
- The Academic working group is lobbying for a disability studies minor. Va Tech, Berkeley and Michigan have one. Many fields can contribute to disability studies.