

Diversity Equity & Inclusion Digest

April 2020

April is Diversity Awareness Month - How to Celebrate at Home...

Diversity is defined as: *The full spectrum of human attributes, perspectives, identities, backgrounds, disciplines.* This month, take time to recognize diversity in your home. By celebrating the unique cultures, backgrounds and traditions of others, we can gain a greater appreciation for the diversity that surrounds us



Experience diversity through food:

Local business [Culinary Concepts AB](#) posts a weekly culinary challenge from around the globe. All recipes are 'pantry-friendly.' Post your culinary outcome on their Facebook page and the winner receives a gift card to a local restaurant!

Experience diversity through language:

Take advantage of your – and your kids' – time at home by learning a new language or practicing the one you're already learning. Locally-owned [Speak! Language Center](#) is home to 22 languages and is taking registrations now for online one-on-one and group learning lessons!



Experience diversity through film:

In this fact-based drama, newly minted attorney Bryan Stevenson moves to Alabama to begin a career defending the wrongly condemned, including Walter McMillian, a black man convicted of murder and sentenced to death despite evidence of his innocence. Rent or try the film for free on [dvd.com](#), a Netflix Company.

COVID-19 Resources

We will get through this
together.

This site is an active resource of ways locals can [help](#) and [get help](#).

Help During COVID-19

[Support Cville](#) is a website that collects the ways people have created to donate and receive money, time, and supplies for those in the greater Charlottesville area who have been impacted by the Coronavirus disease, COVID-19.

FACILITIES MANAGEMENT

Resources for UVA Employees

[Click here](#) to access an updated list of resources specifically for UVA employees and other helpful numbers and links for help from our community.

Community Fund and Hotline:

Asistencia de Emergencia COVID-19

¿La pandemia COVID-19 le ha causado dificultades financieras en su hogar?

¿Necesita usted asistencia financiera o ayuda de otro tipo?

Llamos a nuestra línea directa para asistirle
(434) 234-4490

Este fondo no es un beneficio federal y no impacta cambios de estatus migratorio bajo la regla de cargo público.

Hogares en Charlottesville y los condados de Albemarle, Buckingham, Fluvanna, Greene, Louisa, Nelson y Orange son elegibles

Hecho posible a través de una asociación entre:
Charlottesville Area Community Foundation
City of Charlottesville
County of Albemarle
Cville Community Cares
United Way of Greater Charlottesville

CHARLOTTESVILLE AREA COMMUNITY FOUNDATION
INVEST FOR GOOD

COVID-19 Emergency Assistance

Has the COVID-19 Pandemic caused Financial Hardship in your Household?

Do you Need Financial and Other Assistance?

Call the
Community Resource Hotline
for assistance
(434) 234-4490

This Fund is not a federal public benefit and does not impact immigration status changes under the public charge rule.

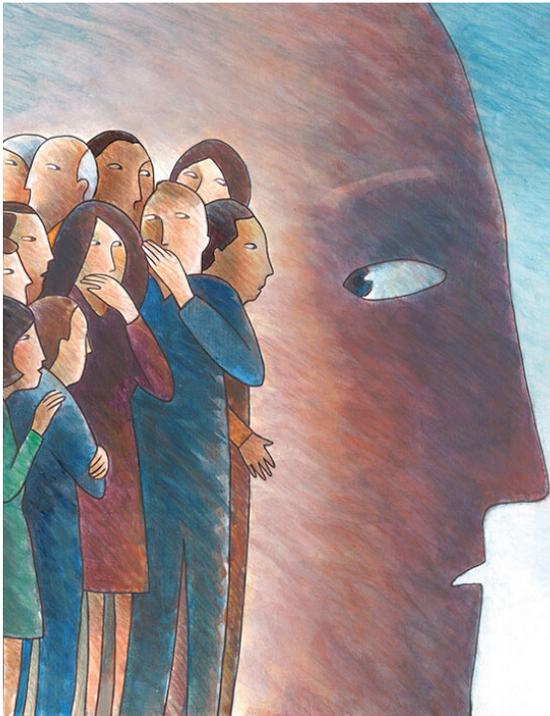
Households in Charlottesville & the Counties of Albemarle, Buckingham, Fluvanna, Greene, Louisa, Nelson & Orange are eligible

Made possible through a partnership between:
Charlottesville Area Community Foundation
City of Charlottesville
County of Albemarle
Cville Community Cares
United Way of Greater Charlottesville

CHARLOTTESVILLE AREA COMMUNITY FOUNDATION
INVEST FOR GOOD

If you are able, please consider a donation to this emergency relief fund to support individuals and organizations in our community, [DONATE HERE](#).

Did you know...



Coronavirus + Stigma

Stigma occurs when people associate a risk with a specific people, place, or thing – like a minority population group – and there is no evidence that the risk is greater in that group than in the general population. **Stigmatization** is especially common in disease outbreaks. It is important to remember that people – including those of Asian descent – who do not live in or have not recently been in an area of ongoing spread of the virus that causes COVID-19, or have not been in contact with a person who is a confirmed or suspected case of COVID-19 are not at greater risk of spreading COVID-19 than other Americans. [Learn more here.](#)



Take this opportunity to capture a unique moment in your family's life:

WHO: Open to anyone, pay what you can on a sliding scale from \$0-\$250

WHAT: A fundraiser started by five local photographers

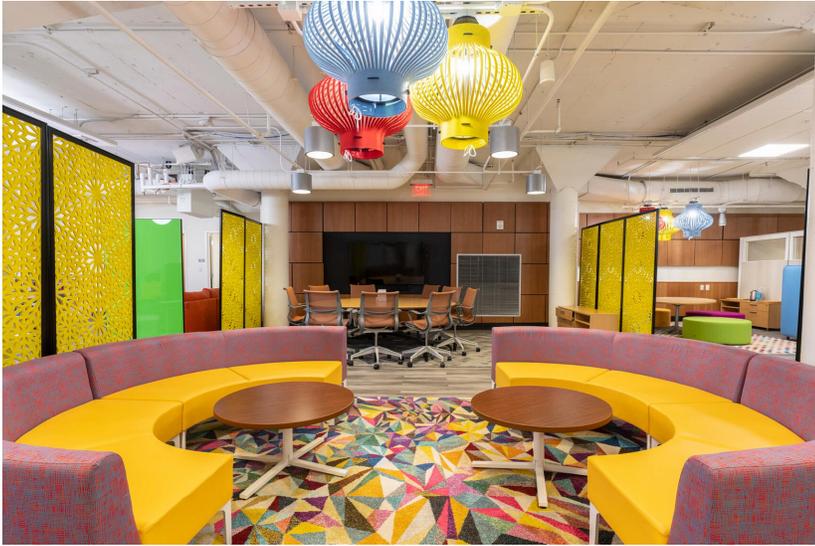
WHEN: When you want! Email the group at cvilleporchportraits@gmail.com to schedule yours!

WHERE: On your porch, a safe distance from the photographer

WHY: Funds raised will be split 50/50: 50% for the photographers and 50% for local artists, all of whom are facing a loss of income at this time.

HOW: Email cvilleporchportraits@gmail.com and check out their portraits on [Instagram](#).

UVA + Facilities Management...



New Student Centers Create an "Inclusive Community of Trust"

[The Multicultural Student Center](#) in Newcomb Hall was recently relocated and expanded to align with UVA's strategic plan, "A Great and Good University: The 2030 Plan," which calls for the University to "continuously promote and strengthen an inclusive community of trust." The new space also included an expanded LGBTQ Center as well as new Latinx-focused and Interfaith Centers.

President Ryan lauded the new centers in his welcoming remarks by stating, "As president, I believe deeply that we need to build a community that is not just diverse, but also inclusive." And, "UVA, as you all know, ought to be a place where everyone feels welcome, and spaces are an important part of that."

The construction and renovation of the spaces would not have been possible without the expertise and support of UVA Facilities Management. We are grateful for the leaders and teams who supported this initiative on Grounds:

Hunter Durrer - Construction Project Manager
Todd Russell - Construction Superintendent
Cory Paradis - Design Project Manager

Travis Sly as Trades Team Leader and the Carpentry Team including: Blaine Derryberry, Andrew Shelton, Isaac Lily-Clopton, Ray Hunter, James McDonald, and Darrell Morris

Jason Lam as Trades Team Leader and the Electrical Team including: Jeff Paczowski, Trevor Harlow, Paul Norford, Justin Golladay, George Vandyke, Ken Burchell, Buddy Davis, Chad Simpson

Brett Bryant as Trades Team Leader and Michael Layman from the Cabinet Shop

Greg Clements as Trades Team Leader and the Sheet Metal Team

Tom Castellanos as Trades Team Leader and the Plumbing Team



President Ryan: Toward a shared sense of purpose and community

The new student centers on Grounds did not open without controversy. President Ryan was asked by The Cavalier Daily to address the controversy as well as share his thoughts on diversity and inclusion more broadly.

In his letter he challenges us all to think hard about what an inclusive community should look like, raising thorny questions like, "how do we reconcile a commitment to inclusion with organizations that are, at least on the surface, somewhat exclusionary?"

[Click here to access the full article.](#)