

Diversity Council Meeting Minutes
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, Adetra 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 18th. 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 14th.
- 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 31st. 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. Adetra 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 8th.
 - 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.