OFFICE FOR
Diversity and Equity

ANNUAL REPORT 2007
Diversity Matters

U.Va. Board Apologizes for Slavery
The University of Virginia’s Board of Visitors marked founder Thomas Jefferson’s birthday with an apology for the school’s use of slave labor between 1819 and 1865. April 24, 2007. Read More.

U.Va. Slavery Apology: Is it Time To Seek Forgiveness?
For Thomas Farrell the answer is clear: The truth carries no statute of limitations (Originally featured in the Richmond Times Dispatch, May 2, 2007). Read More. (Microsoft Word, 32KB)

The Civil Rights South Tour Three Months Later

University of Virginia Symposium on Race & Society 2007
“At the Crossroads: Racial Implications of America's Health Care Crisis” is the title of the 2007 University of Virginia Symposium on Race and Society to be held Sept. 30-Oct. 2, 2007. Read More.

Thomas F. Farrell II Delivers A Speech to the National Association of Diversity Officers in Higher Education
The speech “Building Strength Through Diversity” is available for download. (Microsoft Word, 52 KB)
Dear Friends and Colleagues,

When I worked in Washington D.C. prior to coming to U.Va., my office on Dupont Circle was close to the national headquarters of the Peace Corps. Every time I walked by that location, I couldn’t help but notice the large banner in the window that proclaimed their slogan, “the toughest job you’ll ever love.” Because change is sometimes difficult to bring about in the academy, especially in regards to diversity, I have to admit that on some days I feel that this phrase describes my position as vice president and chief officer for diversity and equity at U.Va. However, it now seems clear that the University is on the verge of significant change, as evidenced by the landmark document now in preparation that will become the report of the Commission on the Future of the University. I have been privileged to serve as a member of that Commission and am gratified that the report will identify diversity as a key value of the University.

During this past calendar year, a great deal of activity has occurred to further the institutional goal of achieving greater diversity at all levels of the University. The Office for Diversity and Equity (ODE) has supported several efforts across Grounds and beyond. For example, our partnership with the School of Engineering has resulted in the receipt of a grant of $5 million from the National Science Foundation that has established and solidified partnerships with several Historically Black Colleges and Universities. The grant dovetails nicely with the institutional focus on improving the sciences, and opens a pipeline for an additional flow of graduate students of color in those fields.

On a different note altogether, we are extremely fortunate to have enlisted the involvement of several of the University’s most outstanding graduates to serve as members of the new Alumni Diversity Advisory Committee. This multi-racial, cross-generational group has provided important insights into ways that we can continue to identify and recruit outstanding students of color and has suggested approaches that might help our undergraduate population reach out and engage students from diverse backgrounds.

We are very pleased to have developed a relationship with the Journal of Race and Policy that has resulted in the publication of several papers in the spring/summer 2007 issue from the inaugural University of Virginia Symposium on Race and Society (SYMRS) – In Katrina’s Wake: Racial Implications of the New Orleans Disaster. The Schools of Medicine and Nursing and the Medical Center sponsored the highly successful second national SYMRS, which focused on health care disparities- At the Crossroads: Racial Implications of America’s Health Care Crisis.

With the publication of our electronic newsletter, Dimensions of Diversity at U.Va., we now have a means to share information about significant accomplishments throughout the University community with over 20,000 alumni, students, faculty, and staff. You can register to receive a copy at www.virginia.edu/vpdiversity.

As always, we welcome your information and insights. Please feel free to contact us at any time.

Sincerely

Bill Harvey
Something to Celebrate!
U.Va. Tops in National Rankings

• No. 1 in percentage of African-American students in Fall 2007 entering class
  — JOURNAL OF BLACKS IN HIGHER EDUCATION

• For 13 consecutive years, U.Va. has had the highest graduation rate for African-American students at major public institutions
  — JOURNAL OF BLACKS IN HIGHER EDUCATION

• School of Architecture ranked No. 1 graduate architecture program for Sustainable Design Practices and Principles
  — DESIGN FUTURES COUNCIL

• No. 2 among best public universities
  — U.S. NEWS & WORLD REPORT

• No. 2 among the 100 Best Values in public universities
  — KIPLINGER MAGAZINE

• No. 7 among top-valued public undergraduate colleges
  — PRINCETON REVIEW

• One of the top 25 “new Ivies”
  — NEWSWEEK/KAPLAN

• One of the top 50 colleges for African-American students
  — BLACK ENTERPRISE MAGAZINE

For more information: www.virginia.edu
**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.

**Role of the Office for Diversity and Equity**

The ODE interacts with all of the academic and administrative units at U.Va., providing ideas and insights about ways in which each area can effectively embrace and implement practices and promote diversity and equity within their respective operations. The ODE collaborates with the various university offices, to help identify tactics that will increase and enhance the diversity of their areas and to determine measures which will demonstrate the effectiveness of their activities. This method also maintains accountability for diversity enhancement within the responsible institutional unit.

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.
On a sunny September afternoon, the smell of good food was in the air and the sound of laughter could be heard as more than 500 participants in the Buckingham Health Fair/Community Day received medical screenings and mingled with volunteers at the Third Liberty Baptist Church in New Canton, Va.

The Office for Diversity and Equity, U.Va. Health System, and Third Liberty Baptist Church partnered to host this fair which offered community members the opportunity to obtain valuable health information.

“Our community members were engaged and excited to participate in the event,” said Marjorie Chambers, missionary president of the Third Liberty Baptist Church. "Those who have often neglected to utilize the local health clinic in our area came out to seek medical consultations and health screenings. We are grateful to Dr. Marcus Martin and U.Va.’s Health System for volunteering their time to serve our community."

The services offered included free health screenings and information on diabetes, obesity, and cancer as well as other health topics. Health assessments included sports physicals, blood pressure checks, height/weight measurements, and body mass index calculations. The mammography van was available on the premises.
“Akwaaba!” read the sign greeting the University of Virginia students at the airport in Accra, the capital city of Ghana. It means “welcome,” and from the sounds of it, welcomed they were.

As part of the ongoing effort to diversify curricular offerings, Vice President William Harvey and Assistant to the Vice President Daisy Lovelace led a group of 19 students on an intensive two-week, three-credit January Term course in Ghana, West Africa. Although more than 50 African languages and dialects are spoken there, the official language is English. Ghana, which is slightly smaller than the state of Oregon, is home to a half dozen African groups, with the Ashanti being the majority of its 20 million people.

The course, “Education and Social Change in Ghana,” was created by Harvey to allow students many opportunities to immerse themselves in Ghanaian culture while seeing how the traditional and modern coexist in this West African country celebrating 50 years of independence. “The students were exploring how education, both at the K-12 and higher education levels, contributes to progress in the country, and how the traditional values sometimes conflict with modern concepts,” Harvey said. “They also examined how colonial domination affects the educational, social, and political development of a developing country.”

The students came face-to-face with centuries of history between Europeans and Africans. They toured an old fort where slaves were held before the horrendous trip across the Atlantic; they visited the cultural center named for the black American intellectual, W.E.B. DuBois, and his home there as well as his mausoleum; they met with Ghanaian college students and administrators at modern universities. Over 10 days, they traveled to Accra and Cape Coast in the south, to Kumasi further inland, and to Charlottesville’s sister city, Winneba.

“I learned the value in studying abroad—not only to acquire a global competence but also to develop an understanding and an appreciation of diversity in our own country, in addition to other countries.” —Brittany Brown, fourth-year politics and sociology major

Janelle Todman, a fourth-year American studies and elementary education major, said she appreciated the reciprocal cultural exchange between the Americans and Ghanaians. “I think that it is important to note that learning and growth are the result of positive discourses and nonjudgmental openness. Everyone should make it a point to study abroad at some point in their college career. It is through maintaining lines of communication that we can gain a better perspective on each other and the world that we share.”
In partnership with the Faculty Senate, the Office for Diversity and Equity initiated the “Forum on the Academy in the 21st Century,” an annual lecture series featuring prominent figures in higher education. This year’s speaker was Nancy Cantor, chancellor of Syracuse University.

Speaking to an audience of faculty and students in the Dome Room of the Rotunda, Cantor said, “Universities have long endorsed this civic role, certainly with respect to preparing future citizens. The impetus today to engage directly with our connected communities is arguably more urgent and may require a new level of reciprocity and partnership that joins us at the hip, so to speak, with our ‘feeder’ schools in much more significant ways than before.”

Cantor asserted that the challenges to our democracy include a growing disparity between haves and have-nots, the latter of whom are more often women and minorities; the education system’s failure to embrace the changing demographics of our society and reach racial and ethnic minority groups; a growing pattern of “de facto residential segregation”; and what has been called a “clash of ignorance” among different ethnic, cultural, and religious groups, resulting in escalating conflicts.

She described “a picture of pervasive gaps and divisions” where a cradle-to-prison pipeline is “overpowering” the pipeline to college. “The educational pipeline is leaking all along the way,” said Cantor, who previously served as chancellor of the University of Illinois, Urbana-Champaign, and as former provost of the University of Michigan.

“Successful school-college partnerships can provide students in inner-city and isolated rural communities with this critical exposure to college life,” Cantor said. That’s not all, however. Students at all levels need real experiences with diversity of all kinds, and these programs can provide them.

“The new speakers’ series on Grounds will continue to address issues that go beyond any one academic discipline but concern higher education in general,” said William B. Harvey, U.Va. vice president and chief officer for diversity and equity.

Sponsored by the Virginia Voyages program, the trip was a first for the University of Virginia: a tour of civil rights landmark sites. Highlights included visits to the Ebenezer Baptist Church and King Center in Atlanta; Tuskegee Airman National Historic Site; George Washington Carver Museum; Dexter Ave. King Memorial Baptist Church, the Civil Rights Memorial and Museum, and the Rosa Parks Library and Museum in Montgomery; the Edmund Pettus Bridge and Brown Chapel AME Church in Selma; and the Birmingham Civil Rights Institute, Kelly Ingram Park, and 16th Street Baptist Church in Birmingham. The group was led by history professor and chairman of the NAACP Julian Bond, with Vice President Harvey and Associate Vice President Martin serving as representatives of the University.

By every measure, the trip was a success. All participants came away from the experience with a richer understanding of the events and people who helped to change race relations in America.
The University of Virginia has the highest proportion of African-American students in its entering class (11.4 percent, tied with Columbia University) among the nation’s top-ranked universities, public and private. Even more impressive is the fact that the University, for the past 14 years, also has had the highest percentage of African-American students graduating from a public university (currently 87 percent). There are many reasons for this outstanding record of achievement. Among them are the 15 distinguished faculty and administrators (pictured above) who are personally committed to the success of their students.

U.Va. leads the way

The University of Virginia has the highest proportion of African-American students in its entering class (11.4 percent, tied with Columbia University) among the nation’s top-ranked universities, public and private. Even more impressive is the fact that the University, for the past 14 years, also has had the highest percentage of African-American students graduating from a public university (currently 87 percent). There are many reasons for this outstanding record of achievement. Among them are the 15 distinguished faculty and administrators (pictured above) who are personally committed to the success of their students.

U.Va. Office for Diversity and Equity, P.O. Box 400881, Charlottesville, VA 22904-4881
Tel: 434-243-2079; Fax: 434-243-2091; E-mail: djt@virginia.edu
Web site: http://www.virginia.edu/uvadiversity/
The University of Virginia Engineering School has a deep commitment to encouraging diversity in the field of engineering, and we are delighted to be able to join with other universities in this effort."

James H. Aylor, Dean of the Engineering School.

PARTNER INSTITUTIONS

The Virginia-North Carolina Alliance for Minority Participation.

The University of Virginia was selected to receive a $5 million National Science Foundation grant in an effort led by the Office for Diversity and Equity in partnership with the School of Engineering. The program involves an alliance among eight colleges and universities throughout Virginia and North Carolina that will focus on increasing the number of students from underrepresented groups who pursue degrees in science, technology, engineering, and mathematics.

Supported by a five-year, $5 million grant from the National Science Foundation’s Louis Stokes Alliances for Minority Participation (LSAMP) Program, the initiative, termed VA-NC AMP, comprises state universities and Historically Black Colleges and Universities. In addition to the University of Virginia, the coalition includes Virginia’s George Mason University, Virginia Commonwealth University, and Virginia Tech and North Carolina’s Bennett College for Women in Greensboro, Elizabeth City State University, Johnson C. Smith University in Charlotte, and St. Augustine’s College in Raleigh.

The initiative’s primary goal is to double the average number of students from underrepresented minority populations graduating from the alliance schools with degrees in science, technology, engineering, and mathematics, the so-called “STEM” fields—raising the number of these graduates from 525 to 1,050. The grant will enable the schools to focus on recruitment, retention, and enhancement activities by sharing best practices in learning and research and coordinating enrichment activities for faculty and students. Upon successful completion and evaluation of the program, the alliance will be eligible for a second five-year phase targeting graduate students.

Beyond increased recruitment efforts, alliance institutions will also offer a summer transition program for new college students. The students will have opportunities to participate in alliance-sponsored activities, including research experiences, internships and externships, and faculty or peer mentoring. Some schools will offer distance-learning courses that will expand academic offerings at minimal cost. In addition, the alliance will organize faculty development seminars and student research workshops and colloquia.

“The University of Virginia Engineering School has a deep commitment to encouraging diversity in the field of engineering, and we are delighted to be able to join with other universities in this effort,” said James H. Aylor, dean of the Engineering School.

“There is an interest in and increasing concern about the number and competitiveness of STEM professionals in the United States,” said Harvey, who will chair the VA-NC AMP governing board. “We hope this effort will demonstrate that students from underserved communities can help increase the human capital in this crucial area.”
The National Science Foundation's Louis Stokes Alliance for Minority Participation (LSAMP), the Virginia-North Carolina Alliance (VA-NC AMP) is led by the University of Virginia and includes the following partners: Bennett College for Women, Elizabeth City State University, George Mason University, Johnson C. Smith University, St. Augustine's College, Virginia Commonwealth University, and Virginia Tech. Each of the eight institutions offer individually tailored recruitment, retention, and enhancement activities to support their students. The VA-NC AMP's primary goal is to double the number of underrepresented minority students earning STEM (Science, Technology, and Engineering, and Mathematics) baccalaureate degrees by 2012.

The VA-NC AMP offers activities to support underrepresented minority students during their undergraduate experience. Activities planned thus far include: sponsorship of annual symposia; workshops and colloquia; faculty exchanges; common reading experiences; training faculty, staff, and student assistant training on multicultural education issues; and summer research experience.

LSAMP promotes the formation of alliances among leaders throughout academia, government, industry, and other organizations. Alliance-level activities are designed to facilitate communication and interaction among Alliance members and across disciplines, thus fostering a sense of community among Alliance members; strengthening the Alliance structure; and providing students and faculty opportunities to build productive, academic, and professional networks. These Alliance activities are designed to maximize utilization of available resources and produce the necessary synergy among participants in order to meet the goal of "double by 2012".

For more information about the Virginia/North Carolina Alliance for Minority Participation see: http://www.virginia.edu/amp/
Students who complete Algebra I by the end of eighth grade increase their chances of attending a four-year university and graduating by almost 100 percent, research shows. With that powerful statistic in mind, the Office for Diversity and Equity teamed up with Charlottesville city schools to offer a two-week pre-algebra program to 26 rising eighth-graders.

Participants all around were pleased with the results of the program. “It was such a success that it just seems like the perfect way to get more students into higher math,” said Terri Perkins, former division coordinator of mathematics who is currently principal of Walker Upper Elementary. “We definitely were thinking of that idea of algebra being kind of the gatekeeper to college admissions. Students need to get in Algebra I the sooner the better, and we just wanted to open that opportunity to more students.”

The partnership between the University and Charlottesville city schools was sponsored by a federal grant from the GEAR UP program, which stands for Gaining Early Awareness and Readiness for Undergraduate Programs. The program is offered by the U.S. Education Department and aims to interest low-income children in college earlier so they can be better prepared. This is the first time GEAR UP has funded a program in Charlottesville.

The math academy was taught by a combination of U.Va. professors, Charlottesville High School teachers, and Buford Middle School teachers.

“I’ve had ninth-graders who did not master the concepts that they mastered in two weeks,” Thompson said of her recent summer students. “We probably did almost a semester’s amount of work, abbreviated of course, in two weeks.” In addition to spending 10 days attending classes in Thornton Hall, home to the U.Va. School of Engineering and Applied Science, students took tours of the Grounds and experienced the University in a way that was new to most of them.

“It was a lot of work and it was hard at times, but they taught it to us in ways that made it easier for us to learn, and they did it without giving us any homework,” Brown said. “The GEAR UP program and the University of Virginia have made this a lot of fun. It was hard to give up two weeks of our summer, but it was worth it.” —Leah Brown, participant

There are plans for the summer math academy to continue. In addition, Dr. Marcus Martin, associate vice president for diversity and equity, said the U.Va. Student National Medical Association (SNMA) and the Daniel Hale Williams pre-med Society (DHW) plan to form a GEAR UP pre-med program in the future.

“We are very grateful not just for the GEAR UP grant, but also for the partnership with U.Va.,” said Kristen Spicer, Buford Middle School assistant principal. This program “is going to make a huge difference.”
Office for Diversity & Equity

Areas of Engagement

STAFF

The Supervisory Essentials certificate program is offered through the Office of Human Resources and provides a foundation in human resource management for new supervisors at the University. In addition to regularly conducting sessions on equity and diversity to these newly appointed managers and supervisors, ODE staff members also provide helpful input on staff issues by serving on the Human Resources Restructuring Executive Steering Committee and the Project Advisory and Management Advisory Committees, which will provide oversight to the restructuring of the University’s Human Resources workforce.

STUDENTS

The ODE supports student efforts to educate and engage themselves and their peers on issues relating to diversity. To that end, collaboration with students and the provision of technical and financial support for projects and programmatic endeavors that are student led and initiated is very important. Among the various programs that have been supported over the past year by students and members of the University community are the “De-stereotype Me” t-shirt day, in which students across Grounds challenged stereotypical assumptions that others may have about them based on their appearance or membership in a particular group, and the “Gay? Fine by Me” t-shirt day, in which students worked to raise awareness about and create opportunities for constructive conversations about diversity in sexual orientation.
William B. Harvey  
Vice President and Chief Officer for Diversity and Equity

Before coming to U.Va. in 2005, Harvey was vice president and director of the Center for Advancement of Racial and Ethnic Equity at the American Council on Education (ACE) in Washington, D.C. Prior to that appointment, he served as dean of the School of Education and deputy chancellor for Educational Partnerships at the University of Wisconsin-Milwaukee. His career as an administrator and professor in higher education spans three decades and includes both academic and administrative appointments at several colleges and universities. He received a bachelor's degree in English from West Chester University, then earned a master's degree in Social and Philosophical Foundations of Education and a doctoral degree in Anthropology of Education from Rutgers University.

Harvey’s research and scholarly activity have been focused on the cultural and social factors that affect underserved populations, with particular emphasis on college and university settings. His extensive list of publications includes books, book chapters, refereed journal articles, and professional and technical reviews.

He serves as president of the National Association of Diversity Officers in Higher Education, and as a member of the boards of the American Association for Blacks in Higher Education, the National Council for Research on Women, the Yale-Howard Partnership Center on Reducing Health Disparities, the W.E.B. DuBois Scholars Program at Princeton University, and the Martin Luther King Living History and Public Policy Center. He previously served as chair of the Education Advisory Board of the National Aeronautics and Space Administration, and as a member of the Board of Directors at Capella University, the Study of New Scholars Project at Harvard University, and the Board of Visitors of the School of Education at the University of Pittsburgh.

Dr. Marcus L Martin  
Associate VP for Diversity and Equity

Dr. Marcus L. Martin is professor and immediate past chair of the Department of Emergency Medicine where he held the chair position from July 1996 to December 2006. He is also an assistant dean in the School of Medicine and joined the ODE team in July of 2006.

A native of Covington, Va., he earned bachelor's degrees in pulp and paper technology (1970) and chemical engineering (1971) from North Carolina State University. He is a member of the charter class of Eastern Virginia Medical School and the first African American graduate; he earned his medical degree in 1976. He is a founding member of the Board of Visitors of North Carolina State University.

A clinical director of the summer program for underrepresented pre-med students, the Summer Medical Dental Education Program, formerly MAAP, Martin has been involved in some aspect of diversity for many years. He was the first African American to head a clinical department at U.Va. He co-chaired the Health System Diversity Council in 2000 and was an inaugural member of the Women's Leadership Council. With a team of U.Va. health care providers, Martin traveled to Louisiana in September 2005 and February 2006 to serve the disadvantaged populations—black and white—through medical relief efforts subsequent to hurricanes Katrina and Rita. Dr. Martin has published widely in his area of medical expertise. He was recently selected as one of the “top 100 most influential black graduates of NC State University.’ In April 2007, Dr. Martin was appointed by Governor Tim Kaine to serve on the Secure Commonwealth Panel and as vice chair of VT Incident Review Panel.
DAISY L. LOVELACE, ASSISTANT TO THE VICE PRESIDENT

Since her days as a student, Daisy Lundy Lovelace has been committed to and involved in matters relating to diversity and social change at the University. Lovelace received a Bachelor of Science in Commerce from the McIntire School of Commerce and a Master of Education in Social Foundations from the Curry School of Education at the University of Virginia in 2005. During her tenure as a student, Lovelace was the first African American woman elected Student Council President and participated in the peer advisor program, resident staff and the Virginia Dance Company.

Upon graduation, Lovelace worked in financial services in Boston for a short period but returned to Charlottesville and joined the ODE in February of 2006. She is currently a doctoral student in Educational Leadership, Foundations and Policy at the Curry School. Additionally, Lovelace serves as a faculty mentor through the Office of African-American Affairs and a faculty fellow at Hereford College.

KRISTIN MORGAN PICKERING, PROGRAM COORDINATOR

Kristin Morgan Pickering is a native of Loudoun County, Virginia. She graduated from the University of Virginia in 1992 with a Bachelor of Arts degree in Religious Studies focused on Eastern Religions. A highlight of her education at U.Va. was the Semester-in-India program with Gandhi scholar Dr. Seshagiri Rao. She left Charlottesville for the Northwest to earn her master's degree in Applied Anthropology and then returned so she and her husband could raise their three children here. Pickering has been active in several grassroots community organizations including Streamwatch and her neighborhood association board. Before joining the office in October of 2007, Pickering worked at a local school and a family business. Her favorite aspect of work in the Office for Diversity and Equity is seeing methods of cultural change at work within the University of Virginia.

GAIL PRINCE-DAVIS, ADMINISTRATIVE ASSISTANT

For 15 years, Gail Prince-Davis has served in an administrative support capacity in central or health system administration. Prior to her arrival at the University, Prince-Davis spent six years in the military and then went on to take courses at a local college in the Tidewater Virginia area. For 10 years she had the great privilege and opportunity to work with the first African American chair of a clinical department at U.Va. In July 2007, she joined the Office for Diversity and Equity team.

Gail and her husband live in the Charlottesville area and spend several hours weekly doing voluntary Bible education work.

DEBRA WHITE, OFFICE MANAGER

Debra White has 23 years of service in various units at the University, both in central administration and in the health system. She became the Office for Diversity and Equity’s office manager in December 2005. White completed her Bachelor of Arts degree in Business Administration at Averett University and her Master of Business Administration degree at Liberty University.

While serving for six years on the Board of Directors at the Covenant School in Charlottesville, she was an active member of the Curriculum, Finance, and Financial Aid committees and was instrumental in establishing the school’s first Black History Month Celebration.

White values and appreciates the importance of diversity in our society and at the University of Virginia. Working in the office has given her an opportunity to contribute to building and sustaining a diverse and culturally sensitive environment at this institution.
January

Harvey and Lovelace lead a group of 19 students to West Africa to participate in the January Term course titled “Education and Social Change in Ghana.” ■ Martin gives keynote “Living the Dream” for a Student National Medical Association Program. ■ ODE hosts kickoff event for GEAR-UP students, teachers, and parents from Buford Middle School in Alumni Hall. ■ Martin teaches in course titled Social Issues in Medicine.

February

ODE co-sponsors Walter N. Ridley Distinguished Speaker Series featuring Dr. Jacqueline Jordan Irvine from Emory University. ■ Martin serves on “World of Opportunity” panel at the Darden School. ■ Harvey participates in “Professors’ Picks” with first-year students, using “The Covenant with Black America” as a reader. ■ Lovelace moderates panel on opportunities for minorities in higher education for the Jackie Robinson Foundation’s annual meeting. ■ Harvey is the keynote speaker at Virginia Commonwealth University’s Leadership Development Program. ■ ODE co-sponsors black history month keynote event featuring former black panther Bobby Seale. ■ Harvey and Martin participate in first meeting of the National Association of Diversity Officers in Higher Education (NADOHE) where Harvey is elected President.

March

ODE co-sponsors the Women’s Leadership Dinner with keynote speaker Dr. Johnnetta Cole. ■ Harvey and Martin participate in the two-week Virginia Voyages program, The Civil Rights South, led by Julian Bond. ■ ODE co-sponsors the Day of Dialogue with the Office of the Dean of Students ■ Harvey is the featured presenter at the Texas Higher Education Symposium. ■ ODE supports Pride Magazine’s Black Media Symposium. ■ ODE funds Graduate Student Diversity forum

April

ODE supports Asian Pacific American Heritage Month speaker, Eric Byler. ■ Harvey is the featured speaker at Virginia Tech’s Undergraduate Research and Potential Graduate Student Conference. ■ ODE partners with the Pakistani Students League to bring Ayisha Memon to the University. ■ Martin gives keynote address “Diversity is for Everyone” at James Madison University. ■ ODE co-sponsors Asian Student Union’s performance, “ill-Literacy.” ■ Harvey attends meeting of academic and corporate chief diversity officers at the U.S. Department of State, hosted by Secretary Condoleezza Rice. ■ ODE hosts a reception for the Gates Millennium Scholars. ■ Harvey and Martin participate in closing ceremony for the “Day in the Life” mentoring program. ■ ODE supports the “De-stereotype Day” created by Sustained Dialogue. ■ Martin addresses the admitted prospective students at Days on the Lawn. ■ ODE supports student-led initiative “Gay, Fine By Me” T-shirt day. ■ Harvey speaks to the Blue Ridge Rotary Club. ■ ODE co-sponsors the A/APA Awards Ceremony. ■ Harvey is the presenter at the Second Year Speaker Series, hosted by the Second Year Council. ■ ODE supports the 25th anniversary celebration of the Carter G. Woodson Institute. ■ Harvey is keynote speaker at the Virginia Alliance for Housing Concerns Conference in Williamsburg. ■ ODE co-sponsors event featuring Neal Katyal. ■ ODE supports Layaleena event with the Arab Student Organization

May

Martin presents at the 200 Plus Men’s Tenth Annual Scholarship breakfast in Hampton. ■ ODE collaborates with Old Dominion University to publish the Journal of Race and Policy, volume III, focused on the 2006 Symposium on Race and Society, “In Katrina’s Wake, Racial Implications of the New Orleans Disaster.” ■ Harvey is a featured presenter at the National Conference on Race and Ethnicity (NCORE). ■ Martin presents on leadership and diversity for the Supervisory Essentials class. ■ ODE co-sponsors the Muslim Student Association’s graduation dinner.
Office for Diversity & Equity

Highlights

June
Lovelace coordinates GEAR UP Summer Math Academy; Martin gives closing. ODE hosts student leaders for dinner during the Leadership 2007 program. Portrait of Dr. Martin is unveiled at the Department of Emergency Medicine in recognition of his leadership as chair of the department. Harvey is guest speaker at the Richmond African American Scholarship Fund. Martin presents to students at the Summer Medical and Dental Education Program.

July
Martin gives cardiovascular health talk to community members at Clark Elementary School. ODE co-sponsors fund-raising event for the Julian Bond Chair of Civil Rights and Social Justice at the Museum of Modern Art in New York. Harvey speaks at the annual meeting of the American Association of Blacks in Higher Education.

August

September
ODE supports student program “The Initiation: People of Color Orientation 2007.” Martin participates in a Community and Police relations panel initiated by student groups. ODE co-sponsors event honoring life and legacy of Oliver Hill, Sr. ODE co-sponsors the Forum on the Future of the Academy with Syracuse Chancellor Nancy Cantor as keynote speaker.

October

November
The first meeting of the Alumni Diversity Advisory Committee takes place. Harvey conducts VA-NC AMP site visit to George Mason University. ODE co-sponsors holiday party with the Carter Woodson Institute and Office of African American Affairs.

December
Harvey and Martin present overview of the VA-NC Alliance for Minority Participation (AMP) at the Evidence and Education Seminar held at the Colonnade Club. Harvey conducts VA-NC AMP site visit to Elizabeth City State University. Along with UV Athletics, ODE hosts GEAR-UP students at a Virginia men’s basketball game.
...envisioning a community of understanding, acceptance, and respect

“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.
Symposium on Race Looks at Health Care Disparities
The theme for this year’s symposium was “At The Crossroads: The Racial Implications of America’s Health Care Crisis.” The conference brought together physicians, scholars, students and concerned citizens from across the United States. The sessions focused on everything from HIV and diabetes to cancer. More

Buckingham Health Fair/Community Day a Huge Success
On a sunny September afternoon, the smell of grilled food was in the air and the sound of laughter could be heard as the more than 500 participants in the Buckingham Health Fair/Community Day received medical screenings and mingled with the volunteers at the Third Liberty Baptist Church in New Canton, Va. Sponsored by UVa Health System, The Office of the Vice President and Chief Officer for Diversity and Equity and Third Liberty Baptist Church, the fair offered community members the opportunity to get valuable health information. More

Professor Fairchild Wins McArthur Grant
Darden School of Business professor Greg Fairchild has won a three-year, $850,000 grant from the John D. and Catherine T. MacArthur Foundation to support his research into the business models of successful Community Development Financial Institutions and their evolution. More

Ricardo Padrón Sets the Agenda for U.Va.’s Faculty Senate
Ricardo Padrón, associate professor of Spanish, chairs the Faculty Senate this year. He recently sat down with the U.Va. Media Relations Office to talk about his role and his agenda for the year. More

Professor Tackles Questions of Race
Ruth Hill is an associate professor of Spanish at U.Va., but her title doesn't begin to explain her research and teaching interests. More