



COMMONWEALTH of VIRGINIA
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To: Luke Torian, Chair, Mark Sickles, Vice Chair, House Appropriations Committee
Sam Rasoul, Chair, Shelly Simonds, Vice Chair, House Education Committee
Ghazala Hashmi, Chair, Senate Education and Health Committee
Louise Lucas, Chair, Senate Finance and Appropriations Committee
Rev. Cozy Bailey, Chair, Virginia African American Advisory Board

From: A. Scott Fleming

Subj.: Enslaved Ancestors Memorial and Scholarship Program – Annual Report

During the 2021 legislative session, the General Assembly passed House Bill 1980 (Virginia Code § 23.1-615.1). This legislation requires five institutions – the College of William & Mary, Longwood University, the University of Virginia, Virginia Commonwealth University and Virginia Military Institute – to identify and memorialize, to the extent possible, “all enslaved individuals who labored on former and current institutionally controlled grounds and property and [provide] a tangible benefit such as a college scholarship or community-based economic development program for individuals or specific communities with a demonstrated historic connection to slavery that will empower families to be lifted out of the cycle of poverty.”

In 2021, SCHEV worked with the participating institutions to develop a set of guidelines to govern the implementation of the Enslaved Ancestors College Access Scholarship and Memorial Program. Each institution has issued an individual report to SCHEV on its implementation of the program and compliance with the guidelines. SCHEV has reviewed and consolidated the individual reports into a consolidated report, which is submitted pursuant to the provisions of Virginia Code § 23.1-615.1.

Thank you for your attention to this information. Please let me know if you have any questions.

Enclosure

cc: The Honorable David Reid

Executive Summary

Pursuant to Virginia Code § 23.1-615.1₁, this report provides an update on the implementation of the Enslaved Ancestors College Access Scholarship and Memorial Program, at five of the Commonwealth's public institutions. Longwood University, Virginia Commonwealth University, Virginia Military Institute, University of Virginia and William & Mary are required to implement the program without the use of state funds.

The specific requirements of the program include identifying and memorializing enslaved individuals who labored on the institutionally controlled grounds and provide a college scholarship or community-based economic development program for individuals or communities with specific ties to slavery. Each individual institution implemented the program with different approaches while remaining consistent with the requirements of the program. These efforts at research, recognition and identification give a name to those who have not been recognized individually or dignified collectively and present an opportunity for learning, engagement and investment in communities with historical ties to slavery.

Summary of Institutional Efforts

All five institutions required to implement the Enslaved Ancestors College Access Scholarship and Memorial Program are members of the USS (Universities Studying Slavery) consortium. Membership extends beyond the five public institutions to include other public and private institutions both internationally and domestically. The focus of the consortium is to aid in the collective work of tracing enslaved individuals across institutions and countries, developing guiding principles on best practices by working with descendant groups, and hosting conferences to provide networking and learning opportunities for institutions. Each institution brings a unique perspective to the implementation of the project.

Longwood University is engaged with commemoration and reconciliation work around the Prince Edward County civil rights movement and by providing scholarships to students meeting specific qualifications related to the program. The destruction of records during the Civil War by the Union forces has limited opportunities to identify and memorialize its enslaved laborers except for two identified laborers - Mimi and Ben. Longwood's implementation of the program focuses on scholarships and community engagement and support around civil rights initiatives.

Virginia Commonwealth University's Project Gabriel, named after Gabriel Prosser, who organized a rebellion to end slavery in Virginia, is in the process of hiring a genealogist to identify enslaved individuals who labored on MCS grounds and trace their family trees. A feasibility study is investigating the possible renovation of the original First African Baptist Church to provide a space for memorialization, community engagement and learning opportunities for the community.

Virginia Military Institute's historical written account, Slavery at VMI, weaves a narrative of the lives and work of enslaved laborers to provide dignity and value to their contributions while highlighting the significant contributions made by those individuals to the institution. A planning committee is discussing what a physical memorial may look like on campus to identify by name those laborers.

At the University of Virginia, the Gibbons Project, named for two enslaved laborers William and Isabella Gibbons, was established to research and understand the lives and work of enslaved laborers as well as trace their ancestral roots to the present. This year, UVA in conjunction with the USS designed an inclusive history certificate program focusing on Jesse Ball du Pont Foundation-funded schools that had not investigated their institutional past regarding enslaved persons. UVA has erected a physical memorial

that lists the names of enslaved persons and provides yearly scholarships to students directly impacted by the legacy of slavery.

At William & Mary, the Lemon Project is an attempt to rectify wrongs against enslaved laborers and seeks to build a bridge between William & Mary and African American communities through a variety of efforts. The project directed efforts to erect a physical monument entitled Hearth, which identifies by name enslaved laborers at William & Mary. The memorial is symbolically in the shape of broken shackles. The annual Lemon symposium is a forum for engagement and tackles topics surrounding resilience and reconciliation.

Enslaved Ancestors College Access Scholarship and

Institutions	Longwood	VCU	VMI	UVA	William & Mary
Research/ Identification/ Memorialization	USS consortium membership Public Programming- commemoration and recognition of enslaved persons specific to the institution - March 2023	USS consortium membership <u>Project Gabriel</u>	USS consortium Membership <u>Document -Slavery at VMI</u>	USS consortium Membership <u>Physical Memorial - Memorial to Enslaved Laborers</u> <u>Gibbons Project</u>	USS* consortium membership <u>Physical Memorial - <u>Hearth</u></u> <u>The Lemon Project</u>
Scholarship/ Community Economic Development	Yearly Scholarship Moton Legacy Scholarship Partnership with <u>Robert Russa Moton Museum</u>	Scholarships planned for 2025-2026 <u>Public program- Restoration and DEI</u>	Grant support for <u>Irma Thompson Educators of Color Program</u> Grant support- <u>Walker program</u>	Six scholarships - full cost of attendance <u>Pipelines & Pathways Working Group</u> <u>Starr Hill Pathways</u>	Lemon Scholarship and Anne Willis Scholarship Lemon Project- Yearly Symposium

Memorial

Program Annual Report

November 1, 2024

Longwood University

In accordance with § 23.1-615.1. of the Code of Virginia, Longwood University seeks to “[address] the long legacy of slavery in the Commonwealth and [acknowledges] that the foundational success of several public institutions of higher education was based on the labor of enslaved individuals.” Longwood University certifies that state general funds and non-general funds, such as tuition and fees, were not used for any aspect of this program, other than the uses allowed under SCHEV guidance.

Longwood University was incorporated as the Farmville Female Seminary Association on March 5, 1839; in 1860, the name changed to Farmville Female College. From 1839 to 1865, the original property for the seminary was on High Street in Farmville (Lots 105 and 107 of the Josiah Chambers survey). The College did not become a public institution until 1884, when it became the State Female Normal School.

Longwood established the Enslaved Ancestors College Access Scholarship, a one-time scholarship to be awarded annually to an eligible undergraduate student from Virginia to partially defray the cost of attendance. To be eligible, an applicant must demonstrate a personal and historical connection to slavery in Virginia or be a member of a specific community that has experienced the negative legacy born out of the institution of slavery. The application can be found [here](#). The first scholarship was awarded at the beginning of the 2024-2025 academic year.

Research continues in manuscript collections, newspapers and government records to attempt to identify enslaved and free black people with connections to the Farmville Female Seminary and Farmville Female College. There are no institutionally held records that shed insight on the experiences of enslaved people at the Farmville Female Seminary. According to the records of the trustees of the Farmville Female College after the Civil War, the early records of the Farmville Female Seminary Association were burned by the Union Army as it moved through Farmville on April 6-7, 1865. Evidence has been found that enslaved people were leased to work at the Farmville Female Seminary. Research has uncovered an 1863 lease agreement for an enslaved individual named Mimi (George LaMonte papers, New Jersey Historical Society), and an 1863 runaway slave ad for a boy named Ben “who ran off from the Female College” (Richmond *Whig*, June 16, 1863).

In addition to the above efforts regarding the history of enslaved individuals, Longwood continues to be engaged in scholarship, commemoration and reconciliation work around the Prince Edward County civil rights movement, which is of particular importance to the local community and to Longwood’s partnership with the Robert Russa Moton Museum. As part of these efforts, Longwood awards the Moton Legacy Scholarship to a rising senior. Given annually since 2015, it recognizes a student with great promise for a life and career of citizen leadership. The ideal recipient will advance in a contemporary context the ideals espoused by those who fought for equal opportunity in Longwood’s home communities of Farmville and Prince Edward County during the civil rights era.

Virginia Commonwealth University

During the 2021 legislative session, House Bill 1980 was introduced and passed by the General Assembly in special session (Virginia Code § 23.1-615.1). This legislation mandates five institutions, including Virginia Commonwealth University (VCU), to research their relationships with slavery and establish an Enslaved Ancestors College Access Scholarship and Identification and Memorial Program. Following the State Council of Higher Education of Virginia's (SCHEV) release of the Identification and Memorialization Guidelines in 2022, VCU convened a leadership group to explore how to: 1) conduct this research, 2) fund it and 3) advance the scholarship and memorial programs. While the SCHEV guidelines allow state funds for compensating researchers, VCU opted to use non-state funds for the research component.

To fulfill this obligation, the university formed a working group of faculty, archivists, budget officers and administrators to devise a research method. The group commissioned Dr. Peter Wosh, director of the Archives and Public History Program at New York University, to conduct the research and draft a report. His report, titled "Slavery and the Medical College of Virginia" stated, "The Medical College of Virginia (MCV) remained thoroughly embedded within the institution of slavery from its founding in 1838. Tax lists and census data confirm that MCV routinely owned and/or rented between four and eight enslaved laborers each year."

In spring 2023, VCU's Office of the President launched Project Gabriel to address and heal the wounds caused by the university's historic ties to slavery. Named after Gabriel Prosser, an enslaved Richmond man who organized a rebellion in 1800 to end slavery in Virginia, the Project Gabriel Commission aims to guide VCU in reckoning with its past and strengthening its communities.

In February of 2023, the Project Gabriel Commission was established, along with its membership and charge. The Commission set a timeline and defined its goals and objectives.

Recognizing the importance of community engagement, a series of forums were scheduled. Topics were generated, stakeholders identified and strategies for engaging attendees outlined. The Commission subsequently developed and approved a work plan to determine next steps. In March of 2023, Dr. Wosh presented insights from his report to the Commission.

Three public forums were organized to gain initial input around the themes of identification and memorialization, scholarships and community economic programs during the Spring of 2023. These forums were held at a local public middle school, at VCU and virtually. Using a small group participatory model, community members shared their insights on desired initiatives and challenges. These well-attended events engaged several hundred participants, whose valuable feedback was recorded and transcribed. In April, the Commission held its third forum and began analyzing the collected data, summarizing key themes and sub-themes. Three workgroups were established to draft recommendations, focusing on (1) community and individual programs, (2) scholarships and (3) identification and memorialization. The community program workgroup was divided into sub-groups addressing community and individual programs. The resulting recommendations were presented to VCU President Rao by the co-chairs.

Initial recommendations from the Project Gabriel Commission were organized and presented to two additional community groups. The faith community was identified as a stakeholder group to target, and two additional sessions were held at Second Street Baptist Church of Richmond and Fifth Baptist Church. This group was charged with providing feedback on the recommendations and prioritizing the recommendations.

A final report detailing the Project Gabriel journey and proposed recommendations was submitted to the Board of Visitors for review. Co-chairs Sheryl Garland and Dr. Clifton Peay presented these recommendations, requesting the Board direct VCU's administration to consider them promptly, taking into account potential legislative changes, resource availability, operational plans and legal guidance. The

Board received an annual update from VCU's administration on the progress, with this motion approved on September 15, 2023.

In October 2023, Dr. Faye Belgrave, became VCU's vice president of Inclusive Excellence and chief diversity officer and was appointed to lead this project and serve as the primary contact for HB 1980 and Project Gabriel. In compliance with Virginia Code § 23.1-615.1, VCU certifies that neither state general funds nor non-general funds, as prohibited by SCHEV guidance, were used for any aspect of this program, except as permitted under that guidance.

VCU provided initial funding for Project Gabriel (using unrestricted funds and funds from the MCV Health foundation) to hire a project director. Funding also was provided for additional research regarding enslaved individuals (as per Recommendation one) and for engaging community stakeholders.

Dr. Belgrave appointed a search committee for the project director position in late Fall 2023, and the position was posted January 2024. Members of the search committee consisted of members who had been on the Project Gabriel Commission, members from the East Marshall Street Well Project, a member from Richmond Public Schools and members of the VCU community. After a competitive search, Stephanie Rizzi was appointed as the inaugural project director in July 2024. Ms. Rizzi brought to this position extensive community engagement and advocacy experience, expertise about enslavement and memorizations and familiarity with VCU because of a 38-year history at VCU, as student, staff, faculty and administrator. With a continued focus on VCU's core values and the Commission's final recommendations, Dr. Belgrave and Ms. Rizzi have commenced work to implement the primary recommendations of the commission:

Research

Ms. Rizzi has begun the process of hiring a genealogist to continue the work of identifying enslaved individuals who labored on MCV grounds and to trace their descendants.

Ms. Rizzi has actively reached out to and built networks with leaders from the four other Virginia universities under the mandate. The goal is to learn from those who have successfully implemented programs and to collaborate on innovative ways to fulfill the mandate. On September 13 and 14, 2024, Ms. Rizzi attended the "Descendants Symposium and Descendants Day: Family Reunion" at the University of Virginia, where she connected with professionals involved in genealogy research, historical research on enslavement, memorialization, scholarship development and community engagement. Ms. Rizzi intends to continue strengthening these networks as her work progresses.

Identification and memorialization

Dr. Belgrave and Ms. Rizzi have met with VCU's associate vice president for Facilities Management and his team to initiate a feasibility study on the original First African Baptist Church site (Randolph Minor Hall). The scope of work will be defined, and an architect will be contracted. The feasibility of the space will be assessed with the ultimate goal being to renovate the church to be a hub for VCU educational purposes, community events, memorialization space and learning opportunities for the community at large to include K-12 educators and students.

An inclusive fellow was hired to assist with research and project implementation. They began work on October 14, 2024. Project Gabriel also will hire a genealogist to continue identifying enslaved individuals who labored on MCV grounds and to trace their descendants.

Plans are in place to combine the efforts of the East Marshall Street Well Project Memorialization with Project Gabriel once the interment of the remains has occurred.

Scholarships

Ms. Rizzi and Dr. Belgrave are actively collaborating with members of the VCU Development and Alumni Relations Office regarding how to best structure the scholarship given legal mandate. A decision should

be made in the coming months, and scholarships are expected to be awarded in the Fall of AY 2025-2026.

Community Programs

In December 2023, Project Gabriel hosted a celebratory event at VCU Health's Larrick Center to acknowledge the work and success of the Project Gabriel Commission and recognize those individuals who had contributed. Attendees were the Project Gabriel Commission members, sub-committee members, university officials and some community members.

On October 15, 2024, Project Gabriel, in collaboration with the vice president's Office for Inclusive Excellence and the VCU Common Book Program, hosted a program titled "Restoration and DEI: Where Are We Now." This program aimed to re-energize and re-engage the community, reinforcing VCU's ongoing commitment to both the mandate and the goals of the Project Gabriel Commission.

Ms. Rizzi, Dr. Belgrave and the VCU Administration are dedicated to fulfilling the requirements of HB 1980. They look forward to hosting more opportunities for community engagement, providing internships for VCU students interested in memorializing the contributions of the enslaved, exploring various community benefits and bringing on a project assistant to support these efforts.

In compliance with Virginia Code § 23.1-615.1, Virginia Commonwealth University certifies that state general funds and non-general funds prohibited, as outlined by SCHEV guidance, were not used for any aspect of this program, other than as allowed under this guidance.

Virginia Commonwealth University's total spend related to fulfillment of HB 1980 was \$36,550.63 prior to this FY and \$19,755.30 FY25 for a total of \$56,305.93.

Virginia Military Institute

The VMI steering committee has continued to direct efforts toward a richer understanding of the Institute's relationship with the enslaved population which contributed to its early growth. With this report, we are pleased to submit ***Slavery at VMI***, our findings of an 18-month research and writing project. While we are confident that information uncovered in this detailed research will stimulate further study, we believe this report substantially exhausts avenues identifying enslaved people who provided material support to VMI during the period 1839-1865.

Several individuals reviewed and strengthened the final report. The principal research and writing reflect the efforts of Mr. Larry Spurgeon, retired law professor who now concentrates his historical research on the local African American community of Lexington and Rockbridge County, and COL Keith Gibson, Director of the VMI Museum System.

Our research reveals that two enslaved persons--- “Jack” and Anderson Dandridge—were owned by the Commonwealth through VMI. An additional 144 enslaved people were hired by the Institute from local owners for varying periods of time. The document ***Slavery at VMI*** is the foundational step to a deeper understanding of this important topic and will serve as a starting place for future work. It is our intention to present the findings to the public through several initiatives, including a public lecture presentation and the creation of a web presence on the VMI site.

With a more focused understanding of the enslaved community at VMI, we will now begin to imagine the form a suitable commemoration might take.

In Academic Year 2023-24, the steering committee supported community based economic development in the minority business sector of our community by presenting a grant of \$5,000 to the Walker Program, whose mission was to lower the barriers to business ownership for entrepreneurs of color in our community. The support provided by the VMI Alumni Agencies had an immediate impact on the local minority-owned business community.

This year VMI has arranged to provide a grant supporting the Irma Thompson Educators of Color Program (<https://www.irmathompsonprogram.com/>). Under the sponsorship of the Rockbridge NAACP, this program supports the recruitment, retention and flourishing of educators of color in the public-school systems of our area. The Irma Thompson Educators of Color Program addresses the objectives of “advancing policies and practices that expand human and civil rights, eliminate discrimination and accelerate the well-being, education and economic security of Black people and all persons of color.” We are honored to assist in that goal.

The VMI steering committee certifies that all work has been performed in compliance with Virginia Code § 23.1-615.1. No state general funds or non-general funds were used for any aspect of this program, other than as allowed under the guidance provided by SCHEV. We look forward to continuing the work intended by Enslaved Ancestors College Access Scholarship and Memorial Program.

University of Virginia

Pursuant to [Virginia Code § 23.1-615.1](#), this report provides an update on the implementation of the Enslaved Ancestors Memorial and Scholarship Program at the University of Virginia. This report is intended to expand upon the information provided in 2022 and 2023 and offer an update of new information and efforts under way in the past year. State general funds and non-general funds prohibited, as outlined by SCHEV guidance, were not used for any aspect of this program other than as allowed under the guidance.

Universities Studying Slavery Consortium and the Gibbons Project

As discussed in the University's 2022 and 2023 Implementation Reports, the goal of the [Universities Studying Slavery \(USS\) Consortium](#) has been to encourage all schools to engage in the work of identifying and memorializing, as well as to connect schools to share research and best practices. The research network that is available because of the Consortium—made up of over 100 institutions of higher education across six countries—helps the University and other institutions break down research silos, connect disparate records and trace enslaved individuals who moved between institutions in the Americas and across the Atlantic. The consortium also has stood up a steering committee—whose membership includes people from over a dozen schools—working on shaping what shared governance, guiding principles and best practices (which includes research and building relationships with descendant groups), cultivating HBCU collaboration and support, and multi-institution project/funding will look like. The two annual conferences have continued to represent learning, collaboration and networking opportunities for universities, descendants and others.

This year, USS won a \$50,000 grant from the Jesse Ball du Pont Foundation to co-develop an inclusive history certificate program. This 12-week program will run starting in October, targeting only Jesse Ball du Pont Foundation-funded schools that have not yet launched investigations into institutional pasts. The University designed the program and has created five webinars that cover key themes including:

- Moving from theory to practice in launching a program,
- Challenges of research and sharing findings,
- Education and curricular innovation,
- Crafting community engagement and external partner relations, and
- Sustaining and expanding projects.

Twenty-one schools have signed up to date and USS hopes that most will launch programs and join the Consortium in 2025.

In 2022, [President Ryan announced the Gibbons Project](#), which is “an extensive new effort to support archival and genealogical research at UVA to fully understand the lives of the enslaved laborers who built and maintained the University and to trace their family trees to the present.” The Gibbons Project grew from the work of the [President's Commission on Slavery and the University \(PCSU\)](#) and the Commission on the University in the Age of Segregation and has dedicated staff to oversee archival and genealogical research as well as research to connect descendants and their ancestors. Central to these initiatives are the efforts of the [Descendants of Enslaved Communities at UVA](#), the mission of which is to research and reclaim the narrative, to honor the legacies of enslaved and free Black communities and their descendants, and to achieve restorative justice for communities rooted at the University of Virginia and surrounding regions. Dr. Shelley V. Murphy, the genealogist hired in 2019 as a descendant project researcher, has joined the Gibbons Project, which—as of June 2024—has formally moved to the Provost's Office.

To date, Dr. Murphy is developing almost 200 family trees as this work continues. Thus far, approximately 670 of the estimated 4,000 enslaved laborers who worked on Grounds throughout the University's history have been identified. In April 2024, the Gibbons Project identified 261 new names of enslaved people, 70 of whom the research established a direct connection to the University.

The Gibbons Project has identified archival collections held at several libraries that include material naming enslaved people who were enslaved by surnames of people affiliated with the University. The identification of these collections expands the known universe of archival collections to almost 700 collections in total, with over 420 collections currently in the University's own holdings and over 250 manuscript collections held in six other libraries. Efforts to research these new collections continue. Additionally, the Gibbons Project has built a cloud-based data-tracking system to ensure that the University's descendant outreach researcher (genealogist) and the historical researchers reviewing these archives are sharing data.

Lastly, the Gibbons Project has built and continues to populate—a database tracking the local African American community after 1865—including such records as city directories, death records, school censuses, WWII service records, Freedman's Bank and Bureau records, among others. This resource, based upon extensive digitization and research over the past several years, will help the Gibbons Project track the ancestry of living descendants today back to 1870, and assist with connecting post-1870 genealogy to those enslaved at UVA.

Memorial to Enslaved Laborers and Memorialization Efforts

The [decade-long effort](#) to properly memorialize enslaved individuals was first conceived by students and became a central initiative of the PCSU. Prior to the creation of the PCSU, the University placed a small marker near the Rotunda to memorialize free and enslaved laborers. In 2011, a student-led organization, Memorial for Enslaved Laborers (MEL), worked to garner support for the building of a more fitting memorial. In 2012, a plaque honoring [Henry Martin](#) was placed by the University Chapel. Additional efforts to memorialize enslaved individuals at the University included the 2014 renovation and commemoration of a [recently discovered](#) enslaved cemetery, the [2015 naming of Gibbons House residence hall after William and Isabella Gibbons](#)—including [interpretive panels](#) that tell the Gibbons' story—the [adding of interpretive panels at the burial ground that was identified at Gooch Dillard](#) in 1983, and the naming of [Skipwith Hall](#). Additionally, the University recently installed an [interpretive exhibit at Hotel D](#) as well as [an exhibit in Pavilion X](#), both originally commissioned in 2022.

In 2016, the Board of Visitors formally began the process of creating the Memorial to Enslaved Laborers by initiating a capital building project and authorizing funds to design the memorial. The [Memorial to Enslaved Laborers](#)—which was developed in a collaborative effort involving students, faculty, staff, alumni, the design team and the local community—was [formally dedicated in April 2021](#), after the COVID-19 pandemic forced the University to postpone the originally scheduled 2020 public dedication.

[The Memorial is designed](#) in the shape of a broken shackle—representing freedom from physical bondage—the diameter of which matches that of the Rotunda. The Memorial includes two paths: one toward the North Star and the second that aligns with the sunset on March 3, Liberation and Freedom Day. The concentric rings of the Memorial hold three different images and descriptions. The outer wall of the Memorial's outer ring is etched with the image of the eyes of Isabella Gibbons, a former member of the enslaved community who became a teacher after Emancipation. The inner facing side of the outer ring bears the names of individuals known to be enslaved at UVA and includes memory markers created to identify the lives and the names that have yet to be found. The names of individuals identified as this research effort continues will be added to the Memorial and unveiled to the descendants of the enslaved. Lastly, the inner most ring details a [timeline](#) that begins with the first arrival of enslaved Africans in Virginia in 1619 and ends in 1889, the year of Isabella Gibbons' death. This timeline details the horrid events in the lives of the enslaved at the hands of students and faculty of the University.

Summary of Community Development

Six working groups have been established under the auspices of the [President's Council on UVA-Community Partnerships](#). Two of those working groups support the broader community development goals of the Enslaved Ancestors Scholarship and Memorial Program: the Pipelines & Pathways Working Group and the Local Economy Working Group.

In 2022, the [Pipelines & Pathways Working Group](#) developed recommendations to increase 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 who advance up the income ladder. As part of this work, Pipelines & Pathways sought to review and refine guidelines that will ensure equitable access to available jobs by community residents. In February 2022, the Pipelines & Pathways Working Group delivered its [report](#) to the President's Council, and the President's Council sent it to President Ryan with a [letter of endorsement](#). [In the University's response](#) to this report, President Ryan detailed the University's ongoing and forthcoming efforts to implement these recommendations in order to create more job opportunities for local residents from disadvantaged communities. The response also includes the estimated costs and resource requirements of certain initiatives. This past year, [Pipelines & Pathways](#) celebrated the one-year anniversary of its grand opening and added new team members, including a community outreach coordinator for Workplace Readiness Training, an opportunity navigator, and a temporary community outreach coordinator. From April 22 through July 31, 2024, Pipelines & Pathways experienced the highest growth in new participants since its inception. During the spring, Pipelines & Pathways held the Spring 2024 Senior Day and UVA Career & Community Fair in partnership with the President's Council on UVA-Community Partnerships, The Equity Center, Albemarle County Public Schools and Piedmont Virginia Community College. Additionally, Pipelines & Pathways launched the HOOS OnDemand Training program in partnership with University Transit Service, as well as partnered with the UVA Facilities Management Apprenticeship Program to recruit candidates. Pipelines & Pathways continues to conduct outreach efforts in the local community along with targeted recruitment events.

In 2022, the [Local Economy Working Group](#) developed recommendations for how the University could increase relationships with local businesses led by women and historically marginalized racial and ethnic groups (disaggregated by group and gender), as well as new businesses in the surrounding communities. In June 2022, the Local Economy Working Group sent its [report and recommendations](#) to the President's Council, and the President's Council sent it to President Ryan with a [letter of endorsement](#) in July. In its [response](#) to the working group's report, the University announced it would support the implementation of each of the recommendations and dedicate new resources in the FY2024 budget development cycle to support such efforts. The Supplier Diversity team hosted the University of Virginia *Supplier Diversity Expo* in June 2024 and has continued to participate in business engagement events to connect with small, women- and minority-owned businesses. In addition to continued supplier engagement, the Working Group has several ongoing initiatives such as improving data and analysis, reducing the barriers to entry for small businesses looking to do business with the University, increasing SWaM firm participation in the RFP process, and improving the communications provided to university users and suppliers in an effort to develop a strategic, intentional communications strategy that best meets the needs of its diverse audience.

The [Equity Center](#) at the University of Virginia seeks to redress racial and economic inequity in university communities and equip students to lead in building a just society. The Equity Center not only seeks to advance its [goals](#) through research, but also through action and collaboration, including initiatives such as the Starr Hill Pathways program. Developed by the Equity Center, the [Starr Hill Pathways](#) program is designed to offer Charlottesville area youth career and college exploration and support them from 7th grade through high school. These supports include academic enrichment, 1:1 mentoring support and attending skill-building workshops.

Enslaved Ancestors Scholarship Program

In collaboration with leaders of the Descendants of Enslaved Communities at UVA, the University developed priorities for this scholarship program consistent with the eligibility requirements previously provided by SCHEV. In addition to the two scholarships awarded last year, scholarships equal to the full cost of attendance were awarded to four additional students who advanced the priorities and met the requirements. Before the scholarships were awarded, the recipients, also consistent with SCHEV guidance, affirmed the accuracy of the information they had provided and their understanding that the awards were subject to the availability of funds and their continued enrollment. They also agreed to

permit the University to share their personally identifiable information with SCHEV. The non-state funds that were used for these scholarships met the guidelines provided by SCHEV.

Additional Resources

Dedication of the Memorial to Enslaved Laborers (VIDEO): <https://news.virginia.edu/video/dedication-memorial-enslaved-laborers-uva>

Exploring the Design of UVA's Memorial to Enslaved Laborers: <https://news.virginia.edu/video/exploring-design-uvas-memorial-enslaved-laborers>

Memorial to Enslaved Laborers: <https://mel.virginia.edu/>

Memorial to Enslaved Laborers Timeline: <https://mel.virginia.edu/memorial?open=true#making-the-memorial>

Memorial to Enslaved Laborers Stands Out In Telling UVA History: <https://news.virginia.edu/content/memorial-enslaved-laborers-stands-out-telling-uva-history>

Pavilion X Exhibit - <https://news.virginia.edu/content/pavilion-x-exhibit-highlights-slavery-history-its-former-residents>

President's Commission on Slavery and the University: <https://slavery.virginia.edu/>

President's Council on UVA-Community Partnerships: <https://prescouncil.president.virginia.edu/>

Pipelines and Pathways Working Group: <https://prescouncil.president.virginia.edu/pipelines-and-pathways>

Slavery at the University of Virginia: A Catalogue of Current and Past Initiatives (2013): https://dei.virginia.edu/sites/g/files/jsddwu511/files/inline-files/SlaveryatUVA_FAULKNER_001.pdf

Unearthed & Understood (Documentary prepared for the symposium "Universities Confronting the Legacy of Slavery"; 2014): https://www.youtube.com/watch?v=d_997dhrOtM

UVA Magazine – "Unearthing Slavery at the University of Virginia": https://uvamagazine.org/articles/unearthing_slavery_at_the_university_of_virginia

UVA Today – "UVA and the History of Race": <https://news.virginia.edu/news-category/uva-and-history-race>

Walking Tour Map & App: <https://slavery.virginia.edu/enslaved-african-americans-walking-tour-map-app-updated-for-2021/>

William & Mary

Memorial Program

Since 2009, Lemon Project faculty, staff and students have researched the history and experiences of African Americans at William & Mary. Lemon Project team members and community researchers have uncovered over 200 people who were enslaved by the institution, its employees, and the family of students, or who were hired from others. With the mission to build bridges between William & Mary and African American communities through research, programming, and by supporting students, faculty and staff, the Lemon Project has long been a leader of the Universities Studying Slavery movement. One way that William & Mary boldly confronts its past as an enslaver and proponent of Jim Crow era ideology is through the Lemon Project Spring Symposium, which is marking its 15th year of gathering in March 2025. The physical manifestation of William & Mary's commitment to reconciling its long and complicated past is *Hearth: Memorial to the Enslaved*, which was dedicated in 2022.

Research and Scholarship

During the past 13 years, faculty, staff, student and community volunteer research has provided insight into the experiences of African Americans at W&M. This information has been shared at conferences and symposia, during community presentations, in scholarly articles and in the classroom.

In April 2018, the BOV officially apologized for W&M's history of slavery and discrimination:

"The Board of Visitors acknowledges that William & Mary enslaved people, exploited them and their labor and perpetuated the legacies of racial discrimination. The Board profoundly regrets these activities, apologizes for them, expresses its deep appreciation for the contributions made by the African American members of its community to the vitality of William & Mary then, now, and for all time coming, and commits to continue our efforts to remedy the lingering effects of past injustices."

Additional information may be found at the following links:

Lemon Project: A Journey of Reconciliation <https://www.wm.edu/sites/lemonproject/index.php>

History of Slavery at William & Mary: <https://www.wm.edu/sites/enslavedmemorial/slavery-at-wm/index.php>

Hearth: Memorial to the Enslaved

In August 2018, W&M announced a [design competition](#) for the Memorial to the Enslaved. The international competition was open to everyone. Dr. Phyllis Slade Martin, Slade & Associates, LLC, served as competition advisor, managing the search through its completion.

"We seek a conceptual design for a physical memorial that establishes a new place of community and contemplation within or directly engaging with the setting of William & Mary's Historic Campus," read the [call for submissions](#). "By virtue of its scale, location, materials and narrative content, the conceptual design will create a noble and lasting tribute to the memory of the people who built and served the university."

The design concept needed to include space for names of the enslaved to be prominently featured. The competition was anonymous. The nine-person jury selected three finalist designs out of over 80 submissions.

From those finalists, President Rowe chose [the winning concept](#), "Hearth" by architect Will Sendor '11. President Rowe shared "Hearth" with the BOV in April 2019.

Once the concept was chosen, W&M sought an architectural firm and construction firm to make the design into a reality. Richmond-based architects Baskervill and construction firm Kjellstrom & Lee, as well as the Memorial Building Committee and W&M's Facilities Management team, spearheaded this phase.

The BOV committed unrestricted donations to match targeted private gifts totaling more than \$1 million. The **groundbreaking** for Hearth: Memorial to the Enslaved took place in May 2021 and the dedication was in May 2022. A vessel that will be illuminated annually in recognition of people whom the university enslaved was added in March 2023.

Names of those enslaved may be found at the following link:

<https://www.wm.edu/sites/enslavedmemorial/enslaved-names/index.php>

(Note: names are displayed in sections for those enslaved by W&M, as well as those enslaved by people at the university.)

Enslaved Ancestors Scholarship

During fiscal year 2022, W&M established two endowed scholarships aligned with the SCHEV guidelines for the Enslaved Ancestors College Access Scholarship and Memorial Program. Both the Lemon Scholarship Endowment and the Anne R. Willis Scholarship Endowment will provide need-based scholarship support for undergraduate students with a demonstrated historic connection to slavery as identified in the process set forth under Virginia law. These endowments are funded entirely by private donors. The Lemon Scholarship and the Anne R. Willis Scholarship Endowment each will be awarded annually to an eligible student to partially offset tuition and fees.

Relying on the eligibility requirements established in the SCHEV guidelines, W&M awarded the Lemon Scholarship and the Anne R. Willis Scholarship for the 2024-25 academic year. The university received more than 30 applications for the scholarships. Applications were reviewed by a committee made up of representatives from Admissions, Financial Aid and Diversity and Inclusion. Scholarship recipients were selected based on financial need and the strength of essays submitted.

Funding for Hearth: Memorial to the Enslaved and scholarships did not result from general funds or from increases in tuition or fees.

23.1-615.1. Enslaved Ancestors College Access Scholarship and Memorial Program.

A. The Enslaved Ancestors College Access Scholarship and Memorial Program (the Program) is established for the purpose of reckoning with the history of the Commonwealth, addressing the long legacy of slavery in the Commonwealth, and acknowledging that the foundational success of several public institutions of higher education was based on the labor of enslaved individuals.

B. Consistent with the purpose set forth in subsection A, Longwood University, the University of Virginia, Virginia Commonwealth University, the Virginia Military Institute, and The College of William and Mary in Virginia shall each implement and execute the Program, with any source of funds other than state funds or tuition or fee increases, by annually (i) identifying and memorializing, to the extent possible, all enslaved individuals who labored on former and current institutionally controlled grounds and property and (ii) providing a tangible benefit such as a college scholarship or community-based economic development program for individuals or specific communities with a demonstrated historic connection to slavery that will empower families to be lifted out of the cycle of poverty.

C. The Council shall collaborate with the institutions set forth in subsection B to establish guidelines for the implementation of the Program, including guidelines for the identification of all enslaved individuals who labored on former and current institutionally controlled grounds and property, the

development of appropriate means to memorialize these individuals, the development of programs for individuals and communities still experiencing the legacy of slavery to empower them to break the cycle of poverty, eligibility criteria for participation in such programs, and the duration of such programs.

- D. Each institution set forth in subsection B shall continue the activities set forth in subsection B pursuant to the Program for a period equal in length to the period during which the institution used enslaved individuals to support the institution or until scholarships have been awarded to a number of recipients equal to 100 percent of the population of enslaved individuals identified pursuant to subsection B who labored on former and current institutionally controlled grounds and property, whichever occurs first.
- E. Each institution set forth in subsection B shall annually submit to the Council information on the implementation of the Program. The Council shall compile such information in a report and submit such report no later than November 1 of each year to the Chairmen of the House Committee on Appropriations, the House Committee on Education, the Senate Committee on Education and Health, the Senate Committee on Finance and Appropriations, and the Virginia African American Advisory Board.
- F. Each private institution of higher education with a legacy of slavery that is similar to that of any institution set forth in subsection B is strongly encouraged to participate in the Program on a voluntary basis.

2021, Sp. Sess. I, c. [442](#).