Call to Order: Derek Miller called the meeting to order at 1:03 p.m. Happy new year! Thanks for your flexibility in moving to an all-Zoom meeting today because of the storm that shut down schools and some businesses.

Presentation on Diversity, Equity, Inclusion, and Belonging – Dr. Glyn Hughes (Director of Institutional Equity and Inclusion):

This is an important moment to talk about DEI at UR, because UR is in the process of searching for its first VP of DEIB. Hope to fill this position by mid-summer.

In 2019, set of recommendations made about a new way to structure DEI at UR using shared-equity model with three legs to the stool: (1) Senior leaders’ role is to articulate urgency and priority around DEI. (2) Inclusive Community Council, comprising faculty, staff, and students, given a long-range charge to think about how to orient campus to DEI. (3) Hire a VP.

For last few years, Dr. Amy Howard has served in a temporary role overseeing DEI; but this was only half of her portfolio, as she also oversees community relations. UR wants a full-time VP of DEI.

We have added a fourth leg to the stool: the DEI Community of Practice, which comprises employees who have a DEI component in their jobs. This group of 15 people convenes monthly. By having these four legs of the stool, many people take

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responsibility for moving DEI forward at UR and it becomes an embedded practice. This shared leadership is consistent with national trends.

Cassie Price: Can you give examples of recent situations involving DEI and how UR responded?

Glyn: Maybe an overview of Israel-Palestine would be helpful. Lot of tension, especially among students over this, and a lot of bias incidents reported. This was a good test of our new process. We quickly figured out who was best to respond to individual cases. Also clear that this issue affected whole campus, so two groups formed: one focused on how to support students (also faculty and staff) and the other focused on what we can do as an educational institution to lead educational discussions about the situation. Plan for a series of dialogues about the conflict. The work we did, built the muscle for how we respond to future instances.

Hope Walton: How is senior administration setting the tone/urgency for DEI? How are they being prepared?

Glyn: One example is found in the “Making Excellence Inclusive” page that lists work initiated and completed. It also links to lists of some of the people responsible for key aspects of DEI. Another example is when supervisors ask their direct reports to include DEI goals in their performance reviews. Another example is the way President Hallock specifically named DEIB as priority in his strategic plan.

Hope: But how is it being structured? The strategic plan doesn’t give specific DEIB goals and outcomes. Some campus units, like Student Development, have been doing DEI for years, but others haven’t. How do you embed it across campus? Some institutions do an annual DEI report listing outcomes.

Glyn: I can’t speak to the current strategic plan, but UR has commitments that drive the Making Excellence Inclusive goals and that are driving the work of the Inclusive Community Council.

Hope: What is being done to train most of UR on DEIB. What assessment will be done?

Glyn: I would mention UR’s commitments again. I am not an advocate of training per se, because research shows it is not effective. I don’t see a push for campus-wide training.

Hope: Training doesn’t have to be required, but should be offered. At other institutions, the DEI commitment comes from the Board of Visitors all the way down.

Glyn: SCEI has trainings. Community Dialogue Network in my office is open to whole campus and will be a Well 100 class this semester. HR does online trainings. Provost Office also does diversity training around hiring.
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transformative DEIB work? The solution for inequity lies in the communities we build. Honestly, I’m not sure how we gauge progress.

Daniel Hart: How did UR make the decision to hire a VP of DEIB?

Glyn: President Hallock initiated hiring a VP of DEIB. Having this senior leader within the shared-equity model has been part of the vision. Amy Howard was on the cabinet doing DEIB part-time and didn’t report to the president. Now we will have a full-time DEIB VP on the cabinet and reporting to the president.

Hope: How will you and Amy fit in under the new VP?

Glyn: Right now, my Institutional Equity and Inclusion Office and the CCE are both under Amy. My office will peel off and will fall under the new VP. Details still being worked out.

Derek: Thank you, Glyn!

Glyn: I appreciate the discussion. This is a model for what I hope we will do more of. Feel free to ask me questions offline.

3. **Reflections on the Wellness Center Tour/Activities:** Derek: About 20 people participated in the tour last month. Cassie: Fabulous, loved sea salt room and kitchen demo. Derek: Will probably host another tour in the summer months.

4. **Budget Report:** Balance of $3,097.87 left for the remainder of the fiscal year.

5. **Committee Reports:** No reports from Volunteer Committee, Communications Committee, Facilities Committee, Benefits Committee (last meeting canceled), Planning and Priorities, Faculty Senate.

6. **Web Submissions** – None

7. **MLK Day:** [Link](#) to events that are open to staff, students, and faculty.

8. **Closed Session**