

**DEI COMMUNITY OF
PRACTICE MEETING**

December 6th, 2023



PRE-PRESENTATION POLL

**PLEASE SIT
WITH YOUR
TEAM**

WHO WE ARE

DEI COMMUNITY OF PRACTICE



CATE LIVERMAN

DEI COP Co-Chair



TIFFANY MORRIS

DEI COP Co-Chair



EMMA ENGLISH

Guest Speaker, OOE DEIB Chair

SURVEY RESULTS

OFFICE OF ENGAGEMENT

DEIB COMMITTEE

OVERVIEW

DECEMBER 6TH, 2023

GLOSSARY OF TERMS

DEI/DEIB/DEIBJ - Diversity, Equity Inclusion, Belonging, and Justice

UA - University Advancement

COP - Community of Practice

OOE - Office of Engagement

PTP - Points to Ponder

FY24 OOE DEIB COMMITTEE MEMBERSHIP



EMMA ENGLISH, CHAIR

Assistant Director, UVA Clubs and
Global Engagement



ABBY SIMMERMAN

Assistant Director, Donor
Experience



ASHLEY GRESH

Senior Associate Director,
Digital Engagement



CAROLINE LIVINGSTON

Assistant Director, Donor
Relations



JEFFREY REASON

Project Associate, University
Annual Giving



SADIRA GLENDENNING

Assistant Director, UVA Clubs and
Global Engagement

FY24 OOE DEIB COMMITTEE PROJECTS



AUGUST RETREAT REVIEW

How we audited our office and used that feedback to set our direction for FY24.



POINTS TO PONDER

Hear about the Points to Ponder Newsletter.



ROUNDTABLE SERIES

Hear about two roundtable series we've created.



Q & A

Discussion about the OOE DEIB Committee's work.

OOE AUGUST RETREAT ACTIVITY SUMMARY

WHAT WE DID

OVERVIEW: At our August teamwide retreat during Week of Learning, we asked our colleagues to list items, processes, and behaviors they'd like to Start, Stop, and Keep from a DEI standpoint.

PHASE 1: Our colleagues wrote answers on giant post-it notes while seated with their immediate teams.

PHASE 2: Our colleagues posted these notes in the space, then walked around and indicated which items they agreed with.

WHY WE DID IT

This activity allowed us to gather hands-on real-time feedback with our office to set the direction of the committee for FY24. It also strengthened our visibility, accountability, and sense of partnership.



OOE AUGUST RETREAT ACTIVITY DATA COMPILATION PROCESS

STEP 1: Write down all objects

STEP 2: Pair items with similar items

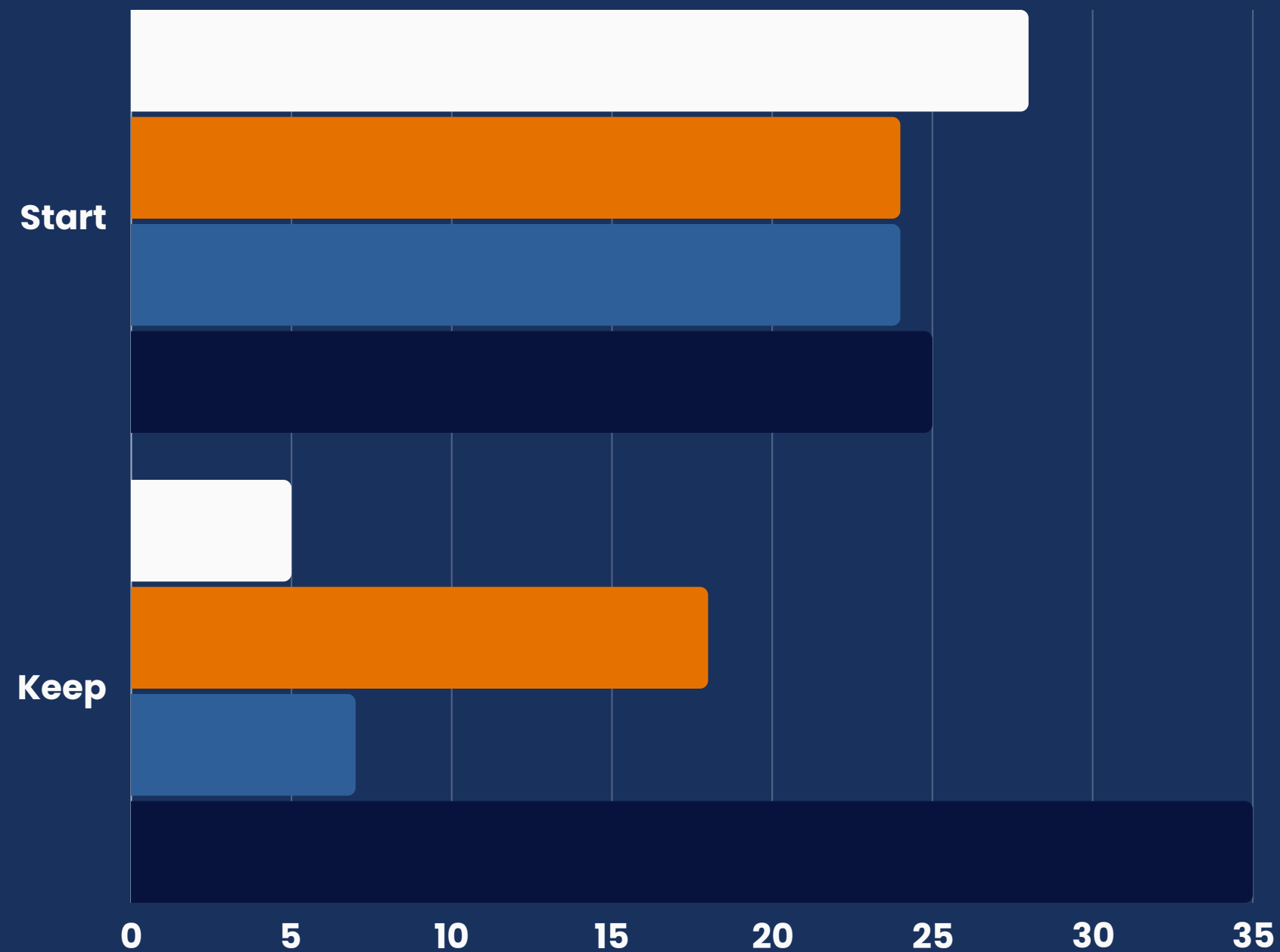
STEP 3: Name topic buckets

STEP 4: Align buckets between **Start**, **Stop**, **Keep** categories

STEP 5: Sort based on number of stars, qualify internal vs external focus

START	Total Stars	Internal or External Focus
SAFETY, TRAINING & EDUCATION <u>Prioritizing mental health/safety of staff in conversations (10),</u> Specific guidelines for difficult conversations (6) Office-wide training on difficult situations (7), Sly Mata training (OOE retreat specifically) (2), Rachel Spraker trainings (1), More tactical training (1), Templates/guide for responses with constituents (1), Educate gift officers on discussing scholarships with donors (0), Better clarity with gift officers in conversations with donors about scholarship/GA preferences (0),	28	Internal

WHAT WE HEARD



1

Safety, Training, Education

Protecting the mental health safety of staff, tactical training, and talking points for constituent interactions.

2

Resource Sharing

Re-sharing current DEIB resources, Points to Ponder Newsletter.

3

Best Practices

Using pronouns effectively, avoiding acronym usage, and using accessible language.

4

Team-Specific Items

Less relevant for our committee - shared with specific teams

FEEDBACK INTO ACTION

START



**Difficult Conversations with Constituents
Roundtables, New Hires Roundtables**

KEEP



**Points to Ponder Newsletter, Tactical
Trainings, Sharing Existing Resources**

STOP



Elevate “Stop” Suggestions to Leadership

DEIB ROUNDTABLE SERIES

1

Difficult Constituent Interactions Roundtable Series - ACTIVE

When: 3 hour-long sessions in December

Aims to address:

- Safety, Training, Education

2

New Hires Roundtable Series - Launching January, 2024

When: 3 hour-long sessions in January

Aims to address:

- Resource sharing
- Best practices



DEIB ROUNDTABLE SERIES

EXAMPLE QUESTIONS

1

We're going to talk today about difficult conversations with constituents. When you hear difficult conversations – what comes to your mind? How did you feel in these situations? Do you encounter different issues being in-person vs. interacting virtually?

2

When you encounter a difficult conversation, what resources do you currently turn to? What resources are available to you prior to the conversation, during the conversation, and in its aftermath?

3

Are there additional supports you wish you had in place?

4

What is your goal from this conversation? What do you hope comes from this?

POINTS TO PONDER

What is the Points to Ponder Newsletter?

Points to Ponder is a monthly newsletter that offers learning and development opportunities to OOE. PTP promotes ongoing knowledge sharing focused on raising awareness of marginalized communities, heritage months, and identity recognitions.

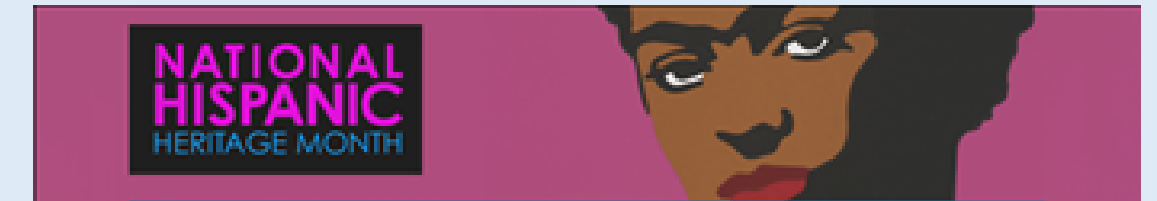
How and Why was Points to Ponder Created?

PTP was developed in the FY 23 DEIB Working Group's Action Plan as a response to internal and external DEIB audits. PTP also is meant to align with UA's Inclusive Excellence Plan Area: Education and Scholarship.

Points to Ponder was created with the intention of providing manageable bits of knowledge and tips on a regular basis for ongoing learning and development.

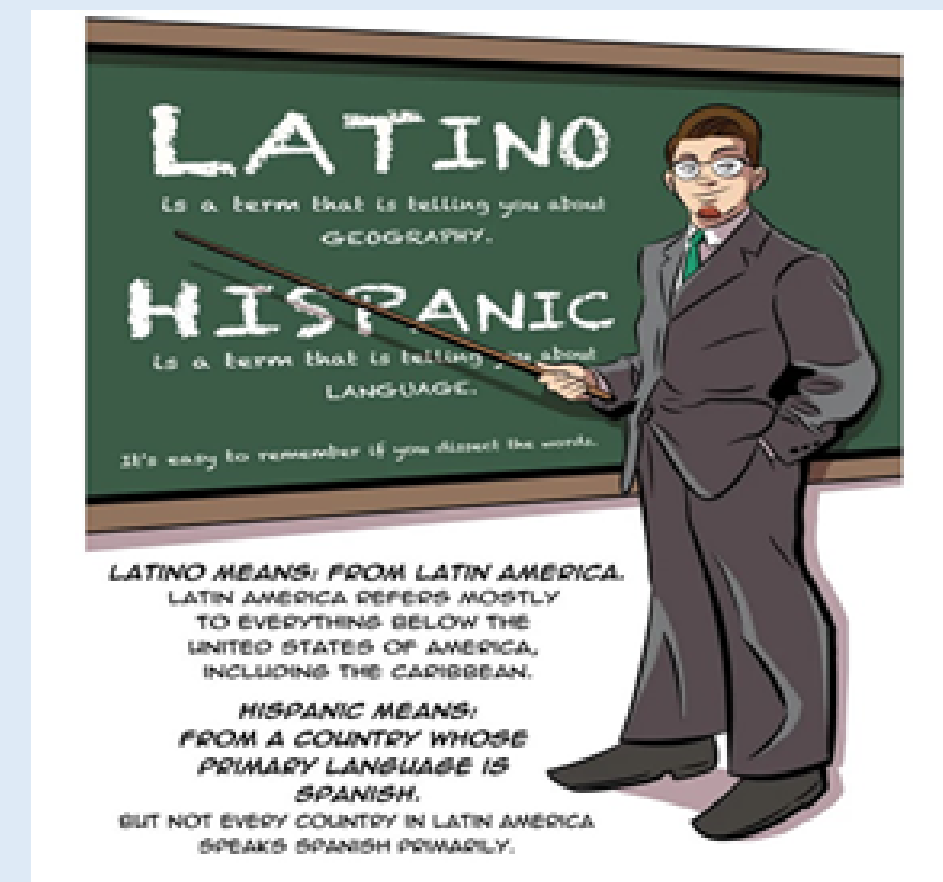
DEIB Points to Ponder

Happy Hispanic & Latin American Heritage Month!



“Latin American Heritage Month kicks-off today and is observed from **September 15 to October 15**. This month gives us an opportunity to celebrate the legacies, histories, and contributions by our community members who come from the Caribbean, Central and South American, Spain, Mexico, and beyond. These groups include, but are not limited to, Indigenous, Mestizos, Afro-Latinos, and other mixed-race people. Currently representing the largest ethnic minority in the country, Latinos have participated in the creation and growth of this nation well before it was named the United States. Complex stories of colonization, immigration, and slavery make Latino history an infinite source for inquiry and knowledge. [Learn more here!](#)”

Did you know?



POINTS TO PONDER FORMAT

1

Nationally (and/or Internationally) recognized Identity, Heritage, or Culturally Significant Timeframe.
ex: Hispanic Heritage Month

2

Did You Know? Section - includes historical background and context related to the chosen theme.
ex: the difference between terms Hispanic and Latino

3

DEIB Resources (programs, initiatives, etc). UVA-specific items included, if relevant or available.
ex: information on the Bolivar Network

4

Upcoming DEI Events (Virginia, Charlottesville, UVA).
ex: Cville Sabroso Festival

DEIB POINTS TO PONDER EXAMPLES

DEIB Points to Ponder

November is National Native/Indigenous American Heritage Month!



(Long Walk Home, by Richard K. Yazzie, 2005, commemorates the return after four years of deplorable captivity (1864-1868) when 7,000 Navajo were imprisoned. After their release along the river Puerco, the city of Gallup, NM was founded in 1881 in what a defined reservation is now.)

“Native Americans incorporate hundreds of different tribes and approximately 250 languages. Starting in 1976 as Native American Awareness Week, the period was expanded by Congress and approved by President George H. W. Bush in August 1990 by designating the month of November as Native American Heritage Month. In his proclamation for 1996, President William J. Clinton noted, “Throughout our history, American Indian and Alaska Native peoples have been an integral part of the American character. Against all odds, America's first peoples have endured, and they remain a vital cultural, political, social, and moral presence.”

Read more about Native American Heritage Month at [UVAs Diversity Resources Calendar website](#) & the National [Native American Heritage Month](#) site by the Library of Congress.

DID YOU KNOW?

Did you know?

Land acknowledgment is a simple, powerful way of showing respect.



(Pictured from Left to Right: Monacan Tribal Council Member Sue Elliott, Monacan Citizen Victoria Ferguson, Monacan Tribal Chief Kenneth Branham.)

“Acknowledgment is a simple, powerful way of showing respect. The practice (which you can learn more about from this [Kluge-Ruhe resource](#)) helps to create broader public awareness of the resilience and resistance of Indigenous nations in the face of a more than 500 year history of efforts in what is now called the United States to separate Indigenous people from their land, culture, and each other. Acknowledgment by itself is a small gesture. It becomes meaningful when coupled with authentic and sustained relationships. The University has partnered with the Monacan Indian Nation to create a series of land acknowledgment posters. If you would like to request a copy of a poster to display in your office, residence hall, or other space please [email our office...](#)”

Learn more & connect to more resources at the [University's Office for Equal Opportunity & Civil Rights](#).

Native Languages & Corresponding Virginia Tribes



Which Indigenous lands are you on? This map will show you...



Check out this resource to see what [Native Land](#) you are on outside of Virginia. Native Land is a resource to learn more about Indigenous territories, languages, lands, and ways of life.

DEI EVENTS

More Events & Resources

Surrounding Native/Indigenous American Heritage

Mellon Indigenous Arts Program Presents - Ways to Celebrate

Below are suggestions for ways to celebrate and acknowledge Native/Indigenous people during Native/Indigenous American Heritage Month and throughout the year provided by the [Mellon Indigenous Arts Program at UVA](#):

Visit:

- The Kluge-Ruhe Aboriginal Art Collection of UVA in Charlottesville
 - The National Museum of the American Indian in DC
 - The Monacan Ancestral Museum in Amherst, VA
<https://www.monacannation.com/museum.html>

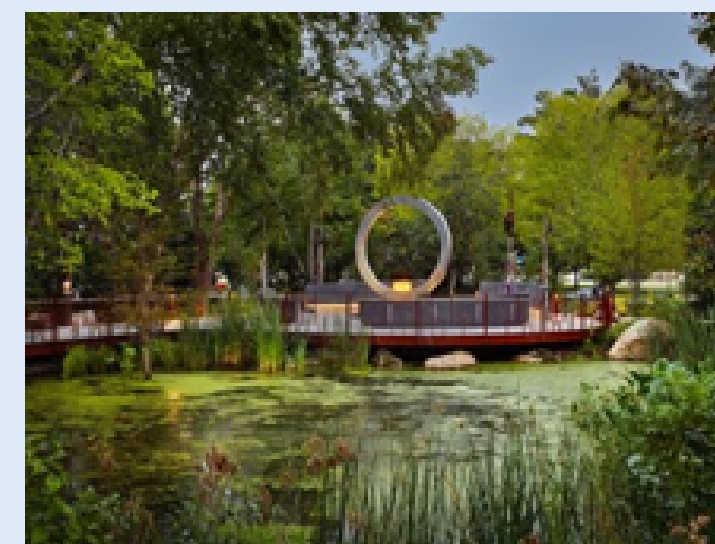
Education:

- *An Indigenous People's history of the United States* by Roxanne Dunbar-Ortiz
 - *Off the Reservation* by Paula Gunn Allen
 - *Everything You Know About Indians is Wrong* by Paul Chaat Smith
 - *Playing Indian* by Phillip Deloria
- Learn about the harmful effects of Indian mascots as names of sports [teams](#)
- For more education resources, check out the [American Indian Library Association](#)

Build Relationships:

- Charlottesville's Indigenous people are the Monacan Nation, <https://www.monacannation.com/>

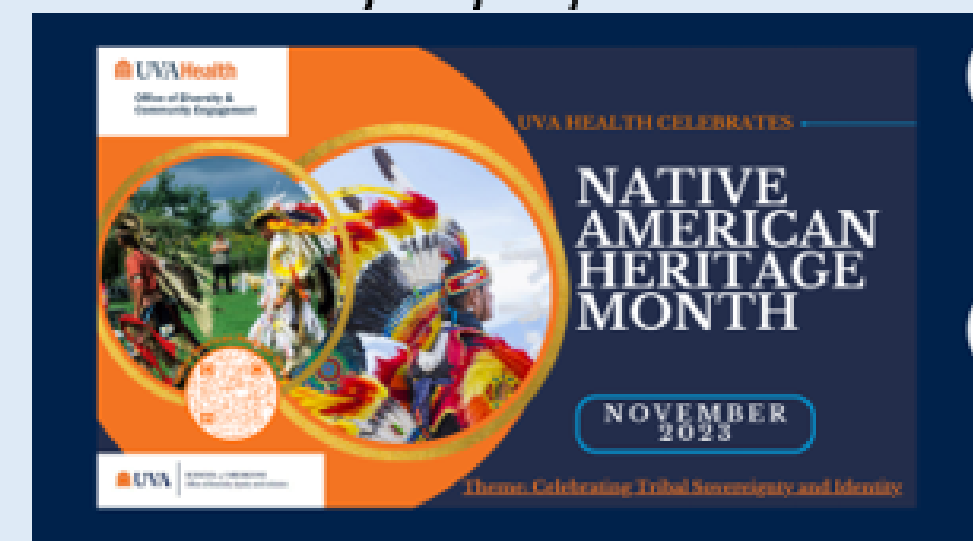
Honoring Native Veterans



Virtual Event, November 11th, 10AM-5:30PM

Presented by the National Museum of the American Indian – “Recognize and honor the military service of Native Americans on Veterans Day 2023. Events include family activities; a presentation about the National Native American Veterans Memorial by the memorial designer, Harvey Pratt (Cheyenne and Arapaho Tribes of Oklahoma), and curator Rebecca Trautmann; special hospitality for veterans; and a wreath-laying ceremony at the memorial, preceded by the presentation of colors by the K̄owa Black Leggings Warrior Society.” [Check out livestream schedule](#) and link to “[Why we serve](#)” website.

My Story...My Voice



Virtual Event, November 15, 2023, at 12:00 PM

My Story...My Voice Featuring Dr. Edward C. Valandra. Professor, Senior Editor, Author.

Theme: Celebrating Tribal Sovereignty & Identity.

This is a virtual event and registration is required. [Register here.](#)

RESOURCES CONT.

Books & Journals for Native/Indigenous American Heritage Month



UNIVERSITY
of VIRGINIA

LIBRARY

"In honor of Native American Heritage Month, UVA Library recommends resources for insight into American Indian culture and history. The books and journals mentioned explore the wide variety of American Indigenous peoples and their contributions to what is now called the United States.

Thanks to Librarian for Collections Management and Video Resources [Leigh Rockey](#), Librarian for History and Religious Studies [Keith Weimer](#), and Reference Librarian [Grace Hale](#) for the recommendations." [Click here to check out their recommendations.](#)



Q & A

DISCUSS AT YOUR TABLE

What is your shop doing now?

- Do you offer training beginning with onboarding?
- Do you include any DEIB initiatives in your annual reviews?

What would you like to implement?

- What resources would you need?

What resources do you have?

- How are you motivating/encouraging participation and use of these resources?

WHERE TO GO FROM HERE?

NEXT STEPS

- Get to know your team!
- Create intentional opportunities for DEIB conversation.
- Try a hands-on activity to learn or gain feedback.

UPCOMING EVENTS

1

The Belonging Conference

Date: January 8th, 2024

Location: The Johns Hopkins University Bloomberg Center
Washington, DC 20001

Topic: Be part of a transformative event that promises to elevate your institution's DEIB efforts within the field of advancement. Join us at The Belonging Conference and take your institution's impact to new heights.

2

DEI Community of Practice Meeting

Date: January 18th, 2024

Location: TBD

Topic: Bystander Training

DEI COMMUNITY OF PRACTICE MEETING

THANK YOU

DECEMBER 6TH, 2023