

Diversity Council Meeting Minutes
Harrison Institute, Byrd/Morris Seminar Room
November 20, 2014, 9:00-11:00

Present: Scott Rheinheimer, Christian Steinmetz, Rebecca Leonard, Jack King, Marcus Martin, Leslie walker, Hector Amaya , Adettra Thomas, Gail Prince-Davis, Vicki Gist, Zakiah Pierre, Denise Karaoli, Kristin Morgan, Karen Ohen, Vendarryl Jenkins, Greg Townsend, Susan Kools, Maria Chee, Kristine Nelson, Brooke Coley, Jalen Ross, Gary Nimax, Tabitha Enoch, Kellie Sauls, Sheri Winston, Peggy Dame, Sharon Davie, Jennifer Harmon, Catherine Brighton, Michelle Sawwan, Carolyn Vallas, Chris Krentz, Kathleen O'Varanese

1. Introductions
2. Review of October 16, 2014 Meeting Minutes
3. Karen Ohen, Associate Director of Admissions and Zakiah Pierre, Diversity Programs Coordinator gave an update on Diversity & Inclusion at the Darden School of Business:
 - When we ask what are we doing to recruit, retain, and yield underrepresented students, we also ask where are our students coming from? What is important for them?
 - The number of students of color looking to enter business school has not increased nationally since 2003. (8%)
 - We look at admission applicants holistically, not just a test scores, but it is alarming that underrepresented students are not scoring competitively. These scores go back to discrepancies between ACT/SAT scores.
 - We look at what are the important factors that influence students' decision to apply to a particular school including academic reputation (school ranking), affordability, and teaching styles.
 - Many underrepresented students have different family responsibilities, which places more of a financial burden on the student. The Consortium offers an online application that allows students to apply to 18 different schools at a reduced application price. There are also other scholarship programs offered by Darden.
 - Darden sends a message to prospective students that the faculty is very supportive.
 - Average GMAT score for all students at Darden is a 703.
 - Committee members requested racial/ethnic breakdown data of students in Darden, since the presenters provided national data at this meeting.
 - Committee members asked that data for Asian American and Native American students be also included if available
 - Committee members asked/suggested that data for Asian American students at Darden be separate from Asian international students, not lumping them together

because they are different categories such as cultural and socioeconomic. Lumping does not provide a clear picture.

- Students care that there are students like them and also students different than them in their program.
- Darden offers study abroad programs and messages to students that they will get a holistic education and a network of diverse individuals.
- Admission strategies include using a personal approach, such as make personal phone calls, which are very important for small minorities to feel supported and just as competitive as other students.
- Studies have shown that African American students who score a 600-650 on the GMAT have success at Darden.
- Next year, Darden Admissions will be partnering with other schools to recruit Native American students.
- Marcus announced that the Diversity Dashboard will be available on the Office for Diversity & Equity website. Data is broken down by each school and shows minority totals for undergraduates, graduates, faculty and staff.
- The office of student affairs works with Admissions to handle the diverse student experience and looks at research for student culture and curriculum diversity. Engaging with students is important to provide a positive student experience and academic support.
- Students are eligible for a full-tuition scholarship through the Consortium and eligible for other scholarships as well.
- Women make up 35% of the Darden School. There are many support systems in place for women including Graduate Women in Business and Forte. More data on female students will be sent to the committee.
- What pipelines exist to reach students before college, in high school or middle school? How can we improve those efforts?

4. Hector Amaya, Associate Professor of Media Studies gave an update on Arts and Sciences Diversity Initiatives

- The College of Arts and Sciences is in a state of transition with the initiation of the new dean Ian Baucom. It is hard to tell what further diversity efforts will be made.
- The College is second only to the Med School in student size so it is a good depiction of the state of the University as a whole with regard to diversity.
- The College has aggressive diversity search training, but extra efforts haven't been made to expand searches further. That extra effort falls on the Chairs.
- With UVa Charge resources, specialists have conducted workshops and a theater group from American University reenacted a search group meeting through which audience members recognized their own inherent bias. There is a best practice idea

tournament for recruiting women including monetary incentives to retain women faculty. The initiative is through the College, but other schools participate including Engineering.

- A new initiative using UVa Charge resources is the creation of a mandatory Equal Opportunity Coordinator for each department. Individuals who volunteer for this position will become part of a network of faculty involved in workshops. Since each search needs to have a minority faculty participate, which is taxing for faculty of color, the EOC's will increase their own knowledge while decreasing the work load of minority faculty. The position is for 2 years so that eventually the department will be populated with diversity advocates.

5. Scott Rheinheimer, Coordinator, LGBTQ Student Services and Center gave an update on the LGBTQ Student Services and Center

- Over 100 students checked the box on admissions application to receive more information about LGBTQ services and the Center.
- For the first time, the center had a table at the orientations resource fair. 150 students signed up to receive more information.
- The Center hosts 4 safe space trainings at the University each year plus many more for outside organizations. Over 250 people have been safe space trained.
- During the Love is Love campaign last spring, t-shirts were all distributed in two days. This spring the t-shirt order will be tripled to 3000. Extra t-shirts will be distributed to the community (high schools, business, etc) to permeate this message into the community.
- Business-based safe space training is in development for local businesses.
- The Speakers Bureau, which is a forum for students to tell their coming out story, has been adjusted to ensure more diverse stories are told.
- The Queer Film series will be partnering with the Virginia Film Festival.
- Many of the individual schools have strong LGBTQ student groups.
- Student interns are launching a magazine called Queer Anthology.
- The most recent Queer Health 101 (a series on LGBTQ related health issues) discussed trans health and had participants from the nursing school.

6. Christopher Krentz and Marcus Martin, Co-Chairs, Disability Access Committee, and Kristin Morgan Disability Access Committee Staff, gave an update on the Disabilities Access Committee

- Lori Kressin has been newly appointed Coordinator for Academic Access and will focus on online academic accessibility.
- With Lori's help, the committee is working towards creating an institutionalized captioning system for all University videos.

- Currently, faculty with disability needs must request accommodations from their Chair, but some faculty may fear retribution. The policies working group has partnered with Kerry Abrams to adjust the policy for workplace accommodations.
- Kerry is developing a faculty guides program that will be piloted in the College. The faculty guides will be responsible for doing the leg work for faculty when dealing with policy issues.
- The policies working group has addressed accessibility issues due to construction.
- The online work group has reviewed accessibility standards at peer institutions and has made a list of recommendations based on accessibility of UVa webpages. The group has also researched captioning and created a case for captioning all UVa video.
- The student working group reestablished the liaison between SDAC and Admissions. They have contacted Education Abroad to meet about making study abroad more accessible. They've met with Res Life to address student concerns. They've discussed creating a Disability Cultural Center.
- The Academic working group is working to insert disability studies into academic conversations. Last spring they held a one day symposium that attracted 3 outside speakers and 9 faculty representing more than 10 different schools. There were 200 people in attendance. This fall, a Global Disability panel discussion was held which attracted 40 attendees. Contemporary disability studies focus on disability as an issue of human and civil rights, rather than from the traditionally medical perspective.
- The Academic working group is lobbying for a disability studies minor. Va Tech, Berkeley and Michigan have one. Many fields can contribute to disability studies.