Division of Academic Affairs  
Diversity Task Force  
Tuesday, October 15, 2019  
3-4:30 PM  
President’s Conference Room, Green Hall  
Minutes

1) **Present:** Peter Larsen, Trish Morokoff, Alycia Austin, Michelle Fontes, Don DeHayes, Sean Rogers, Mary Grace Almandrez, Lynne Derbyshire, Anne Veeger, Brian Heikes, Ashley Buchanan, Jaunetta Hill, Alisa Baron, Kathleen McIntyre, Diane Kern and John Cruz.

2) **Announcements:** The CED Summit took place today at the Library. Thanks to Sean Rogers for sharing articles for discussion today.

3) **Approval of the Minutes of the April 23rd meeting:** The meeting minutes are approved; Peter Larsen motions to approve and Jaunetta Hill seconds.

4) **Update from the Community Equity and Diversity Office – University Diversity Council:** There was great discussion at today’s CED Summit. See 2019 Spring-Summer CED report. There was discussion regarding what else happening across campus (not just with CED). The CED Summit is a gathering place for conversation, recruitment, to advance student retention, and to change intervention strategies.

CED and the Ad Hoc committee appointed by President Dooley worked over the summer on a proposal for a body of across-campus constituents to reconstitute the diversity council. The committee of 12 faculty, student, and staff met monthly over the summer and a draft proposal has been submitted to senior leadership.

Discussion of concerns with external review, future of the presidential commissions and their work and representation of populations formerly represented by the commissions, but now disbanded. Commissions were told not to meet and without an official identify are not explicitly represented in the membership of affinity groups. Committee needs to include all interested identity populations, not just those with an existing affinity group (alumni of color network, rainbow network, etc). It is important that the work and momentum of the active commissions be continued.

Proposed University Diversity Council would have standing committees and ad hoc groups that would do the work formerly done by the presidential commissions.

Mary Grace will share the proposal with the group and discuss at the next meeting.

5) **Review Goals identified for 2019-2020 (see 4/23/19 Minutes):** There are a few goals identified last April that we should move forward on particularly, the idea of inclusive pedagogy to gather support for this. Much of the $20K Task Force budget is currently being used for Annemarie Vaccaro’s diversity training for faculty. In the past it was used for the multicultural badge in the Graduate School.
Ideas for funding for 2019-2020

**Campus climate survey.**
This is included in the University Diversity Council proposal. Mary Grace has spoken with the President who agrees an outside firm would facilitate the survey.goals. Perhaps AADTF could provide the context or support – not that this group would actually do it.

**Student summit centered around student success.**
In the past, A&S ran focus groups learned that students want an opportunity to talk to students outside of their racial group about inclusion and equity.

**Faculty training.**
Expand inclusive pedagogy training through workshops, or (as Annemarie Vaccaro does) visiting departments individually within colleges. We need to do more training around implicit bias and stereotype threat.
Multicultural Faculty Fellows: How do we prepare the departments that are receiving them? 3/6 have not stayed.

See **Critical Standpoint article** shared by Sean Rogers. Sean will send out his notes on the article.

Book/journal club to look at diversity issues.

We are making progress with increasing faculty and student numbers but beyond that, we need to make substantive changes.

Discussion of the Multicultural Badge program offered in cooperation between the Graduate School and CED. The Diversity and Inclusion badge program was developed with support from this task force. This was created to cut across graduate programs as a micro-credential. Started this Spring of 2016: 6 workshops total. The program has grown from 14 to 70 students across all colleges, one required workshop then students choose other workshops to meet badge requirement. Can we offer a faculty/staff version?
We could use the faculty badge to ‘energize’ our colleges/departments to re-engage, as some college diversity committees may no longer be meeting.
Recognition towards promotion/tenure is an incentive for faculty participation.

**Follow-up** - Please read the Critical Standpoint paper (Fulton et al, 2019) and at next meeting try to come to a consensus or two approaches we can take in the coming year. We will look at our funding, to see what we have already committed to faculty workshops and put funding towards an agenda / item or two. Each college to take on this mission.

**6) Article - Retaining Faculty of Color: How institutions can improve their campus climate and the quality of life for faculty of color (Inside Higher Ed)**
The good news is faculty and students of color are increasing (15-21 percent faculty). We need to focus on what life is like on campus once faculty are hired. Thoughts: Reward junior faculty who mentor students of color, can this be recognized as part of workload. Involve graduate students of color in searches particularly in colleges that lack diversity. Create social and professional
opportunities for faculty and graduate students of color to interact. This happens informally in CELS, and A&S just started a ‘graduate students of color group’. Several years ago we offered a social gathering for all new faculty - this was successful but needs funding/staff. CED is in the process of searching for a Diverse Faculty Recruitment Officer and that could be part of this position. Provost suggest that AADTF have an opportunity to meet with Recruitment Officer candidates once in person interviews take place. NSF funded Advance Program was very successful and should serve as a model for how we search for and support faculty.

7) **New business:** What is our strategy to get the colleges moving on Diversity and Inclusion again? General discussion. There are people on campus who have fear around diversity issues. Making the badge part of the promotion and tenure process may work. Graduate School holds a breakfast event for the graduate students and mentors. Increase efforts to apply for diversity related funding - applying for McNair status, Soars program, NIH (summer program), etc. Reinvigorate College Diversity Committees.

**Planning for next meeting**
After reading the Critical Standpoint article (Fulton et al, 2019), please come with one or two thematic goals to implement with the colleges and we will check on whether any of the $20K resources are available.

Invite A. Mosley Austin and M.G. Almandrez to Deans Council to discuss good work being done re: badges.

Reach out to Colleges to gather information on status of Diversity Committees.

Resurrect the ADVANCE guidance on searches and supporting faculty.

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