MEMORANDUM

TO: The Special Committee on Diversity:

Allison Cryor DiNardo, Chair
A. Macdonald Caputo
The Hon. Alan A. Diamonstein
W. Heywood Fralin
Mark J. Kington
Timothy B. Robertson
Jonathan B. Overdevest, M.D.
Helen E. Dragas, Ex Officio
Gweneth L. West, Consulting Member

and

The Remaining Members of the Board:

Hunter E. Craig  Stephen P. Long, M.D.
Marvin W. Gilliam Jr.  George Keith Martin
Robert D. Hardie  Vincent J. Mastracco Jr.
Glynn D. Key  Edward D. Miller, M.D.
Randal J. Kirk  John L. Nau III

FROM: Susan G. Harris

SUBJECT: Minutes of the Meeting of the Special Committee on Diversity on May 21, 2012

The Special Committee on Diversity of the Board of Visitors of the University of Virginia met, in Open Session, at 4:00 p.m. Monday, May 21, 2012, in the Board Room of the Rotunda; Ms. Allison Cryor DiNardo, Chair, presided.

A. Macdonald Caputo (via teleconference), the Honorable Alan A. Diamonstein, W. Heywood Fralin, Mark J. Kington, Timothy B. Robertson, Jonathan B. Overdevest, M.D., and Helen E. Dragas, Rector, were present.

Ms. Gweneth L. West was present as the Faculty Consulting Member.

Also present were Hunter E. Craig, Marvin W. Gilliam Jr., Robert D. Hardie, Ms. Glynn D. Key, George Keith Martin, Vincent J. Mastracco Jr., John L. Nau III, and Edward D. Miller, M.D.

Les Haughton and Evan Shields were also in attendance as presenters.

Report by the Vice President and Chief Officer for Diversity and Equity

Dr. Marcus Martin, Vice President and Chief Officer for Diversity and Equity reported on the development of a plaque honoring Henry Martin. Henry Martin worked at the University in various capacities from about 1847 until his retirement in 1910. He was employed as a head janitor and bell ringer. He rang the University bell which hung on the south porch of the Rotunda. It was destroyed in the fire of 1895. He then rang the replacement bell located in the Chapel. The plaque is a gift of John H. and Trula Leventis Wright and the I.D.E.A. Fund and will be placed on the sidewalk near the University Chapel upon approval of the Buildings and Grounds Committee.

Dr. Martin introduced Mr. Les Haughton, Director of Supplier Diversity, to report. Mr. Haughton listed the Commonwealth’s supplier diversity objectives and explained how the University’s supplier diversity initiative aligned with the State’s objectives. He presented new mission statement to the Committee and talked about the consistency in total Small, Women-owned, and Minority-owned Business (SWaM) spending over the past three years. He forecasted that there would be a slight decline in spending in the upcoming year due to the decrease in major construction projects, but he is confident that SWaM numbers will pick up again with future construction projects.

Mr. Haughton said the University is working as a leader in supplier diversity at the university level, but also at a national level, as the University is one of three universities that are members of the National Minority Supplier Development Council. The University is also an active member in the Virginia Association of State College and University Purchasing Professionals (VASCUPP) and has won the “Soaring Eagle” award three times for being the top public-sector supplier diversity program in Virginia.

Mr. Haughton spoke about several past initiatives, including: serving as lead planner for VASCUPP’s SWaMFest VIII, hosting six vendor training and five “Building a Winning Business” series workshops, participating in over 25 local and statewide events, and representing the University at various national supplier diversity or procurement events. New initiatives planned for the future include: Darden Minority Business Executive Program, U.Va Supplier Diversity
Recognition Awards, a U.Va Supplier Diversity Newsletter, and Charlottesville Minority Business Network.

Dr. Martin introduced Evan Shields, outgoing chair of the Minority Rights Coalition, to give the Committee a student perspective on diversity at the University. Mr. Shields expressed his gratitude for the opportunity to present, and explained that the Minority Rights Coalition was formed in 2001 by student leaders in order to foster the culture of diversity and inclusion in all facets of the University and throughout student life. The Coalition acts as an umbrella organization, representing seven different organizations and 5,000 minority students across the University.

Mr. Shields said the goals of the Coalition are to fight for and create a culture of inclusiveness, respond to incidents on a student level, support the seven member organizations, create space for minority unions to work with one another, and create a sense of inclusiveness for all university students to participate in events and groups. He spoke about the coalition’s various initiatives over the past year, including working with Alumni Hall to increase minority class giving rates, facilitating student conversations on diversity, and increasing the diversity of recruitment within different groups such as Lawn residents, the University Judiciary Committee, and Student Council.

Upon motion, the meeting was adjourned at 4:30 p.m.

SGH:ddr

These minutes have been posted to the University of Virginia’s Board of Visitors website. http://www.virginia.edu/bov/specialcommminutes.html