



To Whom It May Concern:

I have worked alongside Dean Perry in the capacity of Honor's Diversity Advisory Board for 2 years. We have worked to address real disparities that persist within Honor in addition to perceived inequalities that prevent Honor from achieving true community-wide acceptance. Dean Perry has provided support for our mission from the beginning of his time here at UVa. His insight and experiences provide sound advice, ideas and guidance for our projects.

This year saw the initiation of a revitalized Honor orientation event for International Students. This revamping included a shift from a predominantly lecture based 15minute session, to an hour long small group discussion focused on delivering key information about the Honor System and the current biases that seem to exist within the system, as well as discussing their thoughts and unique concerns about dealing with Honor. Changing the way we deliver and receive information regarding Honor with the international student community is essential for at least 2 reasons: 1) the presence of the international community at UVa is growing rapidly and their needs and valid concerns must be addressed for UVa to maintain itself as a global center for education 2) our current means of communication were not effective – international students are reported at a higher frequency than the remaining population.

In light of the statistics concerning 'spotlighting' and 'dimming' within Honor, Dean Perry played a key role in initiating a movement for a Faculty Diversity Workshop. After further discussion and with input from the Diversity Council, we made the decision to embody this information in an online format. We are currently working out the logistics of implementing such a workshop. After numerous discussions, we felt it best to review the most recent statistics on case reporting and case outcomes first to determine the current state of Honor cases. Moreover, we felt a valuable module such as this should reach the entire UVa community, not just faculty members, and thus this Diversity Workshop will reach a broader audience than initially intended.

Working with Dean Perry has been fruitful in many ways. Specifically, he is able to vocalize and communicate concerns of communities that are often not heard. His ability to process a situation and determine points of action is a particularly valuable asset to DAB as we pursue solutions for current shortcomings of the Honor system.