

# Diversity Council Minutes 2016

## Diversity Council Meeting

February 18, 2016, 9:00am-11:00am  
Newcomb Hall South Meeting Room

**Present:** Leslie Walker, Veronica Ford, Scott Rheinheimer, Ida Barnes, Carolyn Vallas, Maria Chee, Willie Williams, Greg Townsend, Jennifer Harmon, Adetra Thomas, Catherine Spear, Tonia Duncan-Rivers, Phil Trella, Carolyn Dillard, Juliet Trail, Susan Kools, Rebecca Leonard, Sheri Winston, Jaronda Miller, Tabitha Enoch, Vicki Gist, Sheila Crane, Marcus Martin, Gail Prince-Davis

**Guests:** Pam Norris, Carol Mershon, and Kelly Feltault

### **I. Introductions**

### **II. Announcements**

Marcus Martin introduced Catherine Spear, Assistant Vice President for Equal Opportunity Programs. Catherine gave an overview of some of the changes happening at the Office of Equal Opportunity Programs including a future office name change and new positions within the office.

### **III. UVA CHARGE update – Pam Norris, PI and Exec. Assoc. Dean of Research for SEAS, and Carol Mershon, Program Director and Prof. in Politics**

- A. UVA CHARGE is an NSF-funded program focused on increasing women faculty in the School of Engineering and Applied Sciences and in the science and social science departments in the School of Arts and Sciences. The grant received \$3.5 million for five years. The program is currently past the three year mark so they are focused on institutionalizing the projects of the grant.
- B. In March 2015, NSF conducted a mid-program review to assess implementation of grant projects. Overall, the reviewers were impressed with the accomplishments of the program and the institutional support. Recommendations from NSF included:
  - a. replace structured dialogues with advocates and allies program

- b. revise the faculty and candidate guide, which includes information on child care, dual careers, and maternity
  - c. focus on dissemination moving forward
  - d. focus on institutionalization of successful projects
- C. NSF recommended streamlining the five overlapping goals of the program to the following three narrowed goals and their initiatives:
- a. Goal 1: 21<sup>st</sup> Century Departments – implement advocates & allies program, train Chairs and Deans, P&T Policy Review
  - b. Goal 1: Recruitment & Hiring – advocates & allies, faculty search seminar, academic search portal, faculty and candidate guide, recruitment grant to fund a second minority candidate
  - c. Goal 3: Voice and Visibility – social science research for safer grounds, oral histories with STEM women faculty, photo exhibit on women STEM faculty, enhancement grants
- D. The UVA CHARGE grant aligns with Pillar 4 of the Cornerstone Plan: Assemble and Support a Distinguishing Faculty through the following initiatives:
- a. safer grounds project
  - b. Enhancement Grants
  - c. Director of Diversity and Inclusion program
  - d. Faculty Search Seminar
  - e. Academic Search Portal
  - f. Recruitment grants
  - g. Tournament of Ideas
  - h. Faculty and Candidate Guide
- E. Enhancement Grants provide up to \$5,000 for career development and advancement for women faculty in STEM. Statistics show that it takes women faculty longer to advance in rank at the University. To date, 23 enhancement grants have been awarded. Women who have received the grants reported that they feel more valued and visible at UVA in their field. They report feeling more positively toward their career and the institution.
- F. The Faculty and Candidate Guide is an online resource for information about working at UVA and living in Charlottesville. The website has 2,180 page views since September 1, 2015. Returning users make up 24% of visitors. Of all visitors, 35% are in the Charlottesville area.

- G. Directors of Diversity and Inclusion (DDI) is a program that is being piloted in the College of Arts and Sciences through the Provost's Office. NSF recommended implementing the NSF Allies and Advocates project, which aligns well with UVA's existing DDI program. The DDI program began in August 2015. One faculty member is designated the DDI for each department. Small departments share DDI's. The DDI serves 3 years and mentors the incoming DDI for the third year. The priorities of DDI's include faculty searches, hiring, and retention. This is a formal position at the Director level. The current DDI's have created a community of practice, which includes about 30 colleagues from CLAS. SEAS will adopt the program next. The hope is to leverage experience and expertise in other schools that have similar programs including the School of Medicine.
- H. Dual Career Solutions – Statistics show that there has been an increase in position offers to women at the University, but many women are not accepting the offers. Many women have expressed a concern for lack of dual career opportunities in Charlottesville. In 2014, a Tournament of Ideas was held to come up with solutions. The winning solution proposal was the creation of a teleworking center in Charlottesville where spouses could work remotely. A proposal was submitted to the Jefferson Trust to create a center in the UVA Research Park. In the dual career survey, over half of respondents indicated telecommuting needs. The Provost's Office is in support of this initiative. A Director of Dual Career Programs will be hired in the Provost's Office.
- I. Institutionalization – NSF requires that the projects of the grant be sustainable and beyond the STEM fields by the end of the grant period. The Internal Advisory Board (IAB) is working on sustainability; members of the diversity council may join the IAB by contacting Pam, Carol, or Kelly. The first projects to be institutionalized are the faculty search seminar and the academic search portal. A working group has been formed to plan the 2016 faculty search seminar. Members of the diversity council are welcome to join the working group. The Academic Search Portal will be transferred to the Provost's Office website. It will be updated to include non-STEM departments. The two required trainings will be streamlined.
- J. NSF's definition of women faculty does not include trans women and other gender and sexual identity minorities. The hope is that this work can eventually be used to include more minorities after the grant period has ended.
- K. Some of the current DDI's were designated/appointed, while some were nominated or volunteered. Through the years, each faculty member will have participated in the DDI program.
- L. An Associate Dean of Diversity and Inclusion at the School of Engineering and Applied Sciences position has been created.

**IV. Strategically Improving Campus Racial Climates, Reporting from the Penn Online Race Summit. Maria Chee, Director of Program Quality, School of Continuing and Professional Studies, gave an overview of what she learned from the Penn Online Race Summit.**

- A. When creating a diversity plan, build accountability metrics including annual reports to monitor set goals.
- B. Raise faculty consciousness of implicit bias, especially in hiring.
- C. Repeatedly specify institutional priorities related to the state of university-related diversity climate.
- D. Implement new advertising strategies to engage diverse networks.
- E. Make diversity efforts transparent.
- F. At the individual level, one should: take an implicit bias test at <https://implicit.harvard.edu/implicit/takeatest.html>; create a personal curriculum depending on personal diversity-related goals; develop a checklist for professional practice; identify those who are diversity experts in your field and learn and adopt their practices; and seek feedback from critical friends.
- G. At the unit level: start conversations related to diversity in departments and schools; bring in students to share their experiences; engage in collective readings and discussions; keep an equity score card; share syllabi/activities for internal and external input; and share practices such as at the Center for Teaching Excellence Innovation in Pedagogy Summit on May 4, 2016.
- H. At the institutional level: conduct a climate survey; create a curricular approach to faculty/staff development to support employees advancing in their career; create a written institutional strategy document that is actionable, sustainable and accountable.
- I. Different strategies work for different mindsets.
- J. Maria's personal thoughts: Differences breed unfamiliarity, which leads to cautiousness and distrust. A sheltered environment will generally lead to a positive experience. When we recognize that our commonalities transcend differences, this familiarity will bring out trust. Race is a social reality, not a genetic difference.

Meeting adjourned at 11:00 AM.

**Diversity Council Meeting**  
March 17, 2016, 9:00am-10:30am  
Newcomb Hall South Meeting Room

**Present:** Leslie Walker, Carolyn Vallas, Maria Chee, Peggy Dame, Tonia Duncan-Rivers, Jennifer Harmon, Rebecca Leonard, Marcus Martin, Jaronda Miller, Gary Nimax, Judy Pointer, Gail Prince-Davis, Scott Rheinheimer, Adettra Thomas, Juliet Trail, Zakirah Pierre, Kellie Sauls, Vicki Gist, Kristin Morgan, Jon Bowen

**Guests:** Zakira Beasley, John Gates, Jessica Yon

**I. Introductions**

**II. Announcements**

- A. Marcus Martin announced that the John T. Casteen, III Diversity – Equity – Inclusion Leadership Award will be held March 18<sup>th</sup>. The award winners are Deborah McDowell and Frank Dukes.
- B. Marcus Martin introduced John Gates, the new Associate Dean for Diversity and Inclusion in the School of Engineering and Applied Science.
- C. Marcus Martin announced that he will send an email to all academic deans that shows the changes in African American faculty in each school from 2014 to 2015. The information will also be sent to the Diversity Council.

**III. Festival of the Cultures – Zakira Beasley**

- A. The Festival of the Cultures is a community celebration that represents the larger diversity context of Charlottesville/Albemarle County. It will be held in Lee Park on May 14<sup>th</sup>.
- B. Gary Nimax shared that he worked on the Festival of the Cultures as one of the Leadership Charlottesville projects two years ago. He helped to get UVA more involved in the festival. There are many faculty and staff interested in the topic of multiculturalism and many who are from different cultures themselves. The work of the festival ties well with the work of the Diversity Council, especially the work of Facilities Management, which has developed multicultural potlucks and calendars for staff that include holidays from the cultures of the different people employed. It also ties well with UVA's focus on globalization.
- C. The purpose of the festival is to make visible different communities in Charlottesville and to share with each other. For students in the Albemarle County K-12 public schools, 79 different languages were spoken in their homes in 2014. For students in the Charlottesville K-12 schools, 31 different languages were spoken in their homes in 2014. In Albemarle, 13% of those children are from refugee families, while 40% of

the children who speak different languages in the home in Charlottesville are refugees.

- D. The festival is a non-commercial, free festival open to the public. There will be 15-20 live performances coordinated by UVA volunteer Jay Nottingham. Resource agencies will be available as well as cultural exhibits and activities for children will be held. There will be seven food vendors with food from around the world.
- E. If you would like to help, please get the word out to your cohorts at the University and share our posts on social media. Please also attend the festival. Last year, 3,000 people participated. About 50 volunteers are needed the day of the festival. To register to volunteer, visit the website. You can also create a cultural exhibit representing your country. Those who create culture exhibits talk to visitors and share their heritage. Children can participate in a passport program where they receive a passport and also receive a stamp from each country they visit. When they get enough stamps, they can choose a free book to take home.

**IV. Strategically Improving Campus Racial Climates, Reporting from the Penn Online Race Summit. Maria Chee, Director of Program Quality, School of Continuing and Professional Studies provided closing remarks related to last month's presentation on her experience participating in the Penn Online Race Summit. See attached power point.**

**V. Diversity and Inclusion Updates – Council Members**

- a. Marcus Martin gave an update on the VA-NC Alliance for Minority Participation. He shared a document outlining the impact of the VA-NC Alliance at UVA and its nine partner institutions, which include Bennett College, Elizabeth City State University, George Mason University, Johnson C. Smith University, Piedmont Virginia Community College, St. Augustine's University, Virginia Commonwealth University, and Virginia Tech. Since its inception, the VA-NC Alliance has increased underrepresented minorities receiving STEM degrees by 127%. Enrollment in the Alliance has increased 83%. Archie Holmes will be the keynote speaker at the annual Alliance Symposium that will be held jointly by UVA and PVCC on April 10 and 11.
- b. Jennifer Harmon gave an update on the University Library. Currently, there is no diversity in the leadership of the library. They are working with consultants to increase diversity. They've worked with Martin Davidson, UHR, and EOP to work on internal equity issues. The department needs to work on cultural awareness. Cultural awareness has been integrated into the "five values" of the department. They have had sessions for staff on micro aggressions by Lisa Miles, Common Ground, University of Richmond and implicit bias. Currently, there is

one African American faculty member in the Library. Searches are being conducted to fill positions with diverse candidates.

- c. Judy Pointer gave an update on the Office of Diversity and Inclusion in the School of Medicine. Judy shared the office's new interactive website. David Wilkes was hired in the fall of 2015 as the first African American dean of the medical school. In the fall, they provided President Sullivan with a Diversity and Inclusion strategic plan. Brian Gittens left the University to work for the University of Wisconsin. Internal unconscious bias training was held for department of medicine faculty. A health disparity training was held for the department of medicine house staff. Greg Townsend met with department chairs and diversity facilitators to develop diversity department plans. The AAMC Diversity Engagement Survey will be administered starting March 31<sup>st</sup>. The annual "Second Look Weekend" will be held in April for accepted underrepresented minority medical students. Townsend and Beard will attend the "Train the Trainer" Training for unconscious bias in April 2016. The medical school also has ongoing school outreach programs to increase their interest in studying at UVA.
- d. Rebecca Leonard gave an update on the McIntire School of Commerce. A Diversity Advisory Committee has been in existence for five years. The committee has worked on student recruiting. Rebecca has been appointed the new Associate Dean for Diversity and Inclusion. Ian Wise provided a training two years ago. In January, Korn Ferry provided a training on appreciating differences. This spring, 50 student leaders will take the same training. The dean appointed a Diversity Task Force to work on the Diversity and Inclusion strategic plan for the Provost's Office. Currently, they are looking for trainings on creating an inclusive classroom. One strategy that they have used is asking each student to video tape themselves saying their name, so that professors can watch the videos later and feel comfortable pronouncing their names. The school is lacking in African American and Hispanic faculty. The student body is more diverse than other schools, but still lacking in African American students. Statistics has been found to be the course that causes most students to drop out. Rebecca reached out personally to LGBT students who self-identified in their applications.
- e. Adettra Thomas gave an update on Facilities Management. There are 14 proposed new openings in the apprentice recruitment program. They are reaching out to the community to find women to apply for the program. They will participate in a job fair on April 6 and hope to identify applicants to make the trades more diverse. FM will be hosting a Girls Day for 12 to 18 year olds, where girls will visit different buildings and learn about different trades. Caitlyn Murtaugh is promoting this event because there is a lack of females in FM. Twice a year, FM hosts a town hall meeting where suggestions can be made. It was suggested that

an opportunity be provided to give supervisors feedback. Out of about 1200 employees, 300 responded and provided feedback.

- f. Tonia Duncan-Rivers gave an update on HR. The staff appreciation pancake breakfast was very successful. The Outstanding Contribution Award for staff is still accepting nominations. Recipients receive \$1,000 and are invited to the BOV luncheon in June. The new super temp cohort is starting and will be available to work April 28. Following UVA's lead, Albemarle County will soon provide Fitbits for all of their employees. Currently, a list of spaces for mothers to nurse on Grounds is being compiled. If there is not a nursing location for mothers in your area, please contact Joe Esposito.
- g. Gary Nimax gave an update on the LGBT Committee. Each year a welcome reception is held for LGBT faculty and staff. In the last year, domestic partner benefits were added to the student health plan, gender identity was added to the non-discrimination clause, and a trans health plan was implemented. The Provost attended an LGBT Committee meeting and is concerned about the "Not Gay" chant being sung during the Good Old Song. It was discussed that perhaps the cadence of the song could be changed. Gary was also invited to join the student health insurance committee.
- h. Scott Rheinheimer gave an update on the LGBTQ Center. Proud to be Out Week this year will include a panel on being out during job searches and while at work. There is FEAP training for faculty/staff about coming out in the workplace or having gay children. Pride Week starts on April 8<sup>th</sup>.
- i. Juliet Trail gave an update on the College of Arts and Sciences. The new directors of diversity and inclusion program will be partnering with the School of Medicine and UVA CHARGE to have a joint session to compare best practices. Dialogues Across Grounds is planning a "transformative" event on April 25 that will invite students, faculty, and staff to participate. They are partnering with the student group Sustained Dialogue.

Meeting adjourned at 10:30 AM.



**Diversity Council Meeting**  
April 21, 2016, 9:00am-11:00am  
Harrison Institute Byrd/Morris Seminar Room (318)

**Present:** Leslie Walker, Carolyn Vallas, Maria Chee, Peggy Dame, Carolyn Dillard, Tabitha Enoch, Meghan Faulkner, Keisha John, Marcus Martin, Jaronda Miller, Gary Nimax, Gail Prince-Davis, Adettra Thomas, Juliet Trail, Vicki Gist, Kristin Morgan, Jon Bowen

**Guests:** Sarah Shultz Robinson, Lois Myers, Cheryl Gittens

**I. Introductions**

**II. Announcements**

- A. Marcus Martin introduced John McFarland, BOV Member.
- B. Adettra Thomas passed out Facilities Management's newsletter and highlighted an article on Shannon LaNier's presentation on April 13.

**III. Student Experience in the Research University (SERU) survey update – Sarah Schultz Robinson, Assessment Analyst and Survey Manager and Lois Myers, Associate Director, Institutional Assessment and Studies**

- A. Sarah and Lois shared diversity-related data from the 2015 SERU survey, including responses to questions from the core module and the additional UVA module. UVA is one of a consortium of schools who participate in the SERU.
- B. In 2016, for which the data will be available at the end of the summer, 25% of undergraduate students participated.
- C. The following categories come from responses to the 2015 SERU.
- D. Political beliefs: all political affiliations reached average agreement for the statements "I feel free to express my political beliefs on campus" and "Students of my political beliefs are respected on this campus."
- E. Religious beliefs: all religious affiliations reached at least average agreement with the statements "I feel free to express my religious beliefs on campus" and "Students of my religious beliefs are respected on this campus." Of note, Muslim students were less inclined to say their religious beliefs are respected on campus.
- F. Socioeconomic status: low-income/working class students disagree more than agree with the statement "Students of my socio-economic status are respected on this campus." There is a largely statistical difference between low-income and wealthy student responses.

- G. Gender: men strongly agree with the statement “Students of my gender are respected on this campus,” while gender-queer/gender non-conforming/gender fluid/3<sup>rd</sup> gender students very strongly disagree. The difference between men and women is statistically significant. This difference increased slightly this year compared with other years.
- H. Sexual orientation: heterosexual students very strongly agree with the statement “Students of my sexual orientation are respected on this campus,” while bisexual, asexual, gay, lesbian, queer and pansexual students did not reach average agreement.
- I. Disability: students with a learning disability had average agreement with the statement “Students with a physical, psychological, or learning disability like mine are respected on this campus,” while students with physical disabilities were slightly more in agreement and students with psychological disabilities were even slightly more.
- J. Race/ethnicity: Over 50% of African American students disagreed with the statement “Students of my race/ethnicity are respected on this campus.” There is a huge difference between black and white agreement with this statement. Since 2012, there has been a significant dip for Hispanic students over time, but the effect size is small. For African American students, there was more disagreement than agreement in 2012 with a downward trend over time. Compared to our nine AAU public peers in the SERU consortium (including University of Washington, Michigan, UNC, and University of Texas) Hispanic, Asian and African American students agree with the statement a little bit more than students at UVA.
- K. Over time, agreement with the statement “Diversity is important to me” has increased. Over time, students have been less likely to agree with the statement “Diversity is important at this campus.” About 7% of non-white students disagreed with this statement in 2012, while about 21% disagreed in 2015. About 5% of white students disagreed in 2012, while about 10% disagreed in 2015.
- L. About 12% of white students disagreed with the statement “I feel that I belong at this institution,” while about 33% of African American students disagreed. Sense of belonging is highly correlated with overall social experience at the University.
- M. According to the Gallup Alumni Survey from graduates of 2011-2015, there was a big discrepancy with peer institutions for the statement “While attending the University of Virginia I interacted with people from different backgrounds on a regular basis.”
- N. When answering the open response question “What is the SINGLE, MOST IMPORTANT thing that your campus could realistically do to create a better undergraduate experience for students like you?” 13% of those who answered the question mentioned diversity. Many students mentioned something similar to “UVA should hold more free events that bring together the student population throughout the

year, not only at the beginning and end.”

**IV. Cornerstone Program Project – Kristin Morgan, Director, University & Community Relations and Development, Office for Diversity and Equity, Tabitha Enoch, Director of Orientation & New Student Programs & Assistant Dean of Students and Cheryl Gittens, Director of Student Affairs, Curry School of Education**

- a. Marcus Martin suggested that the one of the Cornerstone Program Projects focus on determining how to sustain and institute Diversity Dialogues.
- b. Kristin, Tabitha, Cheryl and others are working on this project and focusing on faculty and staff since training is already in place for students.
- c. The group has found that it’s hard to identify the nature of diversity issues. Besides Kristin, only those who are black chose to work on this project. What does this mean? Diversity is unlike an issue like sexual assault, where we can all agree upon ways to tackle the issue including training on safety, bystander intervention, alcohol and drugs. What are the ways to tackle diversity issues?
- d. The group is setting up different meetings with constituents like EOP and the faculty senate chair to gather feedback.
- e. The group has created a list of diversity trainings already available on Grounds.
- f. The Diversity Council gave the group feedback. It was suggested that diversity training be centralized on Grounds in the Office of the Provost. A program could be started similar to Hoo’s Well where participants have incentives, but also accountability. Diversity should be a competency for all in Lead@UVA. The Diversity Council can provide an endorsement once the project plan is finalized. Endorsements should also be solicited from the Provost’s Office and HR. Emphasis should be placed on the word inclusion, rather than diversity when naming the trainings. Data from SERU should be given to faculty/BOV to show what students are experiencing and why trainings are important. Desired outcomes could be an increased sense of belonging. Research shows that diversity benefits all.
- g. The group has identified challenges including recruitment/retention of minority faculty and convincing colleagues to take action.
- h. Supplier Diversity has trainings every other month for women and small minority owned businesses. On August 16, Supplier Diversity is inviting 25-30 multi-million dollar businesses to Grounds where anyone can come and discuss business opportunities. Diversity training is mandatory in corporate America. Annual trainings are held by division.

**V. Diversity and Inclusion Updates – Council Members**

- a. Maria Chee gave an update on the progress of the Diversity Plan for the School of Continuing and Professional Studies.

Meeting adjourned at 11:00 AM.

**Diversity Council Meeting**  
August 18, 2016  
Newcomb Hall South Meeting Room

**Present:** Jasmine Jackson, Melissa Thomas-Hunt, Kristin Morgan, Carolyn Vallas, Zakiah Pierre, Michelle Packer, Maria Chee, Cecil Banks, Vicki Gist, Susan Kools, Keisha John, Rayshon Tibbs, Derrick Williams, Jack King, Jennifer Harmon, Marcus Martin, Mary Masincup, Gail Prince-Davis, Willie Williams, Adrienne Harraway, Peggy Dame, Rachel Spraker, Catherine Spear, Gary Nimax, Meghan Faulkner, Rebecca Leonard, Leah Beard

**Guests:** Abigail Palko, Stephanie Doktor, Regina Carter, LaTosha Barnes, Ted Wammes,

**I. Introductions and Comments**

**II. Presentation on Safe Grounds Initiative – Catherine Spear**

- A. Web database to launch in 1-2 weeks
- B. Building and designing database to track reports and to be accessible to those with disabilities
- C. Tracks incidents and conduct issues as to frequency, patterns, and problems
- D. Documents all information provided and resources offered
- E. Details all meetings and communications with parties
- F. Tracks trends
- G. Creates reports for internal use: trainings, climate checks
- H. Creates reports for external use: compliance with Clery Act and Title IX/DCL
- I. Allows for higher quality communication that enables the institution to capture information in a consistent, detailed, and informed manner while maintaining sensitivity to the human needs presented
- J. Operates as a safety net with respect to responsiveness and legal compliance
- K. Welcomes all stakeholders (Diversity Council) to provide input

**III. Introduction of 2 new EOCR members – Rachel Spraker**

- A. Rachel Spraker introduced two new EOCR members, Ted Wammes and LaTosha Barnes both whom joined the EOCR team as Equal Opportunity and Civil Rights Specialists on August 1, 2016. In that capacity, they will seek to investigate and resolve complaints on any bases covered by the University's Non-Discrimination

and Equal Opportunity statement, including Title IX, as well focus on outreach, education, and prevention efforts.

1. Ted comes to EOOCR after having spent the last 10 years as an Equal Opportunity Specialist at the Office for Civil Rights of the U.S. Department of Education in Cleveland, Ohio. Prior to working at OCR, he worked as a Civil Rights Field Officer for the Ohio Civil Rights Commission.
2. LaTosha, joins the office most recently from her role the past several years at the Baltimore City Public Schools where she was responsible for all civil rights investigations as well as responses to charges from federal and state agencies, like the EEOC. In addition, she served as the school's Acting Title IX Coordinator. Prior to that time, she worked as an attorney in private practice in the area of employment law.

#### **IV. Women's Center Update – Abigail Palko**

- A. Palko announced that she is the new Director of the Women's Center
- B. She spent 6 years at Notre Dame as Assistant Director of Gender Studies, and studied women's literature and how social pressure affects students and their future
- C. She has also worked in the Gender Relations Center with areas such as sexual assault and Green Dot
- D. Women's Center consists of two parts: counseling to students and engaging interns in various areas of social change

#### **V. LGBT Committee Update – Gary Nimax**

- A. Committee Accomplishments
  1. Communication – maintain website and *UVA Pride* email listserv
  2. Welcome reception – created annual event to welcome new LGBT faculty and staff (2012)
  3. Cville Pride Festival – established UVA presence at annual celebration (2012)
  4. Student coordination – collaborate with LGBTQ Center for students
  5. Records retention – developed Collab site to store and safeguard seminal documents related to the LGBT community at UVA
  6. Same-sex health insurance benefits – worked with UHR to offer benefits to same-sex spouses within 24 hours of Federal court ruling (2014)

7. Transgender health care – worked with UHR to add fully-inclusive coverage of transgender faculty and staff (2016)
8. Student health insurance – developed proposals for Student Health Insurance Committee to add domestic partner benefits (2014) and fully-inclusive transgender health coverage (2016)
9. Student family housing – worked with Housing in responding to changes in state law to allow unmarried students in graduate student housing (2013)

B. Future plans

1. Gender neutral bathrooms
2. Good Old Song changes
3. Employee resource group development for LGBT
4. Staff and faculty survey editions
5. Retirement planning workshop

C. Maria Chee suggested sending out links to new faculty for various opportunities available to them. Gary will follow up with HR about including links in new hire material.

## **VI. Center for Teaching Excellence (CTE) – Stephanie Doktor**

Stephanie Doktor discussed CTE diversity resources for teachers and issues that arise in the process of designing courses and teaching.

- A. IGNITE program is available for junior faculty (1-3<sup>rd</sup> years) for support using good pedagogical practices
- B. Summer Course Design Institute was an opportunity for faculty to create more learner-centered syllabi while incorporating deep learning experiences
- C. Stephanie expressed a definite need to incorporate diversity discussion into their programs (“change the programming to reflect diversity and inclusion”)
- D. Suggestions from DC
  - a. Rachel suggested adding elements to rubric for syllabi, very little mention of it now
  - b. Keisha mentioned helping equip TA’s to navigate majority language and challenges

**VII. Multicultural Student Center Update – Vicki Gist**

- A. The Multicultural Student Center is moving in to where Cav. Daily was, lower level of Newcomb Hall, by theater
- B. Plan to be moved in by the end of October to have all 3 offices together
- C. Aims to provide a “brave” space for dialoguing and socializing, wanting it to be a “student-run” space
- D. Working on updating/creating a mission statement
- E. Also hoping to create a synergy with LGBTQ group



**Diversity Council Meeting**  
September 15, 2016, 9:00 AM - 11:00 AM  
Newcomb Hall Kaleidoscope Room

**Present:** Adettra Thomas, Adrien Haraway, Caitlin Murtaugh, Carolyn Vallas, Cecil Banks, Dona C. Edwards, Gary Nimax, Jennifer Harmon, Keisha John, Kristin Morgan, Krystal Clemons, Les Haughton, Lindsay Juarez, Marc Guzman, Marcus Martin, Maria Chee, Meghan Faulkner, Michael Blakey, Michelle Strickland, Sadie Royal Collins, Scott Rheinheimer, Sheila Crane, Tabitha Enoch, Tonia Duncan-Rivers, Vicki Gist, Willie Williams, Zakiah Pierre

**Guests:** Gregory Roberts, Maggie Harden, Mitchell Wellman

**I. Introductions**

- A. Marcus Martin introduced the new staff members and graduate student interns in the Office for Diversity and Equity. Krystal Clemons will be the Program Specialist for the VA-NC Alliance. Michelle Strickland will be the Administrative Support and Event Planning Assistant. Lindsay Juarez will be one of the graduate student interns for the office this term.
- B. Marcus Martin highlighted the receptions for diverse faculty, including the reception for new LGBTQ faculty that afternoon.

**II. First-Year Diversity- Dean Gregory Roberts, Dean of Admission**

- A. Dean Roberts shared data related to First-Year diversity from 2012-present. The table highlighted admission rates for low-income, African American, and minority students as well as the yield rate for each group of students.
- B. The current challenge is getting those who apply to enroll and attend. The data from a recent taskforce found the top three reasons minority and low income students do not apply are competitive concerns, cost, and fit. The lowest yielding population is African American applicants with college educated parents. Dean Roberts reviewed the scholarship options that are available, mentioning that there are a few merit-based scholarships available for underrepresented minorities that do not qualify for needs-based financial aid. Marcus Martin mentioned the University's scholarships for descendants of slaves who worked at the University and raised the question of extending admissions advantages to descendants as well.
- C. Gary Nimax asked a question about students self-identifying as LGBTQ on the application. The Common Application platform can be customized to some extent and now has more options for gender identification. However, there is some concern that students could misinterpret self-identifying with discrimination.

- D. Maria Chee asked how we can further our efforts to reach Native American students. Members of the Office of Undergraduate Admissions attend some outreach events, but it can be hard to find Native American students because some identify as multi-race. Progress is being made (for example the Native American Pow Wow last year on Grounds), but there is still work to do.
- E. While the numbers are getting better, there is still progress to be made. One goal should be to increase the yield of African American students. The Office is working on a more targeted approach to recruiting African American students.
- F. Dean Roberts shared the Office's holistic approach to admissions and outreach. The University is working to develop relationships with various groups to assist with outreach and recruitment. The Office relies on the support of others to assist with recruiting and welcomes the assistance of those who are willing to help in the outreach efforts.

### **III. Diverse Faculty Hires 2016-2017- Maggie Harden, Associate Vice Provost for Academic Administration**

- A. Maggie shared highlights and provided data on faculty hires over the past year.
- B. From survey data, they found the two things that influence a perspective hire's decision are whether or not she/he feels comfortable making a life at the college and the department's reputation.
- C. The yield rate is roughly 75% with some differences depending on gender and discipline. Women tend to accept offers more than men. In addition, some disciplines are more competitive and have a lower yield rate.
- D. Referring to the data provided, Maggie noted that the College of Arts & Sciences and the College of Medicine hired the most during FY 2016. Great progress was made with hiring women: 40% of Tenure-Track hires and 51% of non- Tenure-Track hires were women. The percentage of underrepresented minorities is double what it has been in the past (31% in FY 2016).
- E. While our numbers may seem high, Maria Chee noted that they are low compared to our peers. Maggie agreed and reminded the Council that the difficulty is diversifying hires sometimes has to do with discipline and the individuals getting PhDs.
- F. Overall it was a good year, but now we have to work to retain these hires. About 50% of Tenure-Track hires leave before they get tenure. As with students, we need to work to help faculty feel represented and welcome at the University.

**IV. University Judiciary Committee Report- Mitchell Wellman, Chair, University Judiciary Committee**

- A. Mitch presented an overview of the structure and work of the University Judiciary Committee, a peer-organized judicial system that handles alleged violations of the University's Standards of Conduct.
- B. Elections are held for 25 representatives of the Committee in addition to an internal election for Committee leadership positions. Twelve First-Years are appointed to the First-Year Committee to allow First-Years to be judged by their closest peers.
- C. There are 100 members in total with the goal of reflecting the composition of the student body. Currently there are at least 1 or 2 members from each school. Efforts are being made to increase the diversity of the UJC and better reflect the student body.
- D. Members of the UJC attend various events in attempts to recruit new students to the UJC and show that different communities within the University matter to them. Partnerships with other organizations are also in progress, but they are limited depending on the number of members trying cases.
- E. Moving forward, the UJC would like to require all members to complete a bias/cultural training program and focus on the diversity of the incoming officer class.

**V. "Diversity Dialogues...Hoo's In? A Cornerstone Program Presentation"- Kristin Morgan, Tabitha Enoch, Franklin Hickey and Kellie Sauls, Cornerstone Program Diversity Dialogues Project Team**

- A. Kristin introduced the group's charge to study how best to sustain Diversity Dialogues over time. Tabitha began the presentation explaining the relevancy of diversity training and the process for creating their recommendations. The team used data from Diversity Dialogues to identify current programs and possible opportunities moving forward. The scope was limited to faculty and staff with the framework for recommendations at the institutional level.
- B. The recommendations included requirements such as signing the University's diversity statement during onboarding and requiring implicit bias trainings. Other recommendations included measuring the impact of the Hoo's In program, evaluating diversity and inclusion competency in performance evaluations, and offering certificate programs.
- C. The challenge is how to get people to care. Tabitha pointed out that someone needs to stand in the gap for those groups that may not feel welcome at the University. Accomplishing that may involve letting people know they are welcome to join different committees that on the surface they may not represent, for example, men participating in the Women's Leadership Council.

- D. Several questions were raised about how we synergize what we have in place and who takes the role of administering these recommendations. It was suggested that the Diversity Council could provide an advisory function to overseeing the implementation of these recommendations. Another question was raised as to how we procure funding for this.
- E. Marcus Martin called for a vote on endorsing these recommendations. The majority voted to endorse.
- F. A suggestion was made to create a “Hoo’s In” sticker similar to the Safe Space stickers. An online resource list of diversity allies could also help individuals find the right person to talk to when faced with a concern. Another idea included the creation of a resource website with books and materials to further educate on diversity and inclusion.
- G. Members agreed that in order for these recommendations and trainings to be effective they need to be supported from the top down. These recommendations should also include existing faculty and staff.

**VI. Announcements- Marcus Martin, VP, Office for Diversity and Equity**

- A. Diversity Education Resources- Marcus Martin highlighted the resource list that was shared with Council members at the meeting. The list highlights trainings conducted by both internal and external organizations and provides the necessary contact information.
- B. Resources that May Enhance UVA Environment and Culture- Marcus Martin shared about the upcoming Charrette, which will focus on the University’s culture and environment. Various stakeholders will meet to identify areas of focus and develop action items to move forward in creating a more respectful and inclusive environment. The Office for Diversity and Equity is preparing a list of resources currently in place at the University. The list will be shared with the Council for feedback prior to the Charrette.

Meeting adjourned at 11:00 AM.

**Diversity Council Meeting**  
Thursday, October 20, 2016  
Newcomb Hall Kaleidoscope Room

**Present:** Debbie Berkeley, Jaronda Miller-Bryant, Michelle Strickland, Greg Turner, Les Houghton, Rayshon Tibbs, Caitlin Murtaugh, Dona Edwards, Krystal Clemons, Marcus Martin, Adrienne Harraway, Tabitha Enoch, Maria Chee, Kristin Morgan, Lindsay Juarez, Gail Prince-Davis, Marc Guzman, Jessica Livingston, Derrick Williams, Diane Ober, Carolyn Dillard, Rachel Spraker, Leah Beard, Greg Townsend

**Guests:** Faran Saeed, Charles West

**Introductions**

- I. Jaronda Miller-Bryant reviewed the goals and programs of the Global Outreach & Engaged Scholarship initiatives within the Maxine Platzer Lynn Women's Center. The focus is on high impact education experiences via coursework, volunteer and community service, and experiential learning**
- The Young Women's Leaders Program is having its 20<sup>th</sup> anniversary in Dec. 2017 and the group is gearing up for a big year. YWLP is an international effort.
  - Eight internship programs, 2-5 interns per program
    - Body Positive; Gender Violence; Social Media Marketing Team; Legal Clinic; Men's Leadership Project; IRIS magazine; Women, Girls, & Global justice and the YWLP
  - Engaged Scholarship: Front Lines of Social Change
  - March 17-18, 2017: The Global History of Black Girlhood conference will take place at UVA
  - MLK Women's Hope Projects
- II. Faran Saeed presented on Muslim students' experiences and climate at UVA and updated the group on Madison House efforts**
- Muslim students at UVA have a strong support network in the Muslim Student Association, but still feel unwelcome or harassed at times, especially given recent events both on campus and on a national stage
  - Issues/requests based on more general surveys of Muslim students, not necessarily UVA -specific

- More diverse faculty; a religious center like the Brody; better communication and condemnation of inappropriate acts/emphasis that discrimination is not tolerated at UVA; a prayer space; halal dining options
- How can UVA support Muslim students
  - Make it known that discrimination is not tolerated.
  - Hire more diverse faculty to teach subjects that are not just Middle Eastern or Religious Studies.
  - Aid in creating a center analogous to STUD or the Brody Jewish Center (Hillel). Creating more interfaith dialogue.
  - Acknowledge that Muslim minorities are struggling as a result from this current election. “This past year has definitely been more tense due to the political climate.”
  - “When acts of hate occur, UVA should play a more active role in alerting the student body and providing the victim with resources for support.”
- Practical suggestions to accommodate Muslim students on Grounds
  - Survey the Muslim students regarding their specific needs here at UVA
  - Show public support through acknowledgment of observances
  - Hold a meeting with Campus Dining to advocate for dietary needs

(bring students to meeting). It was suggested that the DAAC and Multicultural Student Center has experience with dining modifications and could be a resource

- Centralize information on private, quiet spaces on Grounds for prayer or meditation.
- Discussion or educational series on Islam and the Muslim student experience
- Madison House is changing its curriculum to emphasize diversity and is working on hiring more diverse staff and/or engaging more diverse students

### **III. Charles Matthew West updated the group on the University Honor Committee and its new audit commission**

- The Honor Audit Commission is a 16-person independent council that is reviewing the honor system, sanctions, and case process from Sept. 2016-March 2018
- Honor is concerned about informed retraction disproportionately affecting international students, athletes and low-income students

- Focus in the coming year is to be proactive, educating both students and faculty on the norms, process, and expectations. To that end, there will be an “Honor Week” in mid-November themed along the lines of “A Community of Trust is a Community of Care”
- Public summaries of hearings are posted on Honor’s website:  
<http://www.virginia.edu/honor/public-summaries/>

**IV. Caitlin Murtaugh updated the group on Facilities Management efforts to facilitate dialogues and community**

- The Diversity & Inclusion Committee meets monthly and has started setting aside 20 minutes each meeting to discuss diversity articles; they have gone on an arts field trip. The theme for the website and publications this year is “Starting Conversations”
- Girls Day, a variant on Take Your Daughters to Work Day, was a great success this past year. The event emphasized jobs that women can have in trade and engineering and other positions in the facilities management domain. The next event will be June 2017 and will be open for all university daughters/affiliated girls to attend.
- The recently constructed Facilities Management Shop Support and Office Building will be named Skipwith Hall in honor of Peyton Skipwith. Peyton Skipwith was an enslaved laborer who quarried stone for use in construction at the University of Virginia in the early nineteenth century. The building will be officially dedicated on Founders Day.

**V. Leah Beard from the Med School updated the group on diversity initiatives**

- Ongoing
  - Mentoring; diversity consultants; diversity review with the AAMC is pending
  - UVA School of Medicine was a recipient of the HEED award
- Upcoming
  - MLK celebrations; Committee on Women Mentoring; requiring implicit bias training for students.
  - SMDEP is no longer running at UVA; researching a new summer research program
- National conference on implicit bias is being planned for April 2017. Conference presenters will include Vivian Pin, Claude Steele, Damon Tweedy and others

**VI. Announcements:**

- Disability Acceptance Week next week!
- Please keep ODE updated on diversity resources for the website's Resources in Place document, found here: <http://vpdiversity.virginia.edu/resources>



**Diversity Council Meeting**  
November 16, 2016  
Newcomb Hall Kaleidoscope Room

**Present:** Scott Rheinheimer, Toni Hash, Alexis Richardson, Marc Guzman, Derrick Williams, Dona Edwards, Caitlin Murtaugh, Peggy Dame, Les Haughton, Keisha John, Michelle Packer, Gail Prince-Davis, Lindsay Juarez, Rachel Spraker, Michelle Strickland, Melissa Thomas-Hunt, Cecil Banks, Tabitha Enoch, Jessica Livingston, Vicki Gist, Faran Saeed, Rebecca Leonard, Susan Kools, Katherine Spear, Marcus Martin, Adettra Thomas, Jennifer Harmon, Phylissa Mitchell, Jaronda Miller-Bryant, Catalina Pinto

**Guests:** Wes Bellamy, Mike Signer, Carol Keese, Sarah Schultz Robinson, Christina Morrell, Carrie Worcester

- I. Introductions**
- II. Blue Ribbon Commission**
- III. SERU Diversity Dashboard Data**
- IV. Diversity in Communications: Carol Keese**

The presentation can be found on the UVA Communications site, specifically under reports: <http://communications.virginia.edu/resources/reports>

Videos can be found on the site, under Portfolio: <http://communications.virginia.edu/portfolio>

Approach and commitment; accurately reflect the rich diversity of UVA in three ways

- Adopt an organic but mindful approach
- Reflect and celebrate diversity on grounds
- Cover issues of diversity as an institutional priority

Means of Communications

- UVA Today ran 51 features stories from July 2015 to August 2016 diversity covered stories. 80 individual stories topics diverse perspective or profile covering a range of approaches and topics and points of view
- Illimitable: how we package our best content. 2 components: a printed volume and a digital platform that reaches about 250,000 people multiple times a year.
- Social Media: A key engagement tool
- Recruitment communications 2 objectives

- To reflect and include the diversity on grounds
- Broaden awareness of the university with wide and diverse audiences.
- Virginia.edu over 6 million page views every year
- Institutional Communications
- UVA Brand Assets Brand Portal: [brand.virginia.edu](http://brand.virginia.edu)
- Film/videos

**V. Catalina Pinto – Multicultural Center, Student Director**

Mission:

- Programs and education
- Outreach and support
- Collaboration and dialogue
- Advocacy