

Diversity Council Facilitated Session

Meeting on 7/30/2009

Participants: Judy Pointer; Adettra Thomas, Ashley Fleming; Jasmine Jefferson; Connie Lee; Dawn Waller; Kelli Palmer; Clay Hysell; Martha Ballenger; Charles Harris; Cheryl Apprey; Althea Howell; Brett Schnell; Jigar Patel; Wraegen Williams; Andrea Roberts; Gary Nimax; Ryan Hargraves; Sarah Wilcox Elliott; Ricky Patterson; Carolyn Dillard; Sheri Winston; Richard Handler; Martin Davidson; Jennifer Harmon; Erica Spangler; Carolyn Vallas; Sharon Davie; Melvin Mallory; Stanley Trent; Maurice Apprey;

ODE Staff: Marcus Martin; Daisy Lovelace; Gail Prince-Davis

Introduction:

The July 30, 2009 Diversity Council meeting was well attended. Following introductions, Dr. Martin discussed the transition in the Office for Diversity and Equity. Bill Harvey accepted the position Executive Director of the International Reading Association. Marcus Martin was appointed interim VP and Chief Officer for Diversity and Equity. The official transition date was July 25, 2009. The Associate VP position was not backfilled. A search committee has not yet been formed for the VP and Chief and Chief Officer for Diversity and Equity position.

Prior to the meeting, DC members were sent an acknowledgement of Bill Harvey drafted in a form similar to a resolution. The acknowledgement outlined Bill's accomplishments as the VP and Chief Officer for Diversity and Equity including the creation of the Office for Diversity and Equity and the Diversity Council. The acknowledgement contained objectives of the Diversity Council. Members of the Diversity Council signed the acknowledgement. Dr. Martin indicated that the acknowledgement would be read during a reception for Mr. Harvey on July 31, 2009.

Dr. Martin introduced the new student representatives Jigar Patel (President of the Asian Student Union), Charlie Harris (Honor Committee representative for the summer appointed by David Truetzel current Honor Committee Chair), and Jasmine Jefferson (University Judicial Committee representative). Dr. Martin also indicated that Edward Warwick would be representing the LGBT Resource Center. Ed previously attended the Diversity Council meetings as a representative of the Dean of Students Office. Sarah Wilcox Elliott will continue to represent the Dean of Students Office.

Dr. Martin discussed diversity as a core value at the University of Virginia and indicated that it is referred to in the Commission on Future of the University report with other core values such as honor and ethics, faculty excellence, innovation and collaboration in the pursuit of knowledge, leadership for the public good and education for freedom. Three overarching priorities are referred to in the Commission on the Future University; the student experience, science and technology, and global education.

Diversity Council members received preparatory materials prior to this meeting which included a listing previous subjects covered at the DC meetings and the summary of objectives.

The Office for Diversity and Equity submitted its 2009-2010 critical functions/goals to the Provost for approval. One of the goals included holding a facilitated session with the Diversity Council to initiate development of diversity and equity strategies for the University.

The Diversity Council members were requested to consider opportunities and challenges to be discussed during the facilitated session with subsequent potential remedies/actions.

A session lasting 2.5 hours was facilitated by Professor Sherwood Frey, Ethyl Corporation Professor of Business Administration, Darden Graduate School of Business. Professor Frey has been a faculty member in the Darden School since 1979. He was previously a faculty member at Harvard Business School. At U.Va., he teaches courses in quantitative analysis, finance, and bargaining and negotiating. Dr. Martin indicated that we are fortunate to have Sherwood Frey at UVa for 30 years.

There was enthusiastic participation by the Diversity Council members. Many challenges and opportunities were listed initially under nine major headings. Those major headings are as follows:

- 1. Promotion of Institution**
- 2. Recruitment and Retention**
- 3. Equity/Diversity as an Institutional Value**
- 4. Coordination Across the University**
- 5. Economic Support**
- 6. Definition of Diversity**
- 7. Outreach**
- 8. Acknowledge & Develop Understanding & Access;**
- 9. Understanding/Measuring Current Situation.**

(Please see appendix A.)

The listings in appendix A were further refined into appendix B under the following headings:

- 1. Culture of Inclusion;**
- 2. Communication,**
- 3. Research and Acknowledge,**
- 4. Recruiting and Retention;**
- 5. Action and Initiatives.**

(Please see appendix B).

Appendices A and Appendix B contain the original proceedings from the facilitated session. Appendix C will contain an expansion of appendix B for discussion at the September 3, Diversity Council meeting and for the initiation of subcommittees and action by the Diversity Council.

Appendix A

Challenges/Opportunities identified by Diversity Council

1. Promotion of Institution

Charlottesville

Marketing

Public Relations

- a. Publicizing & celebrating success stories (budget) as a priority
- b. Developing appropriate marketing strategies
- c. Acknowledge (mitigate) the challenge of our geography
- d. Acknowledge uva history & traditions/current behavior can be off-putting
- e. Change perceptions of uva
- f. Inclusion of broad population to membership & events
- g. Recognize & reward good mentorship
- h. List of “who does what”
- i. Reaching out to youth
- j. Acknowledge individuals who are exemplary
- k. Engaging whole community to develop strategies
- l. Diversity Council more proactive

2. Recruitment and Retention

- a. Greater faculty diversity: racial & gender
- b. Greater diversity in student body: undergraduate, graduate, professional
- c. Retain diverse faculty
- d. Greater diversity among staff
- e. Enhancing existing programs/resources: student, faculty, staff
- f. Continue to recruit & engage diverse vendors
- g. Understand reasons behind departures
- h. Acknowledge (mitigate) the challenge of our geography
- i. Continued development of accessuva program
- j. Value “diversity” scholarship research
- k. Acknowledge uva history & traditions/current behavior can be off-putting
- l. Non-traditional students feel part of community
- m. Reaching out to youth
- n. Hiring process pool to employment
- o. Accountability for diverse hiring: department chairs, deans, provost
- p. Expanded search process
- q. Diversity in administration
- r. Staff equity & representation
- s. Engaging whole community to develop strategies
- t. Diversity Council to be more proactive

3. Equity/Diversity as An Institutional Value

Proactive

Build Common Purpose

- a. Curriculum development => diversity
- b. Value “diversity” scholarship research
- c. Increase interdisciplinary programs
- d. Acknowledge social/legal obstacles
- e. Inclusion of broad population to membership & events
- f. Non-traditional students feel part of community
- g. Recognize & reward good mentorship
- h. Senior leadership entrenchment
- i. Training/developing/understanding/action for special needs of special groups: faculty, staff, teaching assistants
- j. Hiring process pool to employment
- k. Expanded search process
- l. Diversity in the “small” not just the “aggregate”
- m. Acknowledge individuals who are exemplary
- n. Staff equity & representation
- o. Engaging whole community to develop strategies
- p. Diversity Council more proactive

4. Coordination Across the University

Information

Action

- a. Foster interactions among diverse populations
- b. Coordinating efforts of various groups: sharing best practice, create common threads
- c. Integrate & utilize the international community & comfort
- d. Enhancing existing programs/resources: student, faculty, staff
- e. Increase interdisciplinary programs
- f. Inclusion of broad population to membership & events
- g. Breakdown insular behavior groups power structure
- h. Promote cross-group activities
- i. List of “who does what”
- j. Accountability for diverse hiring: department chairs, deans, provost
- k. Expanded search process
- l. Diversity in the “small” not just the “aggregate”
- m. Engaging whole community to develop strategies
- n. Diversity Council more proactive

5. **Economic Support**
 - Resources Focus Acquisition**
 - a. Sustaining support for initiatives
 - b. Enhancing existing programs/resources: student, faculty, staff
 - c. Continued development of AccessU.Va. program
 - d. Make available (money) alternative educational settings/experiences
 - e. Fund raising opportunities to support/enhance programs
 - f. Engaging whole community to develop strategies
 - g. Diversity Council more proactive

6. **Definition of Diversity**
 - a. Clear understanding of what diversity means
 - b. Understanding diversity within diverse communities
 - c. Non-traditional students feel part of community
 - d. Diversity around faith
 - e. Engaging whole community to develop strategies
 - f. Diversity Council more proactive

7. **Outreach**
 - Information**
 - Action**
 - a. Reaching out to local community
 - b. Change perceptions of U.Va.
 - c. Acknowledge social/legal obstacles
 - d. Inclusion of broad population to membership & events
 - e. Develop partnerships with outside groups (corps)
 - f. Outreach to HBCU/HSI/Tribal colleges
 - g. Reaching out to youth
 - h. Expanded search process
 - i. Engaging whole community to develop strategies
 - j. Diversity Council more proactive

8. **Acknowledge & Develop Understanding & Access**
 - a. Clear understanding of what diversity means
 - b. Welcoming LGBTQ community
 - c. Foster interactions among diverse populations
 - d. Understanding diversity within diverse communities
 - e. Acknowledge (mitigate) the challenge of our geography
 - f. Acknowledge U.Va. history & traditions/current behavior can be off-putting
 - g. Make sure handicapped can participate in activities

- h. Diversity around faith
- i. Training/developing/understanding/action for special needs of special groups: faculty, staff, teaching assistants
- j. Engaging whole community to develop strategies
- k. Diversity Council more proactive

9. Understanding

Measuring Current Situation

- a. Adapting to demographic shifts
- b. Understanding reasons behind departures
- c. Acknowledge U.Va. history & traditions/current behavior can be off-putting
- d. Acknowledge social/legal obstacles
- e. Developing/agreeing upon metrics
- f. Hiring process pool to employment
- g. Accountability for diverse hiring: department chairs, deans, provost
- h. Benchmarking other successful institutions
- i. Compare to similar institutions: diversity, research, teaching
- j. Diversity in the “small” not just the “aggregate”
- k. Engaging whole community to develop strategies
- l. Diversity Council more proactive

Appendix B

Further Refined Categories

- 1. Culture of Inclusion**
 - a. Attitude
 - b. Program/Curriculum
 - c. Resources
 - d. Community-Pervasive
 - e. Commitment
(3, 5, 6)
- 2. Communication**
 - a. Outward
 - b. Inward
 - c. Within
(1, 4 info, 7 info)
- 3. Research & Acknowledge**
 - a. Acknowledge
 - b. Understand
 - c. Define
 - d. Measurement of Outcomes
 - e. Goals
(6, 8, 9)
- 4. Recruiting & Retaining**
 - a. Staff, Faculty, Administration
 - b. All Students
 - c. Vendors
(2, 5)
- 5. Action & Initiatives**
 - a. Program
 - b. Benchmarking/Best Practices
 - c. Resources
 - d. Outreach
(4 action, 5, 7 action)