

Diversity Council  
November 21, 2013  
Newcomb Hall Kaleidoscope Room

Present

Cheryl Apprey, Les Haughton, Phil Trella, Jack King, Hector Amaya, John Bowen, Marcus Martin, Gail Prince-Davis, Leslie Walker, Judy Pointer, Adettra Thomas, Sara Wilcox Elliott, Connie Lee, Martha Ballenger, Christian Steinmetz, Maria Chee, Veronica Ford, Jennifer Harmon, Sheila Crane, Tamara Sole, Axel Starke, Steven Warner, Laura Alexander, Nicholas Gross, Kellie Sauls, Janelle Peifer, Tabitha Enoch, Kellie Sauls, Carolyn Vallas, Peggy Dame, Claire Kaplan, Davonda Smith

1. Approval of October minutes and introductions
2. Mike Moxley – School of Medicine Diversity Consortium. Dr. Moxley provided a power point presentation addressing the current diversity landscape of the UVA School of Medicine. Full presentation attached for review.
  - a. Goals
    - i. Understand the significance of diversity in medical education in addressing health care disparities
    - ii. Recognize and overcome challenges to having a culture that promotes diversity and inclusion in medical education
  - b. Strategies:
    - i. Change admissions committee
    - ii. Focus on role of diversity
  - c. Successes: Diversity website updated, presentations to UVA groups including Department Heads, active diversity recruitment, outside consulting, mentoring, holistic review of applicants, creation of and establishment of pipelines in high schools and colleges
  - d. SOM student diversity has increased from 6% in 2003 to 25% in 2013
  - e. 7% trainee/resident diversity
  - f. SOM/SON approach to MLK celebration: speakers from medical and nursing schools, panel discussions, simulation projects for high school students and shadow opportunities for undergraduate students. About 50-60 participants involved. Also, the Health System awards an annual Dr. Martin Luther King Jr. recipient.
3. Cheryl Apprey and Phil Trella – Graduate Student Diversity update: Cheryl and Phil provided an overview of the Graduate Student Diversity Programs which included the origin of the office, its overall goals, benefits of a diverse graduate student body, challenges and future direction. The power point presentation is attached.
  - a. Goals:
    - i. Get UVA faculty to leadership alliance national symposiums to see the quality of students presenting during the symposium.
    - ii. Overall increase in applications for underrepresented population.
    - iii. Bridge the gap between the student and professoriate – create more role models.

- b. Challenges:
    - i. Increase acceptance rates
    - ii. Secure funding to competitively recruit and retain students
  - c. Benefits of diverse graduate student body:
    - i. Create a diverse faculty pipeline
    - ii. Mentors and role models for undergraduates
    - iii. Asset when applying for Federal grants
  - d. Addressing challenges and future directions
    - i. VA-Alliance for Graduate Education and the Professoriate Grant Proposal
    - ii. The Edward A. Bouchet Graduate Honor Society
    - iii. Expansion of the Mentoring Institute
    - iv. VA-HBCU Pipeline Program
    - v. Succession
4. Axel Starke – Black Graduate & Professional Student Organization. Axel reported that the BGPSO allows graduate students to have a voice at the University. The organization has a dual presidency. The website (bgpso.org), Black Graduate Magazine, social media and an eNewsletter promotes activities of the BGPSO. Memberships from all UVA schools except McIntire. Full presentation attached.
- a. Strategies
    - i. Professional development via resume writing and interview workshops and grant writing workshops.
    - ii. Community engagement working with organizations such as Habitat for Humanity and local food banks
    - iii. Peer recruitment and retention
    - iv. Economic empowerment workshops
    - v. Global awareness by involvement with local and national agencies.
  - b. Initiatives with other graduate organizations such as Black Business Student Forum, Black Law Student Association, Student National Medical Association and SEEDS for Change.
  - c. Challenge: create more graduate events for interdisciplinary graduate students

Meeting adjourned at 11:00.