
1. Introductions: Members were asked to check contact information on the membership list and provide changes to Laura.

2. Announcements
   a. Background of the Diversity Task Force provided for new members.
   b. Katherine Friedman is visiting today in exploratory search for an interim Chief Diversity Officer position.
   c. The Equity Council is recognized for leading the work to establish this position on campus.

3. President's vision for building a URI Community grounded in diversity and equity:
   a. What role should Academic Affairs play in establishing a vibrant community built upon a foundation of diversity and equity?
   b. How might we use the Diversity Scorecard (handout) to help us in this role?

The task force brainstormed a number of ideas in response to these questions.

- The task force needs to communicate the importance of diversity and equity issues to the college level, and involve undergraduate and graduate students. The need is great among graduate students since they are our future educators.
- We need leadership at every level and outside of academic affairs
- In addition to curriculum and the multicultural competencies, what role should we play in diversifying the faculty? How can we promote the hiring of diverse faculty? Should we have a top-down approach?
- Can we look at the data by inviting Roxanne Gomes to our next meeting?
- How do we perform search procedures better? Barb Silver has developed training on search procedures and we can utilize this resource to help our
search committees. Also, we can better publicize the dual career guidelines developed under the ADVANCE initiative.

- We need to report on the status of faculty of color—is there a link to a report on the web?
- ADVANCE-sponsored project had conducted interviews of women of color on campus—we can look at these data
- Need to use new language to replace “of color.” “Underrepresented groups” might be more descriptive
- The Provost can meet with chairs of the diversity committees in the colleges (modeled after the Council of Deans?).
- The Provost can meet with department chairs on diversity issues. Perhaps this can be a topic of a chairs forum that the Provost holds once a semester
- We can sponsor a speaker in each college to discuss diversity issues in the college disciplines
- Provide incentives to sponsor projects (RFP mechanism) to signify the importance of diversity and equity issues for creating community.
- Begin dialogue on how we consider diversity focus in the promotion and tenure process
- Need guidance on how to share multicultural competency issues among departments
- The new CDO can do training, presentations, and forums for perspective sharing.
- Sharing costs and responsibility between the college and the Provost Office for these efforts
- We may have to use different strategies to communicate with and educate incoming, pre-tenure, tenured, and senior faculty on diversity issues:
  - During the interview process for hiring faculty, we can ask questions about diversity, experience teaching diverse students, etc.;
  - For pre-tenure faculty, diversity may not be the #1 priority but they should not be opposed to these issues;
  - Tenured faculty: service is not rewarded
  - Senior faculty: target those who are leaders.
- Gather best practices and publicize

4. Next step on the multicultural competencies: What, if anything, should the Diversity Task Force do to advance the discussion of the multicultural competencies?
   a. Generate discussion among Equity Council members?
   b. Can diversity committees in the colleges lead this effort by asking college curriculum committees to consider them?
   c. Chairs forum on diversity issues

5. Update on faculty workshops: the dates for the workshops are January 11 and 12. There will be three college-level sessions for the colleges of Human
Sciences and Services, Pharmacy, and Nursing, and one workshop for bringing together college diversity committee members.

Laura will work to get a website started for the task force, and invite Roxanne Gomes and Barb Silver to our next meeting on Wednesday, December 15, 3-4:30 in the President’s Conference Room in Green Hall.