

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

Present: Valerie Gregory, Adrienne Harraway, Les Haughton, Michelle Sawwan, Maria Chee, Adettra 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

1. Introductions
2. Review of September minutes
3. 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.

4. Les Houghton, 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

5. 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

6. 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.