

Diversity Council Meeting Minutes
January 21, 2010
Newcomb Hall South Meeting Conference Room

Present: Steven Warner, Sharon Davie, Adettra Thomas, Martha Ballenger, Stanley Trent, Edward Warwick, Ashley Fleming, Marie Chee, Debbie Mincarelli, Brett Schnell, Connie Lee, Cheryl Apprey, Valerie Gregory, Jennifer Harmon, Kelli Palmer, Gary Nimax, Blaine Norum, Eric Coleman, Yolanda Johnson, Erica Spangler, Carolyn Vallas, Andrea Roberts, Melvin Mallory, Taylor Reveley, Carolyn Dillard, Wraegen Williams,

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

- I. Introductions: Diversity Council members gave a brief introduction.
- II. Review of minutes from December 10, 2009. Minutes were approved without corrections.
- III. Diversity Data Access — During the fall of 2009, the DC formed a strategic planning subcommittee. One of the 4 goals set by the subcommittee was to gain access to and utilize diversity data at UVA. Ms. Lovelace provided a power point presentation which highlighted the following.
 - a. Current sources of University data: The Office of Institutional Assessment and Studies and various other offices (Admissions, EOP, Student Financial Services and the Vice Provost for Faculty Recruitment and Retention)
 - b. Data sources that are housed on The Office of Institutional Assessment and Studies website are the Data Digest and the Historical Digest.

The current proposal is to grant Diversity Council members access to the data through Netbadge. Ms. Lovelace requested that DC members determine how they would like to utilize this data. Diversity Council members are to follow up with Ms. Lovelace.

- IV. Planning for the “Media, Diversity and Democracy Conference” April 1 and 2, 2010 — Daisy Lovelace updated the Diversity Council on the progress of the conference to date. Conference topics will explore such topics as women in STEM, globalization, race, politics/elections, immigration, international relief, LGBTQ and education. The conference will have a key note speaker, panel and breakout sessions. There will be awards presentations on Friday. A request was made to DC members to help with the categories for the award presentation. Ms. Lovelace will follow up with DC members individually for suggestions.
- V. Diversity Definition Subcommittee – subcommittee members met on several occasions and drafted “The University of Virginia’s Diversity’s Statement”. Council members reviewed the document (see attached) and following minor revisions unanimously approved the statement. Dr. Martin mentioned that he will present this draft version of “The University of Virginia’s Diversity Statement” to the University Provost and

Present for their review and also inquire if it requires Board of Visitor's approval. Dr. Martin will report back during the Feb 18 DC meeting. .

- VI. The Diversity Resource Development Subcommittee devised a strategic plan. The mission is to fund raise to support specific diversity, equity, inclusion initiatives. The subcommittee came up with 11 initiative clusters and requested suggestions from DC members for fund raising initiatives.
- VII. Reports from DC members on diversity/equity/inclusion initiatives/accomplishments the past 5 years: Stanley Trent, Martha Ballenger, Maria Chee and Ashley Fleming, Sharon Davie, Melvin Mallory, Debbie Mincarelli, and Cheryl Apprey made presentations. Reports will be emailed to Diversity Council members

Dr. Martin mentioned that ODE will merge the diversity council initiatives/ accomplishments into one final document and make it available for members of the Diversity Council.

- VIII. All reports and the powerpoint presentation used during this meeting will be sent to Diversity Council members for review. The Next DC meeting February 18, Harrison Small Library Room 318