Division of Academic Affairs  
Diversity Task Force  
Wednesday, April 18, 2012  
3-4:30 PM, President’s Conference Room, Green Hall  
Meeting Minutes

Present: Donald H. DeHayes, Laura Beauvais, Cheryl Wilga, Joanne Lynch, Karen Wishner, Delores Walters, Marcia Morreira, Peter Larsen, Lynne Derbyshire, Jasmine Mena, Alycia Austin, Barb Silver.  
Guests: Roxanne Gomes and Laura Kenerson

1. Announcements  
   a. CDO Search Update: the search committee has met and is ready to make recommendations to the President next week  
   b. Peter Larsen: As chair, Peter announced that the Faculty Senate’s theme in 2012-2013 is the “culture of difference.”  
   c. Laura Beauvais was recognized for receiving the Administrative Excellence Award in Diversity last week.  
   d. ADVANCE Fellows have all been tenured and promoted.  
   e. Multicultural Fellowship Apprentice proposal from Harrington School was supported and the search for the postdoctoral fellow is in process.

2. Meeting Minutes of March of 3-9-11 were approved, with minor change of the meeting time from PM to AM.

3. Workplace Harassment Training: Roxanne Gomes and Laura Kenerson.  
The Board of Governors chose workplace harassment as a focus for training this year to reduce our risk and possibly reduce insurance costs. The board hired University Educators to provide the training online, which was mandated for all employees. Of 2600 employees, 60% have done the training. Feedback on the training has been positive, and people have asked if there will be more training to follow. When asked if it would be possible to find out who did not do the training in order to encourage them to do it, the answer was yes, but it will take a while to do that analysis. Perhaps the Provost Office might ask deans to encourage faculty to take the training. The training should be ongoing as we hire new people. How do we get employees to take the training? Maybe let people know that insurance rates will be reduced if they take the training. Per course lecturers will be difficult to reach. Perhaps we can add the need to take the training in letters of hire. It might be more effective to tie the rationale for engaging in the training to the Academic Plan and the values of the institution, rather than the insurance savings.
Roxanne reported that the Office of Community, Equity, and Diversity is developing additional training for the community and purchasing materials on different topics (e.g., athletics, hidden bias, and many others). Anyone from the community can suggest training topics for the short term and long term. The Office will be asking the community to help offer the training if they have the experience, skills, and desire to do so. We should be looking at this training as an opportunity to develop an equitable and inclusive community and reinforce the message to others. The employees outside of Academic Affairs may not be familiar with the Academic Plan and/or buy into it. Perhaps this is the work that needs to be done, to build a truly inclusive community for all. We may need to talk about climate, the discipline of cultural studies, and the different disciplines in distinct ways so that people are not confused about the issues on which we are working. Barb Silver will put announcement in the Work-Life Newsletter. We need to think about this work in the same way that we think about research and that it is necessary to have certifications that we have engaged in such training.

4. **Wabash data on diversity perceptions and learning**
   Data from Wabash and NSSE, as well as the InsideHigherEd article on racial understanding were distributed. What might the data be telling us? Is there anything we might do based on the data? We will ask the Wabash folks to provide information on all the diversity items on the scales they use. We will also ask Gary Boden to give us more detailed information on the diversity items on the NSSE survey.

5. **Reports from Task force Subcommittees and Membership**
   a. **Multicultural Enhancement Funds**
      i. Members: Alycia Austin, Anita Jackson, Jasmine Mena, Earl Smith.
      ii. Planning meeting will be held before the end of the semester. The request for proposals will be aimed at supporting curriculum projects. If ready, the RFP will be distributed at May 23rd diversity workshop.

   b. **Advancing Multicultural Competencies and Curriculum Development**
      i. Working with University, college, and department curriculum committees, how do we diffuse the multicultural learning competencies developed by the task force?
      ii. Members: Trish Morokoff, Peter Larsen, Lynne Derbyshire, Earl Smith, Betsy Cooper
      iii. See attached notes that Lynne Derbyshire provided (Appendix). The Task Force needs to work with college diversity committees to guide curriculum development. The subcommittee also wants multicultural curricular issues to be addressed at the workshop. Should we have a discussion
about whether representatives from the college diversity committees become members of the task force? Should the task force become a permanent faculty senate committee (or joint administration-faculty senate committee)? The future of the task force and its membership structure will be a topic on the agenda of our last meeting in May.

c. Faculty Development in Diversity and Multicultural Understanding
   i. Development of faculty workshops for May 23, 2012
   ii. Members: Delores Walters, Laura Beauvais, Marcia Morreira, Margaret Rogers, Anita Jackson, Barb Silver, Dania Brandford-Calvo, Tammy Vargas-Warner
   iii. Laura handed out the tentative plan for the day and asked for feedback and invited task force members to attend tomorrow’s meeting of the subcommittee at 10:00 in the Provost conference room if they wished to help develop the workshop.

5. Other Business to discuss at the next meeting:
   a. Should we bring multicultural competencies to the Senate next year for discussion?
   b. Should the task force become a Faculty Senate or joint administrative-Faculty Senate committee going forward?

Last Meeting for Spring 2012:

Tuesday, May 15th, 3-4:30, President’s Conference Room, Green Hall

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

Advancing Multicultural Competencies and Curriculum Development Subcommittee
Academic Affairs Diversity Task Force
Minutes of April 11, 2012 meeting
Members: Betsy Cooper; Lynne Derbyshire; Peter Larsen; Earl Smith III; Trish Morokoff (Chair)

1. College Diversity Committees: It was agreed that College Diversity Committees may need guidance in setting goals to be effective. The following topics were recommended for inclusion in the strategic goals that are addressed by these committees:
   a. Curriculum issues related to course content
      i. Courses dedicated to multicultural/ power and privilege topics
      ii. Infusion of this material in existing or new courses
   b. Faculty training
      i. To teach inclusively
      ii. Multicultural and/or power and privilege content
   c. Strategies to yield a diverse faculty
      i. Importance of a diverse applicant pool for faculty hires
      ii. How to recruit a diverse applicant pool
   d. Action steps:
      i. Talk to the Faculty Development in Diversity and Multicultural Understanding subcommittee about including this in the planned workshops
      ii. Request time on the Academic Affairs Diversity Task Force agenda to discuss the above issues with Diversity Committee representatives (confirm that all colleges are represented)
      iii. Invite Deans to meet with the Equity Council to discuss goals for their Diversity Committees

2. Diversity of faculty hires: there was a consensus concerning the need to increase faculty diversity. Strategies to increase faculty diversity were discussed:
   a. Follow-up with Deans of each nonparticipating college to identify barriers to submitting proposals for the Multicultural Faculty Apprentice Fellowship Program
   b. Conduct a review of diversity of faculty applicant pools
   c. Identify incentives to increase diversity of applicant pools or consequences for searches in which there is limited diversity in applicant pools