ENHANCING THE UVA ENVIRONMENT, CULTURE, AND RESPECT: RESOURCES IN PLACE*

*The many constituents within UVA and the surrounding community influence our daily life. Following is a list of resources that may enhance the environment, culture, and respect within our greater community. It is not exhaustive and instead attempts to present examples of what is currently in place. Input on what may be missing or needed is appreciated.

Kevin G. McDonald  
Vice President for Diversity, Equity, and Inclusion

ENVIRONMENT AND CULTURE

Many constituents within UVA and the surrounding community influence our everyday life, our culture, environment and respect. Culture and environment are at the very center of our interlocked community which comprises: pan-university administration, schools and deans, faculty, staff, students, alumni and surrounding community.
PAN UNIVERSITY

Diversity Statement
“Diversity stands with ethics, integrity, and academic excellence as a cornerstone of University culture. The University promotes an inclusive and welcoming environment that embraces the full spectrum of human attributes, perspectives and disciplines. When people of different backgrounds come together, they exchange ideas, question assumptions, (including their own), and broaden the horizons for us all. A University of Virginia community rich in diversity affords every member equal respect and provides a forum for understanding our differences as well as our commonalities.”

PRESIDENT

- Cornerstone Plan
- President’s Commission on Slavery and the University
- President’s Commission on the University in the Age of Segregation
- Diversity Recommendation Index (See Appendix)
- Communications/Media
- President’s Cabinet

EXECUTIVE VP AND CHIEF OPERATING OFFICER

- University Police
- University Ambassadors
- Risk Assessment and Disaster Preparedness
- Accident Review Committee
- The Committee on Access for Persons with Disabilities
- Committee on Sustainability

EXECUTIVE VP AND PROVOST

- Commitment to Diverse Faculty Recruitment and Retention
- Target of Opportunities Hires
- Undergraduate Admission Outreach
- Graduate and Postdoctoral Diversity Programs
- Excellence in Diversity Fellowship Program
- Maxine Platzer Lynn Women’s Center
- UVA Open Grounds
- Center for Teaching Excellence
- Virginia Foundation for the Humanities
- International Studies Office/Education Abroad Programs
- Lorna Sundberg International Center
- Report a Barrier/Barrier Free Access Committee
- UVA CHARGE
DIVISION FOR DIVERSITY, EQUITY, AND INCLUSION

Office for Diversity, Equity and Inclusion

Goals
- Promote an inclusive, welcoming, and respectful environment
- Encourage commitment to diversity and equity in all aspects of academics, extracurricular activities, the workplace, and within the surrounding communities
- Enhance the student experience, both academically and culturally
- Enhance staff relations in collaboration with the VP for Human Resources
- Enhance faculty relations in collaboration with the Vice Provost for Faculty Recruitment and Retention

Committees and Initiatives
- LGBT Committee
- Diversity Council
- Disability Advocacy and Action Committee
- John T. Casteen III Diversity-Equity-Inclusion Leadership Award
- Community MLK Celebration
- Women’s Leadership Council
- Virginia-North Carolina Alliance for Minority Participation
- Diversity Data Dashboard
- Our Grounds: Dimensions of Diversity

Office for Equal Opportunity and Civil Rights

- Americans with Disabilities Act Coordinator
  - Workplace Accommodations
  - Demand and Response Transportation (DART)
  - Executive Committee on Digital Access
  - UVA Accessibility
- Discrimination & Harassment
  - Policies
  - Prevention, Education, and Training
  - Religious Accommodations
  - Resources
  - File a Complaint
- Employment Equity Specialist
  - Affirmative Action
  - Recruitment and Hiring
  - Resources and Services
  - FAQs

- Title IX Coordinator
  - For Students
  - For Employees
  - Policies and Procedures
  - Training, Education, and Prevention Programs

- Inclusion Calendar
- Inclusion Resources
  - Gender Diversity
  - Language Diversity
  - Resources for a Resilient UVA Community
VP AND CHIEF STUDENT AFFAIRS OFFICER

- Counseling and Psychological Services (CAPS)
- Student Disability Access Center (SDAC)
- Just Report It
- Residence Life
- Resources for Diverse Populations (Career Center)

Office of the Dean of Students
- Cultural/Ethnic Affinity Student Services
  - Asian/Asian Pacific American
    - Peer Advising Family Network
    - Asian Pacific American Leadership Training Institute
    - Women’s Asian American Leadership Initiative
  - Hispanic/LatinX
    - Peer Mentoring Program
  - Middle Eastern/North African
    - Middle Eastern Mentoring Program
  - Native American
  - International Students
    - International Student CAPS Support Group
    - International Thanksgiving
  - Multicultural Student Center
    - Cultural Programming Board

LGBTQ Center
- Safe Space Training
- Presentations on Transgender Identities
- Love is Love Campaign
- World Aids Day
- National Coming Out Day

- CultureFest (Family Weekend)
- Access UVA & First Generation Student Support
- Multicultural Leadership Conference
- Required Implicit Bias Training Module

Office of African American Affairs
- Peer Advisor Program
- GradSTAR Program
  - OAAA Mentoring Program
- Luther Porter Jackson (LPJ) Black Cultural Center
  - Black Leadership Institute
  - Black College Women
  - Black Male Initiative
  - Black President’s Council
  - LPJBC Student Funding Committee
  - Orphée Noir
- Project RISE

SCHOOLS & DEANS
- Diversity Plans
- Associate Deans for Diversity

COLLEGE OF ARTS AND SCIENCES
- College Forum on Diversity
- Directors for Diversity and Inclusion
- New General Education Curriculum
- Faculty Diversity Subcommittee
- Numerous Student Organizations

Programs/Initiatives
- Women, Gender & Sexuality
- Carter G. Woodson Institute for African American and African Studies
  - The Papers of Julian Bond

- Mellon Global South Initiative
- Mellon Indigenous, Native and Non-Western Art Initiative
- Power, Violence & Inequality Collective
- Disability Studies Initiative
- FYRE - First Year Research Experience
- Leadership Alliance Mellon Initiative
- Symposium for Julian Bond
FRANK BATTEN SCHOOL OF LEADERSHIP AND PUBLIC POLICY

Organizations
- Black Student Leaders in Policy
- Women in Policy

CURRY SCHOOL OF EDUCATION

Committees
- Curry Diversity Action Committee

Organizations
- Students in Education Engaged in Diversity Scholarship (SEEDS4Change)
- The Center for Race and Public Education (CRPES)

Programs
- The Curry Common Read and Blog Post
- The Walter N. Ridley Distinguished Speaker Series
- Diversity Challenge
- Outreach Research Programs
- Day in the Life Service Learning Program

DARDEN SCHOOL OF BUSINESS

Committees
- Dean’s Diversity Advisory Council

Organizations
- Asia Business Club at Darden
- Black Business Student Forum
- Darden African Business Organization
- Darden Christian Fellowship
- Darden Jewish Student Association
- Darden Latter-Day Saint Student Association
- Darden Military Association
- Darden Partners Association
- Darden South Asia Society
- European Society, Graduate
- Graduate Women in Business
- Hispanic American Network at Darden
- International Business Society
- Latin American Student Association
- Middle Eastern and Islamic Student Association
- Pride at Darden

MCINTIRE SCHOOL OF COMMERCE

- Office of Diversity, Equity, and Inclusion

Committees
- Diversity Advisory Committee

Organizations
- Black Commerce Student Network
- Latino Student Network
- Women’s Business Forum

Programs
- Alcoa Campus Partnership
- Ernst and Young Diversity Pipeline
- McIntire Ally Program
- Race Equity Institute

Required Courses
- All 3rd years will take the "Valuing our Community of Differences" seminar

SCHOOL OF ARCHITECTURE

Organizations
- National Organization of Minority Architecture Students (NOMAS)

Programs
- Community Design Research Center

- Center for Cultural Landscapes
- Thomas Jefferson Endowed Associate Professorship
- Institute for Environmental Negotiation (IEN) Diversity Internship
- Resident Youth Training Program
SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES

- Military and Veteran Recruitment Initiatives
- Programs and Scholarships
  - Faculty Development Workshops on Diversity and Inclusion
  - Dishner Rural Health Care Forgivable Loan/Scholarship
  - Osher Reentry Scholarship

SCHOOL OF ENGINEERING AND APPLIED SCIENCES

- Office of Diversity and Engagement
- Center for Diversity in Engineering
- Organizations
  - Engineering Student Council
  - Graduate Engineering Student Council
  - National Society of Black Engineers (NSBE)
  - Society of Asian Scientists and Engineers (SASE)
- Programs
  - Society of Hispanic Professional Engineers (SHPE) at the University of Virginia
  - Society of Women Engineers (SWE)
  - Women in Computing Sciences (WiCS)
  - Bridge Program
  - Excellence Through Diversity Distinguished Learning Series

SCHOOL OF LAW

- Committees
  - Law School Diversity Committee
- Organizations
  - Asian Pacific American Law Students Association
  - Black Law Students Association
  - Feminist Legal Forum
  - Jewish Law Students Association
  - Lambda Law Alliance
  - Latin American Law Organization
  - Law Christian Fellowship
  - Rex E. Lee Law Society
  - South Asian Law Student Association
  - St. Thomas More Society
  - Virginia Law Veterans
- Centers and Programs
  - Center for the Study of Race and Law
  - Immigration Law Program and Clinic
  - Human Rights Law Program and Clinic
  - Peer Advisor Program

SCHOOL OF MEDICINE

- Committees
  - Diversity Consortium
  - Diversity and Inclusion Steering Committee
  - Committee on Women in Medicine
- Organizations
  - Student National Medical Association
  - Mulholland Society
  - QMD
  - Women in Medicine
- Programs and Other
  - Latino Medical Student Association
  - Comida Y Conversación
  - Punjabi MD
  - Diversity Mission Statement
  - Diversity Accomplishments & Recognition
  - Forums on Race Relations and Implicit Bias
SCHOOL OF MEDICINE CONT.

Organizations
- Latino Medical Student Association
- Comida Y Conversación
- Punjabi MD

Programs and Other
- Diversity Mission Statement
- Diversity Accomplishments & Recognition
- Forums on Race Relations and Implicit Bias

SCHOOL OF NURSING

Committees
- Dean’s Initiative on Inclusion, Diversity, and Excellence Achievement
- School of Nursing Diversity Committee
- Healthy Work Environment Committee
- Healthy Learning Environment Task Force

Organizations
- Diversity in Nursing for a Better Community
- Nursing Students Without Borders
- Student Nurses of Virginia – Breakthrough to Nursing Initiative

Programs
- Dean’s Leadership Interns Program
- Holistic Admissions Training for Admissions Screening Committees
- Faculty Search Training on Unconscious Bias
- Faculty and Staff Ally Group
- Faculty Development Workshops on Diversity and Inclusion
- Race Equity Institute

VIRGINIA ATHLETICS

Committees
- Student Athlete Advisory Council (SAAC)
- Student Athlete Mentors (SAMs)

- Student Athletes Committed to Honor (SACH)

STUDENTS

- Black Graduate and Professional Student Organization at the University of Virginia (BGPSO)
- Fraternity and Sorority Life, UVA
- Honor Committee
- Multicultural Student CIOs
- Minority Rights Coalition - Unpacking Privilege
- Peer Mentoring Programs
- Student Experience in the Research University (SERU) Survey
- Scholarship and Financial Aid Programs - Access UVA
-QuestBridge
- Blue Ridge Scholars Foundation

- Ridley Scholarship Fund
- Perry Scholarship
- Ron Brown Scholars
- Gates Millennium Scholars
- Posse Foundation
- Jefferson Scholars
- Sustained Dialogue
- Study Abroad Programs
- Student Council Diversity Engagement - Diversity Calendar
- Disability Acceptance Week
- Interfaith Service
- University Judicial Committee
FACULTY/STAFF
- Faculty Senate
- Staff Senate
- Facilities Management Diversity Committee and Programs
- Employee Resource Groups: Veterans, Black Faculty and Staff, Native and Indigenous People’s ERG
- HR Diversity Training Programs
- Respect@UVA
- Dialogue Across Grounds
- UVA Pride

ALUMNI
- IDEA Fund
- UVA Alumni Association Affinity Groups
- Alumni News

COMMUNITY
- Charlottesville Community Health Fair
- Community MLK Celebration
- University and Community Action for Racial Equality
- Madison House
- Local Churches/Clergy
- Sin Barreras/Cville Sabroso
- C’ville Pride
- Albemarle - Charlottesville NAACP
- Chamber of Commerce Minority Business
- Jefferson School City Center/African Heritage Center
- City of Charlottesville Office of Human Rights
  - Human Rights Commission
  - Dialogue on Race
    - Blue Ribbon Commission
    - Charlottesville City School Programs
    - Charlottesville City Police
    - #ResilientCville
- Albemarle County Public Schools Equity and Diversity Programs
- Albemarle County Police
- Day of Caring
- The Sum

PRESIDENT’S DIVERSITY RECOMMENDATION INDEX
Derived From:
- Report to the Ad Hoc Committee on University Climate and Culture (2015)
- Towards a Better University (2015)
- UVA Alumni For Change letter to President Sullivan (2015)
- Report of the President’s Task Force on Communication and Access (2014)
- Envision Diversity (2002)
- Report on Gender Equity at the University of Virginia (1999)
- An Examination of the University’s Minority Classified Staff (The Muddy Floor Report) (1996)
NOTE: The University of Virginia ("UVA") Office of the Vice President and Chief Officer for Diversity and Equity ("ODE") Diversity Council Response Team Task Force has listed products below as a resource for a broad range of diversity and inclusion-related training resources. This is not an exhaustive list of resources available. The views expressed in these products are those of the author(s), and do not necessarily represent the views of UVA, UVA ODE, UVA Diversity Council, or UVA Diversity Council Response Team Task Force.

<table>
<thead>
<tr>
<th>Name of Training</th>
<th>Training Organization</th>
<th>Contact Information</th>
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<tbody>
<tr>
<td>Faculty Search Seminar</td>
<td>University of Virginia Executive Vice President and Provost</td>
<td>Jennie S. Knight</td>
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<td>Leadership in Academic Matters (LAM)</td>
<td>University of Virginia Executive Vice President and Provost</td>
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<td>New Faculty Orientation</td>
<td>University of Virginia Executive Vice President and Provost</td>
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<td>Teaching Race at UVA: Faculty Development Seminar</td>
<td>University of Virginia Executive Vice President and Provost</td>
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<td>UVA Acts Educational Theater Program</td>
<td>University of Virginia Center for Teaching Excellence (Executive Vice President and Provost)</td>
<td>Cortney McEniry</td>
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<td>Green Dot Overview Talk</td>
<td>University of Virginia Not On Our Grounds</td>
<td><a href="mailto:greendotuva@gmail.com">greendotuva@gmail.com</a></td>
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<tr>
<td>Disability Awareness &amp; Tips for Accessibility Allies</td>
<td>University of Virginia Office for Equal Opportunity and Civil Rights</td>
<td>Rachel Spraker</td>
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<td>Preventing and Addressing Discrimination, Harassment, and Retaliation training (PADHR)</td>
<td>University of Virginia Office for Equal Opportunity and Civil Rights</td>
<td>EOCR at (434) 924-3200 or <a href="mailto:PADHR@virginia.edu">PADHR@virginia.edu</a></td>
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<td>Employment Equity Training</td>
<td>University of Virginia Office for Equal Opportunity and Civil Rights</td>
<td>Rachel Spraker &amp; Tobiyah Morris</td>
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<tr>
<td>Not on Our Grounds: Responsible Employees Online Training Module</td>
<td>University of Virginia Office for Equal Opportunity and Civil Rights</td>
<td>Title IX at (434) 297-7988 or <a href="mailto:titleixcoordinator@virginia.edu">titleixcoordinator@virginia.edu</a></td>
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<td>Mentoring Students from Diverse Backgrounds Training</td>
<td>University of Virginia Office of Graduate and Postdoctoral Affairs</td>
<td>Director of Diversity Programs</td>
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<td>Unconscious Bias</td>
<td>University of Virginia School of Medicine Office of Diversity &amp; Inclusion</td>
<td>Leah Beard</td>
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<tr>
<td>Team-Based Learning on Culture</td>
<td>University of Virginia School of Medicine Office of Diversity &amp; Inclusion</td>
<td>Laurie Archbald-Pannone</td>
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<td>Dialogue Across Grounds</td>
<td>University of Virginia Students, Faculty, &amp; Staff</td>
<td>John Alexander</td>
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<td>Academic Faculty and Staff Training</td>
<td>University of Virginia Talent Development</td>
<td>Talent Development Team</td>
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<td>Respect@UVA: A Caring Community Starts with Me</td>
<td>University of Virginia Human Resources</td>
<td>Respect@Coordinator</td>
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<td>UVA Safe Space Training</td>
<td>University of Virginia’s LGBTQ Center</td>
<td>Scott Rheinheimer</td>
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<td>Motivational Interviewing Trainings</td>
<td>University of Virginia Women’s Center</td>
<td>Margaret Edwards</td>
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<td>Survivor Support Network: A Brief Introduction</td>
<td>University of Virginia Women’s Center</td>
<td>Claire Kaplan</td>
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<td>Everyday Bias for the Health Professions</td>
<td>Association of American Medical Colleges</td>
<td>Angela Moses</td>
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<td>Various Topics: Diversity; First Generation College Students; Latina/o; Leadership; Personal Growth; Philanthropy; Service Learning; Social Justice</td>
<td>CampusSpeak</td>
<td>Saul Flores</td>
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<td>Various Trainings</td>
<td>Christina Chang Equity Consulting, LLC</td>
<td>Christina Z. W. Chang</td>
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<td>Global Mindset Inventory</td>
<td>Global Mindset Institute Thunderbird School of Global Management</td>
<td>Robert Schaeffer</td>
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<tr>
<td>The Ordinary Origins of Implicit Bias</td>
<td>Project Implicit</td>
<td><a href="mailto:training-services@projectimplicit.net">training-services@projectimplicit.net</a></td>
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<td>Various Resources</td>
<td>Social Justice Training Institute</td>
<td>Kathy Obear</td>
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<tr>
<td>Teaching Tolerance</td>
<td>Southern Poverty Law Center</td>
<td>splcenter.org/contact-us</td>
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<tr>
<td>Professional Development: Teaching Tolerance</td>
<td>Teaching Tolerance</td>
<td>tolerance.org/contact</td>
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<tr>
<td>Power of Difference Model and Online Survey, workshops, assessment, and coaching</td>
<td>The Sum</td>
<td>Elliott Cisneros</td>
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<tr>
<td>Race Equity Institutes</td>
<td>USC Race and Equity Center</td>
<td>Susan Kools &amp; Rebecca Leonard (local contacts)</td>
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<tr>
<td>Immersive experience that helps individuals better learn to advocate for diversity on and off campus</td>
<td>The Walk in My Shoes Experience</td>
<td>Micah Kessel</td>
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