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Staff Senate Meeting

Thursday, February 22, 2024,

10:00 to 11:30 a.m. at Carruthers Hall and Zoom

**Our Agenda:**

* **Welcome and General Announcements**

1. Staff Appreciation Breakfast, March 6, 2024,  from 7 – 9:00 a.m.
2. Hoos Making an Impact – We have two prospective winners. Luncheon is March 20, 2024, from noon to 1:30 p.m., at The Colonnade Club.
3. Staff Senate Forum, April 4,2024, from 10:00 – 11:30 a.m., Rotunda Dome Room with President Ryan, J.J. Davis, and John Kosky
4. Staff Senate Vice President’s Luncheon at Harrison Small Library, April 26, 2024, from noon to 1:00 p.m. with John Kosky, Alice Raucher, Colette Sheehy, Augie Maurelli, Kevin McDonald, and Kelly Doney.
5. Staff Senate Luncheon, June 10,2024, from noon to 1:00 p.m. at the Kimpton The Forum Hotel. President Ryan, J.J. Davis, John Kosky, and Augie Maurelli will attend.
6. Elections – Please be recruiting in your respective departments/units for new Senators and be thinking of running for the Senate’s Executive Board; getting more deeply involved.

* **Guest speaker:** *Ben Allen*, Executive Director, Equity Center – President’s Council Initiatives (10:15 a.m. to 11:00 a.m.)
* Adjournment

Meeting opened at 1 p.m. virtually and in-person

Co-chairs

Patrick Wood – Finance

Adam Richard - Arts & Sciences

Staff Appreciation Breakfast, March 6, 7 a.m. to 9 a.m.

Patrick Wood, Gabriella Laskey (Medicine) and Rick Willis (President, DEI) will be manning the Staff Senate table. (Others are welcome!)

Hoos Making an Impact – Still working on this with Admin. Two potential winners. March announcement, lunch with Senior Administration at the Colonnade Club.

Staff Senate Forum, April 4 – Rotunda Dome Room.

Senior Administration officials participating. John Kosky, vice president and chief human resources officer, wants senators to meet leadership and understand what they do and how they do it. Networking, participation. Please come with questions rather than comments. Need an idea of how many staff senators will be parking in Central Garage (Please send note to Patrick Wood).

Survey to go out to 7000+ staff to solicit questions for the Forum to get four questions to submit to administration prior to the meeting. Lottery for staff to attend the Forum in person to come later. First time Staff Senate is running the meeting.

Staff Senate Vice President’s Luncheon at Harrison Small Library, April 26, 2024, is an opportunity to meet with Senior Staff in a collegial, casual setting. The Senate will greet, eat and meet with senior staffers to understand a bit more about the people and process in upper management.

Staff Senate Luncheon, June 10 – noon to 1 p.m. at the Grove Ballroom III in the Forum Hotel. Please arrive early so everyone can be seated and ready to listen.

Elections – Please be recruiting in your respective departments.

*SPEAKER*

Ben Allen, Executive Director, Equity Center – President’s Council Initiatives

Discussing Community partnership with the Equity Center

History of Equity Center

How do we redress history of social inequality at the University?

Work: Tangible and Equitable

Displaced black individuals due to urban renewal.

State of Poverty report – survival salary in Area is $33K

In all counties black families are about 25% of families in poverty

Basics for Survival: Jobs, food, electricity, housing, internet

[Map of Shelter in Place](https://virginiaequitycenter.github.io/cvilleequity_covid/SIP/) representing an hour in any direction of C’ville

The most-burdened area of inequity in less than one mile from UVA Grounds.

Strategic Plan at UVA

[Be a strong partner with and good neighbor to the C’ville region.](https://strategicplan.virginia.edu/strategic-goals/#section-2)

Overview of [President’s Council and Equity Center Work](https://prescouncil.president.virginia.edu/)

Feb. 2019 – What should the University be working on?

Establish the Equity Center

Establish Pres. Council – to work on key areas

Establish systems that measure progress

Made up of local stakeholders-

* + Affordable housing – 135 acres (three sites) donated for affordable housing.
  + Early education –
  + Local economy – Incubator
  + Pipelines and pathways – workforce development to break down barriers to
  + employment at UVA. Connect to community organizations: Resume, transportation, etc.

Public health – focus on violence prevention.

* Community safety – Safety working group: County, City, UVA
  + mental health
  + youth programming
  + reducing gun violence
  + Mentoring

Karsh Institute for Democracy – Looks at threats to democracy.

To have a democracy, we need to help the community with

strategic partnerships.

Nurturing Authentic partnerships

Community engagement - Scholarship

Investment by the University

Resource Knitting

Youth Power – Facilitate access to better educational opportunities

7th grade to 12th grade – 200 kids now

* + - Mentoring
    - Tutoring
    - Field Trips
    - Jobs

Local not for profits want the programing.

UVA provides the data as an assist to local organizations.

Peer engagement

Providing shelter, food, structure, mentoring…

Example of Programming: work at Blue Ridge Detention Center. Every child is male. Every child is black and brown. 25 of 30 were either shot or involved in a shooting.

Connect youth with Mentors.

Starr Hill Pathways

Identity, College and Career, Leadership & Wellness

Young ladies wanted to visit a college needed money.

Fundraising – Sold concessions at UVA football games

Starr Hill Pathways – career and college exploration as rising 7th graders through high school.

Academic Year Enrichment

Year-round pathway exploration

Knitting and Partnership with school leaders and community-serving groups.

Mentors – UVA Students paid for counseling/programming

Kids who have been in the program for three years see UVA as a friend.

General discussion about affordable housing. Barriers/needs to mission. Redress inequities of past. Program is free. There is some funding for youth programs: camps, sports camps…

Now at the point where the organization can speak with stakeholders about what. Need more nurturing collaborators. Hopefully to fund a full-time team to get the word out.

Important to have a relationship with administration. Build on successes. Have to show how the program is beneficial to UVA as well as the community.

Training and Onboarding Survey Results

Adam Richard

We now have data and results been delivered to John Kosky. Looking for equity and parity in jobs and there needs to be improvement in training and onboarding

Constituency Corner

Leah Gould (Law) – last meeting as she is moving to Chicago.

11:23 adjourned