Diversity Council  
Meeting Minutes  
March 21, 2013  
Newcomb Hall South Meeting Room, 9-11 a.m.

**Present**: Hector Amaya, Martha Ballenger, Maria Chee, Peggy Dame, Bob Diamond, Valerie Gregory, Jennifer Harmon, Butch Jefferson, Doc McConnell, Scott Rheinheimer, Rachel Spraker, Adettra Thomas, Wraegen Williams, Sheri Winston  
**Guests**: Joy Pugh, Jake Rubin, Lorie Strother  
**ODE Staff**: Meghan Faulkner, Marcus Martin, Jessica McCauley, Kristin Morgan, Gail Prince-Davis, Deb White

1. **Brody Jewish Center – Hillel at U.Va.**, Jake Rubin, Executive Director of the Brody Jewish Center  
   a. Rabbi Rubin provided historical context to show how far Jewish life has come at U.Va.  
      i. Resources: Jewish Studies program, Chabad (student house), Jewish Greek life, Klezmer band in music dept., Kosher food offered by the university.  
   b. Approximately 1,400 Jewish undergraduate students at U.Va.  
   c. Hillel founded in 1939, and officially incorporated at U.Va. in 1941.  
      i. Hillel is the largest group working with college students in the world; “go-to” org. engaging with students across the country.  
      1. Each is an independent non-profit org.  
      ii. Mission – empower Jewish students to take ownership of their Jewish identity; be active participants in their tradition.  
      iii. There are many different student-run organizations/groups on Grounds.  
      iv. Hillel is set up so that there are multiple points of entry for students; not solely a religious organization.  
      v. Trip to Israel every year (sponsored by Birth Right); pays for students 18-26; helps students build community; helps students build Jewish identity and learn history.  
      vi. Alternative Spring Break trips  
   d. Ask Big Questions initiative  
      i. Goal is to bring together college students to have conversations that matter.  
      1. Ex: *Who is in your community? Why does your history matter?*  
      ii. Bring together 5-20 people around a common text or object; create safe space for dialogue.  
      iii. Conversations take place in non-academic settings – there is no right answer.  
      iv. Five fellows currently doing the work and leading the program.  
      v. Conversation after events of the summer- campus-wide conversations: *What do you expect from your leaders?*  
      vi. Goals: Help promote civil discourse and dialogue; introduce the ethic of Jewish questioning.  
      vii. Recruiting fellows for next year – recommendations welcomed.  
      viii. [www.askbigquestions.org](http://www.askbigquestions.org)  
      ix. Groups can be facilitated among faculty and staff groups – Rabbi Rubin is trained facilitator.

2. **Virginia College Advising Corps** – Joy Pugh, Director, Virginia College Advising Corps  
   a. Background  
      i. Nicole Hurd started the program at U.Va. in 2005; left U.Va. to run program nationwide.  
      ii. Program places recent college grads in high schools throughout Virginia to work alongside counselors.  
   b. Many low-income, first-generation-college, and underrepresented students are not receiving the advice and support they need to enroll in college where they will persist to attain a degree.  
      i. 53% of low-income students are applying to no schools that are a fit for them academically.  
      ii. Nearly 25% of low-income students who score in the top quartile on standardized tests will never go to college. (See recent NYTimes article “[Better Colleges Failing to Lure Talented Poor.](http://www.nytimes.com)"
   c. One area of focus for the program is FAFSA completion – can be a daunting task for families.  
   d. VCAC is a joint venture of U.Va., National College Advising Corps, and AmeriCorps.
e. “Near-peer” model – advisers are recent grads able to connect with high school students. Serve the whole school, rather than a cohort of particular students.

f. VCAC works in partnership with colleges and universities across Virginia.

g. Focus is on finding the best-fit colleges for the students that will serve them academically and socially.

h. Measuring success
   i. Students served by VCAC advisers are:
      1. 25% more likely to apply to college
      2. 34% more likely to be accepted to four-year institutions
      3. 20% more likely to be accepted to college
      4. 76% more likely to attend a financial aid workshop

i. Many potential areas/schools to serve in Virginia. Right now there are not funds to expand to additional schools.
   i. $44,000 to put an adviser in a school, including living allowance and operational costs.

   a. Office of Equal Opportunity Programs (EOP)
      i. Programs: Affirmative Action in Employment, Recruitment and Hiring Policies/Procedures, ADA Program Coordination, Title IX Coordination, Non-discrimination and Harassment, Training
   b. Employment Analysis
      i. EOP analyzes employment by sex and race/ethnicity with respect to our relevant labor markets in the following primary areas:
         1. Applicants for U.Va. positions, new hire, current employees v. calculated labor availability, promotions and terminations/separations.
         2. Also some analysis of U.Va. versus our peers (Cornell, Duke, UC Berkeley, UCLA, Michigan, UNC, Vanderbilt, Wake Forest).
   c. Academic-side Workforce Data (see slides for more detail)
      i. Overall workforce: 3774 non-minority female, 3718 non-minority male, 958 minority female, 935 minority male (minority = racial minority)
      ii. U.Va. has a lower percentage of minority employees than peers in every occupational category.
         1. One point - U.Va. is affected by geography – make-up of population in Charlottesville versus some of the geographic locations of peers.
      iii. African Americans concentrated in the lowest pay level at U.Va. (under $30,000)
      iv. Placement/recruitment goals for females and racial minorities have been established for 2013 across multiple occupational categories.
      v. Barely at a replacement rate for faculty minority hires; increasing the number of minority hires in service/maintenance.
   d. Medical-side Workforce Data (see slides for more detail)
      i. Peer comparison in this case is Duke University.
      ii. Smaller percentage of racial minority employees than peer in every occupational category.
         Breakdown by race/ethnicity – U.Va. is higher in some categories.
      iii. Placement/recruitment goals for females and racial minorities have been established for 2013 across multiple occupational categories.
   e. Tracking disabilities and veteran status: rate of self-identification is very low.
   f. U.Va. job application ask for sex and race; disability status cannot be asked pre-hire.

4. Announcement
   a. Anyone from Diversity Council is welcome to come to the JTC Award Luncheon March 22 at noon in the NHL Ballroom.