UNIVERSITY OF VIRGINIA
BOARD OF VISITORS
MEETING OF THE
DIVERSITY AND INCLUSION
COMMITTEE
NOVEMBER 14, 2014
AGENDA

I. SUPPLIER DIVERSITY REPORT (Dr. Martin to introduce Mr. Leslie Haughton; Mr. Haughton to report)

II. REPORT BY THE VICE PRESIDENT AND CHIEF OFFICER FOR DIVERSITY AND EQUITY (Dr. Martin)
   • Diversity Data Dashboard
DISCUSSION: Dr. Martin will introduce Mr. Les Haughton, Director, Supplier Diversity, to report on Supplier Diversity.

Mr. Haughton graduated from Hofstra University with a B.A. in Sociology and has 28 years of corporate retail experience. In April 2003, he retired from Target Stores in Minneapolis, Minnesota as Vice President, Divisional Merchandise Manager. Mr. Haughton was responsible for $4.5 billion in annual sales at Target.

In 2003, Mr. Haughton started the Business Leadership Group, which was focused on the development of corporate diversity initiatives and minority and women business development. He served as a board member of the Minneapolis chapter of the Urban League from 1998-2001. He authored a monthly newspaper column from 2002-2005 called “The Diversity Coach” for the Minneapolis Star Tribune, which focused on business-related diversity issues. Mr. Haughton chairs the University of Virginia Black Faculty and Staff Employee Resource Group (BFS-ERG). He currently lives in Charlottesville, Virginia with his wife, Evelyn.
Diversity Data Dashboard

The University of Virginia's Diversity Council strategic planning during the 2009-2010 academic year resulted in several recommended goals including the development of a diversity data dashboard. The Diversity Council recognized the need for diversity data to be more readily accessible to members of the university, community, and alumni. Historically, diversity data have been accessed through multiple sources including Institutional Assessment and Studies, the Office of Equal Opportunity Programs, the Office for Diversity and Equity, and U.Va Human Resources. Accessibility of accurate data particularly in one location has been an issue for those searching for information. In consultation with the Provost's Office, Human Resources, and Institutional Assessment and Studies, the Office for Diversity and Equity took on the responsibility of creating a diversity data dashboard which will be readily accessible on the Office for Diversity and Equity website. Vice President and Chief Officer for Diversity and Equity, Marcus Martin, along with Meghan Faulkner, Assistant to the Vice President and Chief Officer for Diversity and Equity for Programs and Projects, collaborated with Information Technology Services Lead Project Consultant, Cheryl Gearhart, and Senior Programmer Analyst, Charles McKinley, and George Stovall, Director of Institutional Assessment and Studies. The dashboard, which displays data on U.Va. students, staff, and faculty in tables and graphs, will be updated annually.

Please note: beginning in 2009, changes in the Integrated Postsecondary Education Data System (IPEDS) definition of race and ethnicity were implemented and some students/faculty/staff
who may have listed themselves as African American in the earlier federal collection and reporting methodology are now counted in the Hispanic or multi-race categories. This accounts for some of the decline in the number of African American students, staff, and faculty from 2009 to present. Data provided on faculty and staff include only permanently salaried employees and do not include Medical Center staff.