UNIVERSITY OF VIRGINIA
BOARD OF VISITORS
MEETING OF THE
SPECIAL COMMITTEE ON
DIVERSITY
FEBRUARY 24, 2011
SPECIAL COMMITTEE ON DIVERSITY

Thursday, February 24, 2011
2:45 – 3:15 p.m.
Board Room, The Rotunda

Committee Members:
Susan Y. Dorsey, Chair
Stewart H. Ackerly
A. Macdonald Caputo
Robert D. Hardie
Sheila C. Johnson

Austin Ligon
The Hon. Lewis F. Payne
John O. Wynne, Ex-officio
Ann B. Hamric, Consulting Member

AGENDA

I. REPORT BY THE INTERIM VICE PRESIDENT AND CHIEF OFFICER FOR DIVERSITY AND EQUITY (Dr. Martin) 1
   • Interim Vice President’s Remarks
     ○ Report on MLK celebration activities

II. DIVERSE STUDENT REPORTS (Dr. Martin to introduce Ms. Sumaira Javed, Mr. Erik Arvidson and Mr. Danny Navarro; Ms. Javed, Mr. Arvidson and Mr. Navarro to report). 5
Dr. Martin Luther King, Jr., Community Celebration
January 2011

President Teresa Sullivan invited the Office for Diversity and Equity to develop a community-based strategy for celebrating the life and legacy of Dr. Martin Luther King, Jr.

Although events celebrating the birthday of Dr. Martin Luther King Jr. have occurred in the community since the beginning of the nationally recognized holiday 26 years ago, a proposal for a more extensive celebration was submitted to President Sullivan for review. This proposal was developed following an analysis of best practices at other institutions of higher learning and a review of feedback received from stakeholders on Grounds and in the Charlottesville community.

Early during planning, excitement and enthusiasm about a more inclusive and extensive celebration became evident among community and University stakeholders. The eventual calendar of events would provide a unique opportunity for the University to publicly illustrate its commitment to community partnerships around diversity and equity.

The Office for Diversity and Equity engaged a broad range of community and University representatives in a collaborative planning process. Two new committees (the Community MLK Planning Committee and the University MLK Planning Committee) were created. The Office for Diversity and Equity coordinated the
work of these committees while collaborating with the existing Charlottesville Community MLK Celebration Committee comprised predominately of members of local churches.

The Dean of each school at U.Va appointed a representative to the University MLK Planning Committee. Overall, more than 100 individuals—including members of student, academic and civic organizations—participated in planning the celebration.

The theme for MLK celebration was “Faith in the Future,” drawn from Dr. King’s closing remarks in 1963 at Old Cabell Hall when he stated, “and we must maintain faith in the future.”

More than two dozen events were held over the course of a two week period, encouraging reflection upon King’s advocacy for human rights around the globe and his efforts to serve mankind widely.

In the spirit of community-University collaboration, the 26th Annual Martin Luther King, Jr. Community Celebration was the first scheduled event, held on January 16 at Mt. Zion First African Baptist Church. Charlottesville City Manager Maurice Jones was the featured speaker, Charlottesville City Mayor Dave Norris introduced Mr. Jones, and Dr. Marcus Martin provided greetings on behalf of President Sullivan.

A proclamation was issued by the Charlottesville City Council in support of the Dr. Martin Luther King, Jr. Community Celebration. Events included panel discussions, workshops, keynote addresses, shadowing opportunities in the Health System, an oratory contest for local high school students, and youth choral performances.

The list of events and pertinent information can be viewed at the following website: www.virginia.edu/mlk
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sunday, January 16th</td>
<td>5 p.m.</td>
<td>Twenty-Sixth Annual Martin Luther King Community Celebration, featuring speaker Maurice Jones, Charlottesville City Manager</td>
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<tr>
<td>Monday, January 17th</td>
<td>(assigned to participants)</td>
<td>Shadow-a-Health-Professional Day</td>
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<tr>
<td>Monday, January 17th</td>
<td>1:20 p.m.</td>
<td>King's Vision of Globalization, lecture by Clayborne Carson</td>
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<tr>
<td>Monday, January 17th</td>
<td>4 p.m.</td>
<td>Celebrating the Life of Dr. Martin Luther King Jr., lecture by Clayborne Carson</td>
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<td>Monday, January 17th</td>
<td>4:30-6 p.m.</td>
<td>Panel discussion on health disparities (Vivian Pinn, M.D. and the Hon. Louis W. Sullivan, M.D.)</td>
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<tr>
<td>Tuesday, January 18th</td>
<td>9 a.m. - 12:15 p.m.</td>
<td>Plenary session sponsored by the Teaching Resource Center of U.Va.: Teaching in a Multicultural Context</td>
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<tr>
<td>Tuesday, January 18th</td>
<td>7 p.m.</td>
<td>Documentary screening: Locked Out: The Fall of Massive Resistance</td>
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<tr>
<td>Wednesday, January 19th</td>
<td>11 a.m.</td>
<td>Miller Center Forum: King in His Own Words</td>
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<td>Wednesday, January 19th</td>
<td>7 - 8:30 p.m.</td>
<td>Panel discussion: School Boards: Are They for You?</td>
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<td>Wednesday, January 19th</td>
<td>7 p.m.</td>
<td>Oratory competition for Charlottesville High School students</td>
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<td>Thursday, January 20th</td>
<td>4 p.m.</td>
<td>Keynote Lecture, by Donna Brazile: Reflections on King's Legacy: Women in Leadership</td>
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<tr>
<td>Thursday, January 20th</td>
<td>5 - 6:15 p.m.</td>
<td>Panel discussion: I Have a Dream: Visions of Engineering in the Twenty-First Century</td>
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<tr>
<td>Friday, January 21st</td>
<td>12:30 p.m.</td>
<td>Lecture and brown-bag lunch: Architecture, Vision, and Civic Leadership: In Celebration of Dr. Martin Luther King</td>
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<tr>
<td>Saturday, January 22nd</td>
<td>7:30 p.m.</td>
<td>Concert: Larnell Starkey and the Spiritual Seven</td>
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<tr>
<td>Sunday, January 23rd</td>
<td>2 p.m.</td>
<td>Interfaith Worship Service</td>
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<td>Day, Date</td>
<td>Time</td>
<td>Event Description</td>
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<tr>
<td>Sunday, January 23rd</td>
<td>4 p.m.</td>
<td><strong>Overcoming a Legacy of Distrust:</strong> Reflections on &quot;The Immortal Life of Henrietta Lacks&quot;, panel discussion with Jim Childress, University Professor and John Allen Hollingsworth Professor of Ethics at the University of Virginia.</td>
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<tr>
<td>Monday, January 24th</td>
<td>4 p.m.</td>
<td>Presentation on nonviolence training and education with Arthur Romano, certified nonviolence trainer and accomplished international educator.</td>
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<tr>
<td>Monday, January 24th</td>
<td>7:30 p.m.</td>
<td>Papers documentary screening and discussion.</td>
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<td>Tuesday, January 25th</td>
<td>12:00 p.m.</td>
<td><strong>When King Came to U.Va.:</strong> Panel discussion with Professor Paul Gaston and Wesley Harris, on Martin Luther King Jr.'s 1963 visit to the University</td>
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<td>Tuesday, January 25th</td>
<td>6 p.m.</td>
<td><strong>Freedom Riders</strong> documentary screening and pre-show introduction with Larry Sabato and Julian Bond, followed by free live streaming of the State of the Union address.</td>
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<td>Wednesday, January 26th</td>
<td>11 a.m. - 1 p.m.</td>
<td>Safe Space training</td>
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<td>Thursday, January 27th</td>
<td>7 p.m.</td>
<td>Presentation and reading by poet and activist Amiri Baraka</td>
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<td>Thursday, February 10th</td>
<td>7:30 p.m.</td>
<td>Screening and discussion of Cree filmmaker Neil Diamond's <strong>Reel Injun: On the Trail of the Hollywood Indian</strong></td>
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<td>Tuesday, February 22nd</td>
<td>5:30-7 p.m.</td>
<td>Presentation: The Role of Journalism and the Journalist in the Civil Rights Movement, with Julian Bond, Professor, Carter G. Woodson Institute for Afro-American and African Studies and Arlie Schard, retired magazine reporter and public activist</td>
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UNIVERSITY OF VIRGINIA

BOARD OF VISITORS AGENDA ITEM SUMMARY

BOARD MEETING: February 24, 2011

COMMITTEE: Special Committee on Diversity

AGENDA ITEM: II. Diverse Student Reports

ACTION REQUIRED: None

DISCUSSION: Dr. Martin will introduce student Presidents Ms. Sumaira Javed, Muslim Student Association; Mr. Erik Arvidson, Queer Student Union; and Mr. Danny Navarro, External Communications Chair for the Latino Student Alliance. Ms. Javed, Mr. Arvidson, and Mr. Navarro will report on their organizations’ perspective and initiative.
UVa Muslim Students Association
Board of Visitors: Special Committee on Diversity
February 24th 2011
Sumaira Javed

Did you know...?
- There are roughly 1.6 billion Muslims in the world, about 23% of the Earth’s population, with around 5 million Muslims in the Americas alone.
- Indonesia is the country with the world's largest Muslim population, while only 20% of Muslims are from Arab countries.

Muslim Students Association at UVa
- The MSA is a student-run organization centered on faith, unity, and awareness. We are a diverse group of students ranging from African-American, Middle Eastern, South and East Asian, African, and Caucasian backgrounds. We aim to educate and raise awareness about Islam, provide a fun Islamic environment for members, provide a voice for Muslim students within the greater UVa population, and promote a diverse and unified UVa community.
- We have about 500+ members on our mailing list with 70-80 of those active in the organization. There are many more Muslims on Grounds including especially graduate students and their families, international students, employees working in dining or at the hospital, and faculty.

About Islam
- Islam is one of the three Abrahamic faiths, along with Judaism and Christianity.
- The 6 basic beliefs of a Muslim are belief in:
  1. Allah (the oneness of God)
  2. God’s angels
The revealed books (the Torah, Bible, and Qur’an)

4. The prophets (Adam, Noah, Moses, Jesus, and Muhammad, peace be upon them)

5. The afterlife and events of the Day of Judgment

6. Predestination by God of all events, both the seemingly good and the seemingly bad

- The 5 Pillars of Islam are:
  1. Declaration of Faith: “There is no god but God, and Muhammad (pbuh) is God’s messenger”
  2. Prayer: Obligatory five times a day at sunrise, midday, afternoon, sunset, and night
  3. Charity: ~2.5% of an individual’s income
  4. Fasting: During the lunar month of Ramadan, Muslims fast from sunrise to sunset for 28 days
  5. Pilgrimage: Pilgrimage to Mecca in Saudi Arabia at least once in a Muslim’s lifetime

Daily Prayer
- Finding time and space to pray in between classes is very important for Muslim students as prayers occur at sunrise, midday, afternoon, sunset, and night. While there is a silent meditation room available for use, and we are very grateful for its central location, it is closed on the weekends as well as during early morning and late night. Its size makes group prayer difficult. In addition, the space is frequently misused for purposes of study groups or storage, and is difficult for people to find because there are no signs or guidelines posted.
- Our biggest initiative is a proposal we are working on with ODOS and ODE to find a larger location open seven days a week with clear signage. We hope to expand knowledge of this resource, as most students are unaware of it unless directly involved with MSA.

Housing
- Islam prohibits the consumption of alcohol and close co-ed interactions, and both men and women are encouraged to practice modesty. Differences in adhering to religious norms among these students can create an awkward environment sometimes resulting in social isolation. For example, daily prayer at various times of day (especially sunrise prayer), the presence of certain meats, and the presence of members of the opposite gender with a roommate can result in difficult situations. As such, some Muslim students have difficulties with the living situation in dorms and parents of prospective students often express concern to us.
The MSA provides a Roommate Matching service that is organized entirely through the MSA's website. We get many questions and concerns from parents and Muslim students about the housing situation for Muslims here. Mention of this on UVa's Housing website would be beneficial.

**Dietary Needs**
- Depending on the lunar month of Ramadan, Muslim students fast during the daylight hours for 28 days. The "Ramadan" meal plan allows fasting students with weekly meal plans to receive plus dollars for unused meals during the month of Ramadan. However, this resource requires signup through MSA's website and there is no advertising on the Dining website, so not as many people are able to participate.
- Many Muslims eat only Halal meat, which is similar in concept to Kosher meat. Since several students are required to purchase a meal plan, many Muslim students must maintain a vegetarian diet. We are grateful to O'Hill for providing halal meals on occasion, and we hope to expand knowledge of this resource as it is only advertised through MSA's mailing list.

**Psychological Support and Community Mosque**
- One of our successful initiatives this year has been working with ODOS, CAPS, and the Charlottesville Muslim community to make available referrals to a Muslim psychiatrist, Dr. Mudhasir Bashir, M.D., upon request. We also gave a presentation to CAPS counselors about the needs of Muslim students.
- There is a local mosque or masjid, the Islamic Society of Central Virginia, which students are able to reach by riding the Trolley. UVa students regularly attend prayers there and invite non-Muslim guests who wish to observe prayer. As the Muslim community rapidly expands, a new mosque is being built but may be less accessible to students due to distance.

**MSA Activities**
- We recently worked with ODOS to create an ODOS Muslim Students resource list that is distributed through our mailing list and website to help expand awareness of these resources.
- We provide social and religious programming for our members but also have joint events with the Charlottesville Muslim community, such as tutoring at the Islamic Center for middle and high school students, clean-up at the mosque, and apple picking with the community.
- In addition to this, we organize and co-sponsor a number of interfaith events like breakfasts with the Catholic Student Ministry and Wesley Foundation and the Muslim-Jewish Dialogues, as well as holding events to raise awareness of Islam in the wider UVa community, through things like Islam Awareness Month and hosting visiting speakers.

How does the MSA benefit UVa?
- A vibrant, growing Muslim community at UVa enhances the image of the University and welcoming atmosphere here.
- The MSA helps support unity and enriches diversity within the wider UVa community. We provide opportunities for Muslims to educate others about Islam but also engage others and learn of their faith or beliefs.
- In addition, many other universities have greater access to halal meals, large prayer spaces for Muslim students, accessible housing arrangements, etc. and prospective students and parents take these things into consideration when choosing whether to attend UVa. The MSA Council frequently gives tours of the university and hears about the concerns of families over whether UVa is a supportive environment for Muslim students.
- We hope that promoting access to and awareness of the MSA and how it adds to the University will encourage more students to attend the university and enhance everyone’s experience at UVa.

Helpful Contacts
Julie Roa: Program Coordinator – Muslim Students – Office of the Dean of Students
Dr. Aliaa Khidr, PhD & M.D.: Faculty and Community Member
Sumaira Javed: Muslim Students Association President
MSA Website: http://student.virginia.edu/msa/
Perspectives

- The queer community is both an invisible and splintered community.

- CIOs: Queer Student Union (QSU), Queer and Allied Activism (QuAA), Sigma Omicron Rho (SOR); Graduate and Professional School Organizations: qMD (School of Medicine), Gays, Lesbians, and Allies at Darden (GLAD), Lambda Law (School of Law); LGBT Resource Center: Health Promotions, Living Gender, Minority\textsuperscript{2}, the Speakers Bureau, Queer Grads, We Are Family; Alumni Groups: The Serpentine Society; Faculty/Staff Organization: UVa Pride; Charlottesville Organizations: Richmond Organization for Sexual Minority Youth (ROSMY), Gay Cville

- Many, if not most, of the community is not represented by any organization. Because of this, it's difficult to determine how represented the queer community is within any University entity

- QSU as a representative: Established in 1972, Charlottesville's oldest organization for queer individuals. Not an umbrella organization, unlike most organizations in the Minority Rights Advocacy Coalition, yet often viewed as one, placing a lot of responsibility and visibility on the group

- QSU's purpose is to provide [educational and social] services and activities to its members and the community as a whole to create a greater understanding between people of all sexual orientations and gender identities

Initiatives

- Proud to Be Out Week (PTBOW) every semester
- Feminism Is for Everyone: Sex, Gender, and Feminism; Hidden Voices: The Lives of LGBT Muslims; Minority\textsuperscript{2}: 10
Intersection of Race and Queer Issues; Peer Health Educators and qMD: LGBT Health; Rachel Farr, Ph.D.: Queer Families and Adoption; Robyn Ochs: Beyond Binaries

Resource Needs

- Establishing an interdisciplinary Queer Studies minor; a curriculum and an introductory course have been created
- Increasing the availability of gender-neutral housing
- Increasing the availability of unisex bathrooms in academic buildings (list of building priorities available upon request)
- Working with UVa Police to set up gender-neutral, queer-friendly self-defense training