

Contents

What are the top priorities you would have for achieving racial equity in ACCESS + SUCCESS?:	1
What are the top priorities you would have for achieving racial equity in CLIMATE + INTERGROUP RELATIONS?:.....	11
What are the top priorities you would have for achieving racial equity in EDUCATION + SCHOLARSHIP?:	22
What are the top priorities you would have for achieving racial equity in INFRASTRUCTURE + INVESTMENT?:	32
What are the top priorities you would have for achieving racial equity in COMMUNITY + PARTNERSHIP?:	41
What are the top 3 priorities you would have for meaningfully contributing to racial HEALING + REPAIR?:.....	51
Zoom Q&A Comments	62

What are the top priorities you would have for achieving racial equity in ACCESS + SUCCESS?:

More financial aid

A way for people in the Charlottesville community to have access to UVA in a way they can afford.

Boosting under-represented groups' representation in the faculty, staff, and student body

diversity in faculty and staff with greater retention

Transparency. representation

Breaking down the baked in culture of inequality that supports the long held ideas of elitism steeped in racial inequity and other indicators that make UVA inaccessible and unwelcoming to students, faculty, and staff (esp. Black folks)

additional funding for offices designed to support and enforce diversity and inclusivity efforts

perhaps partnering with primary or secondary schools in an effort to prepare children longitudinally for high academic performance on the post-secondary level

Increasing Black Faculty and Staff

Diversity in hiring

bringing equity mind individuals to grounds, providing regular training, centralize organization restructuring, centralize hiring.

Removing racists from the University.

Recruiting diverse staff

Diversity in senior leadership

Awareness and education.

Greater diversity in hiring and better support to help with retention

character

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Pay equity for faculty and staff across races, comprehensive focus on hiring and retention of employee's of color.

Dismantling white supremacy - from top down.

Targeted recruitment. HR diversity specialist. Diversity committees throughout organization

Before other things: Examining the ways that all of our environments are white-centered so that we can break them down.

That everyone feels comfortable, safe and valuable at the school.

"Recruiting diverse faculty and students

Raising \$ for scholarships"

Broad discussion and self reflection.

helping people understand what racial equity looks like through brief essays and visual summaries

Recruitment strategy, Scholarship, academic support one admitted

Focus on outreach to domestic minorities rather than using international students to mask inequities for black domestic students

Admitting more Black students

Hiring more diverse staff at UVA; creating more safe spaces for students, staff, alumni, and community members to voice their concerns and receive support

Reviewing job qualifications for health system employees. Not all groups have had access to college degrees, this could leave out a large pool of qualified candidates

more Black faculty and staff

Recruiting diverse faculty and staff

Representation and funding

"Tenure for Dr. Paul Harris! Tenure for Dr. Tolu Odumosu! What is this racial equity task force doing on their behalf?

(see Colleen Flaherty, ""Botched,"" from Inside Higher Ed, 6/22/20; Jamal Watson, ""The Peculiar Tenure Denial of Dr. Paul Harris,"" fro"

Recruitment and retention

Diversifying the work force

Enrollment

Supporting faculty and students when they are already here. Without that, recruitment is useless and difficult

High school pipeline programs in communities of color in the Commonwealth.

More diverse staff

greater retention of diverse faculty and staff

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Increasing the number of black students and other students of color enrolled at the university

Recruitment and financial aid

More diversity in leadership.

Move from selective school admits at the end of the 2nd year to direct admission as 1st years.

diverse hiring.

recruiting and retention of diverse faculty and staff

more support systems and programming for first gen and low income students

admit more minority students! uva is way too white!

Drop standardized testing in admissions.

Every member feels inclusiveness.

End legacy admissions

Representative faculty and staff

Recruitment, support, and retention of Tenured Black faculty

Inclusion of Black women, especially on this Task Force

Hiring, retaining, and granting tenure to black and POC educators in all fields

Faculty and staff that reflect VA population

Holistic review of applicants

Required educational curriculum for all faculty, staff, and students

Retaining diverse staff and faculty through tenure

More support for staff spouses

More Black faculty

better recruitment to address inequality

Funding for ethnic studies

More black faculty

More bridge programming

Ensuring pay equity among staff

Diversity training for staff, faculty , and students as well as a crisis-racial curriculum.

Creating pipeline programs, revamp recruitment in staff, way too nepotistic!

From a staff perspective, recruitment and selection needs to be more diverse

"Better training g for hiring managers

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Greater recruiting techniques"

Defined career paths for upward mobility.

Less racist structures in the way

Measure applicants promotion retention by demographics

Diversity in faculty and staff

Diverse workforce

supporting faculty and staff of color. not just recruitment but retention.

Value student mentoring/advising and DEI work in the tenure and promotion process

more minority staf and faculty

For students, financial access to the university.

Tenure for Dr. Paul Harris

Ensuring that the percentage of black students in the state of Virginia is the percentage that is reflected in UVA's student population.

Retention. Not just recruitment.

Diversity in staff, namely supervisors

Accountability. Transparency. Widespread intentional impact.

eliminate racist tenure criteria

transparency, more representation of POC in faculty and staff

Work with Workday to chop off names on applications from the outset

Ensuring opportunities for non white employees

White admins stepping down from their position to give space for BIPOC admins to lead

More tenured faculty of color, specifically Black

recruiting (and focus on retaining!) Black faculty and staff, cultural norms and work environment

Dismantling inherent bias in the the Univ. recruitment, promotion, etc. processes and culture

financial aid

strong mentorship in high schools at UVA

having the BOV join in agreement with these efforts. Making racial equity a priority. To include training from the top down.

No legacy admissions, more Pell grant students, changes to promotion & tenure guidelines

Transparency of possible funds available to FG-LI and BIPOC income students

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Recruitment, retention, inclusivity, pay equity

diversifying the places where UVA recruitment happens, school zones, communities, job posting locations, etc.

Recruiting representative faculty and staff and supporting them once they are here

Diversity in staff, particularly tenured staff.

Making equity an acknowledged and evaluated part of faculty work rather than "volunteer" work

Training that invites everyone to be a part of , knowing that it will provide a real pathway to advance.

No bullying, no slurs - by any color towards any color. We need to bring back good manners.

Recruiting and retaining students, faculty

diversifying faculty and staff and supporting their flourishing

Building durable relationships in regional communities (K-12) to channel students into UVA, while improving cultural sensitivity on Grounds to enhance their experience on arrival

Need based aid - remove loan component

Expanded outreach for local Black first-gen students.

"increased recruitment

improved support

access to support resources"

Tenured Black faculty

valuing Black faculty, not just hiring or putting on committees

Intentional training and accountability around these issues

Increased student self-governance; power to the people

Clear materials and sources of information, rather than needing to beat the bushes to find information and resources.

Ex. <https://citizenscholars.virginia.edu/awards-database>

Transparency

Focus on creating an academic environment that is less cut-throat competition based - so it can foster success of diverse individuals who have a lot to contribute but also want to support a family and life outside of work

Having more diverse staff which will allow for mentors who actually understand your needs

Increased cultural competency and Integrated diversity education in curriculum

Start in elementary schools. Build success from the bottom up.

K-12 education materials and mentoring, internships with local HS and middle school students, to encourage college ambitions and awareness of subject areas.

Reaching out to all populations in all areas of all backgrounds

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recruitment, retention, aid, support

Correcting for inequities in K-12 education and the impact of those inequities on college preparedness.

Recruitment of highly qualified Black and Brown faculty. Then promoting and tenuring them in a way that is transparent, fair and equitable.

Greater retention and support for Diverse faculty and staff

More faculty of color. More recruitment of high school students. More scholarships available to support students of color.

including students in the conversation, not just faculty/staff

Retention and promotion of staff of color

Diversity in staff and faculty

Increase underrepresented demographics in faculty and staff, providing targeted support for their success

Focus on archival justice, making sure that history is focusing on marginalized groups. Grant reparations and full access scholarships to descendents of slaves at UVA. Take down Jefferson statue.

Safety of our students

Diverse hiring processes

In regards to hiring, we need to prove that UVA is safe for BIPOC candidates. We need to be transparent that we work in a racist society and we are working through concrete steps to change this work environment to be equitable.

Recruiting at high schools that have a large # of URM students. Also, a stronger presence in community colleges. Building bridge programs w/community-based organizations that work w/traditionally underrep groups

Support for staff

diversification of curriculum; diversification of staff/faculty to reflect the state of Virginia; diversification of student body to reflect the state of Virginia; more inclusive supports for student success

Eliminate SAT/GRE requirements. Eliminate criminal record checks wherever possible (or consider alternatives). Tenure process revisions that focus on equity.

Recruiting / bringing in more Black and Brown students, esp undocumented and FGLI. Making sure those students feel supported, safe, and able to thrive.

Espoused values aligned with in-practice values

increasing success with completion rates for the underrepresented

group discussions, open forums, opportunities to collaborate and share information across departments, organizations and leadership levels

Enrollment equity

greater diversity in recruitment

BIPOC President of UVA

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Active recruitment of students of color and low-income students; cultivation of those students before they come to grounds and more hands on counseling during first year.

Transparency in hiring processes and procedures, including tenure reviews. More diverse faculty and staff.

Diverse and ANTIRACIST tenured faculty.

recruit more faculty of color and support them through fair, transparent, and equitable tenure processes

Refer to the demands released from BSA! Tenure for Paul!

Eliminate the institutions that faculty candidates earned their degrees especially the PHD during the screening process.

Tenure for Dr. Paul Harris and increasing access & successful tenure pathways for Black scholars at UVA.

More funding for Black faculty & students, more diverse hires, better retention of Black faculty

"Financial, access to alumni groups to chat/ current students.

VIRTUAL TOUR BEING FUNDED BY UVA! Guides currently hav to pay for it.

Making it so that you do not have to travel to UVA in order to get a feel for it.

More online programming for FGLI"

The efforts need to be constantly present in employees mind.

supporting members of our community who have disabilities, hiring from a wide pool of candidates, not using any biased/AI resume screeners, increase financial aid for Black students

Clear institutional messaging that signals the school/university welcomes and supports BIPOC students

Hiring, retaining, and promoting POC staff and faculty.

"hiring & tenure for more BIPOC professors

removing standardized testing requirements for admissions"

Absolute intolerance for bias incidents

Support on how to create a more diverse staff

Recruitment, financial aid, outreach efforts., for faculty/staff, reviewing hiring practices

Ensuring we are reaching diverse students from all high schools across the Commonwealth and supporting them effectively on Grounds

TENURE FOR BLACK AND BROWN SCHOLARS

retention of diverse faculty and staff --> enhances recruitment and retention of more diverse students --> leads to more diversity in the pool for recruitment

Recruitment and financial aid

Scholarships for minority students, Extra supports such as mentoring and support groups for minority faculty and staff. Required diversity education for all faculty staff and students.

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"-Transparency (personal/institutional level, calling out and admitting how we've (Jefferson included) contribute to racism

-Actual Change (Visible, tangible mechanisms in place)"

Elimination of legacy preference in admissions

UVA needs to support ALL Black workers at the University. Not just those in academia. All workers, contracted, part time, and students need to receive a living wage and be provided hazard pay in the coming year.

Student support, formal and informal learning opportunities (classes as well as interest groups/student activities/community initiatives)

Engagement, recruitment, mentorship and retention

Diversified recruitment strategies, mentorship, further building a culture of inclusion and belonging

Hiring and retention of BIPOC faculty—tenure track and revamping the process. Funding defendant admission pipelines with intention.

"Clear metrics of success for students and faculty of color upon entry and exit.

Greater retention for faculty of color

Greater class representation and intersectionality"

Creating an environment that is safe for black students and other students of color by not tolerating racist acts, behaviors, policies, etc. by anyone - faculty, staff, students, etc.

Equitable pay

Ensure legal protections and civil rights for all parties. Be thoughtful in our change management.

"-turning police into ""University Safety""

-recognizing systemic inequities when looking at applicants"

"Equitable cost of access to the university based upon the family/student income.

Credits to students and faculty when they do racial justice and equity work on grounds at UVA instead of risking their careers and GPAs.

Free access to local workers"

Diversity and implicit bias in education training for staff

Clear way to report issues and direct feedback and action steps for change. Actually seeing those changes or steps to those changes in place. Way to train students and faculty on these issues. Recruitment, hiring, and leadership positions through UVA

Reassessing how blanket tenure requirements disproportionately affect BIPOC faculty as well as female faculty.

If a person of color is up for tenure, there should be at least one other person of color on the committee or in SOME position to be able to speak up if/when biases begin to come out. To have no people of color stacks the deck against great profs.

Equity in leadership

Furthering belongingness

The undergraduate student body should align with the demographics in the state.

Funds for scholarships for Black students at all level of studies and a change in faculty culture that supports them

Financial aid packages for minority students and increased funding for each School's ODEI.

proper support of students who enter UVA without the knowledge and home-based support structure to know how to maximize the experience (at most extreme, first gens need ALL KINDS of advice/tips, and use that to provide portions of support to others)

Reparations (and considering specifically what this looks like in higher education), addressing income disparities and P&T disparities, audit, plan, and actioned implementation from trained anti-racist experts outside of the university/academia.

"1. Identify and value who is already here. Promote from within to diversify the leadership ranks at the university.

2. Leverage these internal resources to assist in recruitment and retention at all levels. The OAAA peer advising program model"

an environment that welcomes diversity so that people will be interested and driven to apply and stay

ensuring that under represented people achieve success in the professional schools... we admit folks, but not sure we provide the right type of support

Diversity in ALL aspects...faculty staff and students.

Reconceptualize "merit"

More diverse staff including leadership but also making sure the pay, benefits, opportunities etc are equitable as well.

engaging Charlottesville and surrounding community in recruiting and retaining persons of color. It's hard to feel welcomed and sense of belonging in small southern town if don't know where black and brown folk go for R&R

Investing in college readiness programs

Ensuring diverse student representation at all levels and faculty representations at all ranks. Ensuring a fair and anti racist promotion and tenure process as well as student recruitment and success.

diversity at EVERY level of UVA, see it continuously, every day

more outreach to high performing low income students, formation of local chapters of UVA Black Alumni Initiative as an affinity group for outreach, recruitment starting in middle school to provide a path to the university.

Adoption and implementation of University of Chicago Free Speech policy statement

Reduce police-involved interventions at UVA for non-violent situations.

Community connections and contributions

Equitable hiring practices, unapologetic attention racial diversity among undergraduate students, strategic budget focus on faculty hiring

Staff who feel they can speak frankly with one another about issues around equity and inclusion. Especially when that is uncomfortable

"1. Acknowledgement there is an issue with race, equity and inclusion.

2. Training- Mandatory training from all top leadership

3. Continued open dialogue about issues

4. HR support and confidentiality"

Programs that focus on elementary and high schools in the County to encourage learning in math, science and engineering.

End the white-centric bias in our evaluations in Faculty Hiring and Faculty Promotion procedures.

Student Enrollment more diversity; more faculty of color who are hired and stay at UVA

"supporting our BiPOC faculty and staff in terms of retention/tenure

Looking at who is on the committees making decisions and who is being impacted by decisions"

better financial aid, more support for BIPOC students and faculty (staffing wise and programming), affordable housing/meal plans or at the very least subsidized,

Recruitment--wider more PROACTIVE recruiting of faculty with diversity in mind.

"tenure for Dr. Paul Harris and Dr. Tolu Odumosu

support for faculty/staff/students of color so they can thrive here at UVA"

Student body representative of Virginia

pipeline programs for underrepresented undergraduates, graduate students, faculty, and staff

"increase Black and POC faculty and staff

Address the pay inequities by eliminating questions on salary history when hiring"

"Increase the percentage of Black students and faculty.

Increase access for Black alumni to alumni committees and organizations

Make it easier for Black alumni to stay abreast of UVA events, especially re: Black students, alums, faculty, staff and C"

A proportionality metric for both applications and acceptances to UVA for all people of color. ie, a population demographic metric so there are as many applicants and acceptances for all racial groups per their proportion

Increased talent recruitment and searching in higher density minority middle school and high schools

build pipeline for diverse recruits

Develop endowment for students who are interested in being changemakers

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Creating the Black Alumni Association as an official, university funded organization to help current students have access to a network of graduates

Pipelines to the university - working directly with the families of lower wage staff members of color to ensure their children have not only academic and financial support needed to succeed at UVA.

training staff in diversity and bias so to minimize the affects of biases in hiring and admissions processes

"Fair tuition and abundant scholarships/student grants

Inclusive curriculum, focusing on little-explored facets of history for all people of color"

Remove the UPD

navigating our current administration's xenophobia with more protection for our international community

MANDATORY annual coursework for employees regarding racial equity and cultural awareness; akin to the MANDATORY sexual harassment training and workplace harassment training.

Work with student council on the efforts they are making. Specifically the diversity engagement committee.

The comment about intellectual humility and empathy and forgiveness really resonates.

Make equity training mandatory for all leadership

Diversity in hiring

Hiring diverse faculty and staff

Consistency

Leadership representation

Recruitment of diverse candidates and inclusive onboarding;

Recruiting from minority schools.

ensure that people of color are given adequate resources and also representation in decisions that affect them

Diverse entollment

Racial equity in admissions and hiring, equal opportunities and pay for all employees, healing

Name blind recruitment process possibly in application process as well

Thoughtful recruitment with over the top support to new faculty, staff, and students. Training for all.

Educating individuals on their own blind spots regarding racial equity and how it plays out in our environment.

What are the top priorities you would have for achieving racial equity in CLIMATE + INTERGROUP RELATIONS?:

Dismantle the "good old boy" club

Equal pay - a salary analysis needs to be done. Whites are paid far more than minorities with the same job. Even if the minority person is more educated and more experience.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Our majors from URM groups tell us that white students often do not want to work with them in group projects, because they perceive URM students as inferior

address the physical reminders of racial inequity - monuments, statutes, names of buildings, murals (Old Cabel Hall)

Leadership transparency. Better representation on future working groups and tasks forces. Better representation of staff.

Addressing a culture that makes it difficult for Black faculty and staff to thrive. Black staff do not recommend open jobs at UVA to their Black peers because they are not valued or trusted with authority. Tenure for Black faculty.

Honest Cultural Introspection and critical thinking relative to ALL people.

Have a class addressing race and racism for first years

More diverse students, faculty, and staff. Equity in tenure decisions.

encourage more self-reflection

Transparency

deep and sincere respect and commitment to creating time & space for listening and understanding to occur

If one did a quick look around are the groups diverse at any venue? When I started it appeared it wasn't. Example, cafeteria employees compared to groups eating. Visually seemed unequal.

Make it a graduation requirement that all students (undergraduate and graduate) take courses focused on race and privilege -- more transparency from leadership about hiring and retention of diverse faculty and staff

we need to see more people of color particularly black students, staff and faculty

Holding forums for black and brown men, women, and non-binary employees and students. And listening to their recommendations and taking appropriate actionable steps.

It is still an institution that worships at the shrine of TJ, and that shows in the culture.

Black leadership everywhere. Dismantle white-focused culture

Prioritizing and promoting the differences students and faculty offer

Honestly engage with others and confront personal bias.

I feel that it's important to train managers regarding microaggressions and implicit bias.

Encourage & empower minority students (Black, LGBTQ+, low-income) to engage in student self-governance, and to actually have a discussion about how "student self-governance" is unpaid labor that admin. uses to absolve themselves of responsibility

Recruitment, hiring, and tenure for diverse faculty and staff

Really make the LGBTQ community including black trans feel welcomed, although this seems far off for UVA

more accepting of wider range of styles. no need to code switch.

Listen to students of color thoughts and demands

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Less wealthy white students concentrated at the university

White backlash at UVA so common when Black students speak out and question the system The response to the student who stood up in UVA's MSC is proof of this.

Diversity in senior leadership position. When you can count the number, that's BAD.

Support for students, staff, and faculty of color

TENURE REFORM

Better integration into the Charlottesville community

An environment where everyone feels safe and supported.

Create mentorship contracts between graduate students and advisors to help address power dynamics

tenure decisions are made unfairly

Less tokenism

"Bring research to bear on actions before they are taken and objectively evaluate success of interventions.

Address bad behavior when it is observed with clearly articulated responses."

Tenure reform and staff support/interview prep when looking at "next job"

removing the university police

More public grappling with the white, rich, masculine history of UVA.

Offering more opportunities to realize our implicit bias, and try to work on to move forward.

Education about the history of UVA as background to change

inclusion of mandatory (not optional) classes on race, privilege, class, etc. in first year curriculum

Repent publicly for racist practice and policy. Name specifics. Also, acknowledge that things are not ok for Black people in Cville.

It's White and male. White men, Black men and heterosexuals thrive.

Provide opportunities for for students and faculty of color to be heard. Give a platform and take action on whats put forward on their needs.

There is essentially no support for non-tenure track researchers (postdocs, eg), which disproportionately impacts URM.

Ensuring BIPOC staff and students don't have to be "the best of the best" to have the same opportunities as White staff and students

Training and education is key to understanding how language is used to include or exclude groups of people

Equal pay for equal work

Change the culture of celebrating white academics as the source of discovery and the example of success

DEFUND UPD

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Renaming buildings named after white supremacist

More opportunities for staff advancement. Only POC staff seem to be getting underpaid and under-advanced

Prioritize bringing equity to Black Americans! Our specific issues are routinely tabled. Whites are still in control, particularly white women.

Cross-racial curriculum

Pay student athletes, consistent climate surveys widely shared, mechanisms to report bias, required training on boarding and workshops for DEI

Career growth opportunities for POC and women; pay equity issues for same.

Telling our full story over and over and over again

Salary study by race and position for an extended window of employment. It would be good to see how careers and salaries progress by gender and race for ALL careers at UVA.

Creating spaces for black people where they are not policed by the actual police or the administration

We need transparency regarding recruitment retention and promotion across all demographic groups and we need leaders of each unit to be committed to staffing initiatives that promote and ensure equity and belonging for all staff.

training for staff

More understanding and open conversations

more transparency on the history of the university

Culture change the DEPARTMENT and SCHOOL level since they have such autonomy at this decentralized school.

We as employees need to educate ourselves, so having resources that the experts recommend would be very helpful.

Tenure for Dr. Paul Harris

Annual culture climate surveys tied to performance evals. Analysis of retention for staff but especially URM staff. Mandatory Exit Interviews.

We issued a climate survey after Aug 11-12 but never released the results. Do that now or a future survey you may want to do will be viewed as disingenuous.

Consequences for racist, sexist, homophobic, etc. behavior

Increase communication & education on the full history of UVA both past and present for all students and employees. Make it mandatory and consistent.

White people are thriving

more communication across grounds...knowing fellow staff members who are people of color to share experiences and what to do to bring forth change

For employees/stay, clear metrics posted on actual diversity statistics for their unit. Visibility is crucial for change

The top is very white , diversity all the way to the top

Removing any ties to the confederacy. Aka. Remove the cemetery and the gates that was everybody installed

1) understand and recognize the current cultural work climate (meeting culture, social informal norms) How it isn't very inclusive 2) Experiential training and more awareness 3) proactive structured changes 4) examples and modeling of inclusive

Reduce impediments for people to participate fully (technological, socioeconomic, siloed culture in specific units)

for staff, skill building in conversations around these topics.

much more diverse leadership amongst managers, supervisors, administration. more deliberate work amplifying quieter and more marginalized voices. strong voices from leadership (Pres Ryan and cabinet) on this as value to UVA

Days of dialogue with action items to follow.

Culture and climate flow from the top down - diversity in leadership is essential, as is honesty and transparency about our history

a mechanism for students and faculty of color to report individuals in the UVA community that have traumatized them (so they can have frank conversations about why they behaved in such a way)

Require training sequenc for faculty, staff, and students in DEI and cultural competency

Diversity of faculty and staff population. Focus on amplifying diverse voices in the student body. Reexamining the process for tenure faculty. Diversifying thesis panels.

You will not attract a more diverse student body without showing you honor and respect your black and brown staff through increasing recruitment and retention, and providing tenure.

Front line supervision , especially in facilities must go through a thorough training in equity and diversity based in accountability to do the right thing.

Sometimes I'm not sure we have a skin color problem, but more a man woman problem. Women are not respected no matter what their color. Black men might feel they have to be tougher (more manly) in order to compensate.

Everyone feels noticed and included and can be themselves - no code switching needed!

"well supported university wide conversations about white supremacy and dismantling racism

funding to support locally developed actions that come out of the conversations above"

We need training for our current members and a catalyst that helps overcome the huge barrier of diversifying majority white departments. How do we build support until personnel can be diversified (to provide mentorship) at all levels?

Tenure for Paul Harris

Have Black women lead! Fund Black studies. Actually support Black faculty. Reform racially biased tenure reviews.

ensuring oversight of tenure decisions for black faculty , and student grades for black students

Include the voices of Black women on panels such as this one.

TENURE cannot be a Whites Only club.

Provide opportunities for real conversations between individuals and groups at and across every level.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Give students more power over funding allocations

Intellectual humility, empathy, and a culture of forgiveness. We are an educational institution, but the current culture among its constituents can be very dog eat dog.

Develop a training for all incoming faculty, staff, and students (+ refresher courses) on bystander intervention so that people feel empowered to intervene during instances of racism, and know how to do so constructively

don't allow for "devil's advocate" comments in the classroom when they are in fact just harmful and used as a cover to be racist. make space for BIPOC in classrooms.

Empowering and amplifying voices and transparency on how concerns are being addressed and the barriers associated with addressing

Build unity on something that transcends group divisions.

While POC are overworked to try to make committee representation diverse, it would be important to form working groups between organizations, e.g. Woodson and Batten, Library and Data Science, etc.

Students of color especially feel marginalized.

Those who are thriving are those who look and act most like traditional structures and leaders.

Mandatory training on micro aggressions (what they are, why they are toxic for everyone, including the aggressor, and how to not engage in them).

Tenure for black faculty

"Include pledge against hate speech in Honor Code.

Hold faculty responsible for aggressions directed to students."

distribute resources across different types of CIOs, less emphasis on white greek life, make CIOs accessible to all students

UVA alumni who are faculty and staff are the only ones who are promoted regardless of experience

There cannot ever be enough roundtables. Get people together telling stories and seeing each other's humanity.

Remove university police, increase resources for black students in the classroom and outside of it, change names of buildings that are named after eugenics leaders and slave owners

Support events and organizations involving black students

More WOC in admin positions. Fewer white people who block change because they have tenure. Tenure reform. Commit to making 50% of the student population BIPOC.

Diversify faculty. Diversify administrative staff - move beyond hiring largely Black and Brown to serve as grounds keepers and facilities workers. Increased training on racial bias and discrimination

focus on equity in hiring practices; focus on increased support of student groups that are built to increase cross cultural interactions

Be honest about how we are perceived. We are literally called "The Plantation" for a good reason.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

renaming buildings, ending over policing of Black and Brown students, requiring anti-racist education based in Black radical thought for all students

"this requires agreed rules of the road/guidelines to have meaningful exchanges; needs to get more detailed for implementation

need clarity about shared language and values"

tenure for minority faculty and staff, move away from these "white" UVA traditions

Equity for all staff and faculty

Create "good discomfort" among white folks at UVA.

Create authentic spaces where people of color feel welcome and not invisible to white peers, faculty, staff, etc.

Encourage white folx to examine their racial biases.

Acknowledge the advantages bestowed upon white males throughout the University's history, and work to dismantle the systemic policies and mechanisms that have made this demographic thrive disproportionately.

Accountability for racism perpetrated by White faculty and administrators. Tenure for Paul Harris.

recruit and retain more faculty of color. very white faculty overall means few opportunities for authentic collaborations and relationships cross-race

It's not the "perception" — IT IS racist and takes a huge toll on Black and Brown folks.

An overhaul of our education on the topic of cultural inclusion. Change comes with education and tolerance. We need a university wise solution for every member of UVA

Eradicate white supremacist practices & policies that marginalize Black students & scholars

providing more robust funding for MSS. mandating a class on racial equity. uplifting, supporting, and encouraging the work BIPOC professors. Stop using diversity whenever it is convenient but not putting in the actual work.

A more inclusive holiday calendar; reform the tenure process; abolish white supremacist based Greek life

More all university and all school emails!! So issues that are affecting one group become a shared community concern.

Inclusion of POC in all levels of UVA.

demographic improvement to be representative of VA && USA population, graduating from the university as an anti-racist for any field ((not just humanities))

Create climate where unwelcoming behavior is directly and constructively addressed as opposed to ignoring/overlooking/excusing it

Diversify the student body, consistent training in bias

get rid of town vs. gown mentality

mentorship program for faculty and staff led by your taskforce or a group approved by your taskforce. Intentionality around mentor/mentee relationships

Academic and financial support for minority students and providing confidentiality as well

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Diversity training for all faculty staff and students including honest history of race relations at UVA

more transparency, hold people especially our white peers accountable for unacceptable actions

Find ways to bring groups together across differences - need to foster curiosity, empathy, and relationship building

The history of the University reinforces whiteness. In order to push back against this, we need to have better representation of the global majority in everything the University does, and all community members must engage in this conversation.

Clear rules of engagement regarding race issues, peer groups, mentor ship, climate surveys

Opening up the conversation to broader university setting, BIPOC faculty and staff shouldn't shoulder these conversations. Would like for there to be real analysis of past and present advocacy efforts as it feels we are reinventing the wheel.

"Faculty: Clear expectations of the tenure process

Students: Defund University Police, define relationships with CPD, support the OAAA with funding and capacity support,"

Open discussions on white supremacy and how it shows up in the climate - policies, behaviors, attitudes, beliefs, etc.. First must create awareness of what WS is and how it shows up and then efforts that will be implemented to disband it.

Equitable opportunities

Protect free speech. Encourage civil engagement. Create a climate where we can disagree and test ideas thoughtfully.

"-continued diversity training for students throughout their entire 4 years

-frequent training for staff and faculty"

ensuring that those who are hired, and admitted to the university have interests and vested experience in doing, studying, and implementing racial equity work.

Dismantle the perception of white as the "default" or "normal" student

This also relates to access for me, but knowing who to reach out to and being open and clear with decisions and action steps. A climate of openness and understanding for students, faculty, and staff who feel heard with issues.

Dismantle honor code. Perhaps a movement toward restorative justice model

Black professors cannot continue to be judged by all-white tenure committees.

Acknowledging that different stakeholders have different priorities.

Meaningful and practical diversity training for supervisors so that Black staff feel that their supervisor is sensitive and aware

Intersectionality should be a top priority to bring groups together for a common purpose.

Make sure to leave listening room for views and feelings of white/majority groups in the conversation so that the ENTIRE UVA base feels included and a part of getting to racial equity. Don't repeat sins of exclusion from past onto a different group.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Addressing sexual assault and harassment, particularly as its affecting BIPOC women and femmes. Addressing ableism, particularly as its affecting disabled BIPOC folx. Addressing ageism, particularly targeted towards BIPOC staff, students, and facult

"1. White males succeed at higher rates than other groups at all levels - students, staff, faculty. How? Why?

2. We do not acknowledge our history of injustice. It remains an unspoken weight on people of color and women.

3. Not a level playing field"

While issues with the Black community are critically important, there are other POC here. Even Asian Americans, who are NOT considered under-rep, given the diversity among this HUGE group, each sub-group IS a minority

Have white people teach white people about white privilege with the hope that it will open thier eyes so they can move forward in learning how to be allys and how to listen.

Try focus groups with people of color at UVA to find common strategies for them finding their place in the community; to feel supported.

Mandating diversity training for predominantly white groups such as IFC and ISC Greek organizations

Need a black or brown provost or President. More diverse leadership on the academic side.

create opportunities for staff to talk to students

Addressing the demands of Black students, faculty, staff, alumni, laborers, and the Charlottesville community that have been longstanding.

Treating all students, faculty with respect without regard to race, religion, ethnicity, political ideology. All human lives matter.

Encouragement of more staff and faculty interactions ; leadership needs to know who the people are that make their jobs possible

Hiring more Black and Brown senior administrators, especially Black women and train faculty/administrators around whiteness.

Ensuring staff at every level within the organization is heard and their voice is valued.

"Climate is that people want to change things but do not know how.

Also, the climate is to ignore the issues and hope things get better

Climate is that leadership does not seem to take this topic serious"

Programs and educational speakers that are focused o. Climate and Uber group relations

End the white-centric bias in evaluating faculty from a retired white professor

Recognize that the BOV's insistence on "Jeffersonian" architecture brings w it connotations of exclusivity and whiteness.

Look at BiPOC student demands

abolishing upd

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

^^ to what all others have said....and, more specifically, greater focus on building community both within and across schools. More cross-disciplinary teaching, more focus on NURTURING a COMMUNITY of all scholars and learners.

"Cross-racial education

More diversity in hiring and support to retain a diverse workforce

representation of everyone, not just the dead white males, in the landscape"

Broad examination of UVA branding and communications, memorials, art, through a racial and gender bias lens.

Mandatory training r: implicit bias, and re: the history an culture of racism in America and at UVA. Be sure to focus on BLACK history, not a watered down "people of color" history

I am surprised to hear from my students that I am the only professor they have who even talks about race. Professors of all disciplines should be able to discuss race and race matters in the class.

Transform UVA into a place where African Americans feel welcome, wanted , valued, safe, and equal

Group sessions to discuss individual backgrounds and outlooks. Sharing information leads to understanding.

Increased funding for diverse student organizations

Again, an official Black Alumni Association (there are other groups who have them at UVA so there is certainly precedence). Also strengthening funding for school based things like CDE in E School (bring back Ms Vallas, etc). Allow truly safe spaces

More diversity amongst faculty. Racial equity training for all students, staff, and faculty.

"fair tuition and abundant scholarships/grants

In-depth revision of history to include all people of color and their histories"

Dismantle Honor system

Dismantling Greek life and white supremacy culture

Rename UVA buildings named for Confederates and white supremacists!

Include memorials and less white washing of history— especially around the Lawn

Tenure for Paul Harris

more education, open dialogue and transparency

Require a black history/indigenous history/POC history curriculum for all faculty and staff, as well as students.

Tenure for Paul Harris

Transparency about the history of the university - provide methodologies for students to learn more about our history

Defund university police

I would love to never hear "The Plantation" again! Make changes -- positive efforts -- more visible, along with needed changes.

White students that grew up in wealthy families with plenty of resources to thrive

Intersectionality - teach it and make it become a commonplace language and way of organizing anything.

Foster an environment where staff, faculty, and students from non-white backgrounds can express themselves openly without the fear of being excluded from future opportunities.

Engage Prospective and, current students in difficult conversations about their experiences, white privilege and subsequent inequities. A course or at least workshops to explore these themes should be mandatory for all students.

Create curriculum around U.S. History that does not require the average student to take a "Black History" course in order to gain an understanding of the achievements and historical accounts of blacks in the U.S.

Listen to BIPOC students. Requiring education (at least two classes) on current racist aggressions BIPOC people face as well as BIPOC history. One 'non-west' perspectives class perpetuates white supremacy in education

Greater transparency I. De iSign-making

rethink curriculum to require exploration of different cultures, so intergroup relationships develop outside the social realm and in the classroom

use empathy when speaking with black faculty, to be able to give proper support

Abolish UPD

Dismantle Greek system that promotes hidden white privilege

addressing work life balance in that traditionally men didn't act as care givers and could work long hours to advance their career. Many people are caregivers to kids or elderly but do not advance in careers because of a traditional path to success

More focus on the discrimination, unconscious, and conscious bias that black admins are confronted with. Black administrative staff are among the most vulnerable because they are often afraid to speak up for themselves in when treated as an "other."

There mandatory English requirements. Should there be an "accurate" US History requirement?

#TenureForPaul

Genuine desire to good for all, honesty about our short falls, listening to all. Safety and secure work places. Ability to speak up and challenge when something isnt right.

We need a full climate survey to assess

It doesn't have to be the uva way.

Financial assistance for minority students

Listening

How do we overcome the elitist/country club reputation and instead focus on being an elite institution for all?

It's a long term process! People need to open their minds and ears to the inequities that others have experienced over time. They don't have to understand, or relate to their experiences, only to empathize with the impact that it's had on individual

What are the top priorities you would have for achieving racial equity in EDUCATION + SCHOLARSHIP?:

Be more flexible with hiring requirements with degrees

Giving access to the local community to attend UVA. For working people give them access to SCPS at a VERY reduced rate to continue their education. Also it is way to difficult and expensive to get into SCPS for the average adult.

Giving more weight to teaching quality in tenure decisions; providing more resources to level the playing field for students coming from diverse backgrounds and school systems

Research is a big area NOT well supported at UVA. There are inequitable practices and support across grounds from HR, to OSP, and more. We continue to grow in research but not in our supports!

Value the scholarship of Black faculty like Dr. Paul Harris by awarding tenure to scholars who more than deserve it. It is a disservice to ALL students to give them a monolithic education from mostly white faculty.

require students take courses discussing the history of white supremacy in america and the role of UVA in perpetuating a white supremacist society

Preparation for academic success long BEFORE a POC arrives on grounds. E.g primary and secondary education partnerships and enhancement.

Require training -- anti-racism, implicit bias -- for all at the University.

encourage deep reflection of behavior patterns, have white students, faculty, staff, explore the messages they have received pertaining to race.

Race transcends disciplines. It shouldn't be concentrated on just the Black studies department. More classes addressing race in STEM fields.

examine hard into departmental practices and leverage leadership to directly address these issues

Good to work with local schools.

simply funding for the under privileged

Ensure faculty are not relying on black students to perform unpaid labor of educating white students, etc. on racial issues.

Promote, protect and support the scholars and educators ALREADY working on these topics - please don't keep promoting (newly) woke white people to teach this. Also extend the perspective beyond the US.

all schools should pay Black professionals to examine curriculum and make recommendations for change

How about creating a School for Racial Equity?

Intentional investigation of what character means on a personal level. What does it mean to become a "better" person?

Marginalized populations struggle once they are admitted to UVA. Academic support and counseling is important to their success.

Financial concern should never be an issue for under-represented students from disadvantaged backgrounds. Education is the greatest equalizer and should never be a barrier to a uva education.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Making classrooms spaces where open dialogue is actually encouraged

Admitting more diverse students, recruiting diverse faculty, professors teaching more diverse curriculum, providing scholarships for underrepresented and diverse students

institutionalize input by diverse voices in decision-making

Anti-racist training and more hiring of actual POC in Diversity positions.

More authors of color in curriculum, more conversations dismantling the ivory tower of UVA and leveraging more resources for Charlottesville, More inclusive tenure practices that do not leave out prof. Of color.

Racial equity in education and scholarship is in the BUDGET. Allocate the funds!

No succession plans for HR. Therefore, it's not diverse.

Cross-cultural curriculum, faculty representation

Community service and qualitative research should be plus factors in P&T reform

Require a course in structures of racism in America for all students

Diverse faculty that teaches all view points

Antiracism curriculum within each major degree/field of study

Invest in the Carter G. Woodson Institute!

Tenure for Paul Harris

Programs and experiences that lead to cultural fluency.

Highlight people's experiences over degrees

Staff development opportunities and mentor-ship through the job seeking process.

teach and be transparent about the real history of uva— eugenics is especially passed over

required course on racist history of uva

Paradigm shift, all can be each other's teachers, to stimulate mutual growth, instead of transplant knowledge and skillsets.

De-center Thomas Jefferson, and bring forward ways of knowing that TJ tried to erase

cluster hires, address racist history of the institution, funding for research and scholarship on equity, mandatory classes on race/equity

Privilege the anti racist research already being done, and not just when it's convenient for optics. Support with \$\$\$ in a proactive, rather than reactive, manner.

Invest in Black faculty and Black student life. Grant Dr. Harris tenure!

Fair equitable evaluations for tenure of faculty of color. And removing standardized testing as a requirement for admission

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Make sure courses, especially lower level, talk about how to succeed as a student. Study strategies, how to use the library, how to use analytical tools.

More intentionality to connect first-generation and low-income college students with funding opportunities

Review entire UVA curriculum and mitigate for imbalanced approaches to pedagogy.

Funding the scholarship of uncommon fields, especially those pertaining to POCs

Change the landscape of what constitutes a successful student, based on the student's environment

Curriculum should be more reflective of the classroom. Not only courses, but course content.

FUND ETHNIC STUDIES!!! EXPAND ASIAN AMERICAN STUDIES!!! give sylvia chong the recognition she deserves

Taking a class about race should be a general requirement.

Uva seems afraid to take hard, moral stances against clear injustices. Teaching hard truths and modeling grappling with your role in the past.

Learning about the history of African Americans should not be an elective course but rather a FY experience course.

Funding for research focusing on equity

Education on history of slavery at UVA -- more opportunities, recognizing there have been some; Scholarships for employees with need (for their children or them), especially in underrepresented groups

UVA Clubs should be engaged.

There needs to be a pipeline into the university from diverse groups regardless of financial aid. The current student body needs more representation that are first time college student for family groups.

"1. Make a black studies course mandatory

2. Do something about the white professors saying the n-word in class 🙄"

Ensure inclusive curricula across disciplines and inclusive tenure and dissertation reviews.

Fund research to figure out how we can work toward racial equity

Mandatory first year classes and discussion on history of UVA and race, as well as conversations regarding racial injustice

expanding programs/departments for studies by underrepresented groups

Demonstrate that the quality of teaching matters (not just through student evaluations).

Invest in more tenured faculty of color

Find barriers that prevent students from opting in to various programs and opportunities and remove those barriers.

Support faculty by giving Black professors (Dr. Paul Harris) tenure, as well as valuing research that focuses on Black lives.

Management training for department chairs and other university leadership.

Teaching the truth about the Civil War. Honor our founder for his accomplishments, but stop treating him like a saint.

Staff and faculty mentorship for students of color

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Increase funding, opportunities for advancement, and programmatic needs to black and minoritized departments.

We need to stop valuing biased measure like journal impact factors, citation counts, and student course evaluations when it comes to P&T decisions

More stringent requirements for hiring managers AND interview panelists. Mandatory implicit bias training.

Acceptance of Latino students into higher education programs despite of their socio economic status

Then make tenure status less white

Diversity and sensitivity training for faculty & staff; Mandatory diversity/history courses for all 1st year students

There is now more awareness, desire to address more equity - but feels a bit like blind leading the blind - limited expertise how to transform classes, revisit research with equitable lens, need more tools, models and practical ways to redress.

Improve support of staff who conduct research and teach and pathways for their advancement, particularly for those of color.

More diverse faculty, stronger anti-racism training for all faculty and staff, more financial support

UVA should except responsibility for past actions and non actions. We want to be the FlagShip and but the ship doesn't carry all people. Old money and its power limits access to education for all. descendants.

Teaching UVA students how to lead as themselves as not as whitewashed versions that are palatable to white supremacy

Require training on implicit bias to faculty and staff

Plurality of pedagogical discourse. Not focusing on historically western forms of education. Diversifying the methodologies of academia. Faculty and staff body should reflect student body should reflect general population.

Tenure for Paul Harris

Honesty about the tenure process. Not misleading staff on their progression towards tenure.

More resources to help faculty, particularly in the sciences, develop syllabi that center non-white and non-male scholars. Our textbooks fail us on this front.

Actively engaging black potential faculty hires !

I know first hand that my smart white daughter was denied enrollment in the engineering program at UVA while several of her black friends who made B and C grades got in that program. Working hard should mean something.

More black professors and grad TAs, esp in sciences

"Robust and sustained financial support for scholarship focusing on the experiences and voices of historically oppressed and marginalized people

A center focused on indigenous studies"

Support field-based (research) learning in STEM fields - there is evidence that it narrows achievement gaps and increases retention. Have cultural sensitivity/barrier training for faculty/instructors to make their courses more equitable.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Tenure for Paul Harris

There needs to be more anti-racist coursework for all students and staff. Stop discouraging students from taking Black studies AAS courses.

respect for black publications and black scholarship.. oversight of tenure decisions in regard to black faculty. oversight of academic progress of black students.

Must TENURE Black faculty. Right now we are losing the faith of Black graduate and undergraduate students as they watch UVA do nothing.

Make truthful US history mandatory for all students

End legacy admissions

Educate toward agency more than dependency on the institution.

Pathways not pipelines

Include components of research ethics and diversity in all STEM classes. These issues don't just need to be taught in one dedicated course - they should be interwoven with every course because they are relevant in every topic.

Make it mandatory to take African-American history classes. Cross-racial education is a must.

Equity audit on curriculum and teaching pedagogy

Make clear that race and diversity are not specialties of certain humanities departments, but work subjects into different schools, disciplines.

Ongoing training and interactive discussion

Fund research on our (UVA, Virginia, Southern) history and help provide more accurate education to children in K-12 schools

Respect Black scholars and their research interests/agendas. Cite Black scholars.

"Review of curricula to insure equity in what is studied.

Scholarships for minority students."

Mandatory education about the history of UVA for first years

Bring Federal Trio Programs to Grounds: McNair, SSS, etc.

Fund departments like AAS, increase number of black and indigenous faculty, increase number of courses offered in diverse fields, make a course on history of uva mandatory

"You are now identifying descendants of those enslaved at UVA. W

Will you support their education."

Restructure the curriculum. The curriculum should be recreated to promote anti-racism & tackling students biases.

promote tenure and hiring of researchers doing this work

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Make time for staff to engage in training and development - no one in my department has any time or opportunity to do so

outreach to more diverse sites for undergrads. Weigh in on legal implications for accepting more diverse students of color.

Factor service into the tenure process in a real way. Faculty of color are frequently called on to serve on multiple committees and should get real credit for it.

"TENURE FOR BLACK AND BROWN SCHOLARS!!!

TENURE FOR PAUL HARRIS"

Provide opportunity for tutoring at no cost for those who request it

Elevate and honor black female voices in this process. The perspective of this intersectionality is key. Can a black woman be included on this task force?

Make it a priority to learn and unlearn. Racial equity is not a hot, trendy topic it's about decolonization of mind (along with that come education). If students say something wrong, educate them about it, it's not on POC students to do this work!

Seed funding for collaborative interdisciplinary scholarly projects exploring equity and health disparities

UVA needs to be recruiting more Black students. A lot of Black students see that UVA is a very white space. UVA should be in schools and communities and reaching out to them.

Expand the capacity of faculty and staff to teach a course to all first-year students on the history of the University through a racial equity lens - with critical thinking around how it continues to impact the community today.

Teach that all people deserve success, research economic inequities and how they impact lives of minorities, teach and research how cross cultural learning enhances education and life experience

Tenure process; create cross disciplinary fellowship but you have data and ideas to draw from past and existing advocacy. Feels again we have students staff and ideas whenever we know we've had voices articulate clear pathways for racial equity through

"Focus on retaining faculty and staff that are fighting for racial equity by giving them tenure and institutional support. Has been an issue since Dr. Marshall - departments need clarity.

Diversify CUE, deal with bias of majors like PST and others"

Teaching & acknowledging the works of black authors, scholars, as well as, those of women and other people of color. Actively competing for top black talent that has offers at more prestigious institutions. Removing faculty/staff that don't support

There are plenty of IHEs for open access; we should offer rigor and research and inquiry. This should be a place of discovery and uncommon accomplishment.

"-diverse faculty

-frequent open and honest dialogue"

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

We teach racial justice, climate justice, environmental justice, economic justice and work to ensure that is a part of the curriculum

ALL students learn a thorough history of UVA's racial history, i.e. Kitty Foster, the Canada community, Charlottesville's history with gentrification in neighborhoods like Vinegar Hill. Land acknowledgement

Teach courses that look deeply at scholars, figures, events, etc. that aren't usually discussed in "western" scholarship/academia. Teach new interpretation of the "canon." Allow for questioning, discussion, and critique within classes on syllabus.

Increase graduate student fellowships aimed at first generation and well as BIPOC students

Please please PLEASE make a crack at dismantling the myth of Jeffersonian enlightenment.

More resources allocated to under served students of color from economically disadvantaged communities.

Funding for scholarly work. Review of what is being taught and having every class include DEI topics

Ensure that not one more racist graduates from UVA

Emphasis on learning to listen and understand multiple viewpoints and experiences. All students and faculty trained to "walk in others' shoes"

Changing the teaching practices that have been centered on upholding the values of patriarchal white supremacy. Valuing knowledge generation outside of "conventional" (aka white supremacist) research priorities.

"1. Merit based fellowships for cohorts of underrepresented students.

2. Support for DEI content in curriculum across the university, not just in CLAS.

3. Include DEI in the P&T process. Diverse committees."

More attention to Latinx and Asian American cultures as well

Name and grapple with structural racism across disciplines; value an array of rhetorical traditions.

I am a chair of a board and it is all white people. We are also limited who can run on the board and I think by taking that determination it would open it up to more people.

Recognize people of color come with different background and set of assumptions and broaden education and scholarship to include "non-traditional" methods and approaches. Requires faculty to value racial equity not just their scholarship.

Infuse UVA history and conversations about racial equity into first year writing classes

Complete an antiracist audit of university curriculum, including a syllabi review.

Create a Carter Woodson Building

Investing in OAAA, more investment in Ridley, AAS, and other related programming. A comprehensive path to tenure and other academic achievement.

Presenting balanced views. I am a double Hoo and I feel my beloved University has enabled less than robust dialogue for benefit of all

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

A deeper explanation of the history behind American racial inequality how post-Reconstruction policies brought about broad and legal racism across the Country and Virginia.

Accessibility of education. It is so expensive and this makes it unattainable for many.

Have more tenured faculty of color

Ensure that our students know the history of Charlottesville and its white supremacist past and present especially as it involves public space and housing

"Racial, equity and inclusion training- Mandatory- Students faculty and staff

Hire more persons of color and provide support for them"

Research that is focused on societal problems specifically in this area that if successful could be replicated in larger communities

End the white-centric bias that determines what research is valued and what is not

Short term-CTE can sponsor workshops and compile resources.. Long term-faculty if color cluster hires,

"Do not place higher standards on BIPOC faculty for tenure

clear, consistent expectations for tenure and promotion

Do not change expectations between appointment and evaluation"

having a mandatory class requirement for graduation that pertains to racial equity, history, and theory

put anti-racism, cross racial education, and an emphasis on anti-racism as the center of the "good" the university hopes to achieve. Get rid of the hagiography surrounding older white male scholars who create cult like followings of male students

UVA must identify and dismantle systemic racism and implicit bias that prevents Black faculty from receiving tenure, and that negatively impacts the classroom and On Grounds experience of students

Conduct an antiracist audit, and institute specific training and team-building for administrators.

Stop roadblocking Black faculty from achieving tenure. Do a better job of recruiting at the HS level and mentioning scholarships that are available. Mrs. Vallas did a great job of that. Bring her back and others like her.

Support for faculty members conducting research in the area of equity.

giving black voices in academic settings the same ATTENTION and CREDIT white voices are given, especially when speaking on the injustice

Mandated curriculum on white supremacy, anti-black racism, sex/gender equity, etc

Hiring professors who demonstrate cultural competency for diverse students

Create pipeline for local high school students of color to become teachers via Curry School and go back into the local schools as role models.

Require bias training for ALL UVA students and a seminar to address the problematic history of UVA for all students, faculty, and staff

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Tenure for Paul Harris

Continue work on changing Library of Congress subject headings in the library to remove white supremacy bias.

Training for professor to identify racial bigotry

Teach the racist history of UVA, Cville, & VA, and teach the history of resistance

Including more in-depth race modules prior to starting the school year

Challenge language that stereotypes black and brown students, recognize the achievements of black and brown students

Diversifying faculty and requiring education about BIPOC history & present issues. This requirement should be across multiple departments. Sending UVA reps to BIPOC high schools like they do for white high schools

A more diverse central administration.

Make CAPs more accessible.

There is some basic history on race relations that needs to be shared -- Tulsa massacre, vinegar hill, other events that may not be well known.

Send truth about The worship of T Jeff. Permanent plaques regarding his attitude toward Blacks

Deemphasize blind TJ worship

reward diversity work in tenure and promotion decisions

Agreed on anti-racist audit or other process through which curricula is evaluated.

Recruiting BIPOC students from public schools, particularly in lower-income areas

LOVE the idea about pipeline to Curry!

Less cronyism. Even at top level, senior advisors selected for their long-standing relationships

"Start to educate professors and staff that

African American Vernacular is real!"

Work to engage questions of citizenship in the curriculum and stop using the term "citizen leader" if there is no acknowledgement of its exclusionary nature

Work with Virginia Center for Inclusive Communities (non-profit) which does work/train educators, students and businesses all over Virginia.

#Tenure ForPaul

Respect for all - faculty, staff, students.

Meaningful staff development rather than check the box

Required student training on implicit bias

Required course first year on enslaved laborers who built and maintained the university and the complexity of Thomas Jefferson... not so revered as admired for his talents and flaws

Bias training for all, especially on unconscious bias.

Be more proactive in recruiting minority, low income and first gen students and be less selective so as to omit those classes of people.

What are the top priorities you would have for achieving racial equity in INFRASTRUCTURE + INVESTMENT?:

Invest in the future of local community with education - create a pipeline with access to jobs, free tuition, continuing education and reduced healthcare.

Hiring/admissions (and associated legal constraints) must be more flexible so that we can consider a wider range of applicant characteristics in a holistic evaluation. We also need much larger investments in supporting students as they arrive at UVA.

Transparency. Funding. TRUE investment. Dismantling the tenure system, or at least updating so that it is equitable. More involvement with Staff Senate throughout grounds

It is frustrating and concerning as a staff member that organizational charts at UVA become more white the higher you go. One example re: policies: reconsidering SFS policies that make it difficult to help low income students in a meaningful way.

ensuring the offices designed to promote diversity and inclusivity and manage compliance are sufficiently funded

Help to prepare children of color for success on the post-secondary level early, and long-term. Is it possible to partner with under-served areas to enhance academic efficacy?

Building relationships with the community and investing in them by paying them for their time and working to create a feeling that community are welcome at uva

deconstruct the HR department and reconstruct with equity as a priority.

Defund the police.

please do not lead or speak from privileges

Investment in the people as in alumni who know the experience as well as the kids coming in.

inclusion and transparency

Black staff MUST be an active part of this conversation as they are often the most negatively impacted by certain policies and practices.

Work to defund the UVA police dept, starting with Chief Longo. Listen to student demands for Docu+ students.

Investment in Black-owned businesses. Hiring Black alumni for consulting where appropriate. Rename buildings

Make uniform policy changes that apply to all students equally.

Fund social justice and environmental justice programs

Reward those who make a difference, not just academically or through research. Those who engage closely with students, faculty, and staff. Honest relationships and encouragement of such.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Enrollment Management Strategies

Blind dorm matching process

UVA should be funding equitable opportunities for low-income/marginalized students... i.e. subsidized costs for the Lawn are great, but they came from a secret society - why not the BOV or HRL?

Rethinking funding and directing it toward more diverse organizations, centers, and initiatives at UVA; more scholarships for BIPOC and underrepresented students

transparent, supportive pathways from middle school to high school to UVA, including via transfers from other colleges

Funding for minority/LGBTQ/low income services

Diverse Boards

Stop creating new UVA-centered infrastructures. Start supporting pre-existing infrastructures and initiatives in the Charlottesville community.

Equitable pay!

Equal pay

Continued efforts to improve labor rights and representation of contract workers.

UVA has long damaged the black community in Charlottesville through low wages, pressure on housing supply, land grabs and pressure on local schools to serve UVA faculty kids at the expense of local black students. UVA should pay PILOT.

Needs to be more transparent communication and action behind our words. We need to invest time, energy, and money
prison industry divestment

invest in black students

Reparations

Require those leading DEI work to be trained in the discipline and have demonstrated competency.

divest!!!

Look at funding of different departments. Is it equitable? What programs are tuition-funded and why?

Practical approaches beyond survey and mandatory training.

Make sure leadership doesn't stagnate

transparency and accountability

Dismantle tenure policy that facilitates racism. And, speak to specific cases that are clearly wrong. Political will and courage is what is needed now.

"Ilan - this task force is useless and another white supremacist tool to pacify the Black community. It's a replication of previous task forces with no real change. #TenureforPaul

Also where are the Black women on this task force?"

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Defund University police, and invest in diverse programs (systems for students and faculty of color and LGBTQ+ members of the community) and kick Chick-fil-A off campus

"Value equity/diversity work in tenure cases. Not just optional, but required.

Also divest from fossil fuels! BIPOC are more harmed by climate change than most"

Reframe question of "who's not at the table?" Rather, acknowledge that the table is structurally flawed and address "Who needs to be with me to build a new table where BIPOC are not competing for limited spots?"

Invest more into systems, organizations, institutional partners that promote and enshrine racial equity and inclusiveness.

Create an endowment specifically to pay staff / faculty of color that join in on meetings about equity. Value - monetarily - their work outside their field of study.

Equitable pay for Black faculty and staff

More safe spaces for Black students with top of the line resources

minority interest student groups should not be the same thing as "clubs"

Invest in staff. Too much work falls on shoulders of diverse students.

Leadership & bias training for all levels of leadership and methods of accountability; Greater oversight of hiring practices, especially salary negotiation process and opportunities for Black faculty and staff.

Funding for research on the racial climate at UVA that will hold the university accountable for the changes they plan to implement.

More diverse representation in board of trustees, guarantee food security housing security for students divestiture from problematic funds

Performance management is inherently biased. Get rid of it for staff.

"The HR systems for first time applicants to UVA may be prohibitive for Black applicants. By the time diverse candidates are reviewed by hiring managers there are multiple areas where they may be edited out.

The ability to cross educate from a position"

More diversity! Defund the racist police

Scholarships for descendants of enslaved people who built UVA and Charlottesville.

Rethink the board of visitors. More diversity on that, perhaps?

diversify the BOV

leadership training for department chairs.

Think differently about what success means when a student graduates. Challenge higher Ed metrics about what success means.

Investing in Career Services to focus on the outcomes of the least prepared. Increase the overall recruitment budget for URM students. Lobby the state for an equity percentage pledge to have schools represent state population.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Our internal communication is horrible. There is a belief that we should communicate with Deans and Vice Presidents who will filter info down to us. They don't do that. Stop ignoring staff, like was done with the back to work plans

Build more specific partnerships with the public schools in Charlottesville, specifically the ones in the low economic areas. Serve, mentor and be good stewards of the space we occupy as UVA.

The UVA Honor Committee has systemic issues with racial bias, as do P&T criteria across the University.

invest in sensitivity training for faculty and staff

Support for front line fundraisers for how to respond/react/identify racism on the road

"Invest in our local communities

Analyze the exits of black and brown employees/faculty and student

Partner locally with the community"

Start using the 20% of the unrestricted endowment to invest in BIPOC student and communities

Hiring and retention: More intensive training for HR and it's significant role, \$ allocated to hiring on all levels. Barometer - where most need to redress/increase equity? White male highest level leaders, white female most at management level

We need to communicate in inclusive ways that do not rely on a person to have access to a computer or mobile device, have to available during business hours. Representation on key committees and working groups must be more inclusive

invest more in hr support for the facilities staff and in highly skilled trainers who can help these members of the community engage in these conversations

Carefully evaluate all investments/all use of a money from a social justice perspective - including vendors selected, materials and products purchased. Support sustainable food systems regionally

Taking a hard look at how Honor disproportionately dismisses Black and brown students

Conduct pay equity audit and take corrective action.

Reexamining tuition costs. Spread out funding for schools and departments in a more equitable way. Graduate student support, funding, housing, healthcare. Keeping alumni engaged begins at making a positive student experience for all students.

Increase your investment and work in the local black community. The academic side of the university does not play a large role in our community, and it should.

Graduate student funding from the university

UVA must be intentional with its approach to showing and exemplifying inclusivity. Invest in training of black staff and fill positions with them.

What do half of these words mean to the Diversity group? How do you want to build something? How much does it cost? What benefits will the University see - or are we being a band-aid.

Scholarships and dollars to recruit and retain black students and faculty

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Make equity/diversity a top metric for measures of success/effectiveness (for programs, departments, etc). Look for ways to support UVA's varied infrastructure, which reaches beyond Grounds (into underserved communities).

dismantle the tenure system altogether

More resources and funding for Black and brown first-gen student programming. More resources for Black studies.

we need permanent oversight of support for black faculty, staff, and students. invest in recruitment and retention of black faculty and students.

Full stop on performative measures. If hiring for offices of diversity/equity, offer a competitive salary. \$50K is not enough.

Dismantle and rebuild

divest from the prison industrial complex

Bring student-centered offices and services, such as the Citizen Scholar Office and undergrad research to central locations. Actually care about access that is physical. Better use of space overall. Why is UGS in Pav VIII?

Expand policies regarding use of UVA email to communicate dept wide to make it easier to communicate about diversity & current cultural issues, which are inherently linked to our student's and staff's ability to execute "UVA business"

Gotta start at the bottom. Taking the students who would be better served by Tech or VCU helps no one.

UVA needs to ensure that all contract workers have fair living wages and benefits. It needs to be a good steward of real estate, the opposite of what it has done to Charlottesville's economic and racial justice.

Continue and increase investment in local minority organizations

Invest in equity work, budget should never be the reason we aren't doing this important work

"Spend less on athletics, more on students.

Invest in BIPOC students (scholarships, recruiting, mentorships, etc.)"

invest in the arts! invest in the Kluge-Ruhe Aboriginal Art Collection

Post salary ranges on job posting for all positions and especially positions funded by public funds

Continue to reexamine and rename buildings and spaces named for eugenicists and segregationists.

Divest from Aramark, defund UPD and CPD

Clearly identify each group,

Increase graduate student funding and support / increase the diversity of the Advancement staff

Rename more buildings, especially Alderman Library. Take down statues of Jefferson and other slave owners.

UVA should invest in affordable housing in Cville. UVA could also invest in local food system infrastructures. UVA could partner with more local businesses that are owned by people of color,

Move faster to correct inequities. Less lengthy processes, less committees. People are tired of being told to wait for renaming, living wage, policy change, and JUSTICE. We lose good people because they are harmed while we debate.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

divest from prison industrial complex and annexation of palestine! and stop bringing harmful consulting firms that work with ICE!

real risk of disappointment here--hard to manage expectations and have a healthy amount of scepticism about what the University can actually accomplish/be held accountable for

Ian, Barbara, Kevin - thank you for this opportunity to invite the community into this discussion. transparency is KEY.

Transparency

"Equitably valuing, supporting, retaining, and promoting faculty and staff of color.

Recognize and reward the immense importance of their work and presence on Grounds and in the community."

Strengthen relationships and build trust with BLACK ALUMNI.

vague tenure processes means needing to have a knowledgeable advocate for your advancement, and BIPOC faculty often are less likely to have such an advocate. we will lose these faculty without transparency and fairness.

DEFUND THE UNIVERSITY POLICE

"Review all policies for implicit bias in application.

Invest in educational curriculum for all employees including faculty"

Racial Equity TaskForce lobbying for TENURE FOR DR. PAUL HARRIS and other BLACK SCHOLARS at UVA #tenureforPaul

Defund police

Educate white students, so that their peers don't have to. Provide support for. CIO's and MSS.

funding Black led students groups; more grants and student aid for first gen and Black students

Anti racist training for faculty! Not simply enough to tell them to do it and expect they'll figure out how

Equitable pay for BIPOC faculty and staff.

Look at policies and look at alumni donations and see what stipulations are for both

Better student advising

invest financially in Black scholars and students

Make admission policies more flexible for minority students recognizing institutional racism in secondary schools

Prioritize black and brown alumni voices and perspectives in fundraising

At the moment our systems serve to protect and uphold the interests white students, particularly legacy white students at the expense of other students (BIPOC).

Identify key metrics across the institution to track and transparently report progress on DEI efforts; Task UVA Health with tackling health disparities within the institution and the broader community

More investment for OAAA and Woodson!!! OAAA is one of the very few spaces we have on campus where we feel safe and not out of place!!

Invest in staff and faculty who identify with the global majority.

Retaining diverse students faculty and employees, making sure they are thriving and feel a sense of belonging, set them up for success and help them achieve

A systems approach was developed in building the university with enslaved laborers—restitution for those laborers should be remunerated. much more could go into broader community. Support engagement

"Rethink the BOV and what happens when the state is acting unfairly. I remember when the LGBTQ center was under attack - what are the impacts of this and race, and other issues?"

How are audits handled within departments and across the institution?"

Creating safe spaces for black students on campus; removing the black tax associated with black students needing to rent space off campus and also pay for transportation to get to such events; black students don't have space on campus for their event

Audit to determine pay inequities and to make it right

There is no category (job profile or family) in HR/Workday that matches closely with diversity, inclusion, equity work.

"-defund the UVA police and create a ""university safety department""

-student loan relief!

-healthcare

-continued oversight"

"We achieve this by divesting from practices, companies, and research that have proven to aid in the oppression of black indigenous families in USA and the world.

We also add this divestment in our hires at UVA, we make the UVA Black Alumni an organ"

DIVEST from unethical corporations, fossil fuel companies whose environmental destruction disproportionately affects communities of color. DEFUND THE UPD

Discuss, debate, teach investment beyond typical academic structures of the ivory tower. School is located in a place; not to shy away from this. People bring whole self to school.

Audit of university assets. Support/solidarity with BDS movement. Pressure state of VA to end contract with Virginia Correctional Facilities and purchase of prison made furniture.

How do we communicate? By at least generally answering the cries of Black and Brown people who are screaming that your tenure system is broken.

TRAIN YOUR TRAINERS. I'm always amazed that the folks In High Place who think they are most "woke" are either narcoleptic or deep slumbers

Invest in accountability systems to insure racial equity goals are achieved. Review admissions criteria . How does it fall short of accepting top students of color. Do we need to break the admissions process and build one without racial bias?

Examine where money is being spent and determine how to put more time and money into racial equity. Examine who is at the table and change

Buy supplies and food and other things from local black owned businesses

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Create intentional ways that people from different backgrounds pair together for work and interaction. Much of understanding is simply by forming friendships with people who are different.

Need to address the issue of decentralized administrative leadership that doesn't have a shared anti-racist lens--anti-racist training for EVERY person in top three tiers of leadership on the org chart. Also again REPARATIONS.

"1. Stronger support for students, staff, and faculty training in Diversity, Equity, and Inclusion.

2. More opportunities for facilitated discussion across grounds on DEI issues.

3. Make DEI an ongoing process at UVA - not just one-off."

pay attention to intersectionality with resources

Contract work with organizations that live out their values, particularly with racial equity

resist the status-obsessed culture of higher ed

Innovate and create new ways for get input from lower SES folk working at UVA and people of color on how policies affect them; how to get information out to them.

Invest in alumni reunions. Specifically Latinx and other groups

The president and provost should be leading this charge. Taxing black and brown administrators only is the same old thing. Today's event is not a good optic for change at UVA Shameful. President should be on this call.

Actively teach the low income community to use banks not store front loans, put your children in pre-school,

Creating programming with HBCU, investing in partnerships with other institutions that are working in dismantling historic racial systems in place. Making UVA Black Alumni Initiative a formalized affinity group.

Review of admission policies with balancing of all interests and maintaining excellence in students. Incorporating channels of communication for alumni to express comments

More African American senior leaders on-grounds.

We invest too much in already established research and programs

Equal work, equal pay; better recruitment policies.

"Invest in hiring top candidates of color for leadership positions.

Provide quarterly updates and transparency on where UVA stands with regard to tracking diversity hires, retention etc.

invest in providing engagement and volunteer opp. for alumni"

Twenty post docs each year for scholars working on topics related to under represented disciplines, anti-racist topics, etc

"Training for search committees in how to eliminate implicit bias--have folks practice with resumes/cover letters to see how this plays out

specific positions dedicated to increasing BIPOC faculty/staff"

abolish the police, stop letting them police Grounds

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Invest time and money in :Change hiring committee procedures; new faculty support outside the classroom; BETTER SPOUSAL HIRING policies; COMMUNICATE transparently & OFTEN; Ask alumni to endow faculty chairs for under -rep. acad. topics ;

affordable, high quality childcare for working parents is a huge problem

"Hire and tenure more Black faculty, staff, and consultants.

Remove financial barriers for alumni participation on key/influential committees. Invite and appoint Black alumni (men and women from all eras) to all boards"

Time, effort, and funds should be spent to develop a definition for "equity" in infrastructure and investment. We are far short of population representation for people of color, but we should be sure the goal is 15% black professors, etc

Funding support to attract diverse faculty

Fund a truth and reconciliation social history project

Use some of the funding for construction of new buildings to provide living wages for staff! (especially during this covid crisis) Push highlighting of slaves even more. Don't hide from that past. Show how vicious TJ really was.

Diversifying the make-up of UVA related boards not only race/ethnicity but also socioeconomically.

Embed BIPOC throughout leadership levels and dismantle systems, PERT, Honor, etc.

Direct funding and hiring for Ethnic Studies

Look at programs like Kalamazoo Promise. Create pipeline for local black students to attend UVA, become teachers, and return to the local schools.

better training in recruitment, cultural sensitivity, implement hands on training for faculty, staff and students, not just online web based

Rethink which scholarly resources count or count most toward tenure. Rethink tenure process to include indigenous or other methods of assessment and promotion.

Transparency about endowment funds and use of said funds

Aggressively push into elementary schools, middle schools and high schools. Challenge the legitimacy of white-centered education.

More diverse Board of Visitors

It takes more than talk and committees. It takes financial contributions in students, faculty, staff, and departments like AAS. It takes systems that will actually change in the face of student demands when they highlight issues. Also divest from CPD

recognize and address that the majority of alumni fall into the "old boys club". it is necessary to weigh the needs of the current UVA populous against the desires of alumni who do not live/work here anymore

give graduate students and faculty *research* awards for diversity work, to help lighten the "minority tax"

For more leadership from among the administrative staff, where many of us go through discriminatory treatment, especially when we are often times the only black person on the administrative staff.

Divest from ARAMARK - prison labor

Love the ideas coming up around looking closely at moral clarity and consistency in supply chain and labor, right down to food services.

Less cronyism. Even at most senior level, top leaders chosen for their relationship and comfort level.

Showcase Black Talents and achievements on grounds!

Reroute funds from UPD towards mental health initiatives and support systems for Black and other marginalized students

There needs to be more minorities in leadership positions.

Funding for scholarships and a variety of under-represented opportunities and fields of study.

A complete overhaul of tenure and promotion policies and practices within schools

Equitable pay for Black faculty, both General faculty and tenured/tenure track faculty.

call for bids with quota from Black-owned businesses

Support a wide array of racially-diverse arts programs.

Equality of opportunity

Better access to UVA courses for staff - current ed benefit is very limited

Too focused on MY school, department, people rather than broader what is best for University and community. Very siloed organization. Creates disparity.

Full review of policies- too many are steeped in old State policy; outdated

Training for all employees on how to be the better stewards of uva resources to best understand and have ability to share ideas.

Equal opportunities for minority staff advancement , education, and pay

Ensure our endowment investments are not supporting companies with a troubled approach to POC. How do we judge potential leaders based on what their opportunities were as well as their experiences. Hire a chief development officer for this initiative

Hire more qualified people of color to help educate other members of the student population, faculty, staff and community regarding the inequities that exist, both explicit and implicit. Continue to reach out for input!

What are the top priorities you would have for achieving racial equity in COMMUNITY + PARTNERSHIP?:

Partnership with local high schools to get more graduates good jobs

Open UVA up to the community. Invite the community to grounds. Have events for children. There are people who have in Charlottesville and have never step foot on grounds. Make UVA inclusive.

Increase staff wages (including for contract workers), and increase financial support for students

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

More and better Funding. This work needs better support. It's time consuming and requires people!

Building partnerships w/ local Cville schools to bring more local students to UVA. Most VA in-state students come from NOVA which might be why 75% of our students take no financial aid and make it hard to support low SES students as staff.

Make sure that low-income Charlottesville residents aren't pushed out of the way to make room for more UVA spaces managing how students enter community spaces in public service

Cover childcare.

honor the unlearned history

Support the Black neighborhoods around UVA that are being gentrified -- pay employees more and support the development of more affordable housing

Hire the local black folk you see walking around town. They need a job and would love to work for UVA!

UVA should offer free services for training, education, and career assistance for under-served communities in Charlottesville.

Fund a reparations commission. Put significant \$\$ into affordable housing. Pay "community partners" for their work on the various committees.

Train or implement rules about faculty collaborating with the local Black community so that it's not an afterthought (wp know what's best) but it's UVA lifting up and answering needs (in service)

Bringing community members into the classroom; co-teachers, concentrate on wisdom rather than knowledge. Share resources.

Increased Involvement with local schools and other non-profits. Highlight their work and invite their contributions.

Reduce restricted gifts to well funded initiatives; add "Diversity and Inclusion" giving as a prompted option on annual gift forms.

Helping to build up Black neighborhoods that have been taken over by wealthy students who lives off-Grounds

Collaborating with local community and schools, supporting the staff who often go unnoticed at UVA, living wage for staff, providing services for low income and homeless populations

Full disclosure of the history of oppression by UVA, apologies and ask community what their needs are. Listen and be willing to truly make strides towards changes

how can we work together so that Charlottesville is a welcoming, great place for people of color to live, both for long-term residents and for the faculty and staff we want to attract?

Build more student housing. Uva contributes to the difficulty Charlottesville natives face in affording to live and UVA directly contributes to displacement

UVA has a responsibility to mitigate the price of housing in Charlottesville, since decades of building projects by the university has inflated the housing market.

HR should partner with the community. Not sure that is happening. What are their outreach efforts.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Fair wages for UVA staff

Childcare, sick leave, parental leave, etc. for staff.

UVA is the area's largest employer and largest non-property-taxed landowner. Payment in Lieu of Taxes (PILOT) for underserved community services, education, affordable housing, education and infrastructure.

We need to build trust with the minority communities, but I'm not sure how we do that.

Address gentrification issues in Charlottesville

housing

Partner with K-12 schools to build pipelines for local students to matriculate at UVA.

Student volunteers need additional training prior to being released into the community.

stop contracting with aramark

no more aramark

Offer fully funded learning opportunities to locals of all ages. Do not gatekeep. Go WAY out of the way to do what the community needs for this to work.

More thoughtful approaches any of university programs, more people can actually engaged, more accessible

Very immediately, how can UVA contribute to local schools and families to support them in a disruptive school year
disparity in pay/benefits between contract and full-time staff, more community partnerships, acknowledge UVA and C'ville's problematic history

Repent for current participation in marginalization of Black people in Charlottesville. Housing, wages at UVA, awful tenure and region record for Black faculty.

"Ilan - this task force is useless and another white supremacist tool to pacify the Black community. It's a replication of previous task forces with no real change. #TenureforPaul

Also, where are the Black women on this task force?"

Push for affordable housing throughout Cville

Educating staff and students who work with the local community on how the "white savior complex" manifests

Work with alumni affinity groups

recognize that covid has antiBlack ramifications and by bringing students back in fall we threaten the Charlottesville Black community

Affordable housing

Cville community should have more representation in university decisions that impact the larger Cville/albermarle community.

Create more community-based advisory boards and allow the community to tell UVA what needs to happen.

Programs for high school students through the University

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Mentor ship program w cville HS , stop saying town gown - enforces separation, support black businesses

Tim Longo had issues with racism on the CPD. Is he the best that could be found for UVA?

Thank you Ian for your response.

We need to consider the Black people of Charlottesville to be the future administrators of UVA. Pipeline careers begin in the local schools. Promote from within.

End the partnership with aramark so mostly black contracted workers can get better pay for themselves and their families

Scholarships for descendants of the enslaved and four native peoples dislocated From uva land.

Money to community nonprofits and groups that are doing good work, and money for affordable housing in Charlottesville

Enlarge the work Madison house and other organizations have with the community and schools.

investing in open educational resources, opening research for the surrounding community

Affordable housing and childcare

Listen more about the impact the university has on the community. We are not the community's saviors, we are their guests.

UVA has contributed greatly to the Cville housing crisis - what are they going to do to help? Also, fair pay for staff who can't afford to live in Cville with their pay from UVA

Free health clinic hosted by UVA for Cville Residents. 30% of largest purchasing areas at UVA are contracted with minority vendors. Childcare vendors locally contracted by UVA to take care of UVA staff kids

Community is important, but I am concerned that we are too far from having our own house in order. We are hardly in a place to tell them what to do.

Housing

Full tuition, fellowships, grants, acknowledgment for persons (faculty, staff and students) who are descendants of enslaved people who worked at or on the University.

make UVA a greater presence in the black and brown community

support / partnership with black-owned and other POC-owned businesses

The perception of UVA in the community is a bad one. Charlottesville is extremely diverse and the university fails to truly partner with the community .

Establishing and requiring all students who engage with the community to undergo an intensive code of ethic and service curriculum training

Negative reputation and impact, seen to be oblivious (even if not always true) Literally hard to get on campus (no free parking), Concrete supports - true partner engagement and access to UVA resources to community.

Focus volunteer collaborations to local nonprofits supporting causes that help move toward racial equity--The Jefferson School, LVCA, ReadyKids, community garden, etc.

affordable housing and childcare

Work more deliberately with community members and community non-profits...work with them under their lead - i.e. with Cultivate Charlottesville, City of Promise. Enable staff to have more time to work with community groups

We have developed videos highlighting key community members. The round tables held when giving thought to the creation of MEL were successful. This model should be used when reaching out to our neighbors. We have YEARS of audio and video.

Pipeline programs to help Black and Brown students find their way into UVA (like in richmond/Cville/Va Beach

Use UVA pull with the City to REQUIRE at least 20 % low income housing in new developments

ALL of the community needs to be involved with the University. The University needs to engage more with the community, instead of being cloistered. Using BIPOC community leaders as mentors for students.

pay employees better, and provide better benefits. Revise contract with aramark!

Counselor Ed staff have been actively supporting our local community, between Paul Harris leading a group for black male students at CHS to Joseph Williams leading racial equity discussions with local schools and CSBs. Show them you respect that work

Higher-paying jobs for community members

University professors, faculty and staff being allowed to go the various housing units in Charlottesville and doing outreach. Show them that they can attend, be successful and be a contributor to their family and society.

We need to have more activities where the community at large (not just sports) can come to grounds and participate in learning activities. WE should be opening up STEM learning to our younger people.

UVA should have student/faculty community outreach/partnerships that support local black students, Black-owned businesses

Invest resources in our community presence, like the UVA Coastal Research Center, which is in an underserved, majority minority district. Small investments could have huge impacts, and UVA already has full ride scholarships for students from that district

Working with local predominantly Black neighborhood associations. Making sure that local Black wage-workers at the university are valued and heard.

encouraging respect for C'ville black community - encouraging forums and partnerships between UVA black students, faculty, and staff and the C'ville black community.

Compensate community residents who serve on your task forces and advisory boards ; pay them for their lived experiences and the value they bring

Give Paul Harris TeNURE. When you have a community leader and pastor being denied and stolen from, good luck getting community members to partner.

UVA must respect the community

CUT TIED WITH THE UPD AND CPD.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Reduce the number of UVA-centered awards and recognition so that we can get people to start seeing their community as bigger than the institution. Stop praising those who work long hours.

Housing equity

Tap into local orgs like the Legal Aid Justice Center - both by supporting them financially and by using their expertise to educate students & faculty and inform curriculum & policies. Use UVA's power to vastly increase access to affordable housing.

Pay them better.

Continue and expand service learning. Fund and expand the programs of the Jefferson School. Support school scholarship funds in the city and county.

Again, increase investment in local minority businesses

Affordable housing and transportation, fair wages for UVA staff and contractors

There is no clear mechanism for health system employees (beyond med students) to engage with the Charlottesville community. How can we show a real commitment to improving health disparities for cville when we remain so separate?

"Highlight racial redlining in Charlottesville along with other practices.

Invest in minority neighborhoods instead of just ""studying"" them."

partner with the Monacan nation, invite Monacan people to speak at UVA, REMOVE the George Rogers Clark statue

Provide educational enrichment, and postsecondary prep opportunities for the community in the community and not on grounds. (Prospect, Fifeville, Hogwaller, in the counties)

Connect and fund Charlottesville initiatives. Fund scholarships for descendants. Acknowledge living on indigenous land. Stop expanding into Charlottesville. Stop using prison labor for furniture/contract with Aramark

Continue efforts to pay local workers wages that allow them to live full lives

Build partnerships, not just dominate. E.g. library special collections gobble up materials about local history that would be better at the Jefferson School. Offer help to instructions locally with no expectation of returned favors

expand programming that brings local students to UVA grounds. Create a scholarship fund for descendants of men and women who were enslaved at the University

Get rid of Longo, who has a history of defending police use of force. Our over-policing extends to the community. We have never acknowledged wrongdoing on August 11th, 2017.

PAY ALL WORKERS A REAL LIVING WAGE. MAKE SURE THAT THERE ARE HEALTH MEASURES IN PLACE SO THAT THEY ARE PROTECTED WHEN STUDENTS RETURN

"thoughtfulness about who issues the invitation to what members of the Community (identified how?) to engage; how is the invitation issued?"

this has become a buzz phrase---commitment to hard and sustained work while working at ensuring access"

More university and community events. scholarships for descendants of enslaved laborers

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

We should set the example

Have UVA itself organize and fund tours for local k-12 students so they see themselves at UVA.

Community members of color included on UVA panels and boards. Recognizing the predominant white, privileged culture that pervades the UVA student body.

There are Black faculty like PAUL HARRIS who do so much to further collaborative research in partnership with community partners. Tenure for Paul Harris.

Reparations for descendants of enslaved laborers. Removal of all monuments to white supremacy, yes including Thomas Jefferson. Stop the gentrification of Charlottesville.

"Invest in learning what other communities have found successful. History has repeated here...and now.

Work on different more community engaged police forces.."

Fire Pres. Ryan. Tear down racist statues. Eradicate all forms of racist policies & procedures at UVA. No lip service. No pacification. Real action. #tenureforPaul. TENURE FOR DR. PAUL HARRIS!

the Charlottesville housing crisis must be stopped.

create an environment where people feel free to call out inequity when they see it, it needs to become the norm

buy supplies and materials from local Black owned businesses; support affordable housing efforts as more 'luxury apartments' are built and advertised to students; hire any contractors as full time employees

Better pay for subcontracted workers during term and relief especially during pandemic!!

As one who works in Outreach, being the only POC, it makes it difficult when the other members have very little if any cultural competence to speak and engage with diverse communities. If our only goal is SWVA, then we're fine.

Enhance public transportation options to allow employees better and more access to all areas of Grounds (Old Ivy Road buildings have no service)

Analyze issues of affordable housing, nonprofits helping prospective students of color.

Invest first and foremost in health equity. Invest significantly in community health clinics, in School-based clinics, and in other mechanisms to help achieve health equity. We can't solve all challenges immediately. Start where we have strength.

stop encroaching upon Black neighborhoods to build UVA...pay Black workers a LIVING WAGE

realizing the divide at Charlottesville schools between UVA professor's children and other students

Offer degrees for part time students who may need to work while in school

Build more partnerships with local organizations that serve people of color. Push and resource initiatives that promote equity in Charlottesville

Be honest, be transparent! Don't partner with organizations and groups that hurt the underrepresented community (aka don't protect the kkk, don't bring orgs that uphold white supremacy, etc!!)

Partner with local public school systems (invest time, money, expertise) to form K16 pipeline

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

UVA should be reaching out to community colleges/ push for more recruitment of cc

Right now it is left to individual student choice to engage with these conversations or consider the community around them - I would love to see efforts to encourage more thoughtful interaction and learning.

Acknowledgement, teaching about it , memorializing, honoring

Deliberate engagement with descendant groups from enslaved laborers. Regional plantations beyond Monticello and Montpelier. There are permanent office researching defendants

"Public school funding formulas in the state of VA and advocating for equity by using Curry. Living wages

The most important piece is retaining people you have that are impactful. There is too much turnover for structural improvement."

Partner with those on and off campus that are also actively working to dismantle white supremacy and white supremacist systems. UVA needs to stop asking these age old questions. You have the answers and action is what is needed now. Stop stonewalling

We need to work very hard to recruit Native students and engage the Native community. Where are they? We stand on native land.

-pay living wage

The only contribution that UVA has had unto the local community has been thru the work of faculty, staff, and students that has directly invested their studies, funding, and programmatic building for the empowerment and uplift of the local community

Teach Charlottesville's history of gentrification (and UVA's role) and about the destruction of neighborhoods like Vinegar Hill

Train students, faculty, staff on proper ways to reach out to the community. Involve community here. More professors/staff involved in community can mentor students on how to be involved. Often seen as an ivory tower different from Charlottesville.

Pressure to divest from CPD; redirected funding into schools, social services, etc means more access and representation for local students off color.

This is all a joke. No answered questions.

Engage more closely with junior high and high schools in under served communities, and identify students with potential to attend UVA and provide resources to support them in high school to compete effectively when they apply to UVA.

Engage with BLM Charlottesville and black-owned businesses.

Consider developing mixed multi-tenant housing that would incorporate units for full pay and subsidized. groups, that includes units for faculty, staff, grad students and for local citizens unaffiliated with University

Reparations. Building affordable housing. Leveraging the power of the university to affect policy towards racial justice.

"1. Support more grants for student/faculty engagement projects with K-12 and other community members.

2. Open the university to a UVA community day(s) in which our facilities are open to facilitated visits and use by the community (gyms, labs,, etc)"

Community orgs that celebrate multiple cultures--e.g., Native Americans, Kluge-Ruhe, Latinx, the various Asian American cultures, in addition to Black communities

pay a living wage; hold students responsible for weaponized whiteness

I keep going back to the fact that white people need to understand how their privilege affects them, others and how they use it daily.

boards and committees that combine UVA and local community groups. Have them lead by non-UVA folk. We need to listen and act more and lead/talk less.

Offer UVA spaces to host community events. Fight intellectual elitism to make UVA an environment that is approachable to Cville residents

Give back to Charlottesville schools. Invest by admitting local students.

Living wages for laborers, scholarships for local black students, allowing students on faculty selection processes especially for faculty of color

I reiterate my strong advocacy for fair and robust environment to talk about all issues in balanced way. Haste makes waste. Strikes me that reporting by August is getting swept up in current hysteria which does not promote good Jeffersonian decision.

No more police involvement in non-violent community matters. Replace with intervention professionals and community liaisons.

Invite communities historically impacted by UVA's presence on Charlottesville to have a visible voice in community engaged work

Figure out a way to keep staff, students, and faculty from parking on streets in 10th and Page and Westhaven so that the actual residents have a place to park.

Opportunities to come together and discuss racial differences in our community.

Cultivate and mentor Cville youth through collaboration w Jefferson School and other orgs. Increase #s local black students at UVA

Make it a requirement for UVA faculty and staff to contribute to community led/driven activities

pay community members who work for the university or are contracted workers a living wage (the living wage in cville is no longer \$15)

I have been here for 30 years, and I have never once encountered a community member, or felt myself, that UVA is achieving any of it's goals toward the three questions you list. REVISEMadison house is extractive rather than partnering w/community.

"affordable, high quality childcare

affordable housing

transportation"

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

"Pay fair, equitable, and generous living wages to community member employees.

Have Black community members represented in a meaningful and empowered way on multiple committees. You must have input from them re: community impact of UVA decisions"

Fair wages for all U staff. Even in non-covid times, many U employees who have worked for the U for 20+years are laid off during the summer. They then are on unemployment until re-hired again in August. This is shameful

Look at the non-profits in town who support low income school children, and find meaningful ways for UVA to partner - financially, and academically.

Make it mandatory that UVA students complete a certain number of community service hours each year within the Cville community, esp BIPOC neighborhoods. Mandate mentoring at programs like Computers 4 Kids.

Working with the City of Charlottesville, County of Albemarle to assist with increasing the amount of affordable housing available.

Do not forget the forgotten here locally, like Black trans women (Sage Smith)

Advocate for the severance of UVA's partnership with Virginia Correctional Enterprises which provides us with furniture by prison labor.

Foster partnerships with PVCC and HBCUs

Bring in local community experts to teach or co-teach courses in their area of expertise. Pay community workers a living wage. Support local housing equity. House community members in among students for living experience.

Affordable housing

Push into public schools. Identify and buy from black owned businesses.

Listen to the Charlottesville community about how UVA can invest in the community to make reparations for the harm its caused. Housing Justice. Living wages for all employees and contractors (re: Aramark)

Addressing the racially-based zoning in Charlottesville (looking at how it might be easier for white students to matriculate to UVA)

Bring in experts to discuss UVA's history as a center for eugenics and the forced sterilization of Virginians for decades. The Biology department has begun this, but will need support.

I would appreciate a conversation with the Racial Equity committee to state an idea to bring more cohesiveness to the black administrative staffers.

Pipeline for local URM high school students into UVA

Require a local history course for incoming undergrads that includes personal reflection: How will I engage in community?

Stop using Fifeville as a staging area for uva growth

Mandatory core curriculum classes for students that help address explicit and implicit bias as well as the omitted history of this country (the viewpoint of the oppressed)

Equity pay raises for women and people of color for loss income due to biased raises and starting salaries.

intentionally incorporate conversations about various cultures - in curriculum, events, etc.

Financial and educational support for minority-owned local businesses.

Advocate for denser/upzoning in historically white neighborhoods adjacent to UVA

Invest in affordable housing

bringing in more local Cville students to UVA

Equal opportunity to quality education

More money towards affordable housing. The ivy-Emmett corridor should be affordable housing, and UVA should pay the city in-lieu of property tax

Partner with Native Nations and Indigenous communities, and the Monacan Nation to understand how UVA has participated in settler colonialism in Charlottesville and Virginia

Involve curriculums with local partners/ people beyond theoretical practices and doing actual work if desired by community.

PAY, AFFORDABLE HOUSING

I see affordable housing a number of times. We can encourage students to participate more broadly in programs like Habitat.

Create a business incubator system that teaches, attacks, and build up women and minority-owned business on and around Grounds.

Consider Network2Work initiative as pipeline.

Speak with real people in the community- not just leaders

Sincerity

Encourage more participation of employees to work with the community which will become part of our culture and addressing our community's equity challenges.

Diverse student and staff volunteering through Madison House, in the local community.

Focus on being positive and rewarding small changes that may be hard for individuals who struggle with change. Give the community opportunities to interact with diverse populations

I love what Melody Barnes said on a panel once. If you are not at the table you are on the menu. Don't talk about people, talk with people.

Continue to be inclusive of the community membership in UVA efforts to both understand and mitigate historical racism and how it continues to show up in implicit behaviors by those who feel entitled.

What are the top 3 priorities you would have for meaningfully contributing to racial HEALING + REPAIR?:

Take a strong stance by removing statues on grounds.. Removal of confederate relics and flags

"1. acknowledgement of white privilege

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

2. put action to requests made to help minorities
3. look at minority salaries - the compensation is WAY too low compared to whites"

Major investments in Charlottesville's underserved communities and major investments in affordable housing; reparations for descendants of slaves held at UVA

1. Remove statutes and eliminate names with ties to racist past. 2. Scholarships for descendants of enslaved laborers and Monacan nation. 3. not another committee, real action

It's going to take awhile. This is not an easy process. Transparency in the tenure process is a start.

1. Tell the truth about who built UVA to everyone that comes to grounds, not just on "special tours" 2. Tell the truth about what UVA has done to Cville neighborhoods (ex: Fifeville) 3. Rename buildings& take down statues on grounds that honor racism

scholarships or free tuition for monacan and for the descendants of the enslaved

1. Renaming buildings and taking down statues 2. increasing scholarships/ fellowships for BIPOC students, faculty and STAFF 3. Reparations for descendants

Educations for ancestors of the enslaved who built the university. A concerted effort to make the University more welcoming to all students by focusing on the interiors, make sure students see themselves on the walls.

breakdown supremacist structures and then we can talk about healing and repair

Full tuition coverage for Black and indigenous students.

Commit to supporting them through tangible and intangible ways from everywhere within UVA

compensation, reparations! people are suffering and hurting financially it's about the wealth disparity, operationally.

"1. Have BIPOC people lead the discussion on healing and repair

2. Focus on concrete changes, like equal pay

3. Work to reconcile current racism at UVA and it's racist history"

"1. The hospital needs to stop being a bad actor in the community.

2. fund an indigenous studies program, the harm is deep and ongoing.

3. treat black student activists with respect, not just lip service."

"REPARATIONS - actual dollars

The best repair happens when actions are actually what has been asked for by the Black community"

"Allowing voices to be heard

Demanding respect for all human beings

Give free tuition to descendants of enslaved laborers"

Acknowledge the past. seek truth through different voices, take responsibility to see oneself clearly.

Placing plaques around Grounds that put into context the history. For example-- the construction of the Lawn and the Rotunda.

Remove controversial statues from Grounds. Don't destroy them - they are a part of history, but they should be archived/in a museum vs. a living part of the university's history

full-tuition, room, & board for students who are the descendants of enslaved people at UVA

Honoring BIPOC who have contributed to UVA by naming memorials/buildings/departments/scholarships in their honor, teaching a balanced history of Jefferson (not blind worship), more scholarships for BIPOC students

turnover in faculty and staff so that when people look around they see and feel that everyone is respected

Stop overworking, underpaying, and under promoting minority staff

Fund the descents of the enslaved. Fund indigenous individuals of Monacan students. Divest wealthy white legacy students, Divest fraternities and sororities.

UVA must make reparations in financial terms: robust scholarships, credits, tuition remission, stipends for food and housing. Make tuition free to descendants of those who built the university/ members of the Monacan Indian Nation.

Acknowledge of the past.

Increased support for the students who have and continue to do this work. Scholarships and opportunities for BIPOC students.

"1. Formal outreach to the Monacan Nation

2. Commission to study eugenics at UVA (in addition to slavery & segregation)

3. Engaging Charlottesville alumni to fund efforts of community repair (they have the \$\$\$ to make some of this work happen)"

Reparations in the form of housing, investment and education not only for descendants of enslaved workers, but also of workers not paid a living wage for their labor between then and now.

Acknowledge our complex history, centralize minority/under represented voices, and keep our commitments

free tuition for Black students from VA

provide additional scholarships for POC

Reparations

"- open and honest conversations

- a pathway to raise issues of concerns and for them to be addressed structurally

- providing all members of the community with skills needed to have hard conversations"

free tuition for descendants of enslaved laborers or Monacan students

actively making the lawn a safe space for everyone

Fully fund the education (anywhere! Not just at UVA!) of descendants of enslaved and indigenous folks impacted by UVA

Avoiding "Accusing" a certain group, that only cause backlashes

Free tuition for descendants of enslaved laborers

Tenure for Paul. And Tolu. And those less public but just as real. Repent for clear wrongdoing.. Give \$\$\$ to facilitate housing empowerment of Black people. Fund Ridley times 20. Same with Holland Scholarship.

Take down the monuments and statues that represent Jefferson and it's involvement in slavery. Tell the truth, he was a rapist. Provide reparations.

Look up families and history of those enslaved to build the university and create an endowment to pay reparations to them.

Additional scholarship opportunities for BIPOCs

More context and statues and memorials around the truth of slavery on grounds, and other racially induced incidents that have plagued the university. Such as blackface.

mandatory historical education in the future

Uva needs to apologize more. We tend to look forward before reconciling with the past.

Allow space for REAL conversation without fear of retaliation. Practice restorative justice and allow those who have been victims of racial bias to speak their truth, be heard, and receive resolution.

UVA acknowledgement of the history behind slavery and ignoring these demands that have been asked of them for years.

Free tuition or free housing for BIQTPOC ,

More honest education and discussion about UVA's history of slavery and racism

Review all salaries of employees of color to see if there is any disparity to similar positions of white employees and make immediate increases.

Restitution for people who were directly harmed by the efforts of building UVA. Family managed scholarships, a foundation run by and for people harmed by past practices. An open forum to research and vet the untold history.

"1. Reparations for black and indigenous students and community

2. End relationship with the upd"

rethink the uva honor's system, acknowledging how this has prioritized certain student concerns over others

modify the role of private foundations influencing the university-- their boards are some of the whitest, least woke people we've ever seen. Publicly fund real foundations that embody and live the aspirations of this task force

free tuition for descendants of enslaved laborers and Monacan students

Since I'm white, I don't feel qualified to answer this. But we must hear from those who have been harmed and be open to ideas that come from listening.

How can we talk about healing and repair when UVA is still ACTIVELY causing harm? These are just empty words. Tenure for Dr. Paul Harris.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Free tuition for the descendants of slaves that built UVA. Removing the Lee statue downtown. Change the name of Curry to Ridley

"Diversity leadership – currently weak and unfocused leaders. They do not really care about this issue as shown by their actions.

Don't let this process be more window dressing.

Commit to regular climate survey that may be tracked over time."

Reparations

More Black and brown faces as all levels receiving equitable pay in line with their qualifications and specific, measurable retaining efforts.

Tangible action is needed. We're all watching Paul Harris' tenure appeal carefully. We can't begin to heal if we keep wounding our Black faculty.

recognize wrongs, some type of monetary effort

Connection of narratives on why diversity matters from POC in our community

"Start by being accessible at the top

Diversity in the VP level and above

We need to see more diversity at the leadership level ...

Gain trust back by reaching out"

Start the divestment process now that supports these structurally racist institutions

"1. Honesty about the current state of affairs for Black & Brown students

2. Transparency

3. A seat at the table - more representation in leadership ACROSS the University"

"1. acknowledge, list past (and current) violence, abuse

2. reparations - UVA hiring, student slots, resources - to those descendants

3. Note this is an ongoing process - not just specific actions"

Make sure racial equity is considered as part of everything we do going forward --Univ. policy, initiatives, hiring, promotion, mentorship

given ongoing suspicion of UVA Health System because of past atrocities, support more community-based care as a means of reducing health disparities

"Full scholarships for Black students

Financial support for Black community members and programs

Advocate for change - active anti-racism advocacy in the community, particularly within the local school systems"

What was the original wording prior to this slide?

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

funding Black and indigenous students proportionally higher than their peers as a form of repair

Financial Reparations to descendants

Free tuition for BIPOC from the Charlottesville/Albemarle area to any Virginia School. Mandatory course on a thorough and honest history of UVA and the surrounding area. Equitable work opportunities at all levels for local folk.

Paying hourly staff that are more likely to be BIPOC a living wage.

Rename buildings with white supremacist names, starting with Alderman

Reparations for every fulltime black faculty and staff employee.

"We need to MOVE PAST the past. ""Don't look back. You are not going that way!"" People that are here in America have been given one of the greatest places to grow. Now they need to Grow Up and move on. We don't owe the past anything.

~"

Counseling and Therapy support groups To listen to narratives and offer expertise on how to heal

Contribute to a fund that supports descendants to attend higher ed institutions of their choice (wherever they are best supported). Seek other institutions as partners in this effort. Be explicit about it as reparations.

There can be no healing or "repair" until there is full equity and shifting of systems.

recognition of the true horrible history of enslaved labor and treatment of black people at UVA and within C'ville. dialog about path forward to ensure we move forward in race relations not backward.

Scholarships for descendants of enslaved laborers; free tuition for workers

Dean Pianta and Provost Magill should apologize for ignoring blatant lies in Paul Harris's TENURE DENIAL and fix it.

Conversations and listening circles

Have you ever heard of Alderman?

Lead a Transitional Justice initiative: <https://www.ictj.org/about/transitional-justice>

Reparations for descendants who built uva

Continue to keep these injustices in the conversation - don't just sweep history under the rug after voices in the streets die down. Also focus on celebrating Black culture - to remove oppression, we can't just talk about Black people as oppressed.

Probably not the lip service, window dressing, and scapegoating we're expecting

Endow health benefits for BIPOC in Virginia, because UVA was a hub of eugenic medical malpractice, segregated but unequal health care. This pandemic brings out the racist system of health care in our country.

Listening. Inviting and empowering those less fortunate to speak, to act, to contribute.

reparations + doubling down on efforts to correct errors of the past (and present). hold leaders accountable for real change.

Put a Black woman and an Indigenous woman on this task force. Their omission is painful—viscerally painful.

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Stop using the words "honor" and "pr

"True opportunity for everyone to share the ways they have been injured.

Bring things to light and allow them to be known. Honesty heals."

free tuition for Monacan students

Using University scholars to trace genealogy for Black Virginians for free , scholarships for Virginians descended from slavery, rubric to create racially equitable policies

Implement all of the changes that have been proposed in the past several questions

Acknowledgment. Educate and stand for justice

Rename buildings named after racist white people. Study how POC have been treated in grounds and create action steps to fix it. Listen to POC. Have expectations for behavior of all staff then enforce it. Fire racists and all bigots.

Go into these various communities (Black, Indigenous, Latinx) and asking individuals how the University can help. We cannot presume to know what others need. Interview these communities to learn what they need to heal and repair.

Free tuition for descendants of enslaved laborers. Free medical clinic. Forgiveness of medical debt from A11/A12. Not suing our patients/students. Funding housing relief efforts.

reparations for descendants of enslaved laborers. free tuition for descendants.

Acknowledge the wrongs

Change the names

Full review for all faculty of color who sought and did not receive tenure.

Incorporating the work of Resmaa Menakem and Robin DiAngelo in racial healing. Accountability of racist white faculty. Tenure for Paul Harris.

Reparations for descendants of enslaved laborers. Removal of monuments to white supremacy, yes including Thomas Jefferson. Divest from the prison and military industrial complex! Stop UVA from purchasing furniture from prison labor!!!

"1. TENURE FOR DR. PAUL HARRIS

2. FIRE PRES RYAN

3. RACIAL EQUITY TASKFORCE LOBBYING FOR REAL ACTION, NO LIPSERVICE"

Better CAPS! Doing the actual work of education, funding, and letting folx heal, no performatives! end contract with Aramark and lobby against having to use prison labor for our furniture

"changing perceptions through education

more social interaction between races

public awareness initiatives"

1. financial reparations (scholarships) for descendants of enslaved people who built this university 2. the ability to reopen tenure cases for those who have been left out of the white, male tenure club 3. back pay for overworked staff

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Required curriculum addressing contractions of racist statues/buildings. Not just new memorials, ongoing fin. reparations.

Acknowledgment, Scholarships and Job Attainment

The monument was a good start, but support of holidays/events like Juneteenth. Free participation in that

1. Apologize. 2. Get rid of all offensive statues, building names, etc. 3. Start high quality pipeline programs for Cville young people with some dedicated scholarships to UVA.

bring more Black and Indigenous students here on heftier scholarships

Offer admission and full financial support for all descendants of slaves who worked at the university

Free tuition for Virginia students of color

Our people in CAPS! Reparations, SHOW us that you care about us instead of performing soliloquies of "we're here for you" and then hurting us

We do not want apologies frankly, we want change. We have been asking for the same things for 50+ years. We want change, that is how UVA is going to heal and repair the damage it has done

Additional funds/resources available for folx who have been impacted. Community growth and learning that ensures white students/faculty/staff understand this history and actively work against its legacy

Acknowledgement, memorial, honoring, teaching about it

Permanent office staffed by researchers and possible fellowship for students to build the existing database of descendants of the enslaved laborers who built the university and this could and will link to existing families who continue to work at UVA

"Apologize to students that using student self-governance offloads the work of the institution on vulnerable students.

Give scholarships to families of enslaved laborers

Stop the glorification of the lawn"

"Acknowledging white supremacy & it's role in the current situation

Committing to disband it with concrete actions that will really dismantle it informed from activity, students, fac, staff, & race theory scholar

Removing those that stand in the way"

I applaud the efforts underway. The memorial to enslaved laborers is a thoughtful and substantial commitment. And, we can do more. Intense recruitment of indigenous people, redoubling efforts to recruit black scholars, and a first-g, low-i success pr

"-scholarships

-zero tolerance for racism with students

-reparations (look at what Georgetown did)"

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Access and return of ownership of land, housing, and businesses once owned by indigenous and black families. Reparations in all forms to black / exenslaved families. Divestment from companies such as Aramark who work to oppress Cville workers.

Remove George Rogers Clark statue

Endowment and reparations for descendants of enslaved workers and indigenous students

Insure that all 'essential workers' at UVA are paid at least a living wage and are compensated honestly for the 'essential nature and essential value' of their work.

"More plaques and memorials

More renaming

Education about the contribution of enslaved laborers in EVERY tour of the University"

Throwing money is neither healing nor repair. It must be in doing rather than monetarily paying. Changing the systems (education, economic, housing, etc) that have continued to hold back minorities is the only long term solution.

"1. Open forums facilitated to discuss DEI issues.

2. Actions to follow-up on the suggestions received at these forums.

3. More diversity in UVA leadership ranks."

While the attention to BLackLivesMatter is very important, there has been little to no attention the increased attacks of all sorts on Chinese-Americans (and other Asians "by mistake").

Contextualize Jefferson's image and UVA's history--Monticello is doing a better job

It would be to do my part and do what I can to support the effort, break the cycle of white privilege on any level that I can and again really listen and see what is going on.

"Change names of buildings that associated with eugenics (Alderman), racial prejudice (Curry) to names that relate to the function or celebrate achievements specific to the dept/building/area associated with.

MORE revision of UVA history to recognize"

Scholarships for the descendants of the enslaved

A Black or Brown President. The university needs to hire an antiracist, Black President or Provost.

Enabling robust debate among students and faculty in balanced way to discuss all facets oof issue. Report by August is rushed which I don't think following crowd is long term solution. Our solution should lead not follow.

"A serious apology from leadership for turning a blind eye to DECADES of racial inequality on-grounds.

I am tired of feeling ignored and wrong on these issues. It's time for leaders to acknowledge the lasting pain of racist policies."

"Free tuition

Reduced/free access to healthcare

Leverage position to create access to affordable housing"

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Have a true conversation with the community around white privilege

Admit how what we were taught in history was biased and propaganda toward white supremacy. I am a retired white faculty member who is learning facts for the first time that were buried by our educational system.

Scholarships for descendants of enslaved laborers. UVA museum at Emmet Ivy that honestly explores our history.

"reparations for descendants of those who built this University

Tenure for BIPOC faculty

Looking at student demands and local community activists"

remove all pedestals for white supremacists, eugenicists, etc. (building names, statues, etc.) this includes the TJ statue

"Thank you for your work; thank you for including this topic.

Communicating honestly about the history of the men behind UVA beyond TJ. Honest and inclusive conversations with C'ville community right now. VERY PUBLIC statements/ceremonies re pas"

scholarships for the descendents of the enslaved laborers and Monacan students

"Free tuition for all descendants of enslaved laborers

consistently and unequivocally stand up to/denounce racist comments and behaviors from alumni and student.

Actively work to create a culture change, and let White alums know ""it's a new day""

"An apology from the University for participating in slavery.

This would be a first step towards Truth and Reconciliation.

A memorial to the slaves used to build the University"

Stop the fake narrative that TJ loved Sally. He repeatedly raped a 14 y/o girl. Teach that in a class mandatory for 1st yrs. Make diversity classes mandatory like EDLF 101 and EDLF 555. Bring back Professor Bob, et al. Stop snatching safe spaces

"1. Free tuition, room and board to Monacan students.

2. Being a better neighbor - working to ensure their is affordable housing locally.

3. Being transparent about the University's history."

Scholarships for BIPOC and take down marker by chapel that says land care from Madison

Dedicated scholarships for descendents of the enslaved workers who built UVA

TEACH the actual history— stop whitewashing and romanticizing TJ. The memorial is not enough and there needs to be more acknowledgment ESPECIALLY on the Lawn

Fund mental health services more. Return land to the Monacan people. Make reparations to the descendants of enslaved people and those harmed by eugenics.

Truly safe spaces, more opportunities for community among black graduate students, demerits for bad faculty

"Rename buildings

The university needs to openly address its relationship with Jefferson

Act upon students demands"

"1. Defund the police

2. Scholarships for families of previous enslaved ancestors

3. Permanent and ongoing Standards of Learning in public school curriculum"

Healing cannot occur without awareness and acceptance of what has occurred to found this nation and this institution. Make changes to the general education curriculum that includes mandatory classes on slavery, civil rights and Jim Crow

Acknowledging and owning the sum of our history..good, bad, and ugly. Celebrate TJ for the good and be very honest about the bad. He was more than complicated...dare I say conflicted. And so, too, has been the university/student presence in the

More tuition assistance (possibly free tuition) for employees of the University

Listening to BIPOC cville community members on what reparations should look like

Actually carving out room for conversation. This is beginning to feel like an empty exercise. With less than 30 minutes to go, there has been no discussion.

Recognize that harms are ongoing! How do we hold people accountable, and remove them from positions of power if they use those to cause harm?

Stop the cronyism. Even at senior cabinet levels, leaders chosen for long standing relationships and comfort levels. This is noticed.

full tuition, room, board, and fees for all students who are descendants of enslaved people at UVA

"2. annual programing that connects the city of charlottesville with the students

3. Tenured black professors."

"reparations" via free tuition for descendants of enslaved workers and/or low-income students; continuous, open community conversations; renaming buildings

Reparations

"more local residents as students at UVa (with \$ support if needed)

more diversity at the faculty level (tenure!)

clear & transparent recognition/pay for support staff"

Thoughtful consideration of building names.

Admit Monacan students to UVa at a greater rate. Remove George Rogers Clark statue. Integrate histories of settler colonialism to curriculum. Establish and fund an Indigenous studies program.

Scholarships/support for impacted groups, do not relay so heavily on "legacy" question on application.

ACKNOWLEDGE & TELL THE TRUTH OF ALL PEOPLE, BEGIN W/CH'VILLE AND COVER THE US - HISTORY HAS TO BE RE-WROTE WITH THE CORRECT CONTRIBUTIONS AND ACKNOWLEDGEMENTS

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

This is a question best answered by the communities most impacted by past events. What do they feel would help the healing? The repair is a tough task to contemplate.

Stop investing and capitalizing on performative memorials and focus on policies

Public announcements of the wrongs that have happened.

Reparations for descendants of enslaved labors at UVA

Transitional justice - <https://www.fathommag.com/stories/finally-healing-the-wounds-of-jim-crow>

It would be great for President Ryan to admit his first Instagram post about the murder of George Floyd was emblematic of his internalized racism - to to shame him but so that he models it

Establishment of indigenous studies center

Divest from the prison industrial complex, which disproportionately incarcerates Black and brown people and harms minority communities

"ACTIONS SPEAK LOUDER THAN WORDS!!

Admit more students of color

Hire AND RETAIN more minority facultGRANT TENURE TO DESERVING FACULTY—#TenureForPaul"

Recognize that many people want to see change.

"1 acknowledgement

2 reparations- education opportunities for descendants of enslaved"

Recognizing and teaching about those individuals who survived the oppression in the university's history

Love the idea of multiple, full, permanent scholarships established for descendants of enslaved... at minimum

Inclusion of D&I topics in a 1st year seminar type class

As a white person of privilege, I honestly don't know. I think this question has to be answered by the people on the margins.

Continue to encourage involvement to increase understanding of how we continue to perpetuate history and the ongoing impact it has on our community and its members. More opportunities like this for people to ask questions and get answers unintimidat

Zoom Q&A Comments

How will the task force address high-powered individuals who continually enforce racial inequity practices?

Have there been previous efforts and are you planning any efforts designed to loudly communicate to students that the University does not tolerate racist behavior among students? And if so, is there a way to hold students accountable? I wonder if this is equally important as the honor code.

Has the Task Force tried to address where acts of racism falls in the Honor code?

How will this be different from An Audacious Faith effort in the 80s, particularly given that not much of that data has changed?

You said you have the "support" of leadership and you are "hopeful" for change. Can you comment on HOW (and when) this support will translate into tangible change?

How do we hold departments, schools and the university accountable for achieving DEI goals?

What will communication efforts with undergraduates look like going forward?

What is the end goal here? How do we know when the work is done? There have to be specific goals before enacting new policies.

What does "accountability" look like? I.e. who is overseeing accountability - and how can the community of UVa and Charlottesville be assured of "accountability"?

A comment: it is much easier to say "past leaders made mistakes" by naming buildings after Confederate leaders, etc., but much harder to admit current mistakes. Please know that we are looking for "WE have been guilty in furthering racial division," not, "THEY were guilty." All of the renaming buildings, etc., are performance. We need to see empathy, not just "the rule says ____."

How does UVA plan to keep the momentum moving around this issue as the institution has a habit of being reactive?

Are we going to be able to see what you actually end up presenting to Pres. Ryan in August?

"THE FUN PART"??!!!! I am awestruck by the insensitivity and failure to recognize and acknowledge how severe the gap is here. This is not a race to the finish line. The timeline will be what it will be.

Have you considered asking all members of the University, "what are you willing to give up & to be uncomfortable about in order to work towards racial equity?"

To look closely at unconscious (or, conscious) bias toward those who are most vulnerable, i.e., administrative staff, who often feel the most powerless.

As Universities across the country implement name changes, UVA seems to be reinforcing policies and committees that take years of process to "consider" a change. How do we eliminate processes that serve as barriers to equitable changes and protect the white supremacist status quo?

how do you view the balance between what might be viewed as narrow or symbolic acts vs. fundamentally and permanently changed practices and behaviors so we are truly inclusive?

Why are there no Black women on the task force?

To what degree are you considering and taking into account student demands for systemic change and new programming?

Would it be possible to put out a call to DDI and their graduate student committees to discuss these questions amongst themselves to offer meaningful propositions.

Will people of color who've applied to/interviewed at UVA, especially those offered a job but who chose not to accept positions, be within the scope of those whose feedback will be solicited from?

who can a person reach out to in confidence to speak to about some of these issues

Where does UVA fall these days on its willingness to allow speakers of differing viewpoints on grounds, including those from the right and left. Many older slums are aghast at the failure of Universities to encourage debate and the airing of different views on college campuses.

I'm curious about the lack of black female representation on the task force, with the presence of at least one faculty member who is a nationally recognized scholar on racial equity issues. Daria Torres

You mentioned the report Audacious Faith, are there any comments from the committee regarding this report?

What can be done to correct the omission of Black and/or Indigenous women from this task force? The composition of this task force, at present, reinforces inequity in a most painful way (for context, please see <https://www.theatlantic.com/business/archive/2017/06/black-women-economy/530022/>).

In what ways can others get involved in aiding the task force beyond attending meetings and sending emails? What role are students playing on the Equity Task Force decisionmaking process. Are there any students on the force?

We've been told there are no Black Women on the Racial Equity Task Force. 1) Is this accurate? 2) How does the Task Force intend to make comprehensive recommendations without representation of Black women 3)

How can students/student organizations get involved in the work of the task force?

What will the ETF commit to in regards to equity for the First Nations, especially the 7 federally recognized Indian Nations in Virginia?

3) What will be done moving forward to ensure representation from all aspects of the Black community are included on this and similar committees

Are there any efforts to create student and faculty representatives for the Racial Equity Task Force from each school at UVA?

All too often staff is left out of real actionable initiatives that can be measured. I would appreciate you all being very intentional to that end. Is there a plan to do outreach to staff across the UVA community?

Were any Black women asked to be on the task force?

Would the Task Force be open to adding a Black woman? The absence of a Black woman on the task force is worrisome.

In all due respect, this is not about narratives or listening, this is about having a seat at the table and decision making authority.

So you intentionally left Black women out? No one else see how problematic this is? We are good enough to sleep with, birth children to be enslaved, raped but not sit on the Task Force? This task force is problematic.

Can we add an Alumni to the board who does work in Diversity and Equity work. Such as Solome Rose, who was also one of the effective student writers/organizers of Audacious Faith Report II.

Why not expand the Taskforce to include a black woman?

BSA released demands recently (some of these demands have been unmet for almost 50 years), Black Presidents Council, and other Black groups have also sent demands. Have you all personally read them and are seeing any overlap?

Yes, BSA released "An Audacious Faith."

Does Admission fall under the scope of the committee's work? Especially with regards to doing away with Legacy Admission.

enhanced scholarship offers to black students from Virginia

What efforts are being taken to recruit more black and brown faculty?

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Does your group have an opinion and/or voice to reduce tuition for the fall semester due to COVID?

What discussions have taken place to relax some admission standards and supply extra academic help for minority applicants who come from schools which reflect the impact of institutional racism in our primary and secondary education system.

Do you feel you have the support of the Board of Visitors in your work, and are they prepared to support the recommendations that come forward?

UVA needs committed leadership that can make bold changes. Why was this session planned and executed without university leadership attending and answering our questions? Will there be an opportunity to engage with the president's cabinet and trustees about these issues? They ultimately make the decisions about change at the University.

I have followed the career of Dr. Paul Harris with enthusiasm in recent years, particularly in he models pedagogy in ways that directly benefit our community. If this kind of scholarship is not rewarded by tenure, then something is wrong with tenure criteria. How can tenure be made to be reflective of scholarship that serves the community and does not perpetuate systems of white supremacy in academia?

What is the most immediate issue for the task force? Because it should be to protect BIPOC workers, students, and faculty from racism.

We saw a UVA professor denied tenure because he was said to have only been cited 27 times since 2014, according to Google Scholar, but the actual count, on the same website that they said they got that number, shows that he was cited 148 times since 2014. Then the committee admitted that they assumed that the Journal of African American Males in Education was self-published. It isn't. It is peer-reviewed and has a 23% acceptance rate. The Provost says that there was "not enough evidence of bias" in this case for her to intervene. My question is: how much racial bias is acceptable in hiring and promotion decisions?

Speaking on issues that has been seen as well as lived is fearful to speak on because of targeting!

Then please DO talk about tenure generally. How much bias is acceptable?

What actions is UVa taking to protect international students and their visas in wake of the new and cruel ICE deportation regulations? How will the university ensure that any measures it takes will not disproportionately affect the health of international students?

Will you be looking at the The Code of Conduct for BIPOC Safety, Security, and Prosperity in Higher Education created by dearPWI for inspiration? I emailed you all about it if you need a link for the Code. Thank you!! And thank you for listening to us.

Since you stated you will not specifically look at Tenure for Paul Harris, will you make recommendations to the people who oversee the tenure process to evaluate bias in the tenure review and appeals processes?

Liz Magill says that there must be "enough evidence" to prove racial bias in tenure cases. How much bias is acceptable? Is that number non-zero?

Thank you all for engaging in this work, I hope that this can be meaningful work for the sake of your time and ours. As many have mentioned, Dr. Paul Harris's case is top of mind. While you cannot speak to his case specifically, can you please speak to recommendations that are being discussed to retain and value Black faculty who engage in Black scholarship? And please address the issue of Black staff who are undervalued, underpromoted, and expected to wear many hats to support students in their work and their personhood in a way that white staff are not.

How does the university plan to address white supremacy in Greek life? In addition to regular incidents of fraternity hazing, the inter-fraternity and inter-sorority councils continue to uphold white supremacists ideals and behaviors.

Is this committee looking at how we can better listen to any complaints of racism, sexism, etc.? How will this committee support our staff and faculty of color who have experienced bigotry? We need to support and protect our BIPOC faculty and staff.

What options are being considered for developing an actively inclusive culture at UVA while we go through the very slow process of turnover that will be required to diversify very white and male-dominated departments? What interim actions are being prioritized to support URM students until a more representative set of mentors can be recruited and retained within UVA?

How do we make sure that tenure changes don't come at the expense of Paul Harris' career and well being? It's great if advances are made for future applicants but Paul's case isn't just here to serve as a learning tool for others - it can actually be addressed now and there are real implications for him and his family in its outcome. More broadly, how can UVA move in its racial justice work to better address individuals and institutional policies at the same time, not just using an incident to push policy or addressing individual incidents as one off?

There are currently at least two very controversial tenure decisions at UVA that have received national attention. What will be done to review, dismantle, and rebuild the entire tenure process at UVA, including current UVA policies that enable, protect, and perpetuate decisions made stemming from implicit bias and systemic racism?

I assume UVA's various policies are color blind, so is there a consensus that, as applied, those policies are not fairly applied or yield disparate impacts? In what respects is there systemic racism or subliminal bias at the University, faculty hiring and promotion? Student admissions? Leadership positions? Academic content? Help me understand this. Thank you.

Not a question but a concern shared: a staff member mentioned during the staff town hall and subsequent communication with Staff Senate that, related to Covid-19, there are greater risks of hate crime and discrimination against Asian and Asian American members of the UVA/Charlottesville community. Will concerns like that be within scope of this group?

The moment will pass with no meaningful change unless you are able to speak up for those who are being discriminated against. TENURE FOR PAUL.

If you all are asking for concrete steps, and suggesting that weighing in a PRACTICAL / CURRENT case of tenure denial of a qualified faculty member, Dr. Paul Harris, is off the table???

What effort is being made to identify slaves who helped build and maintain the university? What effort is being made to contact their descendants? Is there any plan in place to offer admission and financial support for those descendants?

We cannot address racial inequality at UVA without addressing its history of elitism and classism. UVA has a long history of not supporting and uplifting low income and working class students. How do you all plan on addressing these issues?

Will the university commit to divesting from the prison industrial complex? UVA is required by law to purchase furniture made from prison labor and that needs to stop because it's an extension of the labor that enslaved people did in constructing this university.

Hi thank you for taking the time to host this townhall today. Are there any plans for UVA to lobby against the use of prison labor in its furniture? and is there any possibility for UVA to terminate its contract with Aramark?

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

Is the task force collaborating with Monticello at all to build on/benefit from work the organization has done to connect with and learn from people descended from those in the enslaved community?

We need continual check ins with the Black community. Because our input has been taken for decades and very little REAL change has occurred. You have lost our trust. That needs to be mended.

Are we also investigating and acknowledging the land and contributions of Native Americans to the University?

Where can we go for DEI training for university students, staff, and faculty?

We need an ombudsman for each college/school and agents at the department level.

I want to break down systemic barriers that I might not know are there. Where is a good place to start?

Will planning for training be part of the scope of this task force or will it be part of an implementation plan/working groups after the force's recommendations are made/approved?

Are you also going to address creating more social and cultural opportunities for students of color to meaningfully interact with students of non color , something that will inevitably lead to greater understanding through shared experiences .

What can we do to form a multi-school faculty cluster hire of scholars focused on issues of race, anti-racism, whiteness and diversity in many disciplines, from history and anthropology to politics and economics, from medicine to law, architecture to education? Quick impact, assurance of community, strong message....

How often does Diversity and Inclusion Office work with the Office of African American Affairs and their programing? Is there a hard line in the budget for funding their programs given that they help retain African American Students through graduation at UVA?

Faculty are expected to do so much, and efforts of task forces like this often focus on getting faculty to do more. How will the task force help departments and schools shift the priorities to truly honor equity efforts (e.g., through P&T changes), such as implementing effective teaching, engaging in antiracist/antibias training, etc.?

Why are all of the task forces for blacks temporary.

Have you started? I can't hear anything.

Thank you for offering Closed Captions! Appreciate the inclusivity.

Where is "retention" in the Access + Success model?

Where do we go on the website to enter the code?

Retention, retention, retention. As testament to recruitment, we "see" the members of this panel. Retention should be the focus now.

Will you be making any recommendations regarding admissions at both the graduate and undergraduate level?

How to include Diversity, Equit, and Inclusion activity by faculty as criterion in promotion and tenure decisions for faculty, as well as in promotion decisions for staff?

who is Paul Harris

Will you provide a summary of responses to these questions?

UVA Racial Equity Task Force July 10, 2020 Public Session Comments and Questions

how many folks are online for this session?

All of these remarks that we have seen, and have not seen, can we get a copy of them and place them on the website

How does UVA's percentages of minority students (black , Hispanics , Asian) compared with demographics within the state and nationally ?

meant to include on Menti but re: healing & repair - disinvest from prison-manufactured products

What is UPD?

Will this presentation be available after this meeting has ended. Also will there be a place on the website to continue getting feedback?

Will the feedback on the questions be shared? How many people are participating in this exercise?

Will all of these responses be posted on the website?

Will we be able to see all of the responses on Menti as well?

Sorry - hadn't scrolled.

Where do we ask questions for the panel?

Where are these questions coming from?

Is the task force going to have/take the time to respond to all Q&A? It is important that all input be considered and responded to - not in summary or aggregate form.

Thank you

The task force asked for concrete examples...then said it wouldn't discuss Paul Harris....um...?

Thank you for the commitment you all have made to this monumental effort!

Thank you.

Please compile and publish the community suggestions via mentimeter. Thank you!

Didn't invite say 3:30 end time?

Thank you for your efforts!

Thanks for hosting this and responding to our questions.

Many thanks to the panelists and participants. We must continue this passionate conversation every day. We have to be present in the good and the difficult.

Thank you!

thank you!

Thank you!

please show the website again.

thank you

