

Diversity Council Meeting Minutes
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, Adettra 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: 21st 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.