Division of Academic Affairs  
Diversity Task Force  
Wednesday 2/16/22  
3-4:30 PM  
Green Hall, Great Room, 2nd Floor

Minutes

In Attendance: Laura Beauvais, Alisa Baron, Ashley Buchanan, Vinka Craver, Doug Creed, Michelle Fontes, Molly Greaney, Brian Heikes, Ammina Kothari, Peter Larsen, Diannah Lopez, Kathleen McIntyre, Trish Morokoff, Colleen Mouw, Dan Persaud, Anna Santucci, Anne Veeger, Furong Xu

1. Announcements
   Update on Assistant Dean Searches

   Candidates selected for interviews, to be held virtually by end of month.

   Student Success team definitions survey – feedback from AADTF requested by February 23rd.

2. Approval of the Minutes of the January 25, 2022 meeting
   Trish Morokoff moves to approve, Brain Heikes seconds, approved with 2 abstentions.

3. Anti-Black Racism Action Agenda for Change – workplan for AADTF - continued, see tracking document on shared google drive.

   Working groups report out from 1/25 meeting (see notes in 1/25 minutes) and share the one or two tangible outcomes that your group will pursue this semester.

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

   A barrier was curriculum committees turning back proposals based on content. Some faculty on curriculum committees may not have the background to assess course content and some are concerned about including potentially challenging content.
**PROPOSED OUTCOME:** Provide training for faculty senate curriculum committee and college curriculum committee members on diversity content and inclusive pedagogy.

Step 1 - Contact Faculty Senate President to discuss this idea. Also contact Chris Kincaid as chair of the Faculty Senate curriculum committee.

**Strategy 2: Expand Professional Development Focused on Anti-Black Racism and Racism Overall**

What are the motivations or lack of motivations (incentives/disincentives) that characterize our faculty? We need to know this to remove barriers to participation. If we hope to change the culture of our community we need to know how to engage with the faculty in a way that motivates their participation. This can apply to both teaching anti-racist content and to employing teaching strategies that are inclusive. What meaning do they attach to these behaviors and how do we alter the meanings to get more people to engage and lead to a wider base of behavioral change?

Faculty and TAs who facilitate this content and discussions must be trained to ensure that the educational experience is productive. Facilitating difficult conversations requires training that most faculty have not had. Should we have faculty spend time talking about race? Action inquiry groups. People often become involved in a movement because they have a friend in the movement. The intent is good, but we have to make sure that the implementation is effective. There are substantive generational differences in the experiences of our faculty.

We also need to make immediate progress with people who are interested in participating in professional development. What can we offer while we assess motivations among the faculty as a whole?

**PROPOSED OUTCOME:** Could do a pilot program in the College of Business – bring in an expert to structure action inquiry groups among the faculty.

**Strategy 4: “Build Our Own” Diverse Graduate Programs in Selected Fields**

How to use resources to bring students with connections to RI, back to URI for graduate programs. Use college student database to look at where students went to college.

**PROPOSED OUTCOMES:** Create retention initiatives – provide summer support.
Strategy 7: “Acknowledge and Value Evidenced-Based Faculty Contributions to Anti-Racism and DEI.”

Work continues to develop language. AAUP contract is currently under negotiation, so that may also help advance this strategy.

PROPOSED OUTCOME: Provide sample language on how to document JEDI work in P&T/annual review dossiers.

4. Strategy Group Working Sessions
Goal: Continue work on strategies, map out work plan for the rest of the semester. Breakout groups work together for balance of meeting. Add outcomes to google sheet and work with group members over next month to advance your group’s proposed outcome.