Present: Peter Larsen, Julia Lovett, Annemarie Vaccaro, Kelly Matson, Janie Palm, Furong Xu, Lynne Derbyshire, Naomi Thompson, Joan Peckham, Loren Bauerband, Karen Wishner, Tom Hospod, Diane Kern, Don DeHayes, Laura Beauvais, Zahra Meghani.

1. Minutes of October 31, 2014 Meeting were approved.

2. Announcements: Women’s Leadership Summit on December 5, 2014. 100 people are registered.

3. Report of the Chief Diversity Officer—Naomi Thompson
   a. Short video on diversity at URI was shown.
   b. Vicki Sapp will join us in January as Director of Community and Organizational Development. Office is in the process of hiring a Director of Recruitment and Retention. Also, replacing Mailee Kue as Assistant Director in the Multicultural Center.
   c. Policy review committee work being undertaken: consensual romantic relationship policy, sexual harassment policy, grievance procedure, and statewide adoption of policies. The AADTF wants to review the consensual romantic relationship and sexual harassment policy. Naomi would like comments sent to her or discussed with her by November 25th before the policy is discussed at the statewide level. Who should be vetting the process?
   d. Division/Department/Commission Diversity Work—joint meetings; collaborations with Equity Council, welcome to new diverse faculty and staff
   e. Updates on Women’s Center, Multicultural Center, LGBTQ Center, and Affirmative Action Equal Opportunity & Diversity.
   f. Planning a conference for March 26-27 for Diversity & Inclusion.
   g. Update on the Inclusion Project—training programs are in place. These can be requested for delivery to different campus.

4. Development of web site with diversity and multicultural competence resources: Loren Bauerband. He is developing a web site that will have resources for multicultural education and competency, housed under Instructional Development. He is looking for faculty who would contribute resources or be an individual who others can call on for assistance. Loren is
requesting resources or names of individuals who are willing to be resource people for others.

5. Inclusive language in ads, appointment letters, etc.—Update from Lynne Derbyshire and Betsy Cooper. The committee worked on language for faculty position descriptions. Laura will send the language to Naomi so that it can be discussed at her policy review committee meeting.

6. Faculty and graduate student development of multicultural competence: diversity seminar program for graduate students and faculty development program—Update from subcommittee: Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire. The subcommittee met and discussed having ready by Fall 2015 a non-credit course for graduate students. Course would meet 90 minutes every other week. Two thirds of the program would be general information and material, and the other third would focus on specific issues on the discipline. The committee will provide more details at our next meeting.

7. Update on the ACE initiative on dual career hiring--Barb Silver. Postponed to December 19th meeting.

8. Other business: Joan Peckham just attended training for search chairs and committees. The session was excellent on compliance issues, but more could be done on proactively supporting inclusive search practices (e.g., dual career hiring, work-life issues, implicit bias, etc.). Could there be a section in the training on these inclusive issues? HR needs to be linked to the work-life committee resources. The new person to be hired in Faculty Recruitment and Retention might be the right person to lead these efforts and connect resources. We can suggest that the Provost require search committees who will be hiring the new 55 faculty take implicit bias training as part of getting the permission to hire.

Next meeting: Friday, December 19, 9-10:30, President’s Conference Room, Green Hall

Link to website: http://www.uri.edu/provost/planning/diversity.html