Division of Academic Affairs
Diversity Task Force
September 24, 2014
3-4:30 PM
President’s Conference Room, Green Hall


1. Introductions and Welcome to new members. Provost DeHayes gave a short history of the task force and the activities in which we have engaged over the past five years. Introductions were made.

2. Minutes of April 24, 2014 Meeting were approved.

3. Announcements:
   a. Diversity Week, Sept. 29-Oct. 3—please encourage students to attend, as well as faculty
   b. Tuesday, Sept. 30, 9:30-10:45, “Curricular Transformation: How to Incorporate Cultural Competence in Course Content and Pedagogy,” facilitated by Lynne Derbyshire and Laura Beauvais
   c. Women’s Leadership Summit, December 5, 2014, Memorial Union—Annemarie Vaccaro
   d. October 6th forum on the Urban Initiative being held on the Providence campus.
   e. Candidate interviews for the CED Office--Organizational Development professional--start next week.

4. Multicultural Competence Development—Curriculum and Faculty: First item that we took on as a task force was developing the multicultural competencies in 2010. Does GEIST know about the multicultural competency rubric? This committee should know about the rubric development. Is there value in a letter to
the GEIST and FSEC regarding the development of the competencies and the rubric so that they are informed of our work? The Gen Ed Committee is the group charged with developing the rubrics and the criteria for evaluating courses in the new program, and approving the courses. Perhaps some members of this committee should serve on the rubric committee. At our next meeting, we will discuss the multicultural competence learning outcomes and the rubric.

We may want to ensure that graduate students have opportunities to develop multicultural competence in their programs at URI, especially as many are preparing to be faculty in their future careers. Michelle provided information on what they are doing in CELS in TA training. Joan Peckham suggests developing an integrated and concentrated program to train TA’s, faculty, and others. One of the challenges is that the graduate programs are decentralized to the departments. As the Division of Research has begun required training in research ethics, we might be able to use that as a model as a way to require cultural competence training. Psychology trains all doctoral students in multicultural competence. How we approach faculty makes a difference: faculty don’t want to be trained but they do want to learn about the research in this area and how this research impacts their own teaching and research. If students, both undergraduate and graduate, learn about these issues, then they will push their faculty to incorporate these materials in their classes.

One suggestion: 0 or 1 credit course required for all graduate students (e.g., “Understanding Ethnic Diversity: Preparing for Academic Jobs within the University”). We might use some of our Multicultural Enhancement Fund to support these efforts. How do we ensure attendance?

Office for the Advancement of Teaching and Learning will be offering workshops in the future as we develop programming. Providence CCE will be taking on the pilot of the Inclusion Project by offering an entire day of professional development on diversity issues for faculty and staff at CCE. The need to develop a cohort model of training is important. The message has been
communicated that all are strongly encouraged to attend. We should use the experts we have on campus and we might be able to use these modules for the rest of campus. Tammy will give us a report on how the Providence program went.

Annemarie: many approaches might work; Lynne’s approach to difficult conversations is a way; a lot of these are legal issues that we need to address (e.g., disability issues). Alycia states we need to empower the students to attend sessions because sometimes their advisors discourage them.

Wrap up: can several members of the task force develop a program of a series of seminars for graduate students? We could use the Multicultural Enhancement Fund to support their work.

5. Multicultural Faculty Fellow Program: two fellowships are being searched for: Bio Sciences (due to failed search the first time) and Computer Sciences and Statistics, both for Fall 2015 starts.

6. Other business: next meeting we will have update on the Dual Career Initiative from Barb Silver.

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