Division of Academic Affairs
Diversity Task Force
October 31, 2014
9-10:30 PM
President’s Conference Room, Green Hall
Meeting Minutes

Present: Donald DeHayes, Kendall Moore, Laura Beauvais, Trish Morokoff, Joan Peckham, Karen Wishner, Tom Hospod, Tammy Wnarern Annemarie Vaccaro, David Hayes, Lynne Derbyshire, Betsy Cooper, Kelly Matson, Nancy Moss, Jason Kolbe, Furong Xu, Janie Palm, Vanessa Quainoo.

1. **Minutes** of September 24, 2014 Meeting were approved.

2. **Announcements:** Tammy Vargas Warner provided a quick update on diversity day on the Providence campus. Fifty-four people attended, with three modules offered during the day. Feedback was phenomenal and discussions were great. Ideas will now go forward for consideration and for future development sessions. The faculty turnout was low (5 people) but staff turnout was good. Model that she used might be relevant for the Kingston campus.

Health re-organization report was released yesterday afternoon. The vision includes focus on health disparities, which may be of interest to the task force.

Recent speakers on campus, such as Visiting Scholar Dr. Hamed El-Said from the United Kingdom and Humberto Miranda and Miguel Coyula from Cuba, and English scholar who wrote a book on incarceration: all were difficult conversations on important issues in the world. These are models of the kinds of discussions we need to engage with our colleagues on diversity and cultural competence issues.

Women’s Leadership Summit on December 5th

International Education Week is November 17-21
3. **Report of the Chief Diversity Officer**—Naomi Thompson—postponed until the December meeting.

4. **Inclusive language in ads, appointment letters, etc.** Laura Beauvais provided a history of recommended language changes. Joan Peckham recommended for advertising purposes the statement that indicates that diversity brings us strength within the institution; such a statement could be used job descriptions for faculty, as well as staff and administrators. For faculty performance review guidelines, need to work with the AAUP to incorporate in the contract. It was recommended that we delete the list of the different kinds of diverse identities (in order not to leave any out) and add the word “inclusive.” Lynne Derbyshire and Betsy Cooper will work with Naomi Thompson and Roxanne Gomes to revise the language for ads and position descriptions.

5. **Multicultural competence learning outcomes and rubric development for the general education program**—Laura Beauvais, Lynne Derbyshire, and Trish Morokoff. We need to provide the SAGE Committee with feedback on the cultural competence rubric. Discussion ensued on how many knowledge and skill areas should be required in a course to meet the cultural competence rubric in the general education program. We need to encourage our colleagues to develop courses that have cultural competency requirement. Some of these may be jointly taught courses between departments. The task force advises to keep all three knowledge and skill areas and use more proactive language. Trish, Lynne, and Laura will continue to work on the rubric with this guidance.

6. **Faculty and graduate student development of multicultural competence:** we need to develop a diversity seminar program for graduate students and faculty development program. Alycia Austin indicated the Graduate Council supports this program as long as it is not required. Karen Wishner, Betsy Cooper, David Hayes, Annemarie Vaccaro, and Lynne Derbyshire are willing to
work as a subcommittee on this seminar, collaborating with the Graduate School. We also should add a graduate student to the group. Joan Peckham suggested that we spend time at our next meeting discussing a faculty development program.

7. **Update on the ACE initiative on dual career hiring**--Barb Silver. Postponed until next meeting.

8. **Other business:** Karen Wishner brought up the issue about discrimination against people who have Ebola and/or suspected of having Ebola. Vanessa is focusing Black History Month on race and health, lead by the Africana Studies Program. Should we ask the President and/or Naomi Thompson (with Ellen Reynolds’ assistance) to draft a non-discrimination statement around Ebola? Laura Beauvais will touch base with Naomi Thompson on this issue.