

October 2, 2003

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Thomas J. Bliley, Jr.  
Lewis F. Payne  
John R.M. Rodney  
Georgia M. Willis  
John O. Wynne  
Gordon F. Rainey, Jr., Ex Officio

and

The Remaining Members of the Board:

William G. Crutchfield, Jr.	Mark J. Kington
Susan Y. Dorsey	Don R. Pippin
Thomas F. Farrell, II	Terence P. Ross
Charles L. Glazer	Thomas A. Saunders, III
William H. Goodwin, Jr.	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on  
Diversity on October 2, 2003

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 12:05 p.m., Thursday, October 2, 2003, in the East Oval Room of the Rotunda; Warren M. Thompson, Chair, presided. Thomas J. Bliley, Jr., Lewis F. Payne, John R.M. Rodney, Ms. Georgia M. Willis, and Gordon F. Rainey, Jr., Rector, were present.

Also present were William G. Crutchfield, Jr., Ms. Susan Y. Dorsey, Charles L. Glazer, William H. Goodwin, Jr., and Thomas A. Saunders, III.

Present as well were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, Ms. Patricia M. Lampkin, Gene D. Block, and Ms. Jeanne Flippo Bailes.

OWING TO A COMPLETE MALFUNCTION OF THE RECORDING EQUIPMENT IN THE ROTUNDA, THESE MINUTES ARE A RECONSTRUCTION

COMMITTEE'S MISSION STATEMENT

After opening the meeting, the Chair reminded the Committee that the Board, at its retreat on July 11-12, had approved a mission statement for the Committee with the understanding that several minor changes would be made to it by the Committee. He reported that he and the Rector had agreed on the modifications and he proposed that the Committee approve the mission statement by resolution.

On motion, the Committee adopted the following resolution approving the revised mission statement. It is not necessary that this resolution be approved by the full Board, but it will be reported and entered on the Minutes of the October 3-4 meeting of the Board of Visitors:

RESOLVED, that following mission statement of the Special Committee on Diversity of the Board of Visitors is approved:

The mission of the Special Committee on Diversity of the Board of Visitors is the encouragement and support of an atmosphere at the University that ensures that diverse members of the University of Virginia and Charlottesville community are treated equally and fairly. The accomplishment of this mission is essential to creating an educational experience for our students to prepare them for productive and responsible citizenship in the world beyond this community.

The Special Committee defines diversity to include race and ethnicity, age, gender, disability status, sexual orientation, religious and national origin, socio-economic status, and other aspects of individual experience and identity.

- - - - -

COMMENTS BY THE CO-CHAIRS OF THE PRESIDENT'S COMMISSION ON DIVERSITY AND EQUALITY

Ms. Angela Davis and Mr. Michael Smith, the Co-Chairs of the President's Commission on Diversity and Equality, commented briefly on the charge given the Commission and their intended *modus operandi*; the first meeting of the Commission was held on September 5<sup>th</sup> (a copy of the President's charge to the Commission is appended to these Minutes).

On motion, the meeting was adjourned at 12:40 p.m.

AGG:lah

These minutes have been posted to the University of Virginia's Board of Visitors website.

<http://www.virginia.edu/bov/specialcommminutes>

## **President's Charge to the Commission on Diversity and Equity**

**Friday, September 5, 2003**

**8:30 – 9:30 am**

**Newcomb Hall South Meeting Room**

---

---

### **Charge**

**The Commission on Diversity and Equity is charged with assessing the quality of the student experience within the University in all of its aspects, with special attention to experiences unique or generally germane to women and minority students. The commission will need to gauge and analyze the condition of equity within the larger community; to appraise the academic and social cultures as experienced by the University's various populations, with careful attention to matters of special concern to women and minority students; and to suggest means of identifying and addressing academic and social problems. The commission should provide models for continuous improvement in all institutions and entities that support student life, with special concern for minority populations and women. To this end, I am charging the commission with studying practices here and elsewhere, and proposing best practices (policies and strategies) to improve academic and employment opportunities for under-represented populations here--this element of the charge involves admission and retention of students as well as employment and retention of faculty members. Staff will assist the Commission in coordinating its work with that of the Board of Visitors' Committee on Diversity, in order to provide information and policy advice for the Board's committee whenever needed. The commission's eventual report should be sent in draft form to the University's General Counsel, who will review the document for legal sufficiency, and as appropriate may be able to advise the commission on alternative strategies to address concerns that may lie outside the Board of Visitors' legal authority.**

**President John T. Casteen III**