

**Diversity Council Meeting Minutes**  
**Newcomb Hall, Kaleidoscope Room**  
**March 19, 2015, 9:00-11:00**

Present: Marcus Martin, Leslie Walker, Gail Prince-Davis, Brooke Coley, Robert Glantz, Jack King, Michelle Packer, Susan Kools, Rebecca Leonard, Valerie Gregory, Maria Chee, Sharon Davie, Adettra Thomas, Keisha John, Jalen Ross, Kristin Morgan, Tabitha Enoch, Marc Guzman, Kellie Sauls, Phillip Trella, Kristine Nelson, Michelle Sawwan, Jennifer Harmon, Carolyn Vallas, Karen Ohen, Jaronda Miller, Peggy Dame, Meghan Faulkner, Scott Rheinheimer

Guests: Karin Evans, Andrea Iglesias, Karin Evans, Thomas Pilnik, Jackie Restrepo, Franco Villar, Justin Trinidad

- I. Introductions
- II. Review of February 19, 2015 Meeting Minutes-Minutes reviewed.
- III. Marcus Martin provided an update of the incident that took place UVA Corner March 18, 2015.
- IV. Andrea Iglesias, CAPS Assistant Director for Outreach and Liaison Programming,  
*Introduction/new role:*
  - Andrea joined U.Va. in her new position earlier this year. Her last position was at the University of Colorado Boulder.
  - Vision for CAPS is to expand beyond crisis/clinical to help with community issues, consultation on policies, inclusive classrooms, and expand outreach.
  - CAPS has developed Hoo's Talking, which are one hour drop-in satellite sites near residence halls, which may feel like safer spaces for students.
  - Students normally call and sign up for a phone screening, but students in a crisis can walk in without a call to minimize wait. Andrea is on-call every Thursday from 8am-12:30pm.
  - While at the University of Colorado, Andrea facilitated diversity and inclusion training. She conducted 50-60 trainings which discussed issues like implicit bias at the institutional level.
  - Students in a crisis can be seen same day. Standard intakes wait about 2 weeks to be seen in person and often are provided with outside referrals.
  - Students often minimize their experiences, so it is helpful to have input from faculty/staff who are familiar with their situation.
  - Workshops from CAPS can be tailored to specific needs of your department.
  - Referrals are given to and from CAPS to trauma counselors at the Women's Center.

- Maria mentioned that adult part-time students at the School of Continuing and Professional Studies are not eligible for CAPS services. She asked if she could tell her students to go to the Women's Center if they need to.

V. Thomas Pilnik, Jackie Restrepo, Franco Villar and Justin Trinidad - Undergraduate Students, *Multicultural Student Center Initiative*

- The goal of the multicultural student center initiative is to create a central, safe space where students can promote multiculturalism.
- A town hall meeting was held last semester to gather student interest and create a vision for the project.
- The group consists of 40 students divided into five committees.
- They currently have a faculty advisory group and a student focus group. They are interested in feedback and different perspectives.
- The vision has three main components.
- First, to create a solid safe space for students of different backgrounds/ethnicities, since currently students feel that their differences are not appreciated, but rather seen as social barriers, and feel that U.Va. is place for white kids. First generation immigrant students particularly identify with their ethnicity and culture. In this space, differences can be embraced, students can find their niche, and the presence of faculty/staff will contribute to a safer and more welcoming environment.
- Second, to create a collaborative/innovative work space. It would not be limited to ethnic groups and would include students with disabilities. It would be similar to student activity centers. Students could work with different groups to bounce ideas off of each other and share strategies for overcoming barriers.
- Third, to create a centralization of resources where students could easily reach out to faculty/staff. It would not serve as a solution to diversity and inclusion issues, but would be a central source for dialog about issues.
- The five student committees are working to create a proposal to be submitted this fall and include: PR, Alumni Relations, Design, Marketing, and Research.
- The research committee, chaired by Tom, meets each week. Each member is assigned a few schools that already have multicultural centers to gather information about how they function. The majority of AAU schools have multicultural centers. A few students went to different schools and visited their centers.
- The PR committee strives to keep students informed about events related to the initiative.
- The marketing committee, chaired by Justin, is working to create a logo that promotes multiculturalism. Their goal is to keep students interested and informed.
- The design committee, chaired by Jackie, is working on what the space will look like within and will present different options to be used in the proposal.
- The alumni relations committee, chaired by Franco, sees alumni as an invaluable resource that could provide perpetual support through the process. The committee

plans to reach out to student alumni groups and send them progress reports with opportunity for feedback.

- The space will be a resource center with offices for Michelle Sawwan and Scott Rheinheimer.
- The council suggested that the students reach out to the U.Va. IDEA fund, research the history of multicultural center initiatives at U.Va., and look into plans for new buildings that may have available space.

VI. Karin Evans, Executive Director of the Bicentennial, *UVA Bicentennial*

- The Bicentennial will launch on October 6, 2017, which is the date the first cornerstone was laid. The celebration will continue for eight years. The public campaign will begin July 1, 2019 and will lead to a grand celebration in March of 2025.
- The Bicentennial will celebrate U.Va.'s scholarship and history. It is at the beginning stages and suggestions are welcome for things that should be incorporated.
- Dr. Martin suggested collaboration with the President's Commission on Slavery and the University.
- Research will be done on milestone celebrations at U.Va. and other institutions.
- Carolyn suggested celebrating the first African American and female student milestones. Michelle suggested that the celebration should demonstrate that we're one university. The celebration should plant seeds in younger children to change the perception of U.Va.'s history. There is currently a scholarship in place for a local African American student. The intention is for the scholarship to be given to a descendent of a slave. Maria will send Karin a document with historical U.Va. milestones. Scott suggested including information about the oldest LGBT center.
- A planning commission will be formed this spring and begin work in the fall.
- A website will be created where you can submit ideas for the celebration.

VII. Announcements

- a. Charlottesville Festival of Cultures
- b. 6th Annual John T. Casteen III Diversity Equity and Inclusion Leadership Award
- c. LGBTQ Center Internships