



University Staff Advisory Council

MINUTES

January 9, 2024

THC 305

<https://urichmond.zoom.us/j/86032754530?pwd=a2xpblFNWmJpSmN0M2VOVUhYbjhPZz09>

Meeting ID: 860 3275 4530

Passcode: 426454

In attendance: Derek Miller, Bill Galaspie, Cassie Price, Glyn Hughes, Maribel Street, Hope Walton, Kristin Stacia, Daniel Hart, Haley Hermann, Mary Churchill, Ashley Kuemmerle, Jess Oliver, Monica Booker, Andrea Vest, Susan McNulty, Mary Wheaton, Michael Dickerson, Jennifer Phillips, Nick Lydick, April Kim, Emily Phaup, Carole Yeatts, Tammy Alexander, Iria Jones, Lauren Withrow, Amy Atticks, Denise Marshall, Chelle Davis, Jacqueline Carrell, Christina Page, Jenika Simmons, Kaylin Tingle, Michael LaRue, Daniel Hart, Frances Dickerson-King, Carolyn Smart, Aesha Uqdah, Sara Tandy, Mary Finley-Brook, Rachel Weinberg-Rue, Caitlin Adair Daglis, Cary Jamieson.

Note: Email Bill Galaspie (bgalaspi@richmond.edu) to request access to a recording of this meeting.

1. **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.
2. **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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Hope: Any training being done for senior administrators and Board of Trustees?

Glyn: BoT has a DEIB Committee that has regular discussions.

Hope: How does UR assess DEI progress?

Glyn: Not sure how DEI will be tracked/assessed under the new strategic plan.

Mary Churchill: Do you have any data on the number of African-Americans accepted to UR in the last two years relative to previous years? My understanding is that no Black Americans were accepted into the Oliver Hill Scholars Program this past year. The new VP of DEI will be responsible to looking at DEI across students, staff, and faculty.

[Addendum from Stephanie Dupaul, VP of Enrollment Management, added Jan. 17, 2024: The Oliver Hill Scholars program accepted five Black African Americans into OHS this past year, one of whom is enrolled. The Oliver Hill Scholars selection committee invited 28 Black African Americans to interview for OHS, interviewed nine, selected five, and enrolled one Black African American (in addition to accepting and enrolling US citizens who are Asian, Hispanic, white, and multiracial). In addition, four Black African students from Cameroon, Ghana, Kenya, and Morocco are also new Oliver Hill Scholars. To enroll more Oliver Hill Scholars, the selection committee will need to offer a place to more students and/or work to increase yield of those who have been admitted. We appreciate the partnership of the SCEI and their leadership of the OHS program.]

Glyn: The purview of the new VP of DEI is being worked out. Not sure yet if that person will manage all DEI across campus or if they will primarily focus on higher-level DEI work (cabinet level, for example). Will be a colleague of the VP of Enrollment Management, and this will help get at the questions you are asking. This is a national search.

Derek Miller: What are DEI resources for employees who aren't managers?

Glyn: Employees can undertake trainings. Individuals who want to advance this work, could ask that a performance goal be DEI related. Employees can use UR's [guiding principles for equity-minded practice](#) as a starting point for discussion on various initiatives. It's a shared point of reference for doing good DEIB work.

Mary: How do you think UR is doing on DEI?

Glyn: We are doing better in some areas, but there are things that are hard to control. Leadership, student, and staff turn-over make it hard to get to the underlying problems. I am more interested in hearing from people about the strategies they are using to approach this big issue. How can we share, critique, refine our work together? Are we practicing

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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**

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