In attendance: Laura Beauvais, Anne Veeger, Alisa Baron, Ashley Buchanan, Colleen Mouw, Kimberly Jimenez, Michelle Fontes, Patricia Morokoff, Sean Rogers, David Fastovsky, Lynne Derbyshire, Katie McIntyre, Afua Ansong.

1. Announcements

Patricia Morokoff and Lynne Derbyshire are retiring and we thank them for their many years of service on the AADTF.

2. Approval of the Minutes of the April 20, 2022 meeting

David Fastovsky moves to approve; Lynne Derbyshire seconds, all in favor.

3. Anti-Black Racism Action Agenda for Change – Strategy Groups Final Reports

Discussion of issues and challenges identified this year: How can URI follow up on previous events and provide funds and more support to create initiatives? Students should take more classes to raise their awareness of the issue and reality of conditions in our society. How can we create a workplace that is supportive and free of micro-aggressions? How can we ensure appropriate promotion opportunities and recognition? Systematic barriers need to be addressed.

Reports from Strategy Groups:

Strategy 1: Infuse Anti-Racism, Social Justice, and DEI Perspectives in the Curriculum

DEI courses are reportedly being held up in the approval process. Fac Sen curriculum and Gen Ed committees could provide training for curriculum committees at the college level. Committees need to understand their role in the approval process. Should we have a handbook for curriculum committees?
Strategy 2: Expand Professional Development Focused on Anti-Black Racism and Racism Overall
   Need to know more about what PD opportunities are available by having a more centralized location to find information, for example, a URI calendar or a website with hyperlinks. We need training for grad advisors and PhD mentors. How can we engage people in participating in DEI training initiatives?

Strategy 4: “Build Our Own” Diverse Graduate Programs in Selected Fields
   Grad school is part of consortia to bring diverse students into our programs. Redesign the website to show what the grad school has to offer in DEI, recruitment diversity and equity in fellowships. More clarity and guidance throughout the grad student mentoring program. A diversity weekend to recruit people was suggested, meet faculty, tour campus, meet students, etc.

Strategy 7: “Acknowledge and Value Evidenced-Based Faculty Contributions to Anti-Racism and DEI.”
   Definitions, Goals and plan of action posted on the google drive Should it be a separate category or integrated into the existing dossier elements?