



- Address system and legacy of disparity in hiring and promotion at the hospital
- Support for/commitment to diversity in hiring and admission within UVA as it exists

### **Internal Diversity Processes**

- Increase on-campus housing/reduce pressure for affordable housing
- On Grounds housing diversity
- Active diversity efforts in Greek system
- Medical center access and privacy issues
  - o Customer service

### **University and State/Lobbying for Change**

- Dillon Rule with contracts (lowest bid) to address living wage
- Proactive aggressive stance on review of/change of laws with disproportionate affect in the community

### **Community Outreach & Interaction for Equity and Social Justice**

- What is the university doing to address health disparities
- Increase advertising in community regarding UVA programs, etc
- University take a leadership role in restorative justice and reform (curriculum and service)
- Focused connection/support of educational system
  - o Outreach to increase access to UVA classes

The group broke into four Action Groups - Truth and Understanding, Repair, Relationship, and Communication - to discuss specific topics. We have included the flip chart notes from each below. Each group addressed the following issues and questions:

#### **Truth & Understanding**

*University of Virginia History: Race and Repair.* This new course (Wednesdays, 4 to 6:30 p.m.) will be open to up to 30 students and 15 non-credit (no cost) community members. Course material will be available at no charge for community members.

Questions for group: What key elements of University-Community history should be included? Which 'keepers of history' in the community and at UVA should be contacted? How can we recruit students and community members? What student research projects would best strengthen knowledge of this history?

*Memorializing History.* A student-led effort is examining the need for a memorial for slavery and other aspects of racialized history.

Questions for group: How should such a memorial(s) be developed? Would a Community-University design competition be useful?

*Orientations for Student Volunteers.* UCARE students are working with Madison House (the University clearinghouse for student volunteers) to improve understanding of local history and cultural competency.

Questions for group: What key elements of University-Community history should be included?

## **Repair**

*Networking Meetings.* UCARE has been asked to help collect information and encourage networking of individuals and organizations who work for racial equity. Two networking meetings have been held to date that have allowed for people from the Community and University to meet one another, share information, and coordinate actions.

Questions for group: How can we increase the attendance and productivity of these meetings? What Community and University institutions could partner to continue such meetings? What topics should be considered?

## **Relationship**

*Dialogue on Race.* The kick-off of this City-led initiative is December 5. The Dialogue is intended to ‘*identify problems and propose concrete solutions and paths to action that promote racial reconciliation, economic justice and equity*’. (see <http://www.charlottesville.org/Index.aspx?page=2554>)

Questions for group: How can the university community be actively engaged in this effort? Should there be an effort to recruit specific individuals at UVA to participate in the Dialogue, and if so, who?

## **Communication**

*Engaging University administration.* UCARE has been meeting with and listening to a variety of individuals and groups in the community. Consistent, clear messages come from many sectors about the importance of the University in areas such as employment and affordable housing.

Questions for group: What are the most important core messages? How can we help bring these perspectives, concerns and needs to those whose decisions impact this community?

*UCARE web site.* Given the interest in UCARE being a clearinghouse for actions for racial equity, how can that best be accomplished? What should the web site include?

These suggestions will be further researched and submitted to the Steering Committee for review and discussion. The meeting adjourned at 2pm.

## **Flip-Chart Notes**

### **Relationship Action Group**

- Sustained dialogue groups at uva could be interested in participating ☒ inform and invite them (Erin will do this)
- Multicultural education class
  - o Resource ☒ could participate in dialogue and be a resource (Bob?)
- Madison House- make a clear invitation through MH for student involvement (as facilitators, more than participants)
- Need to reach beyond to other cultures, Latino, immigrants, churches, etc...
  - o Talk to ministers!

- Need to reach administration and staff folks ☒ how to do this?
  - Ask office of diversity and equity if/how it can reach out and encourage staff to participate in City Dialogue
  - Faculty/staff contacts?
  - Inform living Wage Campaign people and ask to support/disseminate
  - Black faculty and staff listserve
    - Beverly Adams is contact
  - Hold dialogue study groups at facilities/places where people are
    - Example—go to JABA, Churches, etc... instead of asking them to come to study group
  - Draft a letter to JT letter between UCARE and Dialogue to broader community ☒ knocking on doors
  - Get Karen Waters to help ID how to get this out to community
  - MACAA can also do this
- Give/share this list with City Dialogue facilitators
  - Suggest that facilitators be willing to advocate to group that meets in sites/ locations that preference those without transportation or time for travel- to ensure diversity and place n web that these are possible locations
  - Places to take the study circles
    - JABA <Susan Sidler>
    - Mel's Diner
    - A.A Senior Center (Mary C. Wilson)
    - OnGrounds, for UVA staff who live in community
    - Hispanic Church (Senior Center at Pepsi Place)
    - Black Churches
    - Hope Community Center
    - Abundant Life Ministers
    - MACAA
    - Salvation Army
    - Synagogue
    - Carver Center
    - Westhaven and First St. Centers

### **Communication Group**

- Enrolling the B.O.V.:
  - Relate to their mission statement
  - Seek strong commitment of support and accountability to diversity
    - Need Sustained report
  - Find a champion
  - Tie to educational mission
  - Student competency
  - Tie to capital campaign
  - Diversity class alum

- Direct Action

### **Truth and Understanding Action Group**

- UVA Class:
  - Space for 10-15 community members
  - Goals
    - read and discuss together known university history
    - projects to uncover larger history—full university-community partnership
  - History to include: oral histories
    - Promote as project, not as “class to take” to community members
      - Eugenics included
  - How to expose community to class?
    - Senior centers, Madison House partners
  - Location?
    - On Grounds and QCC; Jefferson School? – need computers
- Memorializing History
  - Recognition for Henry Martin (Bell Ringer)- photo in Rotunda as model for statue
  - Marines—group of people
  - To be valuable, needs to be in a location accessible to all community
  - Not a top priority without relationship change; won’t be meaningful
  - First group of graduation black students

### **Repair Action Group**

- Acknowledge positive and negative things that are happening/have happened
- How to increase attendance at networking meetings
- UVA/City/County partnering on \$6 Million grant to address disparities in discipline
  - Mediation in a culturally appropriate context
- Intention of networking meetings- bring together people interested in a topic
- Expertise within a community
- Repair meeting led to focus on housing
- Each invite 5 people to next meeting
- What are the issues? What are the strategies?
  - Example—hiring: what are the barriers?
    - Wages
- Inconsistency of UVA/Community relationship
  - Example, summer, graduation
- Expansion of topics, more prep before meeting
  - Approach schools and faculty meeting agendas, community centers, Westhaven is an example, even if just 3 voices
- Community meeting- if interested in topic, share your ideas
- Forum- expert sets tone, informative
- Networking- those ready for action meet
  - Catalyst for further action

- Topic expansion
  - o Wages and hiring
  - o Medical access
  - o Housing
  - o Justice
  - o Education
  - o Mental Health

**Policy Recommendations**

- Living wage- including contracted employees
- Hiring felons
- Increase on-campus housing/reduce pressure for affordable housing
- Contracting with minority owned businesses
- Increase advertising in community regarding UVA programs, etc
- Focused connection/support of educational system
  - o Outreach to increase access to UVA classes
- University take a leadership role in restorative justice and reform (curriculum and service)
- Support for/commitment to diversity in hiring and admission within UVA as it exists
- Active inclusion of Charlottesville community memberse with diverse perspectives
- Proactive aggressive stance on review of/change of laws with disproportionate affect in the community
- More effective ways of organizing grassroots efforts- direct support
- Medical center access and privacy issues
  - o Customer service
- On Grounds housing diversity
- Active diversity efforts in Greek system
- Dillon Rule with contracts (lowest bid) to address living wage
- What is the university doing to address health disparities
- Stand for the delineation between internal and community issues regarding disparities
- Identify connections to the university mission
- Address system and legacy of disparity in hiring and promotion at the hospital

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