



DEI at UVA

Board of Visitors | June 02, 2023

Diversity, Equity, & Inclusion at UVA

OVERVIEW OF DEI AT UVA

DEI IN PRACTICE: UPD AND ATHLETICS

DISCUSSION



UNIVERSITY OF VIRGINIA MISSION STATEMENT



Purpose

The University of Virginia is a public institution of higher learning guided by a founding vision of discovery, innovation, and development of the full potential of talented students from all walks of life. It serves the Commonwealth of Virginia, the nation, and the world by developing responsible citizen leaders and professionals; advancing, preserving, and disseminating knowledge; and providing world-class patient care.

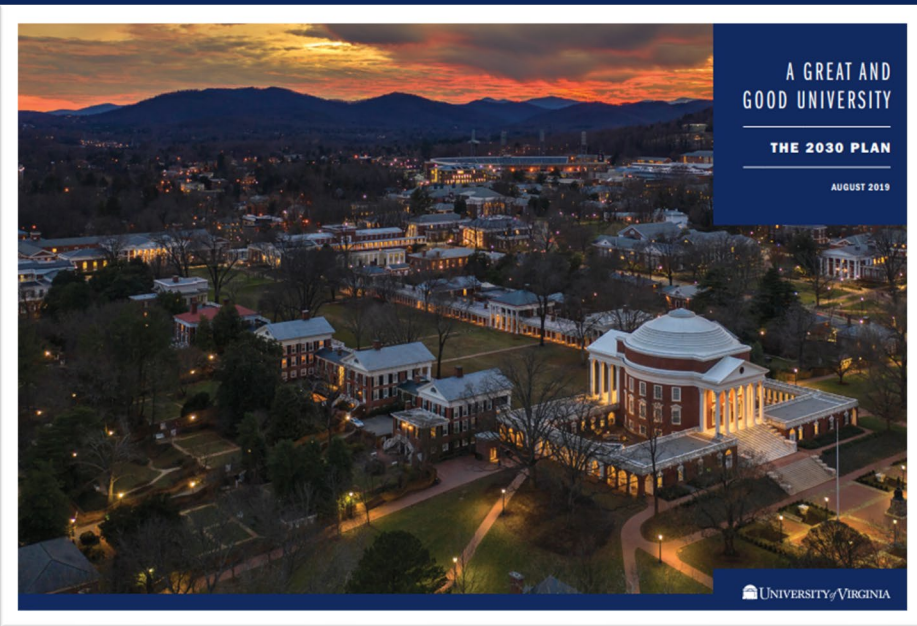
We are defined by:

- Our enduring commitment to a vibrant and unique residential learning environment marked by the free and collegial exchange of ideas;*
- Our unwavering support of a collaborative, diverse community bound together by distinctive foundational values of honor, integrity, trust, and respect;*
- Our universal dedication to excellence and affordable access.*

A GREAT AND GOOD UNIVERSITY: THE 2030 PLAN

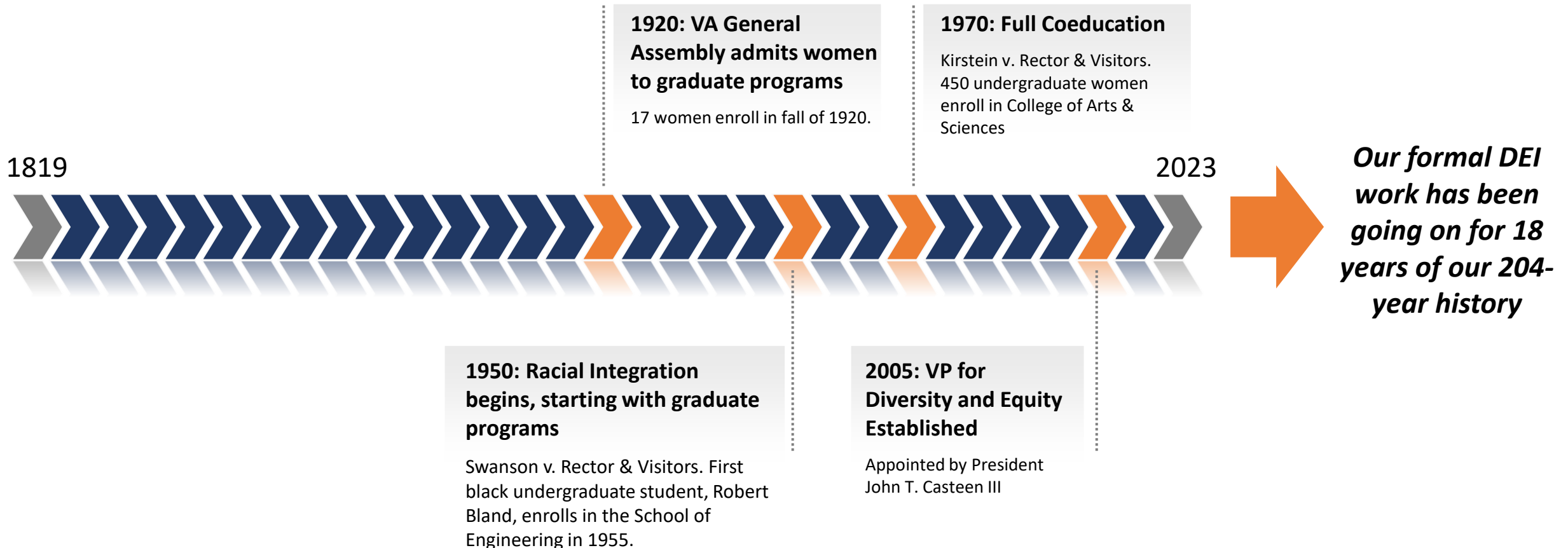
Goal II: Cultivate the most vibrant community in higher education

Key Initiative: Be a community that consistently lives its values



We will live by and promote the values at the heart of the University, including service, excellence, honor, diversity and inclusion, free speech and academic freedom, and student self-governance. Also, we will both study and be accountable as an institution to address pressing societal challenges, including environmental sustainability, social mobility, educational inequities, and health disparities.

Racial and gender diversity at UVA are relatively new – and our DEI work is even newer



DEI work is common across sectors

The Army must not only draw from America's diversity, but must also understand how to communicate why DEI is critical to success and how to appreciate, leverage, and integrate principles of DEI into all aspects of its operations. [We] must embrace a more diverse U.S. population in the future and establish plans to acquire, develop, employ, and retain all populations and communities. At the same time, it is essential to communicate ... that all personnel are essential to [our] mission and that their attributes, experiences, cultures, characteristics, backgrounds, and talents are force multipliers.

The US Army

At the crux of our efforts is a focus on cultivating and sustaining a diverse work environment and workforce, which is critical to meeting the unique needs of our diverse client base and the communities in which we operate...We are committed to making progress toward racial equity, advancing gender equality, and increasing representation at every level...

Goldman Sachs

Our goal is to create a University that values all voices and provides each individual enriching opportunities and pathways to success....Diversity, inclusion, and equity are central to Purdue's achievement of excellence....We are committed to providing equal access and opportunities to all current and future employees including individuals from groups which have been historically under-represented in academia. This includes, but is not limited to, women; racial/ethnic minorities; lesbian, gay, bisexual, transgender, and queer individuals; individuals with disabilities; and veterans.

Purdue University

Defining DEI

DIVERSITY

The full spectrum of human attributes, perspectives, identities, backgrounds, and disciplines.



- Gender, race, ethnicity, age
- Religious beliefs
- Background and professional experience
- Political ideology and point of view

EQUITY

An effort to ensure equal opportunity, not equal results.



- Need-based financial aid
- Cavalier Opportunity Fund
- Disability accommodations
- Gender-specific uniforms for members of our facilities team
- Veterans' Student Center, OAAA, Hoos First

INCLUSION

Active, intentional, ongoing work to build a community that is welcoming and promotes a sense of belonging.



- Food in dining halls
- Inviting speakers to Grounds with different points of view
- Who we choose to honor, and how
- 2nd Year Housing

DEI in Action



Admissions



Student Support



Teaching and Learning



Sponsored Research



Alumni Engagement



Landscape



Community Partnerships



Workforce



Enrichment & Training



Health Care



Academic Policy



Accreditation

UVA has 55 dedicated DEI positions, with a total annual budget of \$5.8M

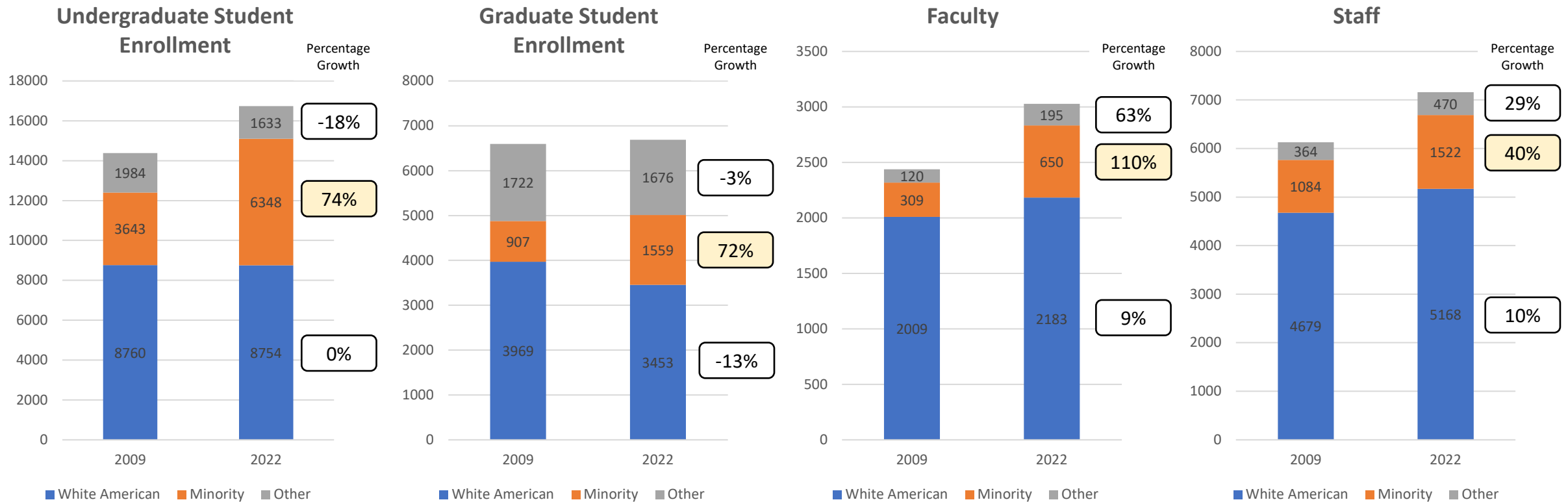
	Group(s)/Area(s)	# DEI Positions	Salary Cost
Institutional Strategy/Action	Office for Diversity, Equity, Inclusion, & Community Partnerships	9	\$1,195,103
School/Area Strategy/Action	Academic	16	\$1,609,245 ⁺
	Operations & Development	4	\$467,662
	Health System	7	\$532,520 ⁺
Student Access/Affairs and Academic Affairs	Student Affairs	8	\$650,554
	Provost's Office – Academic Affairs & Access	2	\$189,190
Support Positions*	Across the University	9	\$654,054
Total		55	\$5,298,328

Central operating budget for DEI: **\$464.7K** = Total dedicated DEI budget: **\$5.8M**

⁺ Excludes salary cost for positions held by faculty on administrative appointment who are paid based on their faculty role and market value.

* Support positions are roles like “administrative assistant” and “director of business operations” that do not do DEI work directly but exist exclusively in support of a DEI professional or office.

Measuring success: Diversity



Notes: The Minority category includes the following: African American; Asian American; Hispanic American; Multi-Racial American; Native American or Alaskan; Native Hawaiian or Pacific Islander
 The Other category includes the following: Non-Resident Alien; Unknown.

Data provided on Faculty and Staff includes only permanent, salaried employees and does not include Medical Center Staff.

Source: University of Virginia Diversity Dashboard; <https://diversitydata.virginia.edu/Home/Grouped>

DEI at UVA: UPD and Athletics





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