

President's Council on UVA-Community Partnerships

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March 16, 2022

prescouncil.president.virginia.eduPresident James E. Ryan
Madison Hall
University of Virginia
Charlottesville, VA 22904-4224

Dear President Ryan:

As you know, our Council charter outlines our responsibilities to *receive the recommendations* of the affiliated working groups and to *make recommendations to the president and community leaders* for implementation of interventions and strategies designed to lead to demonstrable results that community members can feel and experience in their lives. We are pleased to convey to you the attached Report and Recommendations of the Pipelines & Pathways Working Group.

We have reviewed the Pipelines & Pathways Working Group recommendations, and we fully endorse each. Along with our endorsement, we want to emphasize several issues raised in the working group's report related to hiring and retaining:

- We acknowledge the need for and the challenge of changing the mindsets of hiring managers and supervisors as it relates to disadvantaged populations. As one colleague noted, success in reducing this barrier will result not because of a "magic moment, but because of a model program." We believe that if we couple training and policy for leaders with the recommendations outlined in the report, we will succeed in our effort to "[i]ncrease the number of disadvantaged community residents hired by the University, decrease the rate of turnover, and increase the number of incumbent Academic Division and UVA Health workers, including UVA-affiliated workers (UPG, UVA Temps, etc.) who advance up the income ladder." For this reason, we are developing and will forward to you case studies that highlight successful organizational development programs aimed specifically at culture change.
- We also encourage the University to create policies that provide more flexibility for workers currently subjected to disciplinary action for issues related to structural barriers, such as tardiness caused by inconsistent parking and transportation shuttle services or childcare issues, such as when the public schools are closed.

Thank you in advance for you and your team's thoughtful review of this report and we look forward to hearing next steps.

Yours in partnership,



Brennan Gould & Erika Viccellio (on behalf of President's Council members, pg. 2)

Attachment: Pipelines and Pathways Working Group Report and Recommendations, February 11, 2022

PRESIDENT'S COUNCIL MEMBERS

Brennan Gould, president and CEO, Charlottesville Area Community Foundation (co-chair)

Erika Viccellio, executive director, The Fountain Fund (co-chair)

Nirajé Medley-Bacon, UVA student representative

Elizabeth Beasley (ex officio), director of community partnerships, division of Diversity, Equity, Inclusion and Community Partnerships, UVA

Harold Folley, community organizer for the Legal Aid Justice Center

Bonnie Gordon, associate professor of music, faculty director, UVA Equity Center

Charlene Green, deputy director, Piedmont Housing Alliance

Mark Lorenzoni, founder, Ragged Mountain Running Shop

Cristine Nardi, executive director, Center for Nonprofit Excellence

Louis Nelson, vice provost for academic outreach and professor of architectural history

Ridge Schuyler, dean of community self-sufficiency programs, Piedmont Virginia Community College

Lorie Strother, SWaM (small, women- and minority-owned business) contract administrator at the University

Juandiego Wade, career counselor, Albemarle County; member, Charlottesville School Board

Dr. Michael Williams, associate professor of surgery and public policy

Barbara Brown Wilson, associate professor of urban and environment planning, School of Architecture; faculty director, UVA Equity Center