Division of Academic Affairs  
Diversity Task Force  
September 29, 2010  
3:00-4:30  
President’s Conference Room, Green Hall  
Meeting Notes  

Present: Donald DeHayes, Laura Beauvais, Tammy Vargos-Warner, Alycia Mosley Austin, Marcia Morreira, Dania Brandfor- d-Calvo, Mary Cloud, Mayrai Gindy, Karol Leuzarder, Gerald Williams, Peter Larsen and Raymond Watson.  

1. Announcements  
   a. LGBT Student Sit-in: we may be hiring an interim Chief Diversity Officer (CDO) soon to work on issues that will prepare the campus for a permanent CDO.  
   b. Distribution of our “Framework for Multicultural Learning within the URI Community” to curriculum committees (University College and General Education Committee and Curricular Affairs Committee), Equity Council, Student Senate, Deans for review.  
   c. Diversity Week is October 4-8; used our proposed multicultural competencies (exposure/awareness, knowledge, skills, transformation) to map the sessions in the program.  

2. Summer Activities Update  
   a. Freshmen Orientation: bookmarks with Cornerstones printed on them distributed; importance of these stressed in Provost speech  
   b. Dissemination of the Cornerstones to deans and posted prominently in academic buildings  
   c. Multicultural Faculty Apprentice Program: Psychology Department hired Dr. Jasmine Mena  
   d. Hired David Ho, a lecturer in Communications Studies, who specializes in multicultural communication issues and will teach courses in this area  
   e. Cedric Jennings (“Hope in the Unseen” summer reading) visited campus and spoke to students in two sessions  
   f. Progress report on “Advancing Diversity, Equity, and Community at URI: Progress Bullets for Academic Affairs” was distributed summarizing activities.  

3. Multicultural Competencies: Moving Forward in the URI Community  
   a. See in Announcements  

4. Faculty Development Plans
a. Exploring the option of bringing in two external consultants to design and deliver training for faculty in multicultural competence.
b. This training would be grounded in URI issues, including the students’ stories of experiences with faculty and staff on campus. Alycia suggested that we try to get stories from graduate students also.
c. Organize by college and invite the academic leaders from each to participate; three colleges have indicated they want to be in the first round of training.
d. Another type of workshop would involve college diversity committee members to help them set goals and plan for advancing equity and diversity in their colleges.
e. Gerald suggested that we involve Barb Silver in the training due to her extensive work with ADVANCE and knowledge of these issues.
f. Discussion ensued on a number of issues associated with faculty training: the background of the consultants; goals of the training; where does the new CDO fit in with regard to planning faculty development; continuity of work started by outside consultants; need follow-up to find out what colleges are doing three months and/or six months later.

5. Leadership of the Task Force
   a. Provost DeHayes asked task force members if he should continue as chair. The task force generated both advantages (i.e., shows the community that diversity and equity are serious issues; high level guidance and support from the Provost Office) and disadvantages (i.e., the task force is driven by the administration rather than faculty and staff in Academic Affairs;)
   b. For the present time, the members are satisfied that Provost is chairing the task force and believe that top-level leadership is necessary to strengthen community commitment to the vision and mission of the task force.