

Diversity Council
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, Adettra Thomas, Sarah Wakefield, Sarah Wilcox-Elliot, Jessica McCauley, Jalen Ross, Anna Jones

Guests: David Ensey, Lindsey Jones and Rose Coles

1. Introductions and review of November minutes.
 - a. Dr. Martin welcomed all in attendance.
2. Announcements.
 - a. Kristin Morgan announced the upcoming Disability Symposium, co-sponsored with the Disability Access Committee (a subcommittee of the Diversity Council)
3. 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.

4. 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 underrepresented 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
- 5. 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