



Hi Team,

I hope most of you were able to participate in the Week of Learning last month—special thanks to the People Operations team, the speakers, the facilitators, and everyone else who helped make the week a success. Among its many benefits, the Week of Learning provides opportunities to make progress on our goals set forth in University Advancement’s Inclusive Excellence Plan.

Since many have joined our team in the past few months, I thought this would be a good time to provide an update on and historical context for the Inclusive Excellence framework and the diversity, equity, and inclusion, or DEI, efforts taking place across the University.

The Inclusive Excellence framework was introduced to the UVA community by Vice President Kevin McDonald and staff in the [Division for Diversity, Equity, and Inclusion](#) (DDEI). The framework consists of five dimensions under which each school or unit across Grounds can create goals related to diversity, equity, and inclusivity. You can read more about the framework and the five dimensions [here](#).

Through the efforts of several working groups, input from staff, and guidance from the DDEI, University Advancement developed its own Inclusive Excellence Plan, which was published in 2021. You can find the full plan and additional information on how the plan was developed on the [DEI Resources page](#) on the Advancement Hub.

I have since appointed a group that is responsible for implementation of the goals set forth in University Advancement's plan. Members of this group include Andrea Devine, Amy Karr, Charlotte Morford, and Emily Tate. Today, I have several updates to share related to this work and the next steps for Inclusive Excellence across Grounds.

#### DEI Community of Practice

The DEI Community of Practice was formed shortly after the release of the Inclusive Excellence Plan and provides an opportunity for Advancement staff across Grounds to come together to learn and share best practices related to DEI in the Advancement profession. I'm pleased to announce that Tiffany Morris, Assistant Director, Donor Relations in University Advancement, and Cate Liverman, Director of Constituent Relations at the Medical Alumni Association, have agreed to be the new co-chairs for the community of practice—many thanks to Tiffany and Cate.

In collaboration with members of the community, Tiffany and Cate will bring the group together to discuss topics that help move Advancement's DEI efforts forward across Grounds. Look out for more information soon regarding upcoming meetings.

#### New Director of Development for Diversity, Equity, and Inclusion

Following the departure of our previous Director of Development for Diversity, Equity, and Inclusion, a national search was undertaken to find a highly qualified candidate to assume the role. In partnership with Kevin McDonald and the DDEI, I am excited to announce that Chris Barnes has been hired and his first day in the role was last Monday, February 13.

Chris comes to us from UNC Chapel Hill, where he most recently served as the Director of Development for University Initiatives. In this role, Chris worked closely with UNC Chapel Hill's Vice Provost for Equity and Inclusion and the Vice Provost for Academic and Community Engagement to advance fundraising efforts related to DEI. I hope you will all join me in extending a warm welcome to Chris as he gets started.

#### Next Steps

Recently, Kevin McDonald and the DDEI hosted an Inclusive Excellence Convening that brought together members of the University community who are involved in DEI work across Grounds. Rob Allen, Associate Vice President for Development, participated in the event as part of a panel of UVA and community partners who have implemented Inclusive Excellence plans. Rob shared information about University Advancement's planning process and answered questions from units who are currently working on their own plans. Approximately 90 percent of operational and administrative units and 64 percent of academic units across the University have an Inclusive Excellence plan in place at varying levels of implementation.

University Advancement's collective work towards implementing our Inclusive Excellence plan has not gone unnoticed. Kevin McDonald recently shared the following about our efforts:

"University Advancement was one of the first organizations to meaningfully engage with the Inclusive Excellence Framework, and it continues to serve as an organizational model across Grounds. The breadth and depth of participation and the desire to build on foundational efforts are encouraging and energizing. When the Convening was scheduled, it was clear that UA was one organizational unit that we really wanted to share their journey with others in attendance, and I look forward to the future contributions that UA will make in the Inclusive Excellence space during the months and years ahead!"

The DDEI is now moving into the next phase of implementation and will be checking in with units that have an Inclusive Excellence plan in place to see how they are progressing. Your input and participation are vital as we aim to track our own progress toward our shared goals. Whether it is through the trainings offered during the Week of Learning or throughout the year, through groups such as the Community of Practice, or through some combination of other DEI-related opportunities along the way, I hope each of you will take the time to get involved and help make University Advancement a great place to work for all.

If you have any questions about how to get started, please don't hesitate to contact the members of the implementation group.

Best,  
Mark

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