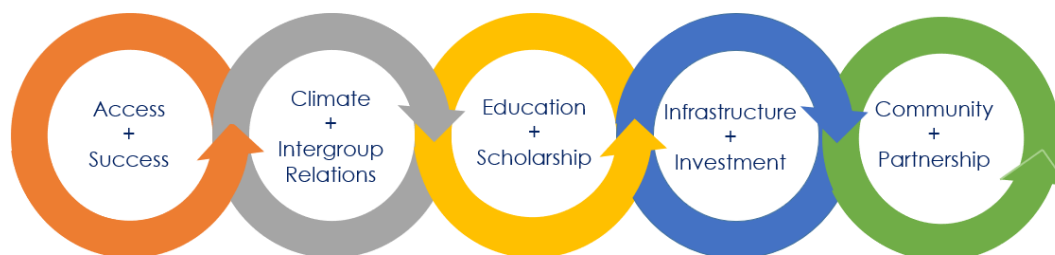


# Diversity, Equity, & Inclusion Digest

September 2020



## Inclusive Excellence and Facilities Management

Inclusive Excellence (IE) is a framework adopted by UVA in 2019. It allows each school, department and organization within UVA to set goals for the five areas above in regards to diversity, equity and inclusion within their areas.

The Facilities Management IE framework is guided by the FM Diversity, Equity and Inclusion program and led by the FM IE Planning Team. The 16 team members below will represent various departments, gathering feedback from each individual involved - that means **you!** Their efforts will kickoff this fall and continue into the spring when we will safely be able to meet with you and collect your feedback. The team will communicate its progress along the way so that you are informed, engaged and valued.

### IE Planning Team members and their representative areas:

- **Co-Chairs:** Corey Hoffman and Emily Martin
- **Operations:**
  - Dan Shantler:** Systems Control and the five maintenance zones
  - Lester Jackson:** The four specialty shops: Elevators, Fire & Life Safety, Roofing and Lock Shop
  - Dana Schroeder:** Automation Services, Metering, GES, Environmental Resources, Sustainability and Operations management
  - Marcus Klaton:** Energy & Utilities
  - Vibha Buckingham:** Custodial Services
  - Terry Maynard:** Housing Facilities
  - Kevin Beal:** Landscape and Recycling
- **HSPF:**
  - Nina Green:** all reports under Will Schnorr
  - Richard Good:** all reports under Chuck Parker
- **CC&R:**
  - Chris Hoy:** Project and Construction Management (Alternate: Tracy Sandau: CPMs and CSs)
  - Shawn Anderson:** Construction and Renovation Services
- **Programs and Informatics:** Dennis Bianchetto
- **OUBO:** Rachele Hermes
- **Finance:** Sonya Swiderski
- **Technology & Innovation:** Avery Wagner
- **Occupational Programs:** Emily Martin
- **Apprenticeship:** Ryan McCarthy

Learn more about Inclusive Excellence by visiting the [UVA Inclusive Excellence website](#) or the (new!) [FM DEI website](#)



## [The UVA Racial Equity Task Force](#)

**In May 2020**, faculty, student, and community activists called for concrete and immediate action towards racial equity at the University of Virginia following the murders of George Floyd, Ahmaud Arbery, and Breonna Taylor. UVA President Jim Ryan established a task force **on June 3** and asked the leaders to work quickly – “more of a sprint than a marathon” – and to pursue bold ideas, building on years of activism and scholarship by UVA students, faculty, staff and community members.

The task force comprises **Kevin McDonald**, UVA’s vice president of diversity, equity and inclusion; **Ian Solomon**, dean of the Batten School of Leadership and Public Policy; and **Barbara Brown Wilson**, assistant professor of urban and environmental planning and faculty director of the UVA Equity Center.

**On August 10th** the Racial Equity Task Force released its [final report, titled “Audacious Future: Commitment Required,”](#) outlining 12 key initiatives to improve racial equity at UVA:

- **Endow Equity at UVA:** Dedicate the necessary financial investments for racial equity: \$100 million to \$150 million immediately for investments and spending over the next three to five years, \$500 million to \$650 million in perpetuity by dedicating Strategic Investment Fund Resources for a permanent quasi-endowment, and \$100 million to \$150 million collaboratively through challenge matching funds (50%) that incentivize targeted philanthropy (50%).

- **Launch the Equity Scorecard:** Develop a scorecard of institutional racial equity goals that are posted publicly, reviewed annually and used in leadership performance evaluations. Fund the Division for Diversity, Equity and Inclusion: Fund and empower the Division for Diversity, Equity and Inclusion so that it can fulfill its overall mission and execute or coordinate efficiently all of these initiatives.
- **Commit to represent Virginia in student body demographics:** Recruit, admit and support an undergraduate population that reflects the racial and economic demographics of the Commonwealth of Virginia. Launch the Inclusive Faculty Initiative: Reform search, hiring, mentoring, promotion and retention practices and double the number of underrepresented minority faculty – currently approximately 200 out of a total faculty of 3,000 – by 2030.
- **Build pathways for staff success:** Improve career development, salary equity and hiring of historically underrepresented groups for leadership positions and contracting opportunities so that Black and Latinx staff and contractors benefit from job promotion and wealth building.
- **Launch the Grounds for All campaign:** Improve the climate at UVA by rethinking, reframing, retelling and renaming UVA's historic landscape, and also by addressing other barriers such as concerns about policing practices.
- **Provide anti-racism education to all members of the University community:** Empower all members of the UVA community with the courage, understanding, knowledge and skills to take effective anti-racist actions and to foster a culture of belonging and inclusion.
- **Review tenure and academic policies:** Review promotion and tenure policies and other academic policies to ensure that they advance principles of racial equity and global best practices for inclusive excellence.
- **Endow the Carter G. Woodson Institute for African American and African Studies:** Build the preeminent department of African American and African Diaspora Studies by creating an endowment for the new department and supporting its long-term growth.
- **Launch Pay Our Debts Reparative Scholarship Program, with special recognition to descendants of enslaved laborers:** Recognize the descendants of enslaved laborers who built and maintained the University by working with the UVA Alumni Association to create scholarships for both degree and nondegree education.
- **Restore the Indigenous nation's platform:** Repair relationships with Indigenous communities by creating a Center for Native American and Indigenous Studies with appropriate academic and administrative staffing and including a tribal liaison.

*"We define racial equity as a system in which racial identity neither predicts nor determines one's access, success, nor influence within the University of Virginia—where people of any racial background have an equal probability of thriving."*

-Racial Equity Task Force



[This four-part dialogue series](#) explores the history of race, racism, and racist ideas at UVA. We are seeking to remember our history with the purpose of understanding how it carries into our present, and upon facing the truth of our history - how we might transform the possibilities for our future. [Register directly here.](#)

- **Dialogue 1 – “Resilience Through Education”** September 8, 2020 | 10 – 11 AM  
For the first 50 years of its existence, UVA was a landscape of slavery and violence. Over the next 100 years, UVA embraced at turns Jim Crow rule, eugenics, and continued segregation. Knowing this, we are reminded by community members that any positive strides must not be taken for granted and continued consideration of the university's historical legacy is necessary for our future.
- **Dialogue 2 – “Implications of Space and Access”** September 15, 2020 | 10 – 11 AM  
This session explores the physical history of UVA and Charlottesville, examining how access to housing and services have been shaped by embedded racist beliefs and attitudes. The story of Vinegar Hill is used as a case study to highlight how urban renewal was used to undermine a thriving Black commercial district.
- **Dialogue 3 – “A Brief History of Eugenics”** September 22, 2020 | 10 – 11 AM  
Dr. Reynolds outlines the genesis and history of eugenics in the United States and how key early leaders at UVA embraced and promulgated its ideas. She then discusses some of the long-term impacts on healthcare in Charlottesville for the African American community.
- **Dialogue 4 – “Imagining our Future”** September 29, 2020 | 10 – 11 AM  
In this closing dialogue, we will open an invitation to our community to examine what we have learned over the prior dialogues. We will consider how what we have learned can be used in transforming the daily life of the University and how we can build a culture of racial accountability for a more just and humane future.

## Hispanic Heritage Month - September 15th

Know your neighbor, celebrate your neighbor. Do you know [the difference between Latino and Hispanic?](#)



- September 15 is a historically significant day that marks the anniversary of independence of five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua.
- The designated period is also a nod to those from Mexico and Chile, which celebrate their independence on Sept. 16 and Sept. 18, respectively.

## Rosh Hashanah, Jewish New Year, September 18 - 20, 2020



[Sweet Foods, Like Honey Cake and Challah, for a Sweet Year](#)



[What is a shofar?](#)

- Rosh Hashanah, the Jewish new year, is a fall holiday, taking place at the beginning of the month of Tishrei, which is actually the seventh month of the Jewish year (counting from Nisan in the spring).
- The two days of Rosh Hashanah usher in the Ten Days of Repentance (Aseret Yemei Teshuvah), also known as the Days of Awe (Yamim Noraim), which culminate in the major fast day of Yom Kippur, the Day of Atonement.