Division of Academic Affairs  
Diversity Task Force  
Tuesday, April 23, 2019  
3-4:30 PM  
President’s Conference Room, Green Hall  
Minutes  

Present: Mary Grace Almandrez, Marty Rojas, Trish Morokoff, Alycia Austin, Diane Kern, Peter Larsen, Molly Greaney, David Porter, Gifty Ako-Adounvo, Laura Beauvais, Michelle Fontes Barros, Lynne Derbyshire, Don DeHayes.  

1) **Announcements**: Resolution was made and approved to thank Laura for her service on the Diversity Task Force. The Black Scholars Awards are tonight.  

2) **Minutes of the March 20 meeting were approved.**  

3) **Inclusion Workshops—continue next year?** We may consider that our funding be used to assess what departments are doing to follow up with the learning in the workshops (follow-up assessment). Or we can support departments that are doing this work well in sharing it with others. Departments may also use strategic plans to guide actions it may take to further diversity and inclusion efforts. One suggestion is taking a portion of the Multicultural Enhancement Funds to follow up with departments to see how they are doing. Should there be a dedicated budget line for the inclusion workshops now?  

Kayon Murray will be working in the Office for the Advancement of Teaching and Learning (ATL) next year. Perhaps we can reach out to her to follow up on what the workshops started. Invite Kayon to the first meeting next year. We can scaffold the training that Annemarie has started by follow up by the ATL (critical pedagogy is the theme next year, within which this work fits nicely).  

The task force would like for Annemarie to continue her workshops as there are some departments that have not yet participated  

4) **Membership and Goals for 2019-2020:**  

Potential goals for next year:  

a. Support creation of interdisciplinary ethnic studies? Faculty have discussed this program and the issues are complicated. It might be fruitful to have the task force
discuss this next year. Having the discussion at this level (AADTF level) may signify the seriousness of the discussions.

b. Advising: need more focus on inclusive advising. Perhaps training for inclusivity among both faculty and professional advisers. This has great potential for increasing student sense of belonging and retention. Assessment of our advising function is needed at this time.

c. Multicultural Faculty Fellow: there is no structured way for current and past Fellows to meet. We can build a structure for bringing the MFF’s together as a community.

d. Student Summit. Michelle will help facilitate this next year. Engage with DIVE-RI.

e. Membership: to get students on the task force perhaps we should have an Academic Affairs liaison such as what the CED Office has.

5) Update from the Community, Equity, and Diversity Office: Mary Grace Almandrez.
The CED Office is wrapping up its listening tour—60 different units and 370 individuals have participated. Six issues arose: inclusive advising; desire to conduct a campus climate survey; senior leadership model on inclusivity and diversity; coordinate more fully and centrally the diversity programming efforts across the campus; more visibility of CED Office at GSO and CEPS; and curiosity and angst around the dissolution of Presidential Advisory Committees and what will replace them. Results of the listening sessions will be disseminated to the community. Next year there will be a focus on the CED Strategic Plan—perhaps re-branding it. Also, showcasing what different colleges and depts. are doing—exemplary work but also their struggles.

Mary Grace asked: Where should the position of Director of Diverse Faculty and Staff Recruitment and Retention be located? Some indicated the CED Office, while others indicated the Office of Provost, with dotted line relationships made explicit to other administrators. Position incumbent might also work with college diversity committees. He/she might be asked to serve on the diversity task force.

Link to website: [http://web.uri.edu/academic-planning/planning-initiatives/diversity/](http://web.uri.edu/academic-planning/planning-initiatives/diversity/)