

September 11, 2006

MEMORANDUM

TO: The Special Committee on Diversity:

Warren M. Thompson, Chair  
Daniel R. Abramson  
Georgia Willis Fauber  
G. Slaughter Fitz-Hugh, Jr.  
Anne Elizabeth Mullen  
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.
Glynn D. Key	E. Darracott Vaughan, Jr., M.D.

FROM: Alexander G. Gilliam, Jr.

SUBJECT: Minutes of the Meeting of the Special Committee on  
Diversity on September 11, 2006

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 4:40 p.m., Monday, September 11, 2006, in the Byrd Seminar Room at the Harrison Institute; Warren M. Thompson, Chair, presided. Daniel R. Abramson, John O. Wynne, Ms. Anne Elizabeth Mullen, and Thomas F. Farrell, II, Rector, were present.

Present as well were W. Heywood Fralin, A. Macdonald Caputo, Alan A. Diamonstein, Ms. Susan Y. Dorsey, Ms. Glynn D. Key, Vincent J. Mastracco, Jr., Lewis F. Payne, and Gordon F. Rainey, Jr.

Also present were John T. Casteen, III, Leonard W. Sandridge, Alexander G. Gilliam, Jr., Paul J. Forch, William B. Harvey, R. Ariel Gomez, M.D., Ms. Patricia M. Lampkin, Ms. Yoke San L. Reynolds, Ms. Colette Sheehy, David J. Prior, William Cooper, and Ms. Jeanne Flippo Bailes.

The Chair asked Mr. Harvey, Vice President and Chief Officer for Diversity and Equity, to present the Agenda.

REPORT BY THE VICE PRESIDENT AND CHIEF OFFICER FOR DIVERSITY AND EQUITY

Mr. Harvey reminded the Committee of the six Committee goals for the current academic year that were agreed on at the Board Retreat in July. He reviewed these and commented on progress on attaining them.

Mr. Harvey said the first Symposium on Race and Society will be held at the University in November and will address questions related to the problems raised by Hurricane Katrina in New Orleans. This will be the first of annual symposia.

REPORT BY THE VICE PRESIDENT: INTRODUCTION OF DR. MARCUS MARTIN

The Vice President announced that Marcus L. Martin, M.D., Chair of the Department of Emergency Medicine, has agreed to become Interim Assistant Vice President for Diversity and Equity, while retaining his responsibilities in Health Sciences. Dr. Martin was to have been present to be introduced to the Committee, but he was detained by duties in the Hospital.

REPORT BY MR. WILLIAM COOPER OF THE DEPARTMENT OF PROCUREMENT SERVICES

Mr. William Cooper, who is in charge of minority procurement in the Department of Procurement Services, gave a status report on procurement from minority businesses. There have been notable successes and in that regard, a state Financial Services Conference, directed by the Governor, will be held at the University on October 26<sup>th</sup>.

He recounted several recent successes, and the Rector and others complimented him on them. The Rector commented that he has used the model developed by Mr. Cooper and his colleagues in his own business.

REPORT BY THE CHAIR

The Chair reported that the Darden School will sponsor a major national conference in January on questions of race and gender in business. He, too, complimented Mr. Cooper and his colleagues on their successes and, referring again to his *alma mater*, noted that the Darden School has formed a Diversity Advisory Board.

COMMENTS BY THE PRESIDENT

The Chair invited President Casteen to comment.

The President said a well-known consultant on diversity questions, Ms. JoAnn Moody, will visit the University before Thanksgiving to conduct sessions with the Cabinet. He suggested that Ms. Moody run a session for the Board at that time or later in the year.

COMMEMORATION OF EARLY BUILDERS OF THE UNIVERSITY

The President reminded the Committee of the slate marker, honoring James Dinsmore and John Neilson, the master carpenters who supervised the construction of the original buildings of the University, which is placed in the brick pavement near the lower entrance to the Rotunda, on the Lawn side. He said he would like to place a similar marker commemorating the work of the workers, enslaved and free, who also built the original University. He told the Committee he will form a committee to try to find at least some of the names of these workers, and to devise a proper memorial.

The site of the Foster house and graveyard - the house was the residence of the Foster family, free African-Americans - which was discovered in the early 1990s and will be surrounded by the buildings to be put up as part of Phase II of the South Lawn Project, will be commemorated in some way when Phase II is undertaken. Arts & Sciences is particularly interested in this and will develop a suitable way to commemorate not only the Foster family, but other African-Americans, free and enslaved, who are similarly unrecognized and who were important in the early development of the University.

There are plans, too - in which Mr. Harvey has a part - to enhance the role of the Carter Woodson Institute.

After the first phase of recognition of the contributions of enslaved African-Americans to the University, the President said there will be serious research undertaken on the role of slaves at the University.

The Rector said he wants the Board to have the diversity training that Ms. Moody will offer to the Cabinet. He suggested that this be done either at a special meeting of the Board in the fall, or in conjunction with the Board's January meeting.

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Ms. Dorsey and the Chair complimented the Board and the University on the leadership both have shown since the racial incidents of a year ago.

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On motion, the meeting was adjourned at 5:15 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.html>