

**Diversity Council Meeting Minutes**  
**September 18, 2014**  
**Newcomb Hall South Meeting Room**

*Present:* Leslie walker, Jennifer Harmon, Maria Chee, Kellie Sauls, Greg Townsend, Zakiah Pierre, Veronica Ford, Sharon Davie, Rebecca Leonard, Tabitha Enoch, Sheri Winston, Adettra Thomas, Peggy Dame, Rachel Spraker, Tamara Sole, Kristin Nelson, Sarah Medley, Scott Rheinheimer, Christian Steinmetz, Susan Kools, Gary Nimax, Adrien Harraway, Vicki Gist, Michelle Sawwan, Rayshon Tibbs, Brian Gittens, Marcus Martin, George Mentore, Gail Prince-Davis

*Guests:* Shilpa Davé, Kerry Abrams, Tobiyah Morris and Ray Johnson

Introductions and welcome: Dr. Martin welcomed new and returning Diversity Council(DC) members.

- I. Comments by Marcus Martin.
  - a. Dr. Martin gave a brief overview of accomplished goals stemming from 2009-2010 Diversity Council Strategic Plan. The diversity data dashboard has been developed and will go live in November. The UVA Commitment to Diversity Statement was completed and now referred to on many U.Va websites including the president's page. UVA IDEA Fund was created in response to the recommendation to create funding support for inclusion, diversity, equity and access initiatives. Chief diversity officer positions although with carrying titles have been created in several schools within UVa. LGBT and Disability Access subcommittees of the DC have been formed.
  - b. The BOV Special Committee on Diversity has been renamed to the Diversity and Inclusion Committee and now considered a standing committee.
  - c. New administrative hires/appointments at U.Va include - Pamela-Sutton Wallace (CEO of the U.Va. Medical Center), Roscoe Roberts (General Counsel at UVA), L.D. Britt (Board of Visitors), Dr. Susan Kools (Director of Inclusion, Diversity and Excellence, SON) and Greg Townsend – Associate Dean of Diversity in the SOM.
  
- II. Rachel Spraker, Affirmative Action Specialist. Rachel presented about National Disability Employment Awareness Month initiatives through the EOP. She will send a PDF of more information via email at the beginning of October.
  - a. One new EOP program is the Accessibility Ally program, which is an initiative to promote awareness and inclusion of people on Grounds with disabilities. It is planned to be a network of allies across Grounds. There is a narrated presentation available online. Stickers will be available to display as a statement of being an ally to people with disabilities. Melvin Mallory presented to the Disabilities Access Committee about the initiative and received good feedback. Feedback was also solicited and considered from other community members. The program will launch in October.
  - b. Another initiative is the development of a survey that will look to answer the question “Why do faculty and staff not identify as disabled at UVa?” Cornell

- issued a similar survey, which is being used as a basis for the UVa survey. Only 1% of faculty and staff have identified as disabled at UVa. This number is underreported based on the number of accommodations that are given at the University. This includes both the Academic and Health Systems. On October 31<sup>st</sup>, from 12pm-2pm there will be an EOP Open House where EOP Champions, (those who have worked to promote civil rights or inclusion), will be announced.
- c. Last year, an Employee Resource Group for Veterans was created. The group is already very active and will host events on September 22 and 23. On November 11, there will be an Aramark catered Veteran's Day lunch. Similarly, Rachel mentioned that Jacqueline Daniel would like to start a Disabilities Employee Resource Group. She wants to know if there are people interested in participating so that there is a larger scale support group for people with disabilities at UVa. An initial networking event will be hosted to gauge interest. Marcus Martin suggested that Jackie contact Chris Krentz or Kristin Morgan from the Disabilities Access Committee for their help. He added that Employee Resources Groups act as support groups for the individual members. They provide a welcoming and mentoring environment. Due to emphasis on faculty retention in the Cornerstone Plan, there is much administrative support for the development of Employee Resource Groups.
  - d. Rachel added that at Beacon College, which has disabilities-tailored curriculum, only 25% of students will reveal a disability because of fear of retribution, yet do much better academically when they do accept accommodations. Faculty and staff here at UVa may have a similar fear. Marcus added that the DAC has approached the Provost about the accommodation request process.

- III. Jennifer Harmon, Tobiayah Morris and Ray Johnson provided University Library updates.
  - a. Jennifer Harmon reported on the educational and awareness training initiatives of the University Library. Ray reported library diversity statistics. The statistics he discussed excludes libraries from the School of Law, Darden and Health Sciences. According to March 2014 data on full time faculty/staff, 39% of employees are male and 61 % female, which is similar to data from peer institutions. Over half of employees are over the age of 50 years and 28% have over 25 years of service at the University. It is important to look at this data to prepare for restructuring in the coming years as many employees will be retiring.
  - b. Jennifer reported on recruitment and outreach. The library has reached out to local elementary schools with limited success. Many City schools are more focused on preparing for SOL's. The library has participated for several years in the 7<sup>th</sup> Grade Career Expo and has reached out to hundreds of students through the fair. The library has also participated in the 10<sup>th</sup> Grade Job Fair and Catec has recently had students show an interest in librarianship. The library has coordinated the Upward Bound Internship for eight years. This year, 10-12 students participated in the program and spent 5 weeks working at the UVa library. Interviews with students have shown that they had a positive view of both librarianship and the University in general after completing the program.
  - c. For faculty/staff recruitment, the library is looking into how they advertise

positions. University library faculty is encouraged to reach out to their professional networks. One way to do this has been to set up booths at conferences to let prospective employees know about vacancies. In the past, a Diversity Advisor sat in on search committees to provide accountability for reaching out to diverse candidates and to facilitate appropriate conversation/questions in interviews. The library has also encouraged internal growth by working to increase employees' skills and promoting from within.

- d. Tobiyah reported on education awareness programs. The library used to have a Multicultural Issues Committee, which is now Common Ground, which encourages each employee to have a stake in diversity issues. The library has had Step Up! training which combats bystander behavior. John Alexander facilitated a sustained dialogue and several library employees are co-facilitators for Dialogue Across UVa. The library coordinated a panel discussion with the Muslim Student Association. Each year the library hosts the Juneteenth Celebration, which celebrates the emancipation of slaves. If you're interested in partnering with Tobiyah, please contact her.

#### IV. Shilpa Davé, Assistant Dean, College of Arts and Sciences

- a. The fastest growing population in the United States is Asian Americans. The South has the second largest population of Asian Americans. Asian-Americans are 10% of the population at UVa, even though only 6% nationally. Each year, there are 2-5 graduating students with minors in Asian and American Studies, yet there is only one faculty member who teaches those courses, one newly graduated coordinator of student groups, and one assistant dean. Asian American students face their own particular set of challenges including stereotyping, the "model minority" myth, pressure to be smart, seen as a threat and not seen as needing help, separation from other minority groups, etc.
- b. Services that should be increased to benefit the Asian American population at UVa include increasing funding for cross-cultural programming, developing a multicultural center for all types of students to discuss issues, increasing CAPS counselors familiar with Asian American mental health issues, academic counseling and career counseling.

#### V. Kerry Abrams, Vice Provost for Faculty Affairs and Professor of Law

- a. According to the task force report, women's salaries are less at UVa. Kerry Abrams has developed a preliminary plan for how we will address this issue. The report summarized a 2.7% gap in salary between men and women across the University. Salary information for faculty on the non-tenured track was not reported. Kerry is planning to find a way to add that information to her report.
- b. Her first step is to meet with the deans of each school individually along with Provost Simon to see what initial adjustments can be made for certain individuals at each school. There may be a definite gender pay gap in some schools, but in other schools, there may be a diversity issue or a promotion problem. The 2.7% gap that was reported therefore may not necessarily be accurate after other components are taken into consideration. The plan is to meet with each dean annually to create sustainable change.

- c. Ms. Abrams will also look into whether or not there is a disproportionate amount of work required of men versus women, which may impede women from becoming published and therefore receiving promotions and salary increases. In addition, the task force report did not measure faculty performance. She will discuss with each the deans of the individual schools to discuss their formula for salary and promotion. She will also investigate how women allocate their time at UVa versus how men allocate theirs to determine what adjustments can be made by the University to better accommodate women faculty. For example, if women are disproportionately spending time with their children, how can we provide better day care services for them? Additionally, are women being mentored in the same way that men are mentored about salary and rank? Is there implicit bias? Are women under performing?
- d. Marcus added that Kerry Abrams will be invited to return to a Diversity Council meeting as the committee is very interested in the results of her findings. The committee is also willing to help her in her efforts. Rachel added that it is important to have an institutionalized system or expectation in place for those who establish salaries. Maria Chee added that A&P faculty should be included in the non-tenure report as well considering they do more work than their job title expectation.

Meeting adjourned at 10:55 AM