

September 16, 2005

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair
Georgia Willis Fauber
G. Slaughter Fitz-Hugh, Jr.
Glynn D. Key
Catherine S. Neale
John O. Wynne
Thomas F. Farrell, II, Ex Officio

and

The Remaining Members of the Board:

A. Macdonald Caputo	Vincent J. Mastracco, Jr.
Alan A. Diamonstein	Lewis F. Payne
Susan Y. Dorsey	Don R. Pippin
W. Heywood Fralin	Gordon F. Rainey, Jr.
Mark J. Kington	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on
Diversity on September 16, 2005

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 4:00 p.m. in the Board Room of the Rotunda on Friday, September 16, 2005; Warren M. Thompson, Chair, presided.

Ms. Georgia Willis Fauber, G. Slaughter Fitz-Hugh, Jr., Ms. Glynn D. Key, Ms. Catherine S. Neale, and Thomas F. Farrell, II, Rector, were present.

John O. Wynne participated by telephone.

A. Macdonald Caputo also was present.

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

William B. Harvey participated by telephone.

The Chair asked Ms. Lampkin, Vice President and Chief Student Affairs Officer, to present the Agenda.

REMARKS BY THE VICE PRESIDENT

Ms. Lampkin made brief introductory remarks and then deferred to the Chair and the President.

INTRODUCTION OF MR. HARVEY

The Chair and the President introduced Mr. William Harvey, recently appointed the University's Chief Officer for Diversity and Equity, who was participating in the meeting by telephone. The President commented on Mr. Harvey's excellent credentials and said the University community looked forward to his arrival in Charlottesville.

The President then took the opportunity to comment on the recent racial incidents at the University and the administration's and community's responses to them.

DIVERSITY COMMUNICATION PLAN

The Chair asked Ms. Carolyn Wood, Assistant Vice President for University Relations, to report on the development of a plan to communicate to both the University community and the world outside, the measures the University is taking to become one of the most welcoming and diverse institutions in the country.

She mentioned two short video clips, (because of a malfunction in the video equipment, the videos were shown at the meeting of the full Board two weeks later) one of which was shown at each session of Summer Orientation and the other, more recent, which has been posted on a number of University Web pages. She then outlined a draft plan, which was distributed to Members, and invited discussion of it.

The Chair noted that it is important to emphasize that what the University is doing is being done positively, and not just in reaction to events.

Ms. Wood reminded the Committee that at the conclusion of the meeting at 5:00 p.m., the President and members of the Diversity Commission would gather on the Lawn steps of the Rotunda to show solidarity in the face of the recent racial incidents. The President will ask the audience to join him in wearing black ribbons as a symbol of their opposition to racial hatred.

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The Chair suggested that the ribbons be worn through Homecomings.

On motion, the meeting was adjourned at 5:00 p.m. The Committee joined the President and others on the south steps of the Rotunda for the rally.

AGG:lah

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

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