

Diversity Council Minutes 2011

Diversity Council Meeting

February 17, 2011

Newcomb Hall Commonwealth Room

Present: Kellie Sauls, Connie Lee, Maria Chee, Wraegen Williams, Peggy Dame, Sharon Davie, Adetra Thomas, Jennifer Harmon, Barbara Millar, Martha Ballenger, Cheryl Apprey, Eric Coleman, Jasmine Jefferson, Ashley Fleming, Blaine Norum, Sheri Winston, Melvin Mallory, Gary Nimax, Andrea Roberts, Debbie Mincarelli, Ed Warwick, Sarah Wilcox Elliott

Guest: Anne Broccoli and Patrick Tolan

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

- I. **Introductions**
- II. **Review of November 18, 2010 Meeting Minutes:** November minutes were reviewed and approved without corrections/revisions.
- III. **Back Up Care Advantage Program:** Anne D. Broccoli, Director of Benefits, UHR provided an overview of the Back-up Care Advantage Program. Anne noted that this is the most underutilized benefit that UVA offers. Currently there are 499 employees registered and 183 employees have used the program since its launch in 2008. Currently there are nearly 9,000 UVA employees. Anne's purpose at the meeting is to promote the program. Anne mentioned that currently the program gets promoted during new employee orientation, the benefits fair and on the HR website. The back- up care plan provides care for children, elderly and self. The program is for loved ones. It is not restricted to family members only or only those living within your household. The program can also be used for out of state care. There is no enrollment or monthly fee. Employees only pay when you use the program. The program offers 10 uses per year/100 hours. The rate is \$15 for care in a center, \$30.00 in home per day/use. Please see website for full explanation of [Back-up Care Advantage](#) program.

Question/comments:

- a. Can flexible spending account dollars be used? Anne Broccoli will follow up.
- b. Suggestion was made to send email blast informing employees of this program.

IV. Youth-Nex. Patrick Tolan, Director of Youth-Nex and Professor, Curry School of Education provided an overview of the [Youth-Nex](#) Program. Youth –Nex is a trans-disciplinary center devoted to promoting healthy youth development through focused research, training and service. The cross-University center’s work encompasses a wide range of areas including health management, civic engagement, education and social responsibility. Professor Tolan highlighted the Youth-Nex programs in the following areas:

- a. Preventing antisocial behavior, substance abuse and violence
- b. Promoting healthy eating and activity for youth
- c. Important relationship that influence adolescents
- d. Risk taking and adolescent driving safety
- e. Methods

More information can be found about Youth-Nex at the following website:

<http://curry.virginia.edu/research/centers/youth-nex>

V. MLK Community Celebration Debriefing: Dr. Marcus Martin provided an overview of the MLK Celebration events and asked for comments and feedback from the DC. One concern mentioned was that the event on January 17 at the SOM/SON took place before students returned from winter break.

VI. Announcement: Dr. Martin announced the second annual John T. Casteen Diversity-Equity-Inclusion Leadership award presentation and luncheon will be held March 18, 2010 at Alumni Hall. Council members will receive invitations to this event. The committee received 10-12 nominations for the award. The close date for receipt of award nominations was February 15, 5:00 PM.

Diversity Council Meeting

March 17, 2011

Newcomb Hall Commonwealth Room

Present: Sharon Davie, Adetra Thomas, Jennifer Harmon, Barbara Millar, Martha Ballenger, Bob Covert, Jon Bowen, Robert Fatton, Valerie Gregory, Vince Jones, Eric Coleman, Vicki Gist, Ashley Fleming, Melvin Mallory, Debbie Mincarelli, Ed Warwick

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

- I. Introductions**
- II. Review of February 17, 2011 Meeting Minutes:** February minutes were reviewed and approved. No corrections/revisions were suggested.
- III. Lesbian, Gay, Bisexual, and Transgender Resource Center:** Ed Warwick, Program Coordinator for the LGBT Resource Center, gave an overview of the LGBT Resource Center. The LGBT Resource Center is located in Newcomb Hall and is fully staffed by students. Hours of operation are Monday – Friday, 11 AM–4 PM. The LGBT Resource Center offers support for sexual and gender minority students, faculty, staff, alumni, community members and their allies. Ed discussed programs and support groups offered through the LGBT Resource Center. Ed provided a short demonstration of one of the programs offered through the LGBT Resource Center - The Safe Space Training. Safe Space program training educates participants about LGBT issues, creates awareness about the challenges that LGBT students face and provides tools for supportive allies. Safe Space training is optional for all faculty, staff, teaching assistants and students. If you are interested in attending the 2- hour training session or learn more about the programs offered through the LGBT Resource Center, please visit the LGBT Resource Center website: www.virginia.edu/deanofstudents/lgbt.
- IV. Office of the Dean of Students Overview:** Vicki Gist, Assistant Dean, Office of the Dean of Students provided an overview of the Office of the Dean of Students. Allen Groves, Associate VP for Affairs and Dean of Students oversees 5 units: Central Office at Peabody Hall, Student Activities, Orientation and New Student Programs, Residence Life, and Fraternity and Sorority Life. Vicki provided a one page handout which briefly discussed the services offered by the ODOS. For a full explanation of the all services offered please visit the ODOS website: <http://www.virginia.edu/deanofstudents/>.

- V. **John T. Casteen Diversity-Equity-Inclusion Leadership Award:** Dr. Martin reminded the Diversity Council that the second annual John T. Casteen Diversity-Equity-Inclusion Leadership award presentation and luncheon will be held tomorrow at Alumni Hall. All Council members are invited.

Meeting adjourned: 10:00

Diversity Council Meeting
April 21, 2011
Newcomb Hall Commonwealth Room

Present: Connie Lee, Maria Chee, Vicki Gist, Sharon Davie, Jon Bowen. Barbara Millar, Martha Ballenger, Eric Coleman, Melvin Mallory, Maurice Apprey, Gary Nimax, Peggy Dame, Erica Spangler, Kellie Sauls

Guests: Brad Holland, Margaret Harden, and Dr. Sharon Hostler

ODE Staff: Marcus Martin, Gail Prince-Davis

- I. Introductions**
- II. Review of March 17, 2011 Meeting Minutes:** March minutes were reviewed and approved. No corrections/revisions were suggested.
- III. Announcements:**
 - a. Dr. Martin announced the Diversity Statement is under final review by the presidents' office. Dr. Martin is confident that the statement will be approved soon and will be available for websites.
 - b. Dr. Martin also mentioned that the Office for Diversity and Equity is working with Buford Middle School on its first annual calculator drive for TI 83, TI 83+ and TI 84 graphing calculators. Council members were asked to share the flyer with others letting them know they can donate their calculators for a worthy cause. (See attached flyer.)
- IV. Americans with Disabilities Act Overview:** Brad Holland University Ombudsman and ADA Coordinator provided an overview of the American Disability Act. The ADA is a federal civil rights law enacted in 1992 designed to protect the rights of individuals with disabilities and intended to promote equal access in programs, services and activities throughout society. The US Census Bureau estimates that there are over 50 million Americans with disabilities.

Mr. Holland mentioned that IT accessibility is a priority for U.Va. The standards require employees with disabilities have access to and use of information and data comparable to the access and use by other employees who do not have disabilities. To test your website for accessibility please visit the following website <http://wave.webaim.org/>.

Mr. Holland also encouraged Diversity Council members to contact him of the Access Committee regarding accessibility areas of concern on Grounds. The full PowerPoint presentation that includes helpful workplace scenarios is attached.

- V. **Leadership in Academic Matters:** Maggie Harden, Assistant to the Vice Provost and Director of the Institute for Faculty Advancement and Sharon Hostler, [Vice Provost for Faculty Development](#) provided a PowerPoint presentation on the Leadership in Academic Matters program (see attached). The program is a 56 hour course over 13.5 weeks. So far, over 90 participants have completed the course since its inception in 2008. The course is designed to provide opportunity, resources and networks for advancement and retention and to cultivate a culture and cohort of leaders to tap the talents, perspectives and insights of an increasingly diverse faculty. Ms. Harden mentioned that the program has been successful in improving faculty retention. Participants are nominated for the course. Additional information about LAM and the nomination process can be found at the following website: <http://www.virginia.edu/vpfd/lam.html>.

Dr. Hostler mentioned an upcoming conference: Speaking Up: Effective Communication for Women in Academia that will be held May 1 and 2, 2011. Please visit the website for more information: <http://www.virginia.edu/vpfd/documents/2011wc.pdf>

Meeting adjourned: 10:40

Diversity Council Meeting
August 18, 2011
Newcomb Hall Commonwealth Room

Present: Maurice Apprey, Debbie Berkeley, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Ashley Fleming, Gertrude Fraser, Jennifer Harmon, Leslie Haughton, Aaron Laushway, Connie Lee, Melvin Mallory, Debbie Mincarelli, Gary Nimax, Kate O'Varanese, Kellie Sauls, Erica Spangler, Adettra Thomas

Guests: Seth Kaye, Dominique Baker, Edward Strickler

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

I. Introductions

II. Review of April 21, 2011 Meeting Minutes: All changes or corrections should be sent to Gail Prince-Davis.

III. Announcements:

- a. Dr. Martin announced the Diversity Statement has been approved and is linked to President Sullivan's website and to various U.Va. Diversity websites. He encouraged council members to speak with their deans/department heads regarding linking the statement on their websites.
- b. Dr. Martin welcomed Les Haughton as a new Diversity Council member and the new Supplier Diversity Director at the University of Virginia. Mr. Haughton was hired 1 month ago. Mr. Haughton brings 28 years of corporate retail experience. Mr. Haughton will update the Diversity Council on SWaM spending at U.Va. at a later date.

IV. Outreach Annual Report Summary: Dominique Baker, Office of Undergraduate Admission, provided preliminary demographic data on entering undergraduate students. Final data will be available in September. A handout was provided with the breakdown of the past 5 years of undergraduate enrollment. Ms. Baker mentioned that total enrollment has increased. This has been credited to the common application. Survey data reveals the top 3 reasons for turn downs to U.Va. admission:

- a. Merit scholarships/financial assistance better at other universities
- b. Students being admitted to higher tier institutions
- c. Size (Some applicants fear that University's plan to increase class size will lead to a less personalized experience.)

Other discussion from Ms. Baker:

- a. Beginning fall 2011, a nonbinding early action plan will be implemented, allowing applicants to receive offers of admission before the April 1 national notification date. The early action application deadline will be Nov. 1, 2011. By Jan. 31, 2012, students will receive responses from the University's Office of Undergraduate Admission.
- b. As mandated by the federal government, a financial aid calculator will be available on the University's Office of Undergraduate Admission website by September 1.

V. Faculty Hire Update: Gertrude Fraser, Vice Provost for Faculty Recruitment and Retention, provided an overview of tenure track faculty hires from 2001-2011. The power point presentation is attached. A few highlights from the presentation are as follows:

- Race, gender and ethnicity data collected at U.Va., since 2001
- 179 faculty declined TTT offers from U.Va. from 2004-2010. There was no tracking prior to 2004.
- Dual career, department faculty, department rank, and salary were main reasons for declining offer
- 281 TTT faculty members left for employment elsewhere
- In 2003, U.Va. was in the 47th percentile amongst our AAU peers for percentage of African American faculty. Fifty-three percent of our AAU peers had a larger percentage of African American faculty. In 2009 only 17% of our AAU peers had a larger percentage of African American faculty.

VI. LGBTQ Climate: Edward Strickler presented information related to concerns of the LGBTQ community at U.Va. Diversity Council members were provided hard copies of documents to review. Attached is one document, "Implementing Domestic Partner Benefits at U.Va.," that was not available to council members during the meeting. Dr. Martin suggested that a subcommittee of the Diversity Council be created to address LGBT concerns. Connie Lee shared with the Diversity Council that a discussion in the School of Nursing recently took place around the need for more LGBTQ-related health education.

Meeting adjourned: 11:00

Diversity Council Minutes
September 22, 2011
Newcomb Hall South Meeting Room

Present: Jen Merritt, Rachel Spraker, Peggy Dame, Martha Ballenger, Kate O'Varanese, Laurie Shaffer, Debbie Berkeley, Vicki Gist, Adetra Thomas, Andrea Roberts, Gary Nimax, Ed Warwick, Jon Bowen, Bob Covert, Jasmine Jefferson, Les Haughton, George Mentore, Aaron Laushway, Jennifer Harmon, Sheri Winston, Vince Jones, Cheryl Apprey, Esther Park, Ashley Fleming, Carolyn Vallas

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

Guest: Pam Lobb

I. Overview of Multicultural Diversity Course: Bob Covert, Pam Lobb (PowerPoint presentation attached for review)

- a) Course offered to 3rd and 4th year students; 120 students per course, 3 sections offered per semester.
- b) Objective: cultural competency
 - i) Become aware of own prejudices
 - ii) Become aware of systematic (institutional) discrimination and prejudice
 - iii) Learn about others
 - iv) What to do about it
- c) Requirements: 12 hours community service
- d) Outcomes: contributions to personal growth
- e) Grading : based on class attendance, class participation and writing assignments

II. Updates - Marcus Martin:

- a) U.Va. IDEA (Inclusion, Diversity, Access and Inclusion) Fund update
 - i. 10 current trustees; goal of 15-20 Trustees
 - ii. Initiatives:
 - Julian Bond Professorship (fundraising 3 million dollars)
 - Women's Center funding
 - Teaching Assistants funding

- Membership to Colonnade Club for underrepresented faculty
 - Henry Martin recognition (rang bell at U.Va. for 53 years)
- b) **MLK 2012-** Dr. Martin informed the DC about University and Community planning committee meetings thus far related to the 2012 MLK Community celebration events. President Sullivan has charged the Office for Diversity and Equity with coordinating the celebration. Last year's program included over 25 events. Dr. Martin asked for suggestions for keynote speakers and ended the discussion with a 3 minute video of last year's events.

11:00 –Meeting adjourned.

Diversity Council Meeting
October 20, 2011
Newcomb Hall South Meeting Room

Present: Martha Ballenger, Debbie Berkeley, Maria Chee, Bob Covert, Peggy Dame, Sharon Davie, Ashley Fleming, Vicki Gist, Patrice Grimes, Jennifer Harmon, Leslie Haughton, Vince Jones, Aaron Laushway, Connie Lee, George Mentore, Debbie Mincarelli, Gary Nimax, Kate O’Varanese, Kellie Sauls, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adettra Thomas, Ed Warwick

Guests: Dorothe Bach, Kathryn Laughon

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

I. Introductions

II. Review of September 22 minutes (No corrections/revisions recommended)

III. Overview of current Disability Services and Organization at UVA – Laurie Shaffer and Kate O’Varanese (Presentation attached)

- a. Mission: promote the academic success of students with disabilities by providing equal access within the University community
- b. Review of disability services at two peer institutions
 - i. University of Virginia
 - Faculty/Staff/Visitors - sometimes centralized, sometimes de-centralized
 - Students - centralized and student fees & student health fees
 - ii. University of Texas
 - Faculty/Staff/Visitors – all expenses for faculty, staff, visitors and guests comes out of University central funding
 - Students - funding for student services comes from both general and medical student fees
 - iii. University of Michigan
 - Faculty/Staff/Visitors – decentralized (ADA coordinator provides education and outreach to all departments with employees with disabilities)
 - Students – student fees
- c. Needs/recommendations

- i. Organizational restructure
- ii. Identify key people to make changes
- iii. Resources/funding

IV. School of Nursing Diversity Initiatives – Kathryn Laughon

- a. SON diversity committee supports a number of diversity-related events and initiatives throughout the year
- b. Focus is creating cultural change through the curriculum, faculty and staff

V. Teaching Resource Center overview – Dorothe Bach

- a. 6 colleagues/2 staff
- b. 2 components: teaching and learning; faculty development
- c. Explicit diversity initiatives
 - i. Publications
 - ii. Workshops
 - iii. Individual consultations
 - iv. Collaborative efforts
 - v. Programs
- d. Implicit initiatives
 - i. Professors writer's workshop

VI. Announcements

- a. LGBT committee update:

Dr. Martin announced that the LGBT committee has been established and has met once

- b. Web conference announcement:

Adettra Thomas announced a webcast series, [Recruiting and Retaining Diverse Faculty](#), January 24 and 31, 2012. See attached announcement.

- c. Charlottesville Dialogue on Race:

Les Houghton announced that the Charlottesville Dialogue on Race will present to City Council recommending the establishment of a commission of human rights/diversity

Meeting adjourned 10:30

Diversity Council Meeting
November 17, 2011
Newcomb Hall South Meeting Room

Present: Maurice Apprey, Martha Ballenger, Debbie Berkeley, Jon Bowen, Bob Covert, Peggy Dame, Sharon Davie, Valerie Gregory, Patrice Grimes, Jennifer Harmon, Jasmine Jefferson, Vince Jones, Aaron Laushway, Connie Lee, George Mentore, Debbie Mincarelli, Gary Nimax, Kate O'Varanese, Andrea Roberts, Laurie Shaffer, Tamara Sole, Rachel Spraker, Adettra Thomas, Wraegen Williams

Guests: Imran Kahn, Eleanor Gray Mullen, Darlene Scott Scurry

ODE Staff: Marcus Martin, Meghan Faulkner

I. Introductions

II. Minutes from October 20th meeting: No changes suggested

III. U.Va. Students with Disabilities: Student Stories

- a. Eleanor Gray Mullen, Fourth Year undergraduate
 - i. Eleanor, a student in the College of Arts & Sciences who is deaf, shared her experience at U.Va. and growing up
 - ii. Overall positive experience with faculty
 1. Encouraging students with disabilities to speak up in class is important; communication key
 - iii. Very positive experience working closely with the LNEC
 1. Has sign language interpreter in all classes; in meetings; in recreational activities
 - iv. Opportunities for improvement at U.Va.
 1. Study Abroad should be more accessible to students with disabilities
 2. Expansion of American Sign Language courses at U.Va.; courses are limited and fill quickly
 3. More/better captioning for media-based curriculum; visual reinforcement in class (writing on board, etc.)
- b. Imran Khan, Fourth Year undergraduate

- i. Imran, a student in Systems Engineering who has Friedrich's Ataxia, shared his experience at U.Va.
 1. Friedrich's Ataxia is a rare, inherited disease that causes progressive damage to the nervous system
 2. Imran uses a scooter to get around Grounds; he has worked closely with the LNEC during his time at U.Va.
- ii. Opportunities for improvement at U.Va.
 1. Access in some buildings (both old and new construction)
 2. Some buses do not accommodate a scooter and so are inaccessible

IV. EOP Update: Darlene Scott Scurry

- a. Mission: The Office of Equal Opportunity Programs is committed to erasing discrimination and advancing equal opportunity on Grounds
 - i. EOP areas of emphasis
 1. Employment equity
 2. Affirmative action
 3. Policy and legal compliance
 4. ADA compliance and EO training
 - ii. Small office that depends on relationships with partners around Grounds
 - iii. Focus on training to increase awareness and reach the greatest number of people
- b. A review of goals and mission led to the recent creation of two new positions in the office: employment equity specialist (Jacqueline Daniel) and affirmative action specialist (Rachel Spraker)
- c. Creation of online affirmative action and good faith efforts tracking system
- d. For more details, please see accompanying presentation

V. Announcements

- a. The LGBT Committee has been reviewing diversity-related questions from the 2007 faculty survey and drafting additional recommended questions
 - i. Recommendations will be sent to DC members for feedback in the next few days
- b. Dr. Martin announced that there will be no Diversity Council meetings in December or January
- c. DC members are invited to attend the women's basketball game in the President's Box on December 20th versus JMU; please RSVP Gail Prince-Davis (gip8w@eservices.virginia.edu) by December 6th