“It’s important to acknowledge that our university has come a long way in building a more diverse and inclusive community — and we must not shy away from recognizing and celebrating this progress. At the same time we must continue our ongoing and deep commitment to diversity, equity, inclusion and belonging.”

President Kevin F. Hallock

**Shared Goals**

**REPRESENTATION**
Continue to recruit and retain talented and diverse students, faculty, and staff to ensure our campus community reflects the rich diversity of our city, region, nation, and the world.

**BELONGING**
Cultivate inclusive living, learning, and work environments in which all can fully participate in the life of the institution and experience a sense of belonging.

**CAPABILITY**
Become a skilled intercultural community that enables and enriches an unparalleled academic experience.
With our three goals of representation, belonging, and capability guiding us, we furthered our commitment to diversity, equity, inclusion, and belonging (DEIB) at the University of Richmond in strategic and significant ways in 2021-22. As senior administrative officer, I have the privilege of reporting a few key highlights from across campus this year. I am grateful for the continued work of many staff, faculty, and students to advance DEIB at UR, only some of which is captured here. Please find more information about the actions happening across divisions at equity.richmond.edu.

The responsibility for and ongoing attention to DEIB work is shared among the president; academic deans and President’s Cabinet; the Office for Institutional Equity & Inclusion; the DEIB Community of Practice; and the Institutional Coordinating Council for Thriving, Inclusion, Diversity and Equity. This distributed leadership network collaborates with many others on campus who are committed to the work of making the University of Richmond an equitable, inclusive community.

We are striving to create a skilled intercultural campus community that reflects the diversity of our city, region, nation, and the world, and in which all members can fully participate and experience a sense of belonging. We have more to do, and it will require hard work from each of us if we are to realize the equitable future we seek.

Dr. Amy Howard
Senior Administrative Officer, Equity & Community
Enriching the Student Experience

Building on the important past efforts of the Office of Multicultural Affairs and the Office of Common Ground, the University opened a new Student Center for Equity and Inclusion (SCEI), a dynamic multicultural space and a separate and expanded LGBTQ+ lounge in Whitehurst Hall. Students, faculty, and staff joined the SCEI team to support First-Generation, Limited Income, LGBTQ+, and Multicultural students, and the unit launched new program offerings throughout the academic year.

“At the core of the SCEI, we are providing underrepresented students with multiple avenues to build community, claim their place at UR, and feel confident about showing up authentically.”

Dr. Morgan Russell-Stokes

Guided by their Statement on Inclusion and Diversity and strategic plan, the Department of Athletics also enriched the student experience this year through many educational and support initiatives. The department formed a Diversity, Equity, and Inclusion Council to advance their work, and three UR representatives were also named to the A10 Commission on Racial Equity, and Inclusion.

At the end of the 2021-22 year, The Cave, managed by the Center for Student Involvement, opened to offer additional space on campus for student organizations to host events and gatherings. The name for the space emerged from a student naming contest in the spring, an example of the ways the University is centering student feedback.
The Center for Student Involvement hosted the grand opening of The Cave on April 9, 2022. The Cave is a large multipurpose space for meetings or events with moveable furniture to meet the needs of registered student organizations. Photograph by Jamie Betts.

Left: Students enjoy the 2022 Asian Gala, one of many events planned during UR’s first API/DVA Heritage Month hosted by the Student Center for Equity and Inclusion. Photograph by Kim Schmidt.

Right: Women’s Basketball team members celebrated Black History Month.

UR students collaborated with Richmond artist Hamilton Glass to design a mural dedicated to communities of color for the Multicultural Student Space. Photograph by Jamie Betts.
A New Africana Studies Program

A new major and minor in Africana Studies was created by faculty in response to student advocacy. This year, the School of Arts and Sciences hired a new faculty member in Africana Studies and History who will join program chair Ernest McGowen and other affiliated faculty in launching the academic program in fall 2022.

“The thought and philosophies of Black people provide an understanding of complex societal structures, spanning centuries (prior to the creation of biological constructs of race) and traversing as many geographies as the people of the African diaspora have.”

Dr. Ernest McGowen
Bridging Equity & Community

In 2021-22, the University established the Equity & Community unit, bringing together the nationally recognized Bonner Center for Civic Engagement (CCE) and the newly created Office for Institutional Equity & Inclusion (OIEI) to support UR’s linked commitments to community engagement and DEIB as core values and drivers of UR’s mission. OIEI supports and aligns diversity, equity, inclusion, and belonging (DEIB) efforts for our entire campus community by providing resources, ongoing education, consultation, and signature programs. Equity & Community also hosted the 2022 Martin Luther King Jr. Celebration focused on dialogue across difference for our entire campus community.

PROGRAM HIGHLIGHT
Community Dialogue Facilitation Network (CDFN), a program that develops our campus’s collective capability to engage productively in difficult conversations with equity-minded group facilitation skills, trained nearly fifty students, staff, and faculty this year. The steering committee is chaired by Glyn Hughes, director of institutional equity and inclusion, who is joined on the steering committee by Ashelle Brown, learning & development specialist, Monti Datta, associate professor of political science, and Theran Fisher, director of talent and organizational effectiveness.

Left: Community members, staff, faculty, and students gather for an African Roots Reunion Community Dance Workshop with Kevin LaMarr Jones, ’94, a program of the 2022 MLK Celebration.

Right: Patricia Herrera, associate professor of theatre and dance and co-chair of the Institutional Coordinating Council for Thriving, Inclusion, Diversity, and Equity (ICC), presents to a UR department about the work of the ICC.
The Burying Ground Memorialization Committee, co-chaired by Keith McIntosh (VP and CIO) and Dr. Edward Ayers (President Emeritus) was charged with identifying appropriate means to memorialize the enslaved people who lived and labored on this land prior to the University's arrival. After extensive original research by School of Professional & Continuing Studies graduate student Shelby Driskill, listening sessions with descendants and the campus community, and collaboration with design consultants, the Committee published a final report with recommended design principles and a range of possible design concepts for a permanent memorial on our campus. The next steps in design implementation are underway with the Baskervill architectural team who served as design consultants to the Burial Ground Memorialization Committee over the past two years.

Left: Historian and advisor to the Burying Ground Memorialization Committee Dr. Lauranett L. Lee spoke at UR's first Juneteenth Celebration, hosted by Equity & Community, Richmond Athletics, and Human Resources. The special event culminated at the Burying Ground for discussion and reflection.
“We look forward to the day of dedicating the memorial. The main thing is that we were allowed to give input as we felt we so deserved. And so that’s a learning point, that’s a beginning for healing, and for a reckoning and for reconciliation to begin to occur.”

Brenda Dabney Nichols, Burying Ground Memorialization Consultant
Classroom Inclusion & Belonging

The Faculty Hub hosted another Inclusive Pedagogy Cohort in 2021-22 for faculty from all five schools at the University and over 16 departments or programs. The Cohort met twice a month to work on strategies for creating more inclusive classroom experiences. Conversations focused on many topics, including how faculty can promote student belonging, encourage inclusive participation, foster student metacognition and growth mindset, incorporate alternative assessment practices, and facilitate difficult discussions.

Additional Faculty Hub offerings this year included an Inclusive Syllabus Workshop, a conversation on Inclusive Assignment Design, and sessions on Transparent Assignments, Structuring for Inclusion, Student Belonging, and Promoting Executive Functioning Skills.
Naming Principles

In spring 2022, the University adopted naming principles that provide criteria and consistent guidance for decisions related to naming.

The application of the principles resulted in the removal of six building names: Ryland Hall, Freeman Hall, Jeter Hall, Thomas Hall, Brunet Hall, and Puryear Hall. The buildings were renamed the Humanities Building, Residence Hall Number 3, Residence Hall Number 1, Residence Hall Number 2, the Refectory, and Fountain Hall.

New signage was installed for Residence Hall Number 2 (above), Fountain Hall (left), and the four other renamed buildings. Photographs by Jamie Betts.
Students gather at the Community Festival during the Inauguration of President Kevin Hallock on April 8, 2022.