Minutes

Present: Don DeHayes, Laura Beauvais, Lynne Derbyshire, Tiffani Kisler, Peter Larsen, Joanna Ravello, Diane Kern, Trish Morokoff, Marty Rojas, Jacqueline Britto, Alycia Mosely Austin, Brian Heikes, Tatiana Rynearson, Molly Greaney.

1) Announcements
   a. Diversity and Inclusion Badge Program for Graduate Students – award letters sent.
   b. CED Office Open Sessions—in Kingston, Providence and Narragansett Bay Campus—students, staff, and faculty.
   c. Mary Grace Almandrez will be invited to attend Council of Deans meetings/

2) Minutes of the February 7 meeting were approved.

3) Special Guest: Annemarie Vaccaro—Update on Inclusion Workshops and STEM study. Annemarie provided a schedule of workshops she has conducted this year: 1) overall review on inclusiveness in teaching; 2) inclusive curriculum; 3) inclusive pedagogy. This year she will be offering a workshop for chairs. She is also trying to get the workshops down to 1.5 hours as this seems to be the time period that best fits faculty meetings. When asked what she has found out about inclusiveness across campus, she believes we need to take a deep dive into curriculum and pedagogy, with which ATL may be able to help. STEM and Business might be the most questioning of the need to do this work and how she (non-STEM faculty) could possibly help. What might be ideas for the task force next year in using this funding and making progress on curriculum and pedagogy? Some ideas: micro-aggressions; invisibility of certain groups; out and proud is not known; presumed incompetence; managing group work. Annemarie also reported on findings from her interviews with STEM students on LGBTQ issues. Multiple institutions are engaged in the study, but 40% are URI students. She discovered that gender does not come up as an issue; however, being a woman in STEM was an issue that repeatedly came up as a potential concern for differential treatment and bias. We may need a STEM-specific workshop on diversity and inclusion. Many departments have not been participating in the workshops; how do we encourage them? The workshop flyer will be distributed to the task force to send to their colleagues. Alycia will also announce
them at the Graduate Summit and connect with the badge program and the opportunity to have a diversity TA.

4) Update from the Community, Equity, and Diversity Office: Joanna Ravello
   Listening tours—46 sessions with individuals and groups around campus.
   Explained the Open Forum structure and methods of getting feedback from the community
   Bias Response Team is moving from Student Affairs to CED; this service needs more publicity
   Fall—start annual reporting process; will state what CED might be in the future
   One task force member pointed out problems with the external review report—flawed procedures and thus flawed recommendations
   Need a discussion on the structure of the office: should CED be its own division or integrated throughout campus?
   Need the CED strategic plan to be a living document

5) Multicultural Faculty Fellowship—RFP going out in early April
   Need a review committee. Volunteers? Lynne, Jacqueline, Molly, Joanna have agreed to serve this year. Proposals are due Monday, May 6.

6) New business:
   Next meeting, we should focus on goals and priorities for next year. A&S Diversity Committee has been offering workshops and would like to know more about what Annemarie is doing; need more information about courses and the content on diversity and inclusion—how do we find out this information? Also, it would be great to know who is doing research in diversity. The new Faculty 180 activity reporting will eventually provide a searchable database of faculty teaching, research, service, and outreach activities that can be a source for discovering work being done in diversity, equity, social justice, and inclusive practices.

Link to website:  http://web.uri.edu/academic-planning/planning-intiatives/diversity/

Last meeting for Spring 2019: Tuesday, April 23, 3-4:30. Location: President’s Conference Room in Green Hall.