“We value diversity here because it has to do with the human richness, the variety of experiences and backgrounds and perspectives and reasons for learning that distinguish us as people based on our own backgrounds, our own expectations, our own prior experience.”

— John T. Casteen III, President

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The University of Virginia is an Equal Opportunity/Affirmative Action employer with a strong commitment to the principles of diversity, inclusion, and to maintaining a work and learning environment that is free of all forms of discrimination.
Dear Friends and Colleagues,

I am honored and humbled to be the first person to serve in the position of Vice President and Chief Officer for Diversity and Equity at the University of Virginia. My appointment demonstrates the commitment of President John T. Casteen III and the Board of Visitors to lead the American higher education community to a realization that, in the 21st century, diversity and equity are fundamental pillars of a great university. For all of us at the University of Virginia, our responsibility as stewards of the Jeffersonian legacy and the inclusive values embedded in the origins of this nation is to intentionally develop an intellectual community—a contemporary Academical Village—in which the widest possible interplay of races, cultures, perspectives, and points of view are represented and expressed. In doing so, we are creating tomorrow’s university—TODAY.

The intentional transformation of this great university is ongoing. U.Va., which at one point in its history specifically restricted admission on the basis of race and gender, now celebrates the richness of its diversity and the resulting qualitative improvement in our teaching and learning environment. Though the institution has made great progress, we are resolved to do even more.

The University of Virginia intends to lead the nation and the world in demonstrating that the richest, most fertile arrangement to insure human freedom is one that intentionally gathers talented individuals from diverse backgrounds in a stimulating, encouraging setting. This report outlines the activities and engagements of my office during the calendar year of 2006.

As I settle into my position, my intention is to do as much as I can to help the institution achieve its lofty goals, for like Mr. Jefferson, “I like the dreams of the future better than the history of the past.”

Sincerely,

William B. Harvey
**Vision**

We commit ourselves to a vision of leadership in diversity and equity, not out of a reluctant sense of obligation but because only by enriching ourselves and embracing diversity can we become the leading institution we aspire to be.

**Mission**

The Office for Diversity and Equity (ODE) provides leadership, information, consultation, coordination, and assistance to the various units and constituencies within the University of Virginia in an effort to embrace diversity and equity as pillars of excellence, synergize actions at all levels of the institution, and cultivate inclusiveness and mutual respect throughout the community. We also reach beyond the University to establish beneficial relationships with individual and institutional partners who share mutual goals and interests.
About
The Office for Diversity and Equity

Origin of the Office for Diversity and Equity

In September 2003, President John T. Casteen III formally charged a university-wide Commission on Diversity and Equity to determine how the University of Virginia should become a more welcoming, diverse, and inclusive institution at all levels. Recognizing the importance of making the University responsive to the changing social and educational imperatives that are taking place in Virginia, the nation, and the world, the Commission issued a report in 2004 which contained a specific set of recommendations. The very first recommendation called for the appointment of a Vice President and Chief Officer for Diversity and Equity to oversee, manage, develop, and coordinate the institutional diversity initiatives and programs. With the selection of William B. Harvey to the vice president’s position in November 2005, the Office for Diversity and Equity commenced operation. Upon his appointment, the vice president met with each of the other University vice presidents and deans to solicit their input and perspectives about what would be the most effective approaches to successfully implement the recommendations in the Commission report and to determine how the ODE can best assist these senior administrators in their respective operational areas.

Role of the Office for Diversity and Equity (ODE)

The ODE interacts with the major academic and administrative units at U.Va., providing ideas and insights about ways in which the schools, offices, programs, centers, and departments can more effectively embrace and implement practices promoting diversity and equity within their operations. In some universities, the responsibility to initiate and monitor activities and strategic actions that promote diversity are clustered under one administrative unit. However, rather than the “consolidation model,” in which all matters related to diversity report to a single office, the approach used by the ODE emphasizes communication, coordination, and cooperation across the institution, a technique that reflects the tenets of the University culture. The ODE collaborates with the various University officials who have responsibility for particular units to help them identify tactics that will increase and enhance diversity in their areas and to determine measures that will demonstrate the effectiveness of their activities. This method also maintains accountability for diversity enhancement within the responsible institutional unit.
AT THE UNIVERSITY OF VIRGINIA, we're proud to have the highest graduation rate of African-American students among the nation's public universities—for 13 straight years. We’re committed to attracting outstanding women and men and providing them with what they need to excel. But the students themselves deserve the credit. They are invested in the life of the community and thrive in an environment that emphasizes leadership and self-governance. By the time they graduate, they’ve taught us a thing or two about what it means to lead.
The initial year was a very busy one for the Office for Diversity and Equity. A number of programmatic involvements with individuals and groups across Grounds were developed, outreach activities to local communities were organized, and presentations about the University’s commitment to diversity were delivered at national conferences across the nation.

The ODE was fortunate during its first year of operation to recruit an energetic and dedicated core staff to take on its wide range of engagements and responsibilities. Dr. Marcus L. Martin, assistant dean of the School of Medicine and previous chair of the Department of Emergency Medicine, became assistant vice president; Daisy Lundy Lovelace, a former president of the Student Council, joined as an assistant to the vice president; and Debra White, who had 23 years of prior service in various units at the University both in central administration and in the health system, became the ODE office manager. In addition, many valuable contributions were made to ODE activities by our first doctoral intern, Lesley-Anne Pittard. The fact that each of these staff members had already developed an understanding and appreciation of the U.Va. culture contributed greatly to the effectiveness of the ODE and its ability to reach out to a wide range of students, faculty members, staff, administrators, alumni, and community leaders. During 2006, this core staff was involved in over 2,000 meetings with students, faculty, staff, administration, alumni, and community leaders.

Modifications in the University structure that have taken place during the year are evidenced in the formation of several discussion and analysis groups, including the Diversity Council, which includes representation from every major academic and administrative unit at U.Va.; the Historically Black College and University work group; and the Community Resource Advisory Group. In addition, the new “Just Report It” system was launched to provide appropriate authorities with instant notification of bias incidents.

The annual University of Virginia Symposium on Race and Society was inaugurated by the ODE, with the understanding that a different unit in the University will organize the event in each subsequent year. The Schools of Medicine and Nursing will assume cosponsorship responsibility for the Symposium in 2007, and the Darden School will organize the event in 2008.

A series of faculty dinners, with Professor Julian Bond as the guest of honor at each function, provided an opportunity for numerous faculty of diverse backgrounds to interact socially and develop new relations. ODE also sponsored outside consultants to provide objective insights and recommendations to improve diversity and equity in the various schools at the University, with the first set of visits to the Curry School of Education, College of Arts and Sciences, McIntire School of Commerce, and Darden Graduate School of Business.
There are nine areas of engagement in which the ODE works to influence practice and policy and to involve individuals and institutions who seek to help the movement towards greater diversity and inclusion. Listed in alphabetical order, they are as follows:

Alumni, Community, Curriculum, Faculty, Friends, Partner Institutions, Precollege Populations, Staff, and Students.
ODE will work actively with alumni to exchange information and ideas about approaches to enhance the diversity on Grounds and to promote more constructive interaction between current and prospective students and U.Va. graduates. A higher level of recognition of alumni accomplishments will be developed, and additional emphasis will be placed on connecting with them for purposes of mentoring, networking, and cultivating financial support.

The relationship between the University and the adjoining community is important for all students, faculty, and staff. A newly appointed Community Resource Advisory Group comprised of concerned citizens from the Charlottesville-Albemarle area, TEAM U.Va. (a consortium which includes ODE, the University’s provost office, the health system, and public affairs community outreach coordinators), the Engaged Scholars Work Group, which is composed of U.Va. faculty and staff, and members of the Charlottesville/Albemarle Commission on Children and Families will help the ODE determine appropriate and useful engagements and services and will facilitate more positive interactions between the University and the local community.

Expanding the University curricula to incorporate a broader range of multicultural perspectives is critical to recognizing and responding to the significant demographic, social, political, and economic changes that are taking place in this country and across the globe. Courses that inspire thoughtful consideration of a variety of ideas and concepts should be available at all levels for students and expose them to information that will challenge prejudices and stereotypes that they might have brought with them to the University.
Diversifying the faculty is an essential part of achieving our goal of becoming the number one public university in the nation. ODE will provide consultation and assistance in identifying, recruiting, and retaining faculty members from underrepresented groups and will facilitate in creating a more welcoming and supportive atmosphere across Grounds and in the surrounding communities. When students have classes with professors from various racial and cultural backgrounds, the interaction broadens their range of consideration and understanding of the issues and enhances their awareness of multiple perspectives.

Effectively communicating must be established and maintained with friends and allies who understand the important role diversity plays in maintaining excellence at the University. These allies will come from various constituencies, including parents of current students; members of the media; and local, state, and national elected officials. These individuals can help to disseminate positive information about U.Va. and promote a favorable image of the University within their various social and professional circles.

The opportunity exists to build healthy, mutually beneficial relationships between U.Va. and various Historically Black Colleges and Universities (HBCUs), both in Virginia and beyond. These positive arrangements can open up pathways for greater enrollment of African American students from HBCUs in U.Va.’s graduate and professional programs and may also encourage joint institutional faculty research projects. Similar initiatives will also be pursued with Hispanic-Serving Institutions and with Tribal Colleges to increase the representation of Hispanic and American Indian students in the University population.
The most effective way to ensure substantial numbers of well-prepared applicants for admission from underserved communities is to support and assist students as they move through their elementary and secondary school experiences. By working with programs such as GEAR-UP, Upward Bound, and other relevant community organizations, we can help raise the aspirations of students and their families as well as provide them with the information and direction they need to take the appropriate courses and participate in the supplemental experiences that will help them be successful in the college environment.

Both on central Grounds and in the health system, a disproportionate concentration of people of color and women exists in the job categories that are in the lower classifications and that offer the least pay. The ODE will work with and assist University human resources professionals in identifying, initiating, and evaluating a range of approaches to employment and promotion opportunities that will mitigate some of the practices of the past and reflect the contemporary institutional commitments to diversity and equity.

ODE facilitates a wide variety of academic and social interactions with student groups and individual student leaders. Engaging students from diverse backgrounds is critical to developing maximum positive interaction and to addressing the environmental concerns that continue to cause different levels of satisfaction for students in their experiences at the University. Cross-cultural communication and interaction among the various groups of students are not only important means of enhancing their interpersonal experiences, but they also prepare them for leadership in the increasingly diverse world they will face upon graduation.
Twelve Years and Counting

Highest African-American Graduation Rate
Among Major Public Universities

For the 12th consecutive year UVa boasted the nation’s highest graduation rate of black students from a major public university. The numbers are impressive. By 2004, UVa had graduated 86 percent of the black students who entered the school in the fall of 1998. The national average for that period was 42 percent.

The school has not held this distinction by accident. Mr. Jefferson’s university: (1) actively recruits promising African-American candidates as early as middle school, (2) has created a community on campus where black students can feel at home, and (3) makes financial aid available to students who otherwise could not afford a college education. UVa attracts black students who can handle its rigorous academic program, then provides support to see them through to graduation.

In the end, however, the credit for this achievement belongs exactly where university president John Casteen places it: “I think it is something students do. They succeed.”

April 3, 2006

Richmond Times-Dispatch

The New York Times

May 17, 2006

Jessica Fowler (center): “When I think back on my first year at the University of Virginia, the personalized attention of the peer adviser program made all the difference. It made me feel that I had a home away from home.”
January - Casteen and Harvey meet with members of the Washington, DC, area Parents Advisory Association of the Office of African American Affairs (OAAA). ■ ODE contributes to leadership training for members of the Black Student Alliance. ■ Harvey addresses the School of Nursing faculty regarding recruiting students and faculty of color to its programs. ■ ODE assists the Southern African Virginia Networks and Associations to bring a group of African scholars to Grounds.

February - Along with the Curry School of Education, the ODE initiates the Walter N. Ridley Distinguished Speaker Series in recognition of the first African American to receive a degree at U.Va. ■ Harvey introduces Casteen’s presentation on “Leadership and Diversity: Changing Policies at the Top—Perspectives from the Academy and the Corporate Sector” at the annual meeting of the American Council on Education. ■ “Black to the Future” is the title of Harvey’s Black History Month address at the U.Va. College at Wise. ■ The General Faculty Council meets with Harvey to discuss member concerns.

March - With the Provost’s Office, the ODE cosponsors a visit by Professor Roberto Ibarra of the University of New Mexico to discuss “Reframing Diversity in Higher Education.” ■ Harvey is keynote speaker at the Jerome Holland Scholars Banquet. ■ Lovelace speaks about graduate studies at a seminar during the Jackie Robinson Foundation Annual Networking Weekend. ■ In partnership with the Women’s Leadership Development Program, ODE sends students to the Women as Global Leaders Conference. ■ Harvey keynotes the opening session of Latino Awareness Week, sponsored by La Alianza. ■ ODE contributes to bring American Indian writers participating in the Virginia Festival of the Book to visit the Grounds.

April - ODE cosponsors a discussion by Professor Gwendolyn Mikell of Georgetown University on “Nigerian Women and Conflict Resolution.” ■ Harvey meets with the Campaign Executive Committee to brainstorm ways to include diversity considerations in the Capital Campaign. ■ ODE assists in bringing Evelyn Hu-DeHart from Brown University to deliver the keynote address during Asian/Asian Pacific Heritage Month. ■ Lovelace speaks to students about the importance of Studying Abroad. ■ Harvey participates in the Black Law Students Association banquet. ■ ODE provides support to the Women’s Center Intercultural Dinner. ■ Harvey presents at “Diversity in the Workplace” for the health system. ■ ODE contributes to the “Jobs at U.Va.” employment fair.

May - Harvey serves on the selection committee for the National Science Foundation Presidential Awards for Excellence in Science, Mathematics, and Engineering Mentoring. ■ ODE cosponsors the Kente ceremony for graduating African American seniors, along with the OAAA. ■ Vice provost Gertrude Fraser, dean M. Rick Turner, and Harvey present at the National Conference On Race and Ethnicity. ■ ODE contributes support to students in the Summer Bridge Program of Upward Bound.

June - Harvey is one of four males invited by The National Center for Research on Women to participate in its summit meeting. ■ During Reunions Weekend, Harvey addresses alums about diversity at U. Va.
July - Harvey participates in a Roundtable on the Intersection of Globalism and Multiculturalism, sponsored by the American Council on Education. ■ “The Impact of Diversity and Technology in the Academy” is the topic of Harvey’s presentation at the American Association of State Colleges and Universities conference. ■ Harvey and Martin meet with the chiefs of the U.Va., Charlottesville, and Albemarle county police forces to discuss safety and security measures for the coming academic year.

August - Martin addresses the Richmond Parents Advisory Association of the Office of African American Affairs. ■ Harvey speaks on “Demystifying Diversity” to a Bachelors in Interdisciplinary Studies class. ■ ODE participates in welcome receptions for Asian/Asian Pacific American, Hispanic/Latino, LGBT, and African American parents.

September - Along with the Department of Environmental Sciences, the ODE sponsors Indiana University Professor Eduardo Rhodes presentation on “Environmental Justice in America.” ■ Martin coordinates the Fluvanna Community Health Fair, providing medical assistance and information to over 300 participants. ■ ODE assists in bringing the play “Yo Soy Latina” to Grounds.

October - ODE provides support for the Haitian Studies Association Conference. ■ At the request of the Chinese Embassy, the ODE hosts a delegation of visitors from the People’s Republic of China. ■ Along with the Athletic Department, ODE organizes a ceremony to recognize the Jones Family, featuring the announcement of the Thomas Q. Jones III Scholarship Fund. ■ "Figuring Out How the World Works: “What I Learned From the Soap Operas” is the topic of Harvey’s presentation as the featured speaker at the Fall Convocation. ■ Martin speaks at U.Va. Medical Center Hour on post-Katrina medical relief in New Orleans.

November - The inaugural U.Va. Symposium on Race and Society is launched with the theme “In Katrina’s Wake: Racial Implications of the New Orleans Disaster.” ■ ODE assists the South Asian Leadership Society to bring prominent Washington Post journalist S. Mitra Kalita to Grounds. ■ Harvey delivers a presentation at the Conference of Virginia Association of Collegiate Registrars and Admissions Officers. ■ Emergency Medicine Reports publishes the paper “Domestic Violence, Intimate Partner Violence,” which was jointly written by the ODE, Women’s Center, and OAAA.

December - During the 3rd Annual Health System Diversity Fair, Harvey speaks about equity in health care. ■ Lovelace works with students to develop upcoming summer leadership program. ■ Harvey represents U.Va. as a board member of the Martin Luther King, Jr., Virtual Museum. ■ Martin speaks on panel discussing direction of the Asian/Asian Pacific American community.
Celebrate!
U.Va. Tops in National Rankings

• No. 2 among best public universities.
  —U.S. News & World Report

• For 12 consecutive years, U.Va. has had the highest graduation rate for African-American students at major public institutions.
  —Journal of Blacks in Higher Education

• No. 7 among top-valued public undergraduate colleges.
  —Princeton Review

• One of the top 50 colleges for African-Americans.
  —Black Enterprise Magazine

• No. 2 among the 100 Best Values in Public Colleges.
  —Kiplinger Magazine

• One of the top 25 “new Ivies.”
  —Newsweek / Kaplan

For more information: www.virginia.edu