

Diversity Council Meeting Minutes
April 17, 2014
Newcomb Hall South Meeting Room

Present: Rayshon Tibbs, Adettra Thomas, Brian Gittens, Les Haughton, Charlotte Chapman, Kristin Morgan, Sheila Crane, Martha Ballenger, Phil Trella, Jalen Ross, George Mentore, Ashley Fleming, Rachel Spraker, Tabitha Enoch, Maria Chee, Jennifer Harmon, Peggy Dame, Scott Rheinheimer, Kelli Sauls, Marcus Martin, Gary Nimax, Carolyn Vallas, Adrian Harraway, Denise Karaoli, Julie Roa, Meghan Faulkner, Andrea Roberts, Gail Prince-Davis

Guests: Nicholas Duke, Ethan Long

- I. Brief introductions by Diversity Council members and guests.
- II. Announcements:
 - a. Gary Nimax reminded the DC members about the [Festival of Cultures](#) to be held May 10, Lee Park, downtown Charlottesville. Gary brought posters for distribution.
 - b. Scott Rheinheimer announced that the 6th annual Lavender Graduation ceremony that honors the achievements of graduating lesbian, gay, bisexual, transgender, queer, questioning, and ally students at the University of Virginia, will take place on May 16, 4 pm. Lavender cords for faculty and staff who identify in the LGBTQ and Ally community are available. Requests for the cords or to attend the ceremony can be found at this link: [Lavender Cord Requests](#)
 - c. Tabitha Enoch announced the Donning of the Kente ceremony will take place May 17, 7:00 at the Paramount Theater, downtown Charlottesville.
- III. Nick Duke, Director of Corporate & Foundation Relations/Office of Advancement Recruiting for Diversity and Inclusion spoke to the Council on the creation of a new Strategic Corporate Partner Program.
 - a. Objectives and goals
 - i. Develop high-quality, pan-University collaborations with 8-12 Strategic corporate partners
 - ii. Create new resources and opportunities for faculty and students
 - iii. Build institutionalized relationship that is sustained over time.
 - iv. Become more strategic
 - v. Have sustained engagement with central point of contact
 - vi. Have a steady pipeline of job opportunities
 - vii. Have coordinated, relationship.
 - b. Impetus for the program
 - i. Need to identify new sources of funding for faculty and students
 - ii. Increased reliance by Industry on higher education for research, human capital, professional development
 - iii. Expectation of a rapid and comprehensive response
 - iv. Balanced focus on philanthropy and investment

A copy of the PDF document entitled "Recruiting for Diversity and Inclusion" is attached for feedback.
- IV. Sheila Crane - Associate Professor, Architectural History, School of Architecture provided an update on the School of Architecture Diversity. School of Architecture is

one of the smallest schools at UVA. There are 80 faculty and staff members housed in Campbell Hall. SARC is comprised of 4 disciplines: Architecture, Architectural History, Urban & Environmental Planning. Sheila discussed the gender and ethnicity make-up of undergraduates and graduates students and faculty and staff. The power point presentation is attached.

a. Points addressed:

- i. National declining enrollments in architecture & related fields since 2011
- ii. UVA Architecture undergraduate student enrollment data from Fall 2009–Fall 2013 shows a decline
- iii. UVA Architecture graduate student enrollment data Fall 2009–Fall 2013 shows a decline

b. Current and ongoing initiatives:

- i. Recruitment efforts
 1. student: admissions events, fall & spring graduate open houses
 2. faculty & staff: on-going challenges of recruitment & retention
- ii. Student affinity groups
- iii. The VORTEX – all-School design workshop
- iv. Community design & research
- v. Developing the pipeline

V. Ethan Long, Executive Director, Virginia Institute of Autism. The Virginia Institute of Autism (VIA) is a Charlottesville-based nonprofit organization founded in 1996. The VIA mission is to help people overcome the challenges of autism through innovative, evidence-based programs in education, outreach and adult services. The VIA organization is structured to create centers of excellence with core services developed to meet the diverse needs of people with autism across their lifespans. The organization is committed to providing educational and clinical services regardless of consumers' race, national or ethnic origin, cultural heritage, religious or political beliefs.

a. VIA currently provides the following programs in the following service areas:

- i. Education – The James C. Hormel School is a year-round, day-school program licensed to serve 48 students diagnosed with autism spectrum disorder between the ages of 2 and 22. The James C. Hormel School provides students a comprehensive, state-of-the art education and clinical program designed to address the core symptoms of autism and related learning issues. A multidisciplinary faculty, consisting of experts in autism education and treatment, develop individualized education programs for each student. Each student receives daily one-to-one instruction from highly trained instructors. Students' parents and caregivers receive additional support and training to implement practices in the home. In addition, student families are supported by a licensed social worker who assists families with accessing additional support and community resources.
- ii. Outreach – The Outpatient Behavioral Service pediatric program provides evidence-based behavioral therapies designed to address the continuum of needs exhibited by children and adolescents with autism spectrum disorder. Behavioral therapy is provided to clients in their homes, communities, and/or at a specialized clinic, depending upon the client's needs. Services are designed to

address the core symptoms of autism spectrum disorder along with many of the associated challenges. In addition to individual therapy, the program provides social skill training groups, summer camps, parent and caregiver coaching, and a number of workshops/continuing education events to health care practitioners, educators and child care providers.

- iii. Adult – The Viability Program and the Behavioral Consultation Service provide adults with autism spectrum disorder a variety of continuing education opportunities and behavioral supports. The Viability Program teaches adults with autism critical life skills, vocational abilities and healthy lifestyles to enhance their independence and quality of life. The Behavioral Consultation Service provides intensive, evidence-based assessment and treatment services to address behavior challenges and provide on-going therapeutic support. Highly-trained licensed staff utilizes person-centered planning techniques with each client to ensure individual preferences and strengths are emphasized.
- b. The Virginia Institute of Autism’s goal is to diversify our leadership, staff and volunteers to better represent the diverse populations of people with autism we serve. In addition, research shows racial and ethnic differences in the age that children are diagnosed with autism and begin therapy. VIA would like to better understand diverse community needs and begin to strategically plan how we can reverse the access to care gap. If community members would like to get involved:
 - Tour facilities
 - Learn more about community needs and the access to care gap
 - Become a member of the Board and Advisory Committees
 - Take advantage of research and internship opportunities

VIA’s current school population:

	VIA 2013 Outpatient	Day School
Black	6%	17%
Hispanic	8%	0%
Asian	8%	0%
Caucasian	76%	83%
Other	2%	0%

If you are interested in volunteering, becoming a board member or know someone who is interested, please contact Ethan at elong@viaschool.org.

Meeting adjourned at 11:00