

Diversity Council Meeting Minutes
Newcomb Hall, Kaleidoscope Room
April 16, 2015, 9:00-11:00

Present: Marcus Martin, Leslie Walker, Gail Prince-Davis, Susan Kools, Maria Chee, Sharon Davie, Kristin Morgan, Marc Guzman, Kellie Sauls, Phillip Trella, Michelle Sawwan, Jennifer Harmon, Scott Rheinheimer, Bob Diamond, Abraham Axler, Jon Bowen, Les Haughton, Tabitha Enoch, Carolyn Dillard, Adrienne Harraway, Adettra Thomas, Michael Blakey

Guests: Gertrude Fraser, Pam Norris, Donna Kauffman, Andrus Ashoo

- I. Introductions
- II. Review of March 19, 2015 Meeting Minutes-Minutes reviewed.
- III. Bob Diamond – Director & Clinical Psychologist, *Student Disability Access Center (SDAC) update:*
 - SDAC/LNEC's last update to the Diversity Council was 2012. Since then the name changed from Learning Needs and Evaluation Center to Student Disability Access Center.
 - In 2012, SDAC served 496 students, which at the time was 3.4% of the undergraduate population. In 2014, SDAC served 615 students or roughly 4% of the undergraduate population, which is a 24% increase in numbers. We are still serving below the estimated 7.5% of disabilities students at four-year institutions.
 - SDAC has been sending representatives to talk with students in high schools, meeting with accepted students as part of our outreach, attending each orientation/welcoming event where we invite students for a consultation and discuss the pros and cons of disclosure.
 - Each SDAC team member is on at least one University committee, council or taskforce as part of our outreach.
 - Offers presentation on disabilities services to individual groups and schools.
 - Commitment to participate in as many student-focused events as we can to reach our goal of normalizing disability and to be more visible. Goal is to increase awareness of disability as a diversity issue and put a friendly face on disability.
 - Current initiative is to choose a new data base system. Moving to a social model of disability rather than a medical model.
 - Currently using an electronic health record system. We have support from the student health director to renew our systems.
 - In fall 2014, SDAC opened a dedicated academic testing center. Our service numbers have increased every year and this year we will have proctored a record of over 1000 exams.

- Currently interviewing for an academic testing coordinator.
- The note taking assistance program has improved allowing volunteers to use Collab to share their notes with students freeing staff member's to interact with students.
- The Assistive Technology Coordinator moved from half time to fulltime. This has increased tech support for students. The coordinator is exploring more efficient universal design procedures that will be available to all students.
- Moving away from the doctor/evaluation focus with documentation to shift to a focus on access. Exploring options for provisional accommodations.
- SDAC has secured a gift through Margaret Grundy in Student Affairs.

IV. Gertrude Fraser and Pam Norris – Co PI's U.Va. CHARGE, *U.Va. CHARGE update:*

- The U.Va. CHARGE institutional transformation grant is focused on Science, Technology, Engineering and Math (STEM) and Social and Behavioral Sciences (SBS) faculty women.
- CHARGE is a five-year, 3.5 million dollar grant.
- There is a gap between the goals of the institution and the reality of women faculty numbers.
- In 2010, 13.7% of all STEM/SBS faculty were women. In 2013, 18.6% of all STEM/SBS faculty were women.
- Through surveys and focus groups, we have found that women faculty felt unrecognized and isolated; that gendered traditions were protected as normative behavior.
- In 2007, U.Va. ranked 52 out of 61 peer institutions in percentage of women faculty. In 2013, U.Va. ranked 47 out of 60 in percentage of women faculty.
- The first goal of the grant is Departmental Diversity; to create a positive environment for all faculty with a focus on women. This is implemented through structured dialogues, training for chairs and deans, P&T policy review, mentoring, and the creation of advocates and allies.
- The second goal is Recruitment and Hiring; to increase the gender diversity of STEM/SBS departments through equity consultants, academic search portal, faculty search seminars, and candidate meetings.
- The third goal is a Tournament of Ideas; to generate grassroots ideas related to solving equity issues.
- The fourth goal is establishment of Enhancement Grants for women faculty which support hiring, recruiting, retention and professional development.
- The fifth goal is Voices and Visibility; to increase a sense of belonging for STEM/SBS women faculty among their departments.

- A survey indicated that 55% of female faculty and 60% of female students have concerns about safety. Forty percent of female faculty and 42% of female students felt the Grounds were too dark.
- If female faculty and students feel unsafe, they are less likely to use public spaces like labs. More lights have been added to Grounds and research is building to measure the impact of these extra lights.
- The Academic Search Portal includes interactive content about implicit bias, dual careers, etc.
- Faculty Search Seminars are open to all faculty. Of respondents surveyed, 78% believed the seminar would help their search.
- Enhancement Grants provide up to \$5,000 for career development and advancement of women STEM/SBS faculty. Women who have received the grants have stated that they feel more valued and visible by the institution because of the grants.
- Oral histories of STEM/SBS women faculty have been taken about their careers. The results show that their risk taking and exploration drive their commitment to science.
- Equity consultants were implemented in 14 searches within 7 departments. The College will have a faculty equity consultant for each search committee.
- The 2014 focus for the Tournament of Ideas was dual careers.
- Through structured dialogues, we have found that some faculty find discussions about department culture to be difficult and highly political.
- A photography exhibit will be created to show photos of women STEM/SBS faculty.
- We have had less women applicants than the pool in the PhD/postdoc pipeline. The postdoc pipeline is 33% women while the applicant pool was only 27% women.
- Data will be provided to every department regarding pipeline demographics.
- Future plans include partnering with multiple offices to institutionalize the work of the grant.

V. Donna Kauffman – Recruitment Manager, *Human Resources Diversity Recruitment Efforts*:

- Due to time constraints, Donna will present next session.

VI. Abraham Axler – UVA Undergraduate Student, *Student Council*:

- The diversity of student council is almost identical to that of U.Va. undergraduates.
- Student Council wants to engage more diverse students.
- Abe has emailed students different cultural groups on Grounds to encourage them to participate. He hopes to send University-wide emails to reach graduate students and other students who are not represented on Student Council.

- 2014-2015 Student Demographic is attached. Abe did not have time to review this data during the meeting.

VII. Marcus Martin announced Sharon Davie's retirement from UVA. Sharon served in many roles including the following:

- Founder and Director, Women's Center, 1989-2015
- Director, Women's Studies Program, 1980-1989
- Lecturer, Department of English, 1978-1989