

9/21/21 DEI CoP Meeting

Breakout Room Discussion

What do you hope to learn?	Votes
To apply best practices to our specific UVA context	10
Recruiting and retaining a truly diverse pool of applicants for new positions, being proactive for postings through UVA HR.	9
History of UVA - both in terms of events and policies and in terms of lived experiences over the course of UVA's history & more recent past.	8
Baseline knowledge of DEI - how to have it be a proactive priority in all our activities	8
How DEI efforts include people with disabilities	8
How can we really shift the culture in all that we do? Goals of diverse recruits, speakers, students, donors, etc. follow creation of an inclusive culture	8
Opportunities to collaborate across Grounds	7
What is the University doing to align DEI efforts across Grounds.	6
How to take it from the big ideas to tactical and infusing DEI in all we do. How do we apply it? Especially when we are in a hybrid work environment and more people are fully remote.	6
What resources are out there and what's available?	5
How I can contribute.	5
How do we make the case for priorities that focus on DEI or anti-racist efforts, to donors of all backgrounds, especially white donors?	5
Continually expand inclusivity (LGBTQIA+, special needs, body positivity, BIPOC, etc.)	4
How do we identify and gain trust with donors/prospects of color and in historically excluded groups?	3
TO be open	3
Learning from others' experiences and how to incorporate new ideas.	3
opportunities to weave DEI themes and ideas into our everyday work with staff and donors	3
How to uncover unconscious biases and how to address	3
How do we insure people feel welcome from the beginning of their time at UVA - students, employees, volunteers	3
Enhance recruitment and retention practices	2

Wanting DEI students to feel included	2
As a white female, how do I better understand and relate?	2
How to elevate voices that have been under-heard so that we all can learn from them and the perspectives they represent.	2
Using affinities and affiliations to segment direct marketing materials	2
Data and communication methods	2
Sharing resources to help us understand others' perspective, e.g. Day of Learning materials	2
Add a new sticky note by clicking on the green plus button in each topic. If your idea is already represented, you can "upvote" it by clicking on the note and then clicking the thumbs up.	1
Best practices.	1
How do we show and tell the University story of ever evolving especially with our alumni population.	1
Understanding the University Advancement culture, as well as learning how to interact with donors regarding DEI.	1
Learn to speak with those who have different life experiences both internally and externally and becoming better at navigating conversations	1
Best practices to engage those who have been historically unengaged.	1
How to best leverage board members and other volunteers in this process?	1
Learn what has not worked for people	0
Using data proactively and responsibly to engage our diverse alumni.	0
What has worked for outreach?	0
How can our roles in UA be a part of the greater goal or mission of what UVA hopes to achieve?	0
What are ways we're not even thinking of to improve	0
How can we look at our prospect lists and plan our year differently to incorporate DEI?	0
Inclusive language (how to understand and build common vocabulary)	0
How can we make ourselves accountable? How do we demonstrate that we've changed for the better?	0
What sort of budget is available to pilot new programs?	0
How can each of us individually engage	0

More DEI Training from outside experts	0
How to thoughtfully and ethically collect, utilize, and report on constituent data.	0
What sort of things can you look at to determine whether or not your pool of candidates is diverse enough?	0

What do you plan to contribute?	Votes
An open mind to learn!	6
Supporting people where they are in their journey and being empathetic to all	6
A willingness to challenge my own assumptions and push for change and advocate for an anti-racist culture - even when uncomfortable.	4
Questions	3
Bring authentic self to the table and not be afraid to ask questions. Model behavior. There are no stupid questions.	3
Bringing perspective gained from working with, and supporting, Latin American and Native/Indigenous students and student groups on Grounds.	3
Ideas for initiatives to promote and learn more about DEI - Library initiative where you read a book or an article and share what you learn	2
Learning to be comfortable with being uncomfortable. Making mistakes and learning from that.	2
An open mind, listening ear, encouraging stories to be told.	2
Willingness to collaborate with other partners across Grounds on DEI	2
How to inspire people with storytelling and the wonderful accomplishments of our constituents	1
Positive attitude about change	1
Knowledge of DEI from working with other units across Grounds	1
Diverse talent pool	1
Bring more DEI topics/opportunities to learn to all UVA constituents - alumni, parents, friends, & fans through programming & collaboration	1
Staff resources - brainpower - the willingness to adapt programming to be more inclusive	1
Communications background, and thinking about how we communicate internally. How we present ourselves matters.	1
Bringing ideas learned from other experiences,	1

space space	0
Help Advancement partners understand how other orgs in the UVA 'universe' can help support DEI goals / donor wishes (e.g. Alumni Assoc)	0
Cultivating an on going open conversation around DEI at UVA and the surrounding community, by building psychologically safe spaces to share ideas and experiences.	0
Tools and learning from previous DEI training	0
How can we be sensitive to the people and students who are profiled to help them see the benefits?	0
To learn about ways we can make EVERY person feel comfortable and like their true authentic selves	0
Bringing own unique experience + voice to the table, advocating for donors/alumni,	0
Bringing a diversity of backgrounds to the conversation	0
Challenging + questioning how we work with donors (looking at rating system for biases), making it less exclusionary	0
Being consistent and pushing for change in the DEI arena	0
Willingness to share ideas from DEI training with the full DEI CoP.	0
How to we tap parents, alumni, friends to be involved in the cross-Grounds DEI efforts, aka volunteer ambassadors?	0
Willingness to work hard and continue to do whatever it takes to make change.	0
Perspective as a special needs parent	0
UVA Library's list of resources geared toward understanding difference - https://guides.lib.virginia.edu/UnderstandingDifference	0