Division of Academic Affairs  
Diversity Task Force  
Wednesday, October 3, 2018  
3-4:30 PM  
President’s Conference Room, Green Hall  
Minutes

Present: Sean Rogers, Fernando Guzman, Peter Larsen, Tiffani Kisler, Trish Morokoff, Marty Rojas, Jacqueline Britto, Alycia Mosley Austin, Laura Beauvais, David Porter, Stephen Hegedus (ACE Fellow), Diane Kern, Brian Heikes, Lynne Derbyshire

1. Welcome and announcements: Don welcomed everyone and gave short history of the task force. Introductions were made.

2. The minutes of the March 28, 2018 meeting were approved, with the amendment of correcting the spelling of Jacqueline’s name.

3. Re-visit purpose and goals of the task force—add another goal on professional development of faculty and staff? To what extent have the four goals been met? Are the four goals measurable or are they more like principles? Perhaps the Academic Strategic Plan metrics would reveal progress on some of these goals. Goals 1 and 3 are harder to measure. A climate survey would help address how well we are doing on these goals. Recruitment and retention of students of color have increased by over 80% in numbers in 10 years.
   a) Maybe our statement needs to have more urgency in terms of the importance of diversity in organizations.
   b) Use a design thinking approach to examine our statement—ask one of our colleagues from the design thinking area to help us “re-design” the statement.
   c) Use of the word “tolerance” is inappropriate; perhaps “open-mindedness” is better.
   d) Add a 5th goal: need to engage with faculty and staff to better inform them of diversity and inclusion issues
   e) Multicultural Enhancement Fund as source for carrying out initiatives, along with identifying other source of funds to grow resources. The Fund becomes the vehicle to ensure that one or two important initiatives are accomplished.
   f) Are the purpose and goals for the task force’s use or for the use of other constituencies? Do these serve to focus our work or to make a statement for others? Should we be more explicit in sub-goals?
   g) Focus on graduate students as well as undergraduates
   h) Marty, Tiffani, Dave, and Jacqueline will be convened by Laura to work on revising purpose and goals based on today’s discussion. Use the Academic Plan as guidance for the update.
4. Update on general education courses that meet the diversity and inclusion learning outcome. See: https://web.uri.edu/general-education/gen-ed-courses/approved-gen-ed-courses/

   a) PSY 399—Multicultural Psychology with 60 students; Trish will commit to submitting this course for Diversity and Inclusion outcome. Perhaps make this a 100 level? Should we develop a STEM course in diversity and inclusion?
   b) Sponsor Diversity and Inclusion (C3) course hackathon to help curricular committees develop courses? Provide some funding to support the hackathon from MEF?
   c) Involve ATL to help faculty teach first year students and have difficult conversations. Rachel Dicioccio may be able to help us and she has some funding. We may have some courses that may be ready to be developed if some members partnered with others. Having diverse group of people instructing may also be a helpful approach.
   d) Build the number of courses that have partial outcomes.
   e) What are next steps? Lynne and Diane will talk to Rachel about the task force working with her office to hold a hackathon or some event that will assist faculty in developing courses for the C3 outcome.

5. Building partnerships with high schools and colleges on diversity and inclusion—add to next meeting’s agenda.

6. New business

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

Fall Semester Meetings (all held in the President’s Conference Room in Green Hall)
Friday, November 9, 3-4:30 PM
Tuesday, December 4, 3-4:30 PM