

Diversity Council Minutes 2013

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

Present: Cheryl Apprey, Maurice Apprey, Martha Ballenger, Maria Chee, Peggy Dame, Sharon Davie, Bob Diamond, Carolyn Dillard, Ashley Fleming, Veronica Ford, Gertrude Fraser, Vicki Gist, Valerie Gregory, Jennifer Harmon, Les Haughton, Doc McConnell, Gary Nimax, Kate O'Varanese, Judy Pointer, Andrea Roberts, Kellie Sauls, Tamara Sole, Rachel Spraker, Adettra Thomas, Wraegen Williams

Guests: Cassandra Caldwell, Sarah Medley

ODE Staff: Meghan Faulkner, Marcus Martin

I. Introductions

II. Announcements

- a. Bob Diamond shared that the name change from the Learning Needs Evaluation Center to the Student Disability Access Center has been approved by the Cabinet.

III. Review of November Meeting Minutes

- a. No changes were suggested.

IV. Graduate Student Diversity Programs - Cheryl Apprey, *Director for Graduate Student Diversity Programs*

- a. The Office of Graduate Student Diversity Programs was formed in response to the recommendation by the President's Commission on Diversity and Equity. The first director (Cheryl Apprey) was hired in 2006.
- b. Benefits of a diverse graduate student body:
 - i. Scholarship and teaching are most effective when informed by diverse viewpoints, backgrounds, and experiences.

- c. Programs
 - i. The office's programs include the Diversity Retreat, Diversity Banquet, and Mentoring Institute.
- d. Recruitment
 - i. Attend about 20 recruitment forums per year.
 - ii. Create pipelines with HBCUs (Historically Black Colleges and Universities) and HSIs (Hispanic Serving Institutions)
 - 1. Examples: Leadership Alliance, Institute for the Recruitment of Teachers, VA-NC Alliance, VA HBCU Summer Language Institute
- e. Statistics, 2006-2012
 - i. Increase in applications from students of color.
 - ii. Offers of admission have stayed about the same.
 - 1. U.Va. does not have funds targeted at diversity fellowships.
 - 2. Marcus Martin commented that the number of African-American males applying to medical school has dropped nationwide.
 - 3. Maria Chee asked if there are specific ways U.Va. is recruiting Native American students (not at this time.)
 - a. Perhaps there could be a similar program to the HBCU Summer Language Institute.
 - 4. One goal is to do more education to and outreach with faculty who make admissions decisions.
 - 5. Andrea Roberts made the point that U.Va. does not compete with many of its peers on financial support/offers; top students get better offers from top schools.
- f. Retention
 - i. Mentoring Institute
 - 1. 5th year of program
 - 2. Mentees are first-year graduate students who are partnered with a faculty mentor and a mentoring coach.
 - 3. Efforts are made so that groups are interracial/ethnic, interdisciplinary.
 - ii. Fall Diversity Retreat
 - 1. Primary purpose is networking and exposing students to the benefits of the Mentoring Institute.
 - iii. Diversity Banquet
- g. Challenges
 - i. Secure appropriate funding in order to be competitive.
 - ii. Increase the rate of acceptance.
 - iii. Sustain programs.
- h. Approaches for Addressing Challenges
 - i. VA Alliance for Graduate Education and the Professoriate Grant Proposal
 - ii. Edward A. Bouchet Graduate Honor Society
 - iii. Mentoring Institute Expansion
 - iv. VA HBCU Pipeline Program
 - v. Diversity Recruitment Fellowship Funding

V. Faculty Diversity Data - Gertrude Fraser, Vice Provost for Faculty Recruitment and Retention

- a. The five-year, \$3 million ADVANCE Grant aims to increase the representation and advancement of women in academic STEM fields.
- b. Three-year hiring data
 - i. Increase in faculty hiring at all levels over past three years.
 - ii. Representation in all racial/ethnic categories increased except for Native American.
 - iii. Increase in number of women faculty (also an increase in number of men.)
- c. There is now an opportunity given the increasing number of hires that will be made over the next several years.
 - i. There was a large volume of faculty retirements in 2011-2012, the majority of which were white males.
 - ii. There were six black faculty resignations in 2011-2012.
- d. Overall tenure/tenure-track faculty demographics
 - i. 74% male, 26% female; 83% white.
 - ii. Pattern: When we hire, we hire men.
- e. Comparison to AAU peers
 - i. U.Va. is a predominantly white institution, which means that white allies have to engage in the work of increasing faculty diversity.
 - ii. U.Va.'s diversity is increasing overall, but other institutions are outpacing us.
 - 1. When U.Va. stalled hiring in 2007-2008, some of our peers kept hiring/kept commitment to increasing faculty diversity throughout the economic downturn.
- f. Future efforts
 - i. NSF ADVANCE
 - ii. Dashboard Indicator
 - 1. Track specific data/metrics
 - 2. Gives quick sense of how we are doing; Pro: build accountability; Con: not a solution to the problem/expensive.
- g. Group Comments
 - i. Maurice Apprey commented that over 30 years, it appears changes have been incremental.
 - 1. Reasons for turn-down: dual-career options, rank of department, salary
 - ii. Maria Chee asked about further training for search committees.
 - 1. Developing new strategies to disseminate best practices.
 - 2. Have to look at how the lack of faculty diversity at U.Va. affects us negatively as an institution.
 - 3. Perhaps it is time to have the broader conversation in the Faculty Senate about the commitment to diversity.

VI. Diversity and Inclusion Decisions Days - Cassandra Caldwell, *Founder and CEO of the International Society of Diversity and Inclusion Professionals*

- a. Bio: <http://diversityandinclusionprofessionals.org/founder.html>
- b. ISDIP Website: <http://diversityandinclusionprofessionals.org/>
- c. International Society of Diversity and Inclusion Professionals started in 2009 as a Facebook page; website launch in 2011.
 - i. Vision: To be a leading professional association that increases competence and promotes excellence in the diversity & inclusion field globally.
 - ii. 450 members in 16 countries.
- d. Diversity and Inclusion Discovery Days
 - i. 1-2 day state/region-wide career exploration conference to expose undergraduate/graduate students to diversity/inclusion as a career option.
 - ii. Goals include: connecting students with members across the globe; building the talent pipeline.
 - iii. Host university is responsible for planning fees, etc.
 - iv. Timing: commit by April 1, 2013; tour launches in fall of 2013.

VII. Internal Supplier Diversity Council - Les Haughton, *Director of Supplier Diversity*

- a. Les asked for volunteers to help develop an internal supplier diversity steering committee at U.Va.
- b. Responsibilities: quarterly meetings; advocate/spread the word.

Diversity Council Meeting

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, Adetra 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

- I. **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
- ix. Groups can be facilitated among faculty and staff groups – Rabbi Rubin is trained facilitator.

II. **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.”](#))
- 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.

III. U.Va. Workforce and Employment Trends – Rachel Spraker, *Affirmative Action Specialist, EOP*

- 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.

IV. Announcements

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

Diversity Council Meeting

April 18, 2013

9-10 a.m., Newcomb Hall South Meeting Room

Present: Hector Amaya, Martha Ballenger, Bob Covert, Sharon Davie, Veronica Ford, Vicki Gist, Valerie Gregory, Les Haughton, Connie Lee, Viola Li, Doc McConnell, Gary Nimax, Kanchana Sthanumurthy, Adetra Thomas

Guests: Cheryl Gomez, Nicola Lemmer, Nina Morris, Brian Pinkton, Todd Stevens

ODE Staff: Meghan Faulkner, Marcus Martin

I. March Minutes Review – No comments

II. University Judiciary Committee – Viola Li, *Counselor, University Judiciary Committee; U.Va. Class of 2013, Commerce School and Environmental Thought and Practice*

- a. UJC's purpose is to maintain and promote a community of respect, safety, and freedom.
- b. Anyone in the academic or civic community can file a case.
- c. UJC has an administrative partnership with VP for Student Affairs Pat Lampkin.
- d. Structure: Executive Board, Representatives/Judges, and Support Officers (Counselors, Investigators, Educators)
- e. *Standards of Conduct* document has been translated into a number of different languages so that students whose first language is not English have equal access to it.
- f. Trial Procedure
 - i. Five judges preside, including a voting member of the executive committee.
 - ii. Opening remarks from the chairperson, complainant remarks, accused remarks, cross-examination of witnesses, panel's questions.
 - iii. Trial ends with the panel's final decision, which requires a two-thirds agreement.
 - iv. Appeals are allowed and must be filed within two weeks.
- g. Trial alternatives include mediation, hearing panel, psych evaluation.
- h. UJC can assign any combination of sanctions it sees fit (unlike the Honor Committee whose only sanction is expulsion.)
- i. Related Bodies: University Judicial Review Board, University Sexual Assault Board, First Year Judiciary Committee, UJC subcommittees.

- j. Demographics – UJC always looking to increase diversity in order to be representative of student body; reflect larger community.
- k. Approach is to work alongside and help students rather than accuse and punish.
- l. One DC member raised a concern that little progress has been made in the area of sexual assault in the past several decades.
- m. One member raised the concern of how international students are accommodated and oriented, especially around *Standards of Conduct*.
 - i. Some schools (Law, Nursing, College) have extensive international orientation programs that cover this topic.

III. Facilities Management Diversity Momentum Action Team: Addressing Diversity Awareness through Employee Engagement

- a. Presenters:

Cheryl Gomez, *Director of Energy and Utilities, Facilities Management*

Nicola Lemmer, *Electrician Apprentice, Facilities Management*

Nina Morris, *Sustainability Outreach Coordinator, Facilities Management*

Brian Pinkston, *Supervisory Senior Project Manager, Facilities Management*

Todd Stevens, *Utility Systems Welder Senior, Facilities Management*

- b. The Diversity Momentum Action Team was formed after the 2012 Facilities Management (FM) Leadership Forum.
 - i. Established four action teams: diversity, communication, training and development, technology
 - 1. Goal: Initiate action to drive positive change
- c. The Diversity Action Team established several action items.
- d. Diversity Calendar
 - i. Discovered that 19 different countries are represented by employees in FM.
 - ii. Goal: Publish an FM-wide calendar that is representative of FM employees; broaden perspectives in order to increase understanding.
 - iii. Action Team asked for feedback from the DC on the calendar and received several positive comments.
 - 1. Calendar will be updated annually.
- e. Annual Family Food Day
 - i. Potluck-style lunch where employees are encouraged to bring a dish that represents their family history.
 - 1. Why: To celebrate things which are distinctive about us.
- f. Diversity Poster Campaign

- i. Six bi-monthly posters given to supervisors to post in team areas, on bulletin boards, and to be made available online.
- ii. Goal: Educate the FM community on diversity within the FM workforce and on U.Va.'s policies on diversity and equal opportunity; raise awareness about creating a respectful work environment.
- iii. Team asked for DC members' reactions to one poster than contains offensive/controversial language.
 - 1. Many members expressed support for the controversial poster in that it brought a powerful issue out and would allow conversations.
 - 2. One member suggested that structured conversations should take place in order to let people work through reactions.
 - 3. One member suggested that they ask for anonymous comments about incidents that occurred in U.Va. FM and use one of those incidents instead (incident referred to on poster occurred at another university.)
 - 4. Suggestion for additional/future posters:
 - a. Education on bystander effect – campaign leading up to release of more controversial material.
 - b. Other potentially offensive language around race/ethnicity that people may use and not be aware is offensive.
 - c. Definitely important to include the section on “what you can do about it.”

g. Mentorship Program

- i. Goal: To increase diversity among FM leadership.
- ii. Action plan: Create central list of supervisors who would be willing to provide informal mentoring to those aspiring to become supervisors.
- iii. Why: Informal mentoring/information exchange will give those who aspire to leadership a better grasp of what is involved, and what they can do to improve their competitiveness.
- iv. Issues: Establish criteria for being on the list of mentors, training, how to pay mentors for time.
 - 1. Comment: Forcing mentorship programs from top-down doesn't work well; may work well to have someone from outside lead the mentoring initiative.

h. Workplace Diversity Training

- i. Why: To increase diversity awareness in FM.
 - ii. Working with Respect@UVA to develop this initiative.
- i. Other ideas and suggestions to the FM Diversity Action Team are welcome.

Diversity Council Meeting
August 15th, 2013, 9-11 a.m.
Newcomb Hall South Meeting Room

Present: Hector Amaya, Martha Ballenger, Michael Blakey, Jon Bowen, Maria Chee, Sheila Crane, Peggy Dame, Carolyn Dillard, Tabith Enoch, Ashley Fleming, Veronica Ford, Brian Gittens, Jennifer Harmon, Les Haughton, Eric McDaniel, George Mentore, Gary Nimax, Kate O'Varanese, Michelle Packer, Scott Rheinhemier, Andrea Roberts, Kellie Sauls, Laurie Shaffer, Rachel Spraker, Axel Starke, Adettra Thomas, Rayshon Tibbs

ODE Staff: Meghan Faulkner, Marcus Martin, Jessica McCauley

Guests: Gerardo Jimenez (VIDA Factor), Elsa Sherrill (Facilities Management)

I. Review of April Meeting Minutes – No changes suggested.

II. Facilities Management's Momentum Action Teams: "How It Began, The Work in Progress, Where We Are Now" (Adettra Thomas, *HR Assistant and Event Coordinator, Facilities Management Department*)

- a. Momentum action teams were formed as a result of a survey issued in 2011 with the intention of gauging the level of employee satisfaction.
- b. Response rate of 35.5% in Facilities Management (FM); results suggested that improvement was needed in areas of pay, performance, promotion.
- c. FM employees expressed least satisfaction with four areas: Diversity, communication, training/development, technology.
- d. 2012 Leadership Forum was organized around survey.
 - i. Workshops and dialogues based on four areas identified in staff survey as needing improvement.
 - ii. Bob Covert and Martin Davidson were keynote speakers at forum.
- e. August 2012 – MAT kickoff meeting – over 45 employees participated.
- f. Actions Teams
 - i. Diversity Action Plans
 1. Initiatives: Diversity calendar, family food day, Diversity posters, Diversity mentor program, Workplace diversity training.
 - ii. Technology Action Plans
 1. Initiatives: Increase staff accessibility to baseline tasks, Privacy for viewing pay slips and personal information, More time and training allocated for computer use.
 - iii. Training/Development Action Plans
 1. Initiatives: Increase awareness of training opportunities, Communicate plan through staff meetings, Encourage a training culture, Create an incentive program.
 - iv. Communication Action Plans
 1. Initiatives: Communication training, Town hall meetings, Electronic message boards.
 - v. Action plans reviewed by directors in December 2012.

- g. Realized Action Plans
 - i. FM Town Hall Meeting held on June 12th, 2013
 - ii. Diversity Calendar created with information compiled from FM employees; working to print and distribute to all divisions around Facilities.
 - iii. Assessments made by department and areas regarding computer use and needed equipment.
 - iv. Computer privacy screens added to computers for added security for employees.
- h. Plans in Development
 - i. Rewards programs linked to Skillsoft class completion
 - ii. Family Food Table
 - iii. Training for baseline tasks such as Lead@, Benefits@, Introduction to Computers, etc.
 - iv. Electronic Message Boards
 - v. Diversity Poster Campaign
- i. Future Implications
 - i. FM will develop measurements to gauge increased employee satisfaction.
 - ii. Create a culture of change and engage employees in order to create a “best in class” work environment.

III. V.I.D.A. Factor (Gerardo Jimenez, *CEO, V.I.D.A. Group, LLC*)

- a. Works with minority entrepreneurs and small businesses with best practices related to their businesses.
- b. VIDA Factor – framework through which you can look at an organization as a whole, a unit, or a project
 - i. Purposes: Way to strategize and analyze where you want to go, identify challenges to getting there, Integrate creativity and logic.
 - ii. Mr. Jimenez led the group in an example activity identifying goals and creating a vision/process.
 - iii. Success is doing a few key fundamentals each day.
 - iv. Handouts/exercise will be available with minutes.

IV. Diversity Council Strategic Planning 2009-2010

- a. The DC will review and reevaluate the Strategic Plan this year.

V. Disability Access Committee Update – Marcus Martin

- a. DAC was formed during the past academic year.
- b. Four working groups met over the summer: Academic, Online, Policies and Accommodations, Students
 - i. Academic
 - 1. Host academic conference, conduct feasibility study on establishment of a disability studies minor, conduct feasibility study on development of disability cultural center at U.Va., outreach to faculty.
 - ii. Online

1. Coordinate with the committee on access for persons with disabilities on any web accessibility initiatives, caption web videos, and increase visibility/connectivity of disability resources online.
- iii. Policies & Accommodations
 1. Work with coordinator for academic programs and accessibility (once hired), work with Provost's Office to make sure that those teaching and studying abroad have the support they need, pursue clear policies in support of disabled faculty and staff and central funding for their accommodations.
 2. ADA Coordinator position is now full-time/100%
- iv. Students
 1. More outreach to students with disabilities, form an advisory committee to be available to Admissions.

VI. LGBT Committee Update – Gary Nimax

- a. Established in 2011 and charged with addressing and discussing items of interest to the LGBT community.
- b. Committee has openings. If members are interested please contact Meghan Faulkner or Gary Nimax.
- c. “Not gay” ad in *U.Va. Magazine* – centerfold ad asking to end the “not gay” chant at football games.
 - i. Key endorsements from President's Office, Alumni Association, Virginia Football Alumni Club.
 - ii. Student Council passed a resolution last year condemning the chant – Gary thanked Eric McDaniel for leading the effort.
 - iii. Chant is less prominent in student sections now. Heard in alumni, community, faculty/staff sections.
 - iv. Meeting coming up with Athletics/AD Craig Littlepage to explore further efforts.
 - v. Brian Bittens shared information about the VA Tech respect campaign. An alum/football player comes out on field before every game and makes comments about respect for opponents, each other, etc.
 - vi. Please share the ad by posting – Meghan will email to DC.
- d. Welcoming Reception for LGBT faculty/staff – September 12th, 2013, Pavilion IX, 4-6 p.m.
 - i. Meghan will send the invitation to DC members
- e. Charlottesville Pride, September 14th, 11 a.m.-7 p.m., Lee Park (downtown)
 - i. At least three U.Va. groups will be represented. Info will be sent to DC.

VII. Announcements

- a. HEED Award application was submitted for the second time; received notification that U.Va. will receive the award.
- b. Diversity Data Dashboard – to be developed and made available online. Goal for completion this year.

- c. This year, each school representative will be asked to present diversity data and information to the DC.
- d. Suggestion that there should be a guide/list of resources/affinity groups for employees, similar to fair that students hold.
- e. Commemoration and bell-ringing – 50th anniversary of the March on Washington and King’s “I Have a Dream” speech, 2-3 p.m.
- f. Community MLK Celebration Planning Committee to begin meeting in September.
 - i. Potential keynote speaker: Michael Eric Dyson
- g. President’s Commission on Slavery and the University
 - i. Group is in formation
 - ii. Commemoration of slavery (including potential memorial on Grounds), physical and digital interpretation on Grounds.
- h. Student Council sent list of concerns asking BOV to consider during Board Retreat: Increased focus on diverse and welcoming community.
- i. Gravesite Commemoration Committee (formed after discovery of 67 grave shafts – likely African Americans – outside wall of University Cemetery) will work with President’s Commission on commemoration.

Diversity Council Meeting
September 19, 2013
Newcomb Hall South Meeting Room

Present: Cheryl Apprey, Martha Ballenger, Maria Chee, Sheila Crane, Peggy Dame, Bob Diamond, Tabitha Enoch, Ashley Fleming, Vicki Gist, Brian Gittens, Adrien Harraway, Les Haughton, Claire Kaplan, Connie Lee, Rebecca Leonard, Kate O’Varanese, Janelle Peifer, Judy Pointer, Julie Roa, Kellie Sauls, Christian Steinmetz, Adettra Thomas, Rayshon Tibbs, Sarah Wilcox-Elliott, Sheri Winston

Guests: Shana Pack, Mauricio Velasquez

ODE Staff: Meghan Faulkner, Marcus Martin, Kristin Morgan

I. HEED Award Announcement

- a. U.Va. has received *Insight into Diversity’s* HEED Award for the second year in a row. U.Va. will appear in the forthcoming November issue of the publication.

II. Shana Pack – Hoo’s Well

- a. During first 2 years of the program the high risk population has been lowered by 5% at U.Va.
- b. Biometric screenings offered in the fall – by appointment only.
 - i. In 2014 health premiums go up \$40 across the board. If you complete biometric screening *and* health assessment, your health premiums will not go up next year.
 - ii. Non-tobacco users get additional savings of \$10/month.
- c. Weight Watchers program offered at work on Thursdays.
- d. Quit for Life Program has a 40% Success Rate.
 - i. 27% of our population uses tobacco. The goal is to reduce to 12% by 2015.
- e. Aetna Disease Management
 - i. Through this program you may contact a nurse with questions regarding over 35 health conditions. It is free, telephonic, and convenient.
- f. Healthy RX – reduced prices on medications.
- g. Fall fitness classes: Get Started (safe introduction to gym with co-workers – no students.)
- h. Open Enrollment – Everyone must log-in online and select items during open enrollment this year, due to the changes.
 - i. Call 434-982-0123 to request a Benefits presentation for your unit/group.
 - ii. October 7th – Open Enrollment and Benefits Fair in Newcomb Hall.
- i. One member expressed a concern that the online health assessment may be less accessible to some members of the community (must be computer literate, may take some people a longer time.)
 - i. HR is assisting people one-on-one with laptops (e.g. in Facilities) to complete health assessments.
 - ii. Multiple workshops are scheduled to help people complete assessments.

- j. One DC member expressed that some of the messaging has perhaps created a lack of trust. (First message was that you would “Save \$40/month” versus stopping premiums from rising.)
 - i. Concern about privacy/Aetna targeting individuals with health promotions after completing assessment.
- k. Those with specific questions should call AskHR and/or set-up a meeting with a benefits counselor.
- l. New programs: There will be a fitness challenge in January 2014.
- m. Visit: www.hooswell.com for full schedule of events. Any requests for additional handouts: hooswell@virginia.edu.

III. Martha Ballenger – Law School Update

- a. Entering class: 6,067 applications; 1,071 offers; 331 students entered; 42% women/58% men.
 - i. 23% self-identify as ethnic minority (up from 20% last year).
 - ii. Nine self-identify LGBT.
 - iii. Students from 9 countries outside U.S.
 - iv. 55 LL.M. students from 16 foreign countries. Japan, China, Brazil = largest populations.
- b. Faculty figures (fall 2012 figures; 2013 figures will be made available later this fall)
 - i. 57 male, 22 female full-time teaching faculty.
 - ii. Six self-identified minorities.
 - iii. Issues: Competitive salaries, perceptions of lack of employment opportunities for spouses, perceptions that environment is not as welcoming to minorities.
 - iv. The Law School is committed to the aggressive recruitment of minorities.
- c. Student Body
 - i. Nine affinity groups; most recent addition is Korean American Law Student Association.
 - ii. Black Law Students Association – hosts annual reception focuses on networking, connecting with invited firms; invite speakers and organize symposia.
- d. Alumni – exceptional 50% giving rate.
- e. Affinity Groups will organize a diversity roundtable this year through which they will meet regularly.
- f. Diversity Pledge – response to incident at Foxfield Races several years ago.
- g. Affinity groups are an important part of recruitment process (especially BLSA and Lambda Law Alliance).
- h. Center for the Study of Race and Law founded in 2003– led by Professor Alex Johnson.
 - i. Concentration in Race and Law is available.
- i. Efforts underway to establish more collaboration with Central Grounds this year; sometimes a sense of disconnect due to separation between Central/North Grounds.
- j. Question was raised about tracking why students and faculty choose to go elsewhere – e.g., environment.

IV. **Mauricio Velasquez – Diversity Training Group**

- a. Mauricio serves as a diversity/inclusion consultant, sexual harassment trainer.
- b. What does diversity mean to you? What do you not know about diversity? What do you not know you don't know?
- c. Intent (what you meant) vs. Impact (what you actually did/said)
 - i. "You can't talk yourself out of what you behaved your way into."
- d. Diversity definition brainstorm
 - i. Culture, language/accent, education, ability, gender, sexual identity, race, ethnicity, class, age, religion, values/beliefs, military status, marital status, parental status, health status, nationality, family status.
 - ii. Primary (unchangeable) and secondary (can change) dimensions of diversity.
 - iii. Dimensions of diversity: individual, group, organizational affiliation.
- e. No innocent bystanders in this work.
- f. Inclusion
 - i. To include – to welcome – to make comfortable – to learn and perform at a higher level.
- g. Video – *The Lunch Date* (available to view: <http://www.youtube.com/watch?v=eputZigxUY8>)
- h. Mauricio is available for diversity presentations at your school/unit. Contact: Mauriciov@diversitydtg.com

V. Announcements:

- a. McIntire diversity committee and art committee are planning a tentative photography exhibit during the Community MLK Celebration. To document Charlottesville businesses during the Civil Rights era.
 - i. McIntire is looking for partners on this project.
- b. Hispanic Heritage Month events taking place during September/October– contact Julie Roa for more information if interested.

Diversity Council Meeting
October 24, 2013, 9:00-11:00 AM
Newcomb Hall, Kaleidoscope Room

Present: Rebecca Leonard, Ashley Fleming, Adrien Harraway, Michael Blakey, Les Haughton, Tabitha Enoch, Steven Warner, Sheila Crane, Scott Rheinheimer, Axel Starke, Judy Pointer, Rachel Spraker, Margaret Dame, Gary Nimax, Julie Roa, Valerie Gregory, Les Haughton, Cheryl Apprey, Connie Lee, Claire Kaplan, Maria Chee, Vicki Gist, Bob Diamond, Adettra Thomas, Brian Gittens, Rayshon Tibbs, Eric McDaniel

Guest: Martin Davidson, Darden School of Business

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

- I. **Introduction and approval of the September 19, Diversity Council minutes.**
- II. **Claire Kaplan – Women’s Center Announcement.** The University of Virginia’s [Women’s Center](#) has received a \$3 million gift to support its programs from 1951 alumna Maxine Platzer Lynn – the largest donation in the center’s 25-year history.
- III. **Valerie Gregory – Undergraduate Admission Report.** The full report including the 2013 Recruitment Plan Goals and Objectives is attached.
 - a. Total number of applications increased this year by 3.34 %.
 - b. Number of applications for African Americans decreased from 1,671 in 2012 to 1,612 in 2013 while the number of applicants received from Native American and Hispanic/Latino (including Multi-racial) increased.
 - i. African American – 3.46% decrease
 - ii. Hispanic/Latino (including Multi-racial) – 9.2% increase
 - iii. Native American – 14.63% increase
 - iv. Not Specified – 9.46% increase
 - c. Applications and offers from those who chose not to disclose their race continued to reflect an increase.
 - i. Not Specified applications from 2,156 in 2012 to 2,360 in 2013 – a 9.46% increase
 - ii. Not Specified offers from 624 in 2012 to 715 in 2013 – a 14.58% increase
 - d. Overall yield on students of color increased this year. Including Asians, yield of students of color was an increase of 3.96%. Excluding Asians, the yield of students of color was an increase of 4.47%. Asians increased by 3.4% - up from 2012.
 - e. Requests were made for additional admission data. Data is attached.
 - f. Other discussion:
 - i. Common app had some technical problems. Currently being updated to become more user friendly and live chat available.
 - ii. Asian Student Union became very involved in admission process and events this year.
 - iii. Marcus Martin announced the new Access Communications Task Force led by Greg Roberts to ensure that a University education is available to all qualified students, regardless of their financial circumstances.

- iv. Why did the American Indian/native American number increase/what efforts were made by the admissions office? No effort by the admissions office. Do not know why those numbers increased. Students self- identify. Students check Native American but they do not always indicate what tribe they belong to.
- v. Marcus Martin mentioned that the 2014 Virginia Indian Nations Summit on Higher Education is being planned to be held at UVA.
- vi. Admissions Office actively involved in 11 tribes in Virginia Pow Wows for (recruitment efforts).
- vii. Is there recruitment or outreach for LGBT? If admissions receives an essay, a staff will reach out to the students.
- viii. Is the LGBTQ Center involved in the Days on the Lawn? Scott Rheinheimer will look into further.
- ix. Valerie Gregory invited DC members to attend the November 8 and 9, Fall Bling, Fall Blast. Invitation was sent separate cover to Council members.

IV. Julie Roa, Multicultural Student Services

Multicultural Student Services provides support to students once they come to UVA. Works with three identified minority groups Hispanic Latino, American Indian, and the Middle Eastern students. Aims to create an environment for students to have a sense of belonging by providing:

- a. Support to students once they come to UVA
 - i. Connections
 - 1. Faculty and staff - welcoming receptions
 - 2. Mentoring programs - 80 mentors this year.
 - 3. Newsletters
 - ii. Empowerment: interns maintain the website, newsletters, activities
 - 1. Projects
 - 2. Leadership and Organizational Development Conference
 - 3. Native American study program – working on getting the minor approved
 - iii. Listening and guiding
 - 1. One on one meetings
 - 2. Training and workshops
 - 3. Identify their strengths early – become a part of community (university guide, student council, etc)
- b. Support to structures in place
 - i. Prospective students
 - 1. Admission (panels, open houses)
 - 2. Monroe Society
 - 3. U-guides
 - 4. One on one meetings
 - ii. Alumni
 - 1. Tracking data
 - iii. Parents
 - 1. Handbook
 - 2. Parent weekend/graduation receptions
- c. Julie provided the following links about the different services.

Latino, Hispanic and Latin American Student Services

<http://www.virginia.edu/deanofstudents/lhla>

Middle Eastern Student Services

http://www.virginia.edu/deanofstudents/middle_east/

American Indian Student Union

<http://aisuatuva.wordpress.com/current-projects/>

Cultural Program Board

<http://www.virginia.edu/deanofstudents/cpb/>

- d. Announcement from Marcus Martin that during the November 15 BOV meeting diverse student groups will speak about their missions.

V. Martin Davidson, Diversity strategies

- a. Possible reasons why diversity efforts are not sustainable
 - i. Key leaders leave, programs dissipate
 - ii. People burn out/become exhausted
- b. Strategies for success
 - i. Provide a road map
 - ii. Connect to the mission of the institution
 - iii. Prioritize
 - iv. Integrate diversity into the whole
- c. Analyze
 - i. What are your resources?
 - ii. How are we trying to accomplish the mission?
 - iii. How does diversity enhance the university
 - iv. Who are your constituents (primary, secondary, tertiary)?
- d. Studies show that sustainable diversity programs have:
 - i. Offices of Diversity
 - ii. Systems of Accountability
 - iii. Employee resource groups
- e. Studies reveals what doesn't work for increasing the headcount:
 - i. Workshops
 - ii. Mentoring
 - iii. Diversity training and education sessions

Meeting adjourned at 11:00.

Diversity Council Meeting
November 21, 2013
Newcomb Hall Kaleidoscope Room

Present: Cheryl Apprey, Les Haughton, Phil Trella, Jack King, Hector Amaya, John Bowen, Marcus Martin, Gail Prince-Davis, Leslie Walker, Judy Pointer, Adettra Thomas, Sara Wilcox Elliott, Connie Lee, Martha Ballenger, Christian Steinmetz, Maria Chee, Veronica Ford, Jennifer Harmon, Sheila Crane, Tamara Sole, Axel Starke, Steven Warner, Laura Alexander, Nicholas Gross, Kellie Sauls, Janelle Peifer, Tabitha Enoch, Kellie Sauls, Carolyn Vallas, Peggy Dame, Claire Kaplan, Davonda Smith

- I. **Approval of October minutes and introductions**
- II. **Mike Moxley – School of Medicine Diversity Consortium.** Dr. Moxley provided a power point presentation addressing the current diversity landscape of the UVA School of Medicine. Full presentation attached for review.
 - a. Goals
 - i. Understand the significance of diversity in medical education in addressing health care disparities
 - ii. Recognize and overcome challenges to having a culture that promotes diversity and inclusion in medical education
 - b. Strategies:
 - i. Change admissions committee
 - ii. Focus on role of diversity
 - c. Successes: Diversity website updated, presentations to UVa groups including Department Heads, active diversity recruitment, outside consulting, mentoring, holistic review of applicants, creation of and establishment of pipelines in high schools and colleges
 - d. SOM student diversity has increased from 6% in 2003 to 25% in 2013
 - e. 7% trainee/resident diversity
 - f. SOM/SON approach to MLK celebration: speakers from medical and nursing schools, panel discussions, simulation projects for high school students and shadow opportunities for undergraduate students. About 50-60 participants involved. Also, the Health System awards an annual Dr. Martin Luther King Jr. recipient.
- III. **Cheryl Apprey and Phil Trella – Graduate Student Diversity update:** Cheryl and Phil provided an overview of the Graduate Student Diversity Programs which included the origin of the office, its overall goals, benefits of a diverse graduate student body, challenges and future direction. The power point presentation is attached.
 - a. Goals:
 - i. Get UVA faculty to leadership alliance national symposiums to see the quality of students presenting during the symposium.
 - ii. Overall increase in applications for underrepresented population.
 - iii. Bridge the gap between the student and professoriate – create more role models.
 - b. Challenges:
 - i. Increase acceptance rates

- ii. Secure funding to competitively recruit and retain students
 - c. Benefits of diverse graduate student body:
 - i. Create a diverse faculty pipeline
 - ii. Mentors and role models for undergraduates
 - iii. Asset when applying for Federal grants
 - d. Addressing challenges and future directions
 - i. VA-Alliance for Graduate Education and the Professoriate Grant Proposal
 - ii. The Edward A . Bouchet Graduate Honor Society
 - iii. Expansion of the Mentoring Institute
 - iv. VA-HBCU Pipeline Program
 - v. Succession
4. **Axel Starke – Black Graduate & Professional Student Organization.** Axel reported that the BGPSO allows graduate students to have a voice at the University. The organization has a dual presidency. The website (bgpsso.org), Black Graduate Magazine, social media and an eNewsletter promotes activities of the BGPSO. Memberships from all UVA schools except McIntire. Full presentation attached.
- a. Strategies
 - i. Professional development via resume writing and interview workshops and grant writing workshops.
 - ii. Community engagement working with organizations such as Habitat for Humanity and local food banks
 - iii. Peer recruitment and retention
 - iv. Economic empowerment workshops
 - v. Global awareness by involvement with local and national agencies.
 - b. Initiatives with other graduate organizations such as Black Business Student Forum, Black Law Student Association, Student National Medical Association and SEEDS for Change.
 - c. Challenge: create more graduate events for interdisciplinary graduate students

Meeting adjourned at 11:00.