

Student Affairs and Campus Life Advisory Committee Minutes

February 26, 2021, 3:00 pm

Held Virtually

Committee members present:

Patricia Orozco (Chair)

Jason Robinson (Secretary)

Laura Wilson

Veena Ravishankar

Christopher Ryder

Ex-officio:

Cedric Rucker, Associate Vice President & Dean of Student Life

Introductions

Sabrina Johnson, UMW's Vice President for Equity and Access & Chief Diversity Officer.

Brianna Reaves, Silas Alvarez, and Kaylee Deardorff, nonvoting student members

Equity and Access and Diversity efforts at UMW

The Office of Diversity & Inclusion spearheads the university's affirmative action and diversity efforts. As a part of that mission, it helps to prevent discrimination and harassment.

The primary services of the Office

- Provide leadership and coordination for university's efforts to enhance diversity and implement strategic plan;
- Provide leadership and coordination to departments and units across the university to facilitate the implementation of diversity strategies and actions;
- Assist, support, and monitor all units of the university in their efforts to recruit, hire, develop, and retain faculty, staff, and students from historically underrepresented groups;
- Coordinate educational training programs to foster a climate of respect and civility for all members of the campus community; and
- Provide training for executive and instructional faculty search committees.

The D&I lens reaches across all efforts and initiatives at UMW including but not limited to:

The James Farmer Cultural Center, Safe Zone, Student Transition Program, Rappahannock Scholars Program, James Farmer Scholars, Citizenship for Diversity Award, and President's Community Advisory Council on Diversity.

VP Johnson's collaborative model is used across administrative areas, policy, programs, issues, etc. which allows her to have a holistic impact. She advocates to include diverse voices from across the University.

She acts as a consultant with different departments, for example, the Center for Teaching as they work with faculty on implementation of new curriculum, the impact of how we should collect data from EAB, etc.

VP Johnson administers the Bias Incident Policy (concerns about harassment, threat) - and works with the Deans Office on issues related to students and Human Resources on issues related to faculty and staff. These incidents are often solved through informal resolution though formal investigations do take place.

ASPIRE - develops and promotes civil discourse on campus (civility, micro aggressions, bias) - These values are embedded across the University.

VP Johnson represents UMW on Fredericksburg City Police advisory panel.

Works with local chapter of NAACP

She is also active on in the University's COVID-19 response.

Coordinate resources on behalf of students Students can visit her office at any time.

Discussion with nonvoting student members

Approval of Minutes

November - Approved

January - Approved

Next agenda items

The meeting adjourned at 3:59 pm.