

Diversity Council Minutes 2010

Diversity Council Meeting

January 21, 2010

Newcomb Hall South Meeting Conference Room

Present: Steven Warner, Sharon Davie, Adetra Thomas, Martha Ballenger, Stanley Trent, Edward Warwick, Ashley Fleming, Marie Chee, Debbie Mincarelli, Brett Schnell, Connie Lee, Cheryl Apprey, Valerie Gregory, Jennifer Harmon, Kelli Palmer, Gary Nimax, Blaine Norum, Eric Coleman, Yolanda Johnson, Erica Spangler, Carolyn Vallas, Andrea Roberts, Melvin Mallory, Taylor Reveley, Carolyn Dillard, Wraegen Williams,

ODE Staff: Marcus Martin, Daisy Lovelace, Gail Prince-Davis

- I. **Introductions:** Diversity Council members gave a brief introduction.
- II. **Review of minutes from December 10, 2009.** Minutes were approved without corrections.
- III. **Diversity Data Access** — During the fall of 2009, the DC formed a strategic planning subcommittee. One of the 4 goals set by the subcommittee was to gain access to and utilize diversity data at UVa. Ms. Lovelace provided a power point presentation which highlighted the following.
 - a. Current sources of University data: The Office of Institutional Assessment and Studies and various other offices (Admissions, EOP, Student Financial Services and the Vice Provost for Faculty Recruitment and Retention)
 - b. Data sources that are housed on The Office of Institutional Assessment and Studies website are the Data Digest and the Historical Digest.

The current proposal is to grant Diversity Council members access to the data through Netbadge. Ms. Lovelace requested that DC members determine how they would like to utilize this data. Diversity Council members are to follow up with Ms. Lovelace.

- IV. **Planning for the “Media, Diversity and Democracy Conference” April 1 and 2, 2010** — Daisy Lovelace updated the Diversity Council on the progress of the conference to date. Conference topics will explore such topics as women in STEM, globalization, race,

politics/elections, immigration, international relief, LGBTQ and education. The conference will have a key note speaker, panel and breakout sessions. There will be awards presentations on Friday. A request was made to DC members to help with the categories for the award presentation. Ms. Lovelace will follow up with DC members individually for suggestions.

V. **Diversity Definition Subcommittee** – subcommittee members met on several occasions and drafted “The University of Virginia’s Diversity’s Statement”. Council members reviewed the document (see attached) and following minor revisions unanimously approved the statement. Dr. Martin mentioned that he will present this draft version of “The University of Virginia’s Diversity Statement” to the University Provost and President for their review and also inquire if it requires Board of Visitor’s approval. Dr. Martin will report back during the Feb 18 DC meeting. .

VI. **The Diversity Resource Development Subcommittee devised a strategic plan.** The mission is to fund raise to support specific diversity, equity, inclusion initiatives. The subcommittee came up with 11 initiative clusters and requested suggestions from DC members for fund raising initiatives.

VII. **Reports from DC members on diversity/equity/inclusion initiatives/accomplishments the past 5 years:** Stanley Trent, Martha Ballenger, Maria Chee and Ashley Fleming, Sharon Davie, Melvin Mallory, Debbie Mincarelli, and Cheryl Apprey made presentations. Reports will be emailed to Diversity Council members

Dr. Martin mentioned that ODE will merge the diversity council initiatives/ accomplishments into one final document and make it available for members of the Diversity Council.

VIII. **All reports and the powerpoint presentation used during this meeting will be sent to Diversity Council members for review.** The Next DC meeting February 18, Harrison Small Library Room 318

Diversity Council Meeting

February 18, 2010

Present: Cheryl Apprey, Steve Sherman, Jennifer Harmon, Stanley Trent, Ricky Patterson, Ashley Fleming, Jasmine Jefferson, Adetra Thomas, Debbie Mincarelli, Druen Anderson, Eric Coleman, Wraegen Williams, Brett Schnell, Martha Ballenger, Connie Lee, Bill Cooper, Gertrude Fraser, Carolyn Vallas, Maurice Apprey and Maria Chee

ODE Staff: Marcus Martin, Gail Prince-Davis

- I. **Introductions:** Diversity Council members gave a brief introduction
- II. **Review of January 21 minutes:** Minutes were reviewed and approved with no changes.
- III. **Update on Diversity Statement:** Dr. Martin presented the proposed diversity statement to the Provost. The Provost has reviewed the statement and made suggested revisions. The Provost asked for further input by his staff. Dr. Martin will follow up with Diversity Council members following the revision process with the Provost.
- IV. **The following Diversity Council members gave diversity /equity/inclusion initiatives/accomplishments reports for the past 5 years:** Carolyn Vallas, Eric Coleman, Jasmine Jefferson, Bill Cooper, Gertrude Fraser, Maurice Apprey and Brett Schnell. Diversity Council members will receive electronic copies of the reports. The remaining reports from Diversity Council members will be presented during the March 18, meeting.
- V. **Next DC meeting March 18,** Newcomb Hall South Meeting Room.

Diversity Council Meeting
Newcomb Hall South Meeting Room
March 18, 2010

Present: Blaine Norum, Ginger Moran for Sharon Davie, Stanley Trent, Adettra Thomas, Vince Jones, Ashley Fleming, Wraegen Williams, Carolyn Vallas, Valerie Gregory, Maria Chee, Erica Spangler, Jennifer Harmon, Eric Coleman, Cheryl Apprey, Debbie Mincarelli, Brett Schnell, Sheri Winston, Ricky Patterson, Steve Sherman, Andrea Roberts, Kelli Palmer and Melvin Mallory

ODE Staff: Marcus Martin, Gail Prince-Davis, Shirley Cauley

I. Welcome and Introductions.

II. Review of minutes from February 18. Minutes were approved without changes/corrections.

III. Reports from DC members on diversity/equity/inclusion initiatives/accomplishments the past 5 years (see attachments). This session was a continuation of the series of reports given by Diversity Council members the past three meetings on diversity, equity and inclusion initiatives. Dr. Martin mentioned that he has received positives comments from Diversity Council members about the reports. The following representatives presented reports for their areas/units.

- a. Jennifer Harmon- UVA Library
- b. Steven Sherman- VP and Chief Financial Officer
- c. Erica Spangler – Architecture
- d. Sheri Winston- Public Affairs/University Relations
- e. Andrea Roberts- McIntire
- f. Valerie Gregory- Outreach Programs
- g. Ricky Patterson – General Faculty Council
- h. Blaine Norum- Faculty Senate

IV. Media, Democracy, Diversity Conference. The date for the Media, Democracy and Diversity conference is set for April 2, 2010. Eleven panels/speakers are scheduled over 3 concurrent sessions. During the luncheon, Dr. Melissa Harris-Lacewell Associate Professor, Princeton University will deliver the keynote address. The inaugural John T. Casteen III Diversity Equity and Inclusion Leadership Award will be presented during the luncheon. Postcards announcing the event were mailed and a website for registration has been established. Dr. Martin encouraged Council members to register for the conference.

V. Next DC meeting April 15, Newcomb Hall South Meeting Room

Diversity Council Meeting
April 15, 2010
Newcomb Hall South Meeting Room

Present: Debbie Mincarelli, Brett Schnell, Gertrude Fraser, Margaret Dame, Connie Lee, Sharon Davie, Maurice Apprey, Adettra Thomas, Ricky Patterson, Maria Chee, Eric Coleman, Andrea Roberts, Ashley Fleming, Jasmine Jefferson, Jennifer Harmon, Martha Ballenger, Melvin Mallory and David Truetzel

Guests: Desiree Smith, Kate Abshire and Yvonne Luo

ODE staff: Marcus Martin, Daisy Lovelace, Gail Prince-Davis

- I. **Introductions and review of last meeting minutes.** Diversity Council members introduced themselves. March minutes were reviewed without changes.
- II. **Honor Committee update:** David Truetzel, Honor Committee chair, announced that the new committee members have been elected for 2010-2011. Charles Harris will be the new chair. David provided a report on the cases brought before the Honor Committee the past year (April 2009-March 2010). David mentioned one major challenge of the Honor Committee is underreporting. He believes that faculty may not report incidents because they may handle the issue in a variety of other ways. Another reason for underreporting could be peer or social pressure. A third reason mentioned for underreporting could be because students and faculty feel that the process takes too long.

Discussion took place regarding study group collaboration, bias, spot lighting, conscientious retraction, and sanction reform. David mentioned that in the case of group study, the concern is usually when 2 or more students give an identically wrong solution to a problem. This raises suspicion more so than if students gave identically correct answers.

Further discussion took place regarding cultural misunderstandings. David mentioned that to ensure understanding of the honor system by international students orientations are held with a variety of language groups represented.

- III. **University Judiciary Committee update:** Jasmine Jefferson reported 73 cases reported for 2009. It had been noted that in past years many students did not know the purpose of the UJC. There has been a focused effort of UJC awareness among the students this year. UJC set up information tables in front of Newcomb Hall and bus stops. A mock trial was recently held to educate students about the process. Also UJC members went to fraternity houses and athletic teams and gave presentations. An additional goal of the UJC is to make themselves known to first year students through orientation.
- IV. **Student Representative update:** Desiree Smith shared 2 concerns from the student population as follows:
 - a. Curry EDLF 5000 course on multicultural education is in danger due to lack of funding.

b. Lawn selection committee in need of reformation to become more transparent

- V. **Hoos for Access update:** Kate Abshire and Yvonne Luo stated that Hoos for Access was created in 2007 by students with the objective of attracting lower income students to UVa and supporting current students on financial aid. The goal of Hoos for Access is to bring increased focus on socioeconomic diversity at UVa. The work is done through 4 committees: mission, financial/literacy, graduation dinner and social fundraising. A copy of information discussed by the students is attached for further review.
- VI. **Update on Media, Democracy and Diversity Conference:** Daisy Lovelace reported that the post conference survey was sent to all registrants. One hundred and five comments were received. Overall comments included the following: high quality of presenters/engagements; more time for discussion; concern of conference being held on holiday; posters and post cards should have been sent earlier; more diverse panel. The overall conference evaluation was 2 on a scale of 1 excellent – 5 poor.
- VII. **Diversity Resources Strategic Planning Committee update:** Sharon Davie, on behalf of the Diversity Resources Strategic Planning Committee, provided council members with a diversity, equity, inclusion initiatives template so that council members could organize requests for funding initiatives. Sharon provided a one page example of a funding opportunity request. Sharon is asking council members to submit initiatives for funding using the template.

Next Diversity Council meeting will be held May 20, in the Newcomb Hall South Meeting Room.

Diversity Council Meeting
May 20, 2010
Newcomb Hall South Meeting Room

Present: Adettra Thomas, Eric Coleman, Blaine Norum, Maurice Apprey, Ricky Patterson, Peggy Dame, Cheryl Apprey, Stan Trent, Kelli Palmer, Gary Nimax, Debbie Mincarelli, Wraegen Williams, Brett Schnell, Bob Covert, Martha Ballenger, Maria Chee, Carolyn Vallas, Robert Fatton, Melvin Mallory, Sharon Davie, Barbara Millar

Guest: Pam Norris

ODE Staff: Marcus Martin, Gail Prince-Davis, Shirley Cauley

I. **Introductions/comments:** Diversity Council members briefly introduced themselves. Dr. Martin thanked Council members for their outstanding achievements and support during the past year.

II. **Review of April 15 minutes:** Minutes were reviewed without corrections/revisions.

III. Diversity Council Strategic Planning Sessions Recommended Action Items:

a. Dr. Martin mentioned that during the facilitated sessions the Diversity Council recommended 4 priorities toward achieving institutional goals for diversity and academic excellence. Dr. Martin mentioned that these priorities will carry over into the next academic year and will continue to be addressed:

i. Resources

1. Financial: With increased financial resources, the DC believes UVa can become "best in class" in both diversity and academic excellence. Funds raised for specific programs, initiatives, scholarships, fellowships, professorships and grants would allow existing efforts to be improved and the initiation of innovative new ideas. Moreover, in the long run, an endowment to support diversity efforts would ensure the longevity of these initiatives.
2. Information: Improved communications across grounds will increase our effectiveness in executing the goals outlined above. It is often unclear who within the institution is doing work related to diversity and how that work fits into the larger picture. A resource that outlines

this information would facilitate cross University collaboration and increased intra-University communication.

ii. Accessibility of Data

1. The DC would like an analysis of current institutional data as it relates to diversity at U.Va. This information will provide a baseline for benchmarking with peer and aspirational-peer institutions as well as charting our progress over time. Disaggregating the data by school/discipline, gender, and ethnicity (rather than simply race) would allow a more in-depth analysis of the student, faculty and staff populations at UVa.

iii. Define Diversity

1. To date, there is not an institutional definition of diversity. Having a clear definition will allow for the development of appropriate strategies related to diversity.

iv. Define Diversity Offices/Officers

1. Having a "point person" with authority and accountability within the schools appears to be an effective method for monitoring diversity efforts at Darden, Curry and Medicine. The DC believes that other schools should create these positions as well.

- b. Pam Norris, chair, Women's Leadership Council (WLC) was introduced. Professor Norris discussed the 2008-2009 WLC focus areas: (1) tracking of diversity data; (2) support for gender focused programs; and (3) childcare issues. Professor Norris led a discussion on the WLC's recommendation on tracking diversity data. The WLC and Diversity Council could partner in exploring the most appropriate way to post and access institutional data considered to be the most accurate and non- conflicting source. The WLC recommends the creation of a Diversity and Gender Equity Report Card. This could facilitate year to year and group to group comparisons and publicize diversity progress. Council members pointed out that a uniform institutional approach is needed. Challenges mentioned were (1) EOP data and IAS data may change at different points throughout the year; (2) classification of faculty may change from year to year and (3) currently there is no consistent format of tracking.

IV. Diversity Statement Update: Dr. Martin shared the newly revised diversity statement that has been approved by the provost. The statement has been sent to the president for final approval.

V. **MLK 2011 Celebration Planning:** Dr. Martin mentioned that the Office for Diversity and Equity has been charged by incoming president Sullivan to coordinate a University-community MLK celebration for 2011. Dr. Martin mentioned that he is inviting all deans to participate in the celebration by appointing someone to serve as a liaison for their schools. He also indicated that he has met with several people already some within the UVa community and others from the Charlottesville community.

VI. **Spring Diversity Conference 2011** – the Office for Diversity and Equity anticipates coordinating the second annual diversity conference in April 2011. Dr. Martin mentioned input by DC members on panel discussions or speakers would be appreciated.

VII. Other:

- a. Discussion took place regarding whether the Diversity Council should write a statement about abuse toward women in light of Yeadley Love's death. Dr. Martin indicated that the Office for Diversity and Equity supports the current approach by University officials.
- b. Professor Stan Trent announced a common reading experience for the Curry School students and faculty: *The Immortal Life of Henrietta Lacks*

VIII. **Next meeting date.** TBD

Diversity Council Meeting

September 16, 2010

Newcomb Hall Room 389

Present: Andrea Roberts, Melvin Mallory, Clay Hysell, Maria Chee, Adetra Thomas, Martha Ballenger, Connie Lee, Michelle Packer, Jasmine Jefferson, Peggy Dame, Ashley Fleming, Bob Covert, Jen Merritt, Cheryl Apprey, Claire Kaplan, Edward Warwick, Maurice Apprey, Patrice Grimes, Robert Fatton, Eric Coleman, Kelli Palmer, Erica Spangler, Valerie Gregory, Terry Lockard, Sheri Winston, Wraegen Williams, Andrew Chancey, Gary Nimax, Eleanor Wilson, Jennifer Harmon

Guests: Gweneth West

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders

- I. Introductions and Review of May 20th, 2010 Meeting Minutes:** Diversity Council members introduced themselves. May minutes were reviewed and approved with the addition of a detailed explanation of the “4 priorities toward achieving institutional goals.”

- II. Update from Women’s Center:** Jen Merritt, representing Sharon Davie from the Women’s Center, outlined several Diversity and Equity-related initiatives from the Women’s Center for 2010-2011, including the Young Women’s Leadership Program and the WC internship opportunity for undergraduate students. YWLP has been expanded to Cameroon and there is a possibility for expansion to several other African countries. This year the WC has 30 undergraduate interns helping to support its operations. Claire Kaplan also representing the Women’s Center provided additional remarks during the open discussion.

- III. Faculty Senate Update:** Gweneth West, Chair of the Faculty Senate, announced the upcoming Day of Dialogue on September 24th, 2010, and encouraged all to participate. The Faculty Senate will work this year on assessing the information gathered through the 2007-2008 survey before attempting to survey the faculty again. Another faculty survey may take place in January of 2012, tentatively. Diversity issues were included throughout the 2007-2008 survey, but there was not a separate section devoted to diversity. The Senate’s goal for this academic year is to review the previous survey and decide how to utilize the information.

IV. Overview of 2009-2010 Diversity Council Strategic Planning and ODE Goals 2010-2011: Marcus Martin presented a summary of the ODE's critical functions, goals, and initiatives for 2010-2011. The Diversity Statement drafted and approved by the Diversity Council last year has been approved by the Provost and reviewed by the President but final approval is pending. The final approval is needed prior to posting on any of the diversity web sites. Dr. Martin provided an illustration using power point on possible locations/links for the diversity statement once approved.

V. Open Discussion and Opportunity to Share Inclusion, Diversity, Equity Initiatives 2010-2011: Dr. Martin invited DC members to share news or information from their respective divisions related to Diversity and Equity initiatives.

- Kelli Palmer, Office of the President, shared a sense of excitement from the Office that the new President is a woman.
- Ed Warwick, Lesbian, Gay, Bisexual and Transgender Resource Center, reminded members about the Safe Space training program and announced the first open training next week.
- Claire Kaplan, Women's Center, explained that the Philosopher's Club, a program that brings in students from the Charlottesville Alternative School to discuss philosophy, has succeeded in involving the Philosophy Department at U.Va. She also shared information about two survivor network programs, a self-defense class, the range of counseling services offered by the WC, the Men's Leadership Project, and the Eating Disorders Educational Initiatives.
- Bob Covert, Curry School of Education, shared that fewer sessions of his Multicultural Education class will be offered this year due to lack of financial support available for Teaching Assistants and the Curry Faculty Diversity Committee is developing an auditing process to insure that all search committees follow the diversity guidelines which have been adopted by the College.
- Ashley Fleming, School of Continuing and Professional Studies, reported that SCPS is in the process of restructuring and is focusing on four areas: outreach, academics, administration, and student services and enrollment management. The School began the process late spring/early summer and intends to begin implementing the new structure in stages through the 2010-2011 academic year. Each of the four areas were discussed in small workgroups focused on assessing current policies, procedures, organizational structures, etc. and were tasked with proposing organizational structures within the scope of their group. Facilitators from those workgroups drafted a summary report to be submitted to Dean Cannaday along with the groups' proposed organization charts. Ashley proposed a Director of Diversity officer position in the academic workgroup. The Director of Diversity would oversee diversity initiatives for students, faculty, staff, and alumni, such as: recruitment and retention; personal and professional development;

School and University-wide inclusion, etc.. Ashley and Maria are scheduled to meet with Dean Cannaday later this month, and Ashley intends to mention this proposal during that meeting as well.

- Peggy Dame, Provost Employee Council, spoke of increasing awareness about diversity issues with colleagues.
- Jasmine Jefferson, a fourth-year student in the College and a first-year Batten school student, encouraged participation in the Day of Dialogue and also applauded the DC for the work that it does.
- Michelle Packer, Development Office, updated the group on the current Campaign for the University and expressed willingness to collaborate with various schools/units on fundraising and assess funding needs. There may be opportunities for outreach to donors with a specific interest Diversity and Equity.
- Connie Lee, School of Nursing, spoke about specific initiatives related to religious sensitivity that are high priorities this academic year.
- Martha Ballenger, School of Law, shared the news that a high percentage (29%) of this year's incoming class self-identified as minority students.
- Maria Chee, School of Continuing and Professional Studies, spoke about online outreach initiatives to increase geographic diversity.
- Gary Nimax, Office of the Vice President and Chief Financial Officer, shared that there has been an increased recognition in the importance of socioeconomic diversity.
- Sherry Winston, Office of the Assistant VP for University Relations, encouraged registration for the Day of Dialogue and stated that there would be no cameras during the individual sessions to encourage open dialogue.
- Erica Spangler, School of Architecture, mentioned that School of Architecture is revamping their diversity website and also the results from the spring diversity survey are being reviewed.

Marcus Martin thanked all for sharing and gave an overview of the October DC agenda.

Meeting adjourned at 11:45 am

Diversity Council Meeting

October 21, 2010

Newcomb Hall Room 389

Present: Connie Lee, Maria Chee, Bob Covert, Wraegen Williams, Amy Chen, Peggy Dame, Ashley Fleming, Kelli Palmer, Valerie Gregory, Jasmine Jefferson, Sharon Davie, Adetra Thomas, Vincent Jones, Erica Spangler, Jennifer Harmon, Robert Fatton, Barbara Millar, Melvin Mallory, Carolyn Vallas

Guests: Danny Navarro, Christian Loya, Sumaira Javed, Ahmed Ragab, Sarajanee Davis, and Julie Roa

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders, Shirley Cauley, Daisy Lovelace

- I. Introductions and Review of September 16th, 2010 Meeting Minutes:** Diversity Council members introduced themselves. September minutes were reviewed and approved without suggested corrections/revisions.

- II. MLK 2011 Celebration update:** Dr. Martin provided background on the MLK celebration indicating that president Sullivan requested that the Office for Diversity and Equity take the lead in coordinating a University- wide and Charlottesville community celebration for 2011. Daisy Lovelace updated the Diversity Council (DC) on activities planned to date. Daisy provided a spreadsheet of all currently planned activities to take place over a 10 day to 2 week celebration period. Daisy informed DC members that a website with calendar activities will be available. Diversity Council members were encouraged to let Daisy know of activities being planned in their respective areas.

- III. Latino Student Alliance:** Christian Loya opened the discussion by giving the DC the background on the Latino Student Alliance. The Latino Student Alliance is the umbrella organization for the Latino/Hispanic Community at UVa. The alliance is a working group that brings together leaders of the diverse Hispanic/Latino and Latin American student organizations. The goal is to facilitate communication and exchange of ideas among the various organizations, to coordinate scheduling of events and activities, and to collaborate on worthy projects (such as Hispanic Heritage Month and Latino Awareness Week).

Danny Navarro followed up with the objectives of the LSA. The main objective is to create advocacy. Danny gave a power point presentation highlighting the objectives of the LSA.

Danny also spent a few minutes discussing the Development, Relief and Education of Alien Minors Act (DREAM). The purpose of the DREAM Act is to help those individuals who meet certain requirements, have an opportunity to enlist in the military or go to college and have a path to citizenship which they otherwise would not have without this legislation. The power point presentation is attached.

IV. Muslim Student's Association: Sumaira Javed and Ahmed Ragab gave a power point presentation providing information on Muslim life, Islamic basic beliefs, pillars of Islam and dietary needs as examples. Sumaira also provided a handout with an overview of resources for Muslim students at UVa. The power point presentation and handout are attached.

V. Black Student Alliance: Sarajanee Davis provided information on the purpose of the Black Student Alliance (BSA) which include voicing the concerns of Black students, conducting political action against unjust policies or programs, serving as an umbrella organization for all black student organizations, serving as a liaison between black students (undergraduate and graduate), black faculty, black alumni and the administration, establishing communication within the black community and aiding in the achievement of the common goals of black students at UVa and the black community in Charlottesville.

Sarajanee discussed concerns that students are facing such as economic/financial and subtle racism. Sarajanee also discussed current programs, current projects and upcoming events. The handouts from Sarajanee's presentation are attached.

VI. Announcement: Diversity Council members will receive an email invitation to attend the December 20, men's basketball game in the president's box. .

Meeting adjourned at 10:45 am

Diversity Council Meeting

November 18, 2010

Newcomb Hall Room 389

Present: Kelli Sauls, Connie Lee, Maria Chee, Bob Covert, Wraegen Williams, Amy Chen, Peggy Dame, Kelli Palmer, Sharon Davie, Adetra Thomas, Erica Spangler, Jennifer Harmon, Robert Fatton, Barbara Millar, Martha Ballenger, Maurice Apprey, Eric Coleman, Rudy Beverly for Vince Jones

Guest: Erik Arvidson

ODE Staff: Marcus Martin, Gail Prince-Davis, Meghan Saunders

- I. Introductions**
- II. Review of October 21, 2010 Meeting Minutes:** October minutes were reviewed and approved without suggested corrections/revisions.
- III. Asian Student Union:** Amy Chen provided an overview of the Asian Student Union.
 - a. The APA is a diverse population with over 40 A/APA interest CIOs on ground.
 - b. The mission of the ASU is to serve the University of Virginia by advocating on behalf of the Asian/Asian Pacific American (A/APA) community through social, political, cultural and educational avenues.
 - c. Asian Pacific American Studies (APAS), minor was founded in 2004, housed in the American Studies Program at the University of Virginia, is an interdisciplinary program that familiarizes students with the cultural and political contours of Asian Pacific America.
- IV. Queer Student Union.** Erik Arvidson provided an overview of the QSU.
 - a. The Queer Student Union at the University of Virginia was originally called the Gay Student Union and was organized in 1972. The QSU strives to provide a safe, welcoming, and confidential environment for all lesbian, gay, bisexual, transgender, and questioning individuals in the community.
 - b. The QSU organizes services, activities, and social programs for the student population at UVA, with an emphasis on queer culture and social thought.
 - c. As the largest LGBT group on Grounds, the QSU works to represent and advocate LGBT students' concerns to the University's administration, alumni/ae, and the local government.
 - d. All meetings are held off grounds and member names are kept confidential

- e. The QSU works with other organizations such as Queer and Allied Activism, Minority Rights Coalition, LGBT Resource Center and the Serpentine Society and various other organizations.
- V. Women's Center Update:** Sharon Davie provided an overview of the Women's Center programs.
- a. Diversity and Advocacy
 - i. Internship Program
 - ii. International Initiatives
 - b. Scholar activities speaker series
 - c. UVA Distinguished Alumni Dinners
 - d. Young Women's Leaders program
 - e. Counseling Services
- VI. UVA IDEA Update:** Dr. Martin mentioned that UVA IDEA fund has been established. There are currently 6 Trustees of the fund with a target of 10 members by June 2011. The first meeting will be held in Washington DC on December 14.