

THE PASSING OF REV. ARTHUR L. HARDGE (NOVEMBER 1983)

Reverend Hardge departed from this world at the young age of 56, leaving behind a void that was felt deeply by all who knew him. He was a towering figure who walked alongside us, guiding, inspiring, and profoundly impacting our lives. The memory of Reverend Hardge shall forever endure, his essence forever intertwined with ours.

We earnestly encourage every TD student to pay a visit to the magnificent Reverend Hardge statue, standing proudly in front of the URI Multicultural Student Services Center (MSSC). There, they can find profound and uplifting words that illuminate the tremendous impact one individual can have on the lives of many. In recognition of his remarkable contributions, the TD Scholarship, now known as the Hardge Grant, has been named in honor of Reverend Hardge.



ON SEPTEMBER 12, 2000 A STATUE HONORING REV WAS MADE AVAILABLE OUTSIDE OF THE UNIVERSITY'S MULTICULTURAL CENTER. HIS LEGACY LIVES ON IN EACH AND EVERY MEMBER OF THE TALENT DEVELOPMENT COMMUNITY. NEARLY 17 YEARS AFTER HIS UNTIMELY DEATH, HIS PLAQUE AND STATUE WERE UNVEILED.

THE URI CONVOCATION ON PLURALISM (1983)

As the enrollment of students from diverse backgrounds and disadvantaged students increased at TD, there was a growing demand for greater opportunities and a more inclusive range of academic offerings. The "URI Convocation on Pluralism" in 1983 was originally intended by outgoing President Frank Newman as a farewell event highlighting URI's progress. However, the Convocation took an unexpected turn, transforming into a platform for critique and protest. Prominent student leaders at the time, including Robert Bailey, John Christian Hopkins, Kevin Hall, and notably Steve Washington, along with members of Uhuru Sasa and the Native American Student Association, voiced strong demands for increased acceptance of students from diverse backgrounds to foster greater diversity at URI. Another important demand was for a curriculum that reflected a broader perspective. They called for the inclusion of topics such as genocide, slavery, colonialism, and sexism, approached from a non-White, non-Eurocentric standpoint. The students received guidance from supportive faculty and staff throughout this undertaking. Despite his retirement from TD, Reverend Hardge remained active, as did Mr. DiMaio. However, the primary roles in advising the protesting students were assumed by Mr. Abu Bakr and Mr. John Ramos, the Director of Multicultural Student Services at URI.

CREATION OF THE COLLEGE READINESS PROGRAM

One of the noteworthy accomplishments under Mr. DiMaio's leadership in Talent Development was the creation of the College Readiness Program (CRP) in 1984. As an expansion of Talent Development's recruitment initiatives, CRP was introduced by Mr. DiMaio to provide specialized courses and comprehensive academic support services to prospective TD students at URI's Providence campus, ultimately guiding them towards admission into TD. The College Readiness Program served as a gateway for numerous exceptional students, who not only gained entry into TD but also went on to forge outstanding careers.

THE '90S: PRESIDENT ROBERT CAROTHERS, DR. JOHN MCCRAY & THE BLACK STUDENT LEADERSHIP GROUP (BSLG)

President Robert Carothers assumed the role of URI's tenth President in 1991, bringing with him not only remarkable academic qualifications but also a background as a Civil Rights and anti-Vietnam activist. President Carothers' dedication to meaningful progress became evident early on through the establishment of the Joint Academic Steering Committee (JASC) and the University Staff Steering Committee (USSC). These two groups were formed to ensure that all voices on campus were heard and considered during times of contemplated change.

President Carothers challenged the University's hierarchy to go beyond the status quo and embrace the curricular and pedagogical transformations introduced by a new and more diverse wave of students. Amidst this transformation, TD occupied a central position, while issues of race, gender, sexual orientation, disability, and social class emerged within the framework of "Total Quality Management." President Carothers issued a twofold mandate: to eradicate fear from the URI environment and strive for continuous improvement.

However, the forces of resistance opposed these changes, and students of color, like the proverbial canary in the coalmine, were the first to experience the brunt of this reactionary backlash.



**PRESIDENT
ROBERT CAROTHERS**



DR. JOHN MCCRAY

Dr. John McCray's significant contributions deserve special acknowledgment in TD history. Serving as the Vice President of Student Affairs during the Black Student Leadership Group (BSLG) era, Dr. McCray played a pivotal role. It was his presence in the Malcolm X Reading Room on November 10, 1992 that served as a profound inspiration for the BSLG movement. With his wisdom and foresight, he became instrumental in their triumph.

Dr. McCray's exceptional comprehension and his own active engagement in activism were paramount in fostering an environment conducive to change. His dedication and efforts were critical in the realization of their goals.

SPRING 1992 FORMATION OF THE BLACK STUDENT LEADERSHIP GROUP (BSLG)

During the spring of 1992, a series of events unfolded involving the URI Police Department (URI PD) and their treatment of all students of color, not just specific to those in TD. These events reached a culmination point with the "Casey/Gonsalves" incident. In this incident, a URI police officer orchestrated the release of a widely circulated photograph showing two handcuffed men of color being taken to an arraignment, which was published in the URI newspaper, *The Good Five Cent Cigar*. It was revealed that URI PD had actually contacted the newspaper to arrange this photo opportunity. This deliberate act of stereotyping became the final trigger for action.

In response, Uhuru Sasa and TD students united in protest, with individuals like Malcolm Anderson, Neil Hazard, and Karoline Oliveira emerging as leaders. This collective effort laid the foundation for the formation of the BSLG. Recognizing the need for external guidance, URI enlisted the support of a national consultant to address issues within the campus police force. However, the resolution did not meet the satisfaction of the students.

During the subsequent summer of 1992, the BSLG convened to develop a comprehensive plan aimed at fostering positive change, not only within URI PD but also across the entire campus.



“A commitment has been made from the top...How long do we have to wait for these changes?”
–Malcolm Anderson

SPRING 1992 CONTINUED... “TD DAY” AT THE RHODE ISLAND STATEHOUSE



Students, staff, and alumni of the Talent Development Program gather at the State House for "TD Day"

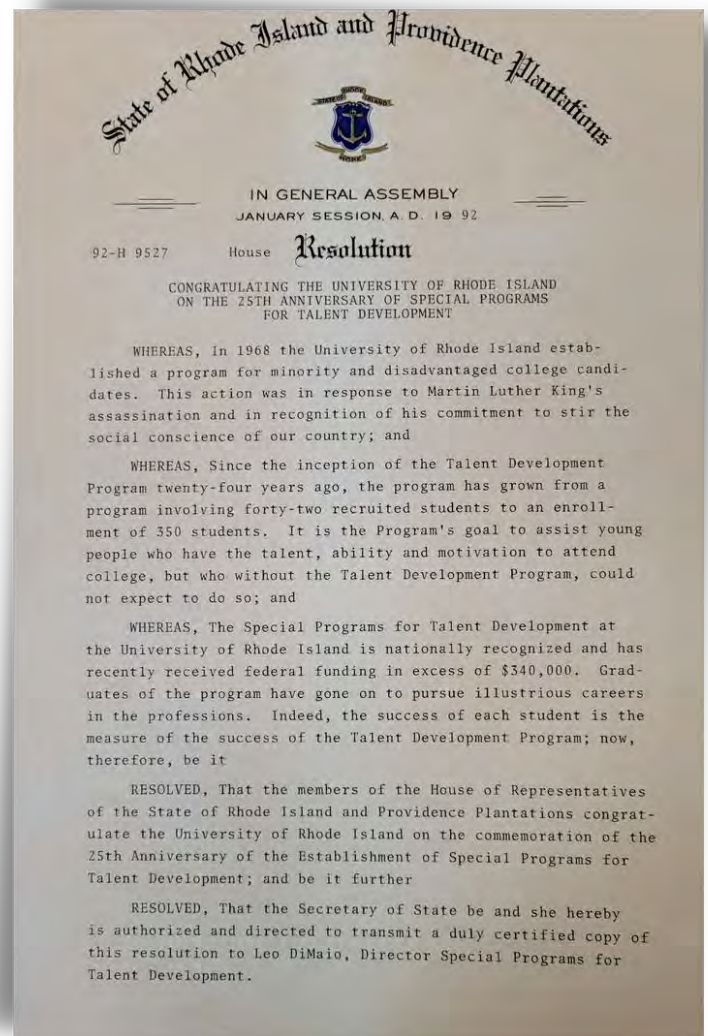
On April 15, 1992, a significant event took place at the Rhode Island Statehouse known as “TD Day”. The occasion was officially designated as “TD Day” by then-Governor Bruce Sundlun and the Legislature. It aimed to recognize and celebrate the accomplishments of both past and present TD students who had made a profound impact on URI. These exceptional individuals had not only excelled academically but had also been actively involved in initiatives that reshaped the university's landscape, challenging preconceived notions of success.

The House and Senate provided a platform for four current TD students and alumni to address the gathering, sharing their personal experiences. Among them were Regina Clement, John Hopkins, Jerry Munoz, and Robert Russell, who delivered inspiring speeches that resonated with everyone present. The speeches delivered by these individuals left a lasting impression. Notably, John Hopkins, a TD alum, uttered a particularly memorable line: "I have a dream for today, and because of TD, I have a dream for tomorrow." It is worth mentioning that John Hopkins would later achieve success as an accomplished author and an award-winning Native American journalist.

Regina Clement pursued a career in the field of social work, becoming a valued clinician. Jerry Munoz, on the other hand, established himself as a senior financial manager, while Robert Russell embarked on his entrepreneurial journey, owning a successful steel company. These four individuals were shining examples of the extraordinary accomplishments of TD Scholars, whose achievements were rightly celebrated on “TD Day”.

In addition to the student speakers, esteemed figures such as new URI President Robert Carothers, Mr. DiMaio, and Narragansett Tribal Medicine Man, Lloyd Wilcox also addressed the gathering, adding their wisdom and perspectives to the event. The TD family, comprised of Scholars, alumni, and other supporters, came together to revel in the festivities and cherish the remarkable milestones reached by TD Scholars. It was a day of recognition, inspiration, and unity, highlighting the transformative power of education and the potential for greatness within every individual associated with TD.

“TD Day” showcased the incredible accomplishments of the TD Program, demonstrating the profound impact it had on students' lives. The success stories of Regina Clement, John Hopkins, Jerry Munoz, and Robert Russell were emblematic of the countless achievements by TD Scholars, all of whom were celebrated and honored on this momentous occasion.



FALL 1992

DRIVING CHANGE: BSLG'S FOURTEEN DEMANDS

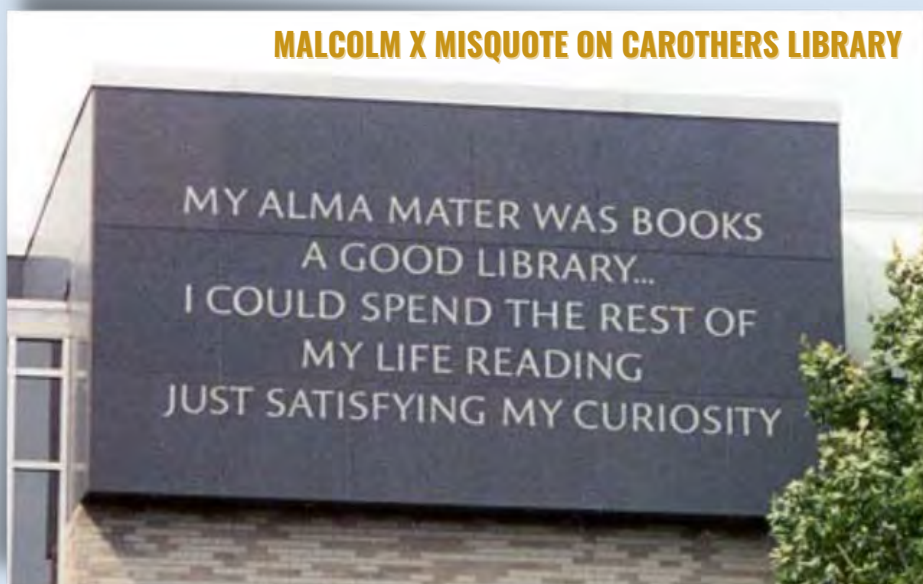
Upon careful observation, evaluation, and critique of URI, the BSLG discovered that little progress had been made for people of color and other marginalized communities since the 1970s. The number of admissions for TD remained stagnant at one hundred per year. Neglected by URI, the old Uhuru Sasa House was found to be in a deplorable state and despite the persistent demand for change, the lack of diverse and inclusive programs and courses, which had sparked student protests in 1971 and 1983, still persisted. Contrary to promises made, Afro-American Studies (AAF) was still not offered as a major.

Following a conference at URI's Alton Jones campus, the BSLG returned to Kingston and discovered a misquote Malcolm X's autobiography inscribed on the URI Library. The BSLG strongly believed that the truncated quote intentionally misrepresented Malcolm X's passage that reads:

"I told the Englishman that my alma mater was books, a good library. Every time I catch a plane, I have with me a book that I want to read – and that's a lot of books these days.

If I weren't out here every day battling the white man, I could spend the rest of my life reading, just satisfying my curiosity – because you can hardly mention anything I'm not curious about."

This incident ignited a protest, leading the BSLG to peacefully occupy Taft Hall on November 10, 1992. In a symbolic act, they renamed Taft Hall as "Malcolm X Hall" and issued a set of FOURTEEN DEMANDS. This historic action gained significant attention from local, regional, and national media outlets.



BSLG'S FOURTEEN DEMANDS...CONTINUED

In response to the BSLG's FOURTEEN DEMANDS, President Carothers engaged in a highly charged televised meeting with the group on November 12, 1992. Subsequently, he penned a notable "Thanksgiving Day Message" to the BSLG, outlining a plan for implementing the requested changes. Judge Frank Caprio, a member of the Board of Governors, expedited the resolution of the Uhuru Sasa House issue by referring to it as a "dump" in an interview with a Providence Journal reporter.

His comments and the subsequent media attention resulted in the establishment of the temporary Multicultural Center (MCC) at 14 Upper College Road, followed by the construction of a new MCC at the heart of the campus. Edward Givens, serving as the Interim Director, led the initial phase of this process. The BSLG achieved several notable successes, including a review of curriculum diversification, the creation of an AAF major, revitalization of the URI Affirmative Action office, and the establishment of the Malcolm X Reading Room in Taft Hall.

URI minority group gets answers

Carothers tackles list of demands by students

By GERALD M. CARBONE
Journal-Bulletin Staff Writer

SOUTH KINGSTOWN — They squared off like two boxers in a ring bathed in the hard glare of spotlights, surrounded by the stares of a tense, partisan crowd. But the two men sharing the spotlight inside the University of Rhode Island's Taft Hall yesterday were

Demands, responses.
Page A-14.

there to exchange words, not punches, and they both professed to be fighting for the same goal: eliminating racism at URI.

At one end of the table sat President Robert L. Carothers, his head bowed while he read a seven-page response to a series of demands made Tuesday by the Black Students Leadership Group.

At the other end sat the leader of the black students' group, Malcolm Anderson, who stared at Carothers and weighed each word with skepticism.

Carothers said that URI will soon meet many of the students' demands and will agree to address other concerns, but he rejected two proposals as unrealistic.

Carothers began his talk in a conciliatory tone, a marked contrast to the negotiating tack taken by former URI President Werner Baum when black students alleged campus racism in 1971.

"Malcolm, I am proud of the leadership you and your colleagues have shown in advancing the agenda to eliminate racism and bigotry in this nation, this state and on the campuses of the University of Rhode Island," Carothers said, just 48 hours after 200 students had staged a 12-hour sit-in at Taft Hall. "There is no issue more critical to our future as a people."

Carothers addressed in detail
Turn to DEMANDS, Page A-14

'Malcolm, I am proud of the leadership you and your colleagues have shown in advancing the agenda to eliminate racism and bigotry in this nation, this state, and on the campuses of the University of Rhode Island.'

ROBERT L. CAROTHERS
URI President



Journal-Bulletin/WILLIAM K. DABY

FACE TO FACE: URI President Robert Carothers, above, meets with students yesterday to discuss a list of 14 demands. Malcolm Anderson, below, leader of the student group that staged a sit-in Tuesday, vowed to keep a dialogue open with Carothers.



'A commitment has to be made from the top. . . . How long do we have to wait for these changes? . . . You seem to me like you're sincere about what you're saying. I don't know. Only time will tell.'

MALCOLM ANDERSON
Student leader

It is important to clarify that the BSLG protest did not result in complete victory. Some members of BSLG expressed dissatisfaction, claiming that nothing had changed. However, others recognized a wave of positive changes. While the desired comprehensive transformation of the entire campus may not have been achieved, it cannot be denied that the actions of BSLG awakened a consciousness that had long been absent at URI.

The BSLG movement gained support from various student groups such as TD, Uhuru Sasa, the Native American Leadership Group (NALG), the Cape Verdean Student Association (CVSA), and a significant number of student-athletes. These groups, along with the core staff of TD, played a crucial role in leading this courageous and impactful effort. BSLG produced many future leaders, including Lanre Ajakiye, Malcolm Anderson, Thomas Campbell, the late Antonio DaMoura, Michelle Fontes, Abdul Fox, Adrienne Gibbs, Marc Hardge, Myrtle Holder, Kim Hooks, Kyle Ivey-Jones, Sye Johnson (founder of NALG), Karoline Oliveira, Joanna Ravello, Lucy Rios, Earl Smith, Charles Watson, and Laitan Yussuff, among others. The TD core staff members Frank Forleo, Sharon Forleo, and Edward Givens served as advisors to the BSLG during this historic period.

President Carothers played a significant role in this era by choosing the path of peace, non-violence, and Civil Rights, inspired by Dr. King, despite the volatile environment of protests and demands for change. President Carothers' words and actions made an impact, and as a testament to his commitment, he allocated funds for the admission of 150 TD students in the spring of 1993, which led to a significant growth of TD overnight. The late Earl Smith, one of the articulate and passionate members of BSLG, joined the TD core staff in early 1993 and emerged as a community leader. Once again, TD's voice was heard loud and clear!

“Being in that building, for me, I felt so empowered that no matter what happened, even if I was kicked out of school, I was standing up for what I believed in.”

— Dr. Karoline Oliveira '94, M.S. '03

INTERVIEW WITH BSLG MEMBER MICHELLE FONTES



Through peaceful demonstration, on November 10, 1992, members of the Black Student Leadership Group and their supporters mobilize to protest the university's misquote of Malcolm X on the URI Library.

"From my perspective, it was discouraging to know that students from diverse backgrounds were treated differently than other students at URI. It was clear that without TD, we would be lost in the predominantly White institution (PWI) shuffle. When we had our protest in Taft Hall, I remember feeling like I was part of something greater than myself. I was proud to be a part of a group of student leaders and TD staff that were fighting for justice and to demand that we were taken seriously. We wanted to be sure that the administration at URI not only heard our voices, but would move quickly to action. It was amazing to see my classmates/friends step out and have voice in the way they did. I also really liked having a place to go at all times if I needed to vent, get help or just hang out with other students that were just like me."

To the current TD Scholars - "Do not waste time and money to be here if you are not ready to apply yourself. TD is a vehicle of support and advocacy but as a scholar, you have the responsibility to do your part and represent such an important and vital program in education." - Michelle Fontes



MICHELE FONTES, TD CLASS OF '96, M.S. '11
ASSISTANT VICE PRESIDENT
COMMUNITY, EQUITY AND DIVERSITY

FALL 1993

THE LATINO INITIATIVE & THE ASIAN AWARENESS ASSOCIATION

Latin student enrollment in TD experienced continuous growth starting from the 1960s. During this time, the Latin American Student Association (LASA) emerged as an exceptionally engaged organization. Prominent TD students, including Victor Capellan, Melba Depena, Vital Figueroa, Norman Ospina, and many others, played influential roles in advocating for the advancement of Latino issues. Their efforts yielded significant results throughout this era. In addition to the Asian Student Association (ASA), a dedicated group of Asian students led by Tony David formed the Asian Awareness Association (AAA). They actively embraced a civil rights stance that aligned seamlessly with the Latino Initiative's objectives. Working in tandem, both groups expanded the scope of the BSLG by effectively conveying shared concerns to the administration of URI and the Board of Governors. Their approach was marked by clarity, respectfulness, and unwavering persistence.

ADVANCING THE MISSION OF THE BSLG



VICTOR F. CAPELLAN, TD CLASS OF '92
SENIOR ADVISOR, RHODE ISLAND DEPARTMENT OF EDUCATION
FOUNDER/CHARTER MEMBER OF LA UNIDAD LATINA AT URI,
LAMBDA Upsilon LAMBDA FRATERNITY, INCORPORATED

"The goal was to build something for future generation of URI students. As Latino student leaders, we had seen the number of Latino students growing and we wanted to create a better experience for them. We also knew that we had to take a stance to support BSLG and their demands which would make URI a better place for all students. We had the attention of the administration and we needed to help build on an agenda that could be more inclusive and more equitable. Part of this work helped shape my values, my career choices and fuel my passion for the work I do."

To the current TD Scholars - *"Being a TD Scholar gave me the opportunity to demonstrate that I could make it. I was given the support and push I needed to be successful. You are part of a movement that is bigger than any one individual, you are part of a proud history of struggles and successes...so show pride in TD Nation...we are part of a large family that keeps growing each year. You can build on the dream and take it to a whole new level. As "Mr. D." would always say **'You are TD Baby!'**"*

- Victor F. Capellan

THE LEGACY OF THE LATINO INITIATIVE

Excerpt from interview with TD Scholar Victor Capellan:

"In November of 1991, there were a group of us that came together and had a conference called *Latinos Shaping Our Future* and we started looking at what are the needs of the Latino students on campus, students of color on campus. How do we view ourselves in the larger part of it? And a lot of it came because we began to connect with students at Brown University, who had been organizing and doing a lot of the work a little bit ahead of us...and so we were able to connect through the effort of bringing a Latino fraternity to campus. I was the founder of La Unidad Latina and I pledged Lambda Upsilon Lambda Fraternity, Incorporated at Brown in the fall of 1990 and brought the fraternity to URI as a charter starter. Then there was a similar effort about a year later by a group of women who started the Latina sorority, *Senoritas Latinas Unidas/Sigma Lambda Upsilon Sorority, Incorporated*, and what we started to see was a lot of the stuff that the Brown students were doing and asking for...and we got to meet students from across the country, many of them from New York who had started sort of this 'Latino fight'.

We met with a number of students from Chicago and students from around the country, where as our group of students at URI were all TD students from Providence and we just knew each other and our little world when we got to connect with these students at Brown who were talking about things that we were like, yeah, that's what we need to do, too! Then we had a couple of grad students, actually from the College Student Personnel Program [CSP] who were from California and brought a lot of the "Chicano Movement" kind of thinking to us and we were like, wait a minute, there is so much happening here...how do we connect all of this? And so we had this conference in the fall of 1991, *Latinos Shaping Our Future*. We brought together students on campus with students from Brown, CCRI, RIC, and leaders from the Latino community in Providence. The Latin American Student Association [LASA] became the official host of this group.

We were able to take advantage of what we were learning from our peers and began to shape our agenda. The BSLG was also very active and during the takeover of Taft Hall, we knew that this was a seminal moment where we all needed to take a stand and support. We took a backstage approach, if you will, since they were leading the movement and we needed to be able to support and amplify by also making demands and pushing for the demands that the BSLG proposed to be implemented!

The *Latino Initiative* was our agenda, our list of demands...which was directly tied to the BSLG's demands...and we were united!"



TD SCHOLAR DAMITA DAVIS FOUNDS THE DR. ROSE BUTLER BROWNE LEADERSHIP & MENTORING PROGRAM FOR WOMEN OF COLOR AT URI

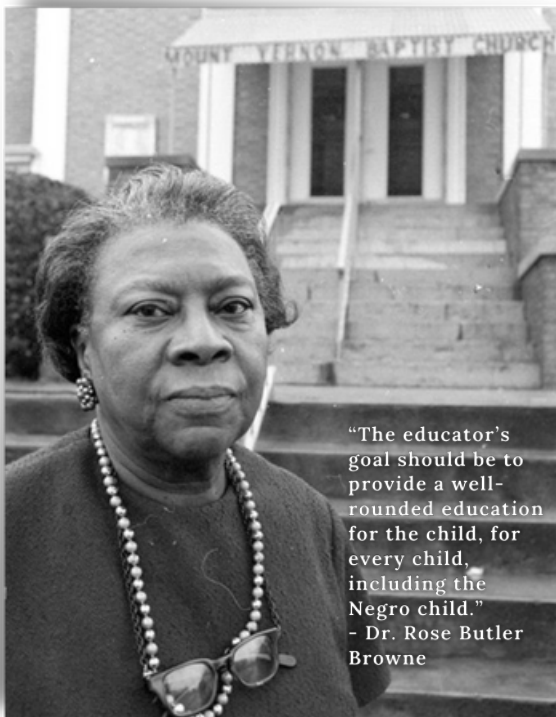


DR. ROSE BUTLER BROWNE '21
 PHOTO FROM "THE GRIST" 1920

Dr. Rose Butler Browne was born in Boston, MA on March 19, 1897, the daughter of John R. Butler, a brick mason and Hannah F. McClenney, who worked at a laundry. Her maternal great-grandmother, Charlotte Ann Elizabeth Lindsey, was a daughter of a Native American Chief, who married a southern slave, worked six years to buy his freedom and later migrated to a Boston ghetto to improve the life of their children. In her autobiography, *Love My Children*, Browne attributed most of her success to the influence of her great-grandmother, called the "High Priestess", by her family.

Dr. Rose Butler Browne, an author, educator and civil rights leader was the first Black woman to graduate from Rhode Island State College (now the University of Rhode Island) and the first Black woman to receive a doctorate in education from Harvard University. She was the chair of the Department of Education at North Carolina College for Negroes in Durham, later NCCU. She was responsible for overseeing the addition of a three-story education building; led the college to accreditation with the National Council of the Accreditation of Teacher Education; and established the state's first education doctorate program. Dr. Rose Butler Browne was a member of Alpha Kappa Alpha Sorority, Incorporated, the first Black sorority founded on the campus of Howard University in 1908. Dr. Rose Butler Browne served as the Mid-Atlantic Director of Alpha Kappa Alpha and oversaw the charters of new chapters throughout the region.

Dr. Rose Butler Brown, a pioneer in education, died in Providence, Rhode Island on December 1, 1986. A leadership class and mentoring program offered through the Center for Leadership Development at the University of Rhode Island is named in her honor...thanks to TD Scholar, Damita Davis.



"The educator's goal should be to provide a well-rounded education for the child, for every child, including the Negro child."
 - Dr. Rose Butler Browne

Source: Browne, R. B. (1969). In English J. W. (Ed.), *Love my children; an autobiography* ([First edition]. ed.). Meredith Press.

INTERVIEW WITH TD SCHOLAR DAMITA DAVIS



DAMITA DAVIS, TD CLASS OF '97

In the 1995-96 academic year, TD Scholar, Melba Depina, did an internship with the Women's Center, giving her the space and voice to air her concerns about the significant attrition rate among first-year Latina women at URI. Intrigued by this trend and driven to uncover its cause and seek solutions, Melba worked together with the Director of the Women's Center and fellow Latina students to establish De Mujer A Mujer (Spanish for Woman to Woman), an organization aimed at offering support to first-year Latina women attending URI.

Excerpt from interview with TD Scholar Damita Davis:

"As with anything that hasn't been institutionalized, De Mujer A Mujer kind of faded as Melba graduated and moved on to postgraduate work. I was an undergrad around that time, but really didn't involve myself in that particular program because I'm not Latina and was navigating my Blackness at a

predominantly White institution and trying to figure out what that meant for me. Fast forward, I went on to earn my Master's in the College Student Personnel Program [CSP] and I had to do a course assignment where I had to develop a group and I'm like, well, I like to be doing practical things so let me see if I can reconfigure what Melba started and expand it to all women of color and see what that would look like. Another graduate student in CSP that came from New York was also doing some similar work and so I picked up where she and Melba left off to see if I could make this happen. So, I as a class assignment, I designed the Leadership and Mentor Program for Women of Color at URI.

Then Fran Cohen, the Assistant Vice President of Student Affairs/Dean of Students told me about Dr. Rose Butler Brown, the first Black woman to graduate from URI and I took her autobiography from the library (hopefully it's still there) and I pulled a lot of information from it when I started to do my Practicum to learn about who she was and what she did...and thought to myself, well, let me see if I can make this happen. So I further developed the program and I intentionally partnered with the Center (my practicum was with the Center for Student Leadership Development and the Women's Center- where I worked as an undergrad and was very close with Carolyn Sovet, the director at the time) and I asked Christine Wilson, who was the head of the Center at the time, can we do this partnership and she said, 'sure, let's see what we can do.' So I spent part of my time developing the program in the Women's Center and part of it in the Center for Student Leadership Development and named it for Dr. Rose Butler Browne.

At the time, I was a summer counselor for TD and asked if I could recruit the first participants from that incoming summer class...of course they said yes, and really the first two groupings of women that came through the newly developed Dr. Rose Butler Browne Leadership & Mentor Program for Women of Color, both mentors and participants, were mostly women in the Talent Development Program!"



TO THE CURRENT TD SCHOLARS...

“It's a great honor being a TD Alum, to be a living testimony to the hard work and sacrifices people made to start to TD, to provide access to higher education for those on the margins. I never took that for granted. Current TD Scholars should not either. Being part of TD is not a given, it's a privilege.

Take full advantage of the opportunity that you have been given. You have a great team of people pulling for you and pushing you towards greatness. You'll only get out of it what you put into it. Do your part. Take your academics seriously and don't be afraid to ask for help when you need it. My personal philosophy: “Enhance the university for those who come after you.”

Q: Reflect on your experience as a TD Scholar:

A: Being part of TD was a great experience for me. The support and belief in me was there from day one. As a student I didn't quite understand what a gift that was. To have a group of people who believed that I earned my spot and URI and succeed academically was a tremendous gift. The love, support and guidance TD gave me, greatly shaped the higher education professional I became. I am forever grateful for the opportunity I was given as a TD Scholar.

Q: Please tell us about what lead you to want to seek change in the retention of women of color at URI and the formation of De Mujer A Mujer, which later expanded to include the Dr. Rose Butler Brown Mentoring Program? What was the climate like at the time?

A: The retention of women of color at URI was important to me, one, because I am a woman of color. I knew our experiences at a PWI was and is vastly different from majority students. We needed an additional support system that was for us, about us and by us. While creating the Rose Butler Browne program began as a class assignment in graduate school; it became apparent that making the program a reality would be crucial to the success of undergraduate women of color at URI. I also wanted to write a new narrative about women of color in college, who we actually are and that degree attainment is possible.

Scan the QR Code to learn more about the **Dr. Rose Butler Browne Leadership and Mentoring Program**, including the HDF 291 course and the Annual Women of Color Conference!



FALL 1998

THE RETIREMENT OF MR. DIMAIO & ESTABLISHMENT OF THE DIVERSITY TASK FORCE



Mr. DiMaio captivating the audience while standing alongside members of the first class of TD Scholars.

Thirty years after they entered their “TD Summer” they returned to honor the program and the doors that it opened up for them.

During the fall of 1998, Mr. DiMaio concluded his tenure as the director of TD, leading to the appointment of Frank Forleo as the Interim Director. Simultaneously, TD's core staff actively participated in URI's Diversity Task Force (DTF), a campus-wide initiative aimed at addressing issues pertaining to race, class, gender, orientation, and disability. Under the guidance and support of President Carothers, the DTF made significant strides in transforming the overall environment at URI, seeking to eliminate inequality and oppression experienced by members of the community.

Although progress was evident, an approaching storm loomed on the horizon as historical events unfolded on the URI campus. Once again, TD Scholars and staff emerged as change agents, as the pace of transformation proved insufficient.

DIMAIO SCHOLARSHIP: A MAJOR NEW PROGRAM

The DiMaio Scholarship emerged through the implementation of the Department of Justice Mediated Agreement, which was endorsed by the BUA, President Carothers, and Dr. Carabello in May 1999. It aimed to honor the contributions of Leo DiMaio, the esteemed founding TD Assistant Director and longtime director. This scholarship serves as a crucial financial resource for all students of color and underprivileged students at URI. Throughout the years, numerous students have reaped the benefits of the DiMaio Scholarship, enabling them to pursue their education at URI when they might have otherwise faced significant barriers. The initiative for this transformative and enduring change was spearheaded by Brothers United for Action (BUA).

FALL 1998

BROTHERS UNITED FOR ACTION (BUA)

In the fall of 1998, a clandestine collective known as Brothers United for Action (BUA) was formed with the aim of finding solidarity amidst a hostile environment. Under the guidance and counsel of TD core staff members, Edward Givens and Gerald Williams, the BUA convened for intimate gatherings, commonly referred to as "skull sessions," with no intention of stepping into the public eye. However, a series of events triggered by the publication of a contentious and, according to many, racially charged cartoon in "The Good Five Cent Cigar" thrust the BUA into a prominent leadership position. Marc Hardge and Barry O'Connor emerged as the group's spokespersons, with unwavering support from notable individuals such as John Carl Cruz, Kenneth Dovale, Maxford Foster, Brian Hardy, Azikiwe Husband, Jonathan Lewis, Ariel Marmolejos, Frantz Medina, Edward Moye, and Derek Rezendes.



Marc Hardge (left) with Barry O'Connor (right) whose Marine Corps experience influenced BUA's military formation.



When Jonathan "Globe" Lewis came across the cartoon published in "The Good Five Cent Cigar", he brought it to the attention of fellow members of BUA. Together, along with their supporters, they collected each of the issues placed around campus and marched back to newspaper headquarters to return in protest.



MARC HARDGE
TD ACADEMIC ADVISOR

"When I reflect on my experiences back in 1992, I remember that I was incensed when I saw the cartoon. I could not believe that "The Good Five Cent Cigar" would publish such a negative depiction of Black people here at URI! Therefore, from the beginning I was "all in" with whatever the BSLG had to do to address the matter. However, I had no idea that we would be responsible for being the "voice of POC" for the entire movement. It was a tremendous responsibility that weighed heavily on all of us. The best part of it was the fact that it empowered all POC at URI to find "their voice" and share it with the entire URI Community. This was the genesis of several new student organizations that emerged from the groundswell of support for the BSLG such as: Asian American Student Association [ASA], Cape Verdean Student Association [CVSA], and Latin American Student Association [LASA]. I distinctly remember that there were people in the RI community that were telling us that we were the voice for: "all people of color in the state of Rhode Island." This was an awesome responsibility, and we took it very seriously. It was valuable leadership experience that prepared us for our next step as professionals in society. TD Assistant Director Ed Givens was the architect and Taft Hall was the basecamp for all of us and the anchor to the whole movement. That responsibility is what made all of us who we are today. TD Director Gerald Williams often says that TD Scholars "stand on the shoulders of giants" and that is what it felt like in 1992."

To the current TD Scholars - "All of you must understand that as you navigate your way through your educational experience, you represent the TD Program on the URI Campus. It is your responsibility to carry yourselves accordingly to honor all those people that came before you."

URI activists report receiving threats

■ Marc Hardge, of the Brothers United for Action, meets with the FBI to report threatening letters and messages, and even the university president says he has been the victim of vandalism.

By ELIZABETH RAU
Journal Staff Writer

A few days after the Brothers United for Action protested a racially sensitive cartoon in the University of Rhode Island's student newspaper, a leader of the group said, he found a note on his truck bearing a hand-scrawled swastika and the words "white power."

Loath to "dignify it with a response," Marc Hardge tossed it aside. But when he received a racist letter in the mail this week, he took action: The letter was addressed not only to him, but also the BUA.

Yesterday, Hardge and other BUA members drove from the URI campus in South Kingstown to the Federal Bureau of Investigation in Providence and filed a complaint.

"Grammatically, the letter was terrible," said Hardge, after his meeting with the FBI. "Not only was it ignorant, but obviously it was written by somebody who doesn't have the education I have."

BUA members say the letter is one of many incidents over the last several months provoked by racial tensions on campus.

Hardge said he recently found two other "white supremacy" notes on his truck, parked outside his house in South Kingstown, and received several threatening messages on his answering machine at home, warning BUA members to "watch their backs."

BUA members say they have found racist graffiti on the walls of a dormitory bathroom and that

someone threatened a girlfriend of a BUA member, telling her to "watch your back because we can snatch you up at anytime."

URI President Robert L. Carothers says even he has been a target of threats.

Carothers said yesterday that rocks were thrown through two windows of his campus house in mid-November, several days after a man left a racist, misogynistic and homophobic message on the voice mail of URI's affirmative action office.

Around the same time, someone painted crosshairs on a pillar outside his front door and broke his basketball hoop. And on Wednesday, he found an obscene message painted on his backyard shed.

As a precaution, he said, campus police have stepped up patrols at his house.

URI Police Capt. Brian Cummings said he does not know if the

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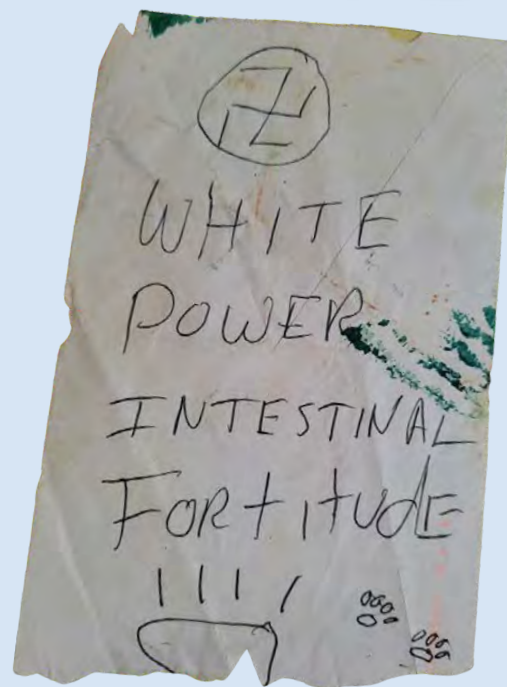


Journal photo/MARY MURPHY

BUA MEMBER Marc Hardge, left, waits outside the FBI office in Providence, holding an envelope containing a hate letter he received this week. With him are Vaughn Baker Jr., Barry O'Connor Jr. and Ed Givens.

INCREASING THREATS FACED BY THE BUA...

The URI campus was consumed in a spirited, and sometimes tumultuous, discussion on the subject of free speech, attracting attention from local, regional, and national media outlets. Another source of controversy was the military-style appearance of the BUA, which drew inspiration from the Black Power Movement. Clad in black attire, the BUA and their numerous supporters marched together, evoking the spirit of Black Power as a historical precedent. Unfortunately, unidentified individuals made threats against the BUA and marked buildings, including President Carothers' residence, and BUA members' vehicles with gun-sight symbols. Amidst these unsettling events, it's important to note that Black Power represented just one facet of the BUA's identity. A diverse and robust support network rallied behind the BUA, consisting of faculty, staff, and students with varied beliefs and perspectives. This campus-wide movement issued "Two Demands and Ten Points of Light" to President Carothers, the Diversity Task Force, and the entire University community.



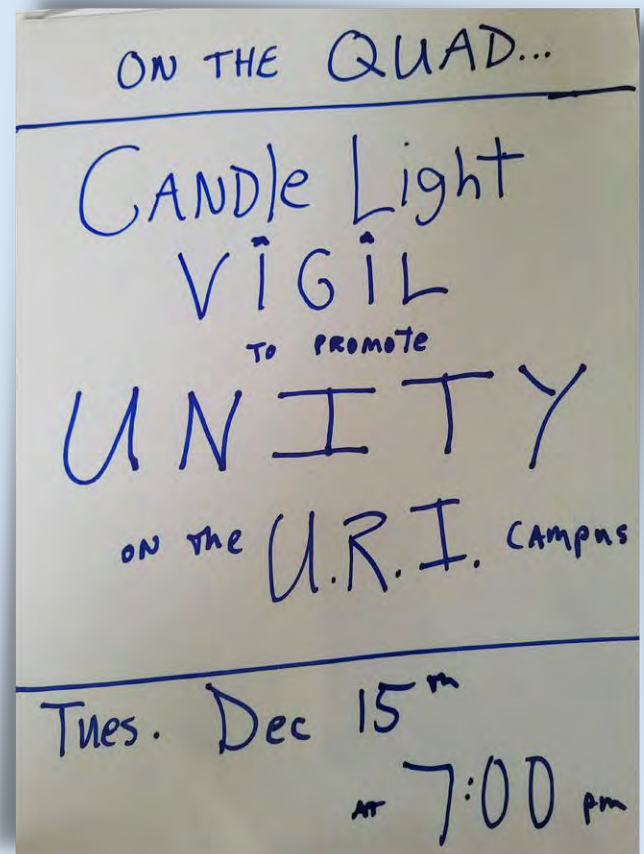
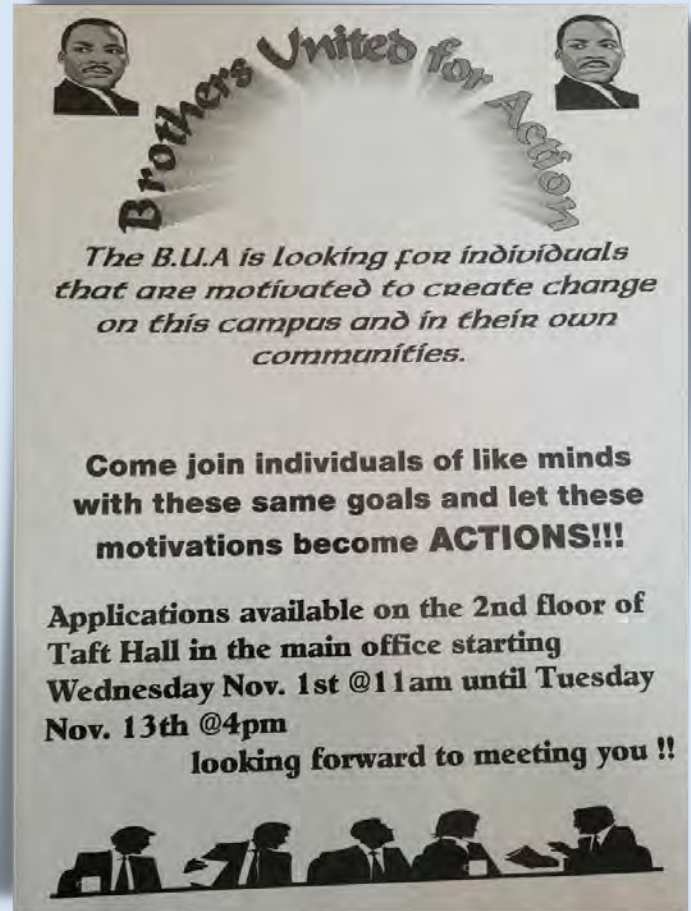
One of many threatening messages by White supremacists on URI's campus. This note was left on BUA member, Marc Hardge's, vehicle.

"Intestinal Fortitude" refers to having the courage and determination necessary to do something difficult or unpleasant. These scare tactics were meant to intimidate student activists.

BUA'S "TWO DEMANDS & TEN POINTS OF LIGHT..."

The BUA's First Demand was a universal cry for justice for all individuals. The Second Demand called for a reformation of the curriculum to ensure that all URI students receive an education that explores and comprehends racism, classism, sexism, homophobia, and prejudice against disabled individuals. Among the Ten Points of Light, the BUA advocated for the establishment of six new faculty positions dedicated to Native American Studies, Afro-American Studies, Latin American Studies, and Southeast Asian Studies.

They also called for the appointment of an Lesbian, Gay, Bisexual and Transgender (LGBT) director and the creation of an LGBT Center, as well as a position in Disability Services. Additionally, the BUA sought to expand international study opportunities and connections, initiate the DiMaio Scholars Program, restore the Uhuru Sasa House, and name the MCC after Reverend Arthur Hodge. As a concluding note to the BUA's activities in 1998, President Carothers allocated funds to admit 250 new TD students. The success of TD Scholars and staff as change-makers at URI was not merely acknowledged but even celebrated. To underscore the extensive reach and impact of TD, the number of African students increased, with students from Ghana, Liberia, Nigeria, and various other African countries seeking to become part of a diverse community with a focus on advocacy.



1999-2000 BROTHERS UNITED FOR ACTION (BUA)



In Fall 2000, members of BUA were honored to escort Civil Rights leader, Coretta Scott-King (wife of Dr. Martin Luther King, Jr.) from the airport during her visit to the University of Rhode Island. King was scheduled to kick off URI's fall honors colloquium series, "Nonviolence: Legacies of the Past, Bridges to the Future."

Alongside King is Dr. Bernard Lafayette, Civil Rights leader and advocate for non-violent social change and members of the BUA.

The BUA's "Two Demands and Ten Points of Light" became the focal point of an intense, lengthy, and challenging negotiation involving the BUA, President Carothers, the URI administration, and the United States Department of Justice, represented by Dr. Josephine Carabello from the Civil Rights Office. In May of 1999, a Mediated Agreement was signed by all three parties. The BUA/President Carothers/Justice Department Agreement continues to serve as a roadmap for future transformation at URI, just like the "Two Demands and Ten Points of Light" document. The BUA paved the way for comprehensive and diverse change.

In many respects, URI is only now beginning to embrace the vision put forth by the BUA. The BUA may have been ahead of their time, as they established a framework that has proven beneficial to everyone involved. The existence of DiMaio Scholars, new faculty positions, increased awareness regarding LGBTQ+ issues, expanded opportunities for international study, and the presence of the Reverend Hardge Statue are all a testament to the far-reaching impact of the BUA. By collaborating with their TD mentors and garnering support from numerous allies among faculty, staff, students, as well as the Rhode Island Civil Rights community and spiritual leaders, the BUA charted a course towards a new era of transformative change across the entire campus.

**FALL 2023 MARKED THE 25TH ANNIVERSARY OF BROTHERS UNITED FOR ACTION!
READ MORE ABOUT THE CELEBRATION ON PAGE 70**

2000S

OPPORTUNITY IN A NEW CENTURY

In the spring of 2000, Gerald R. Williams, assumed the role of director for TD. His background, both as a former TD student and TD academic advisor, brought a profound and distinctive perspective to the helm of Talent Development. The vision of equal opportunity, famously expressed in Dr. King's "I Have a Dream" speech, increasingly became a reality for a growing number of students. In 2001, TD welcomed over 300 new students. Thanks to Mr. Williams' guidance, TD swiftly progressed to accepting 400, then 500, and later 600 new students each year, accompanied by enhanced academic and financial support. The Hardge-Forleo Grant also evolved into a need-based, full-tuition scholarship.

An influential figure in this journey, Mr. Williams played a vital role in introducing the Guaranteed Admissions Program (GAP) to TD. Working closely with Dr. Joanna Ravello, former TD assistant director and former director of Community & Organizational Development at URI, this initiative further expanded the opportunities for higher education at URI. Additionally, under Mr. Williams' directorship, Dr. Karoline Oliveira returned to TD as an academic advisor for a while and Marc Hardge (son of founding TD director Reverend Hardge) joined as the GAP coordinator. Domingo Morel served as a TD academic advisor for five years before embarking on a doctoral program at Brown University and co-founding the RI Latino Policy Institute.

To bolster TD's technological capabilities, Mr. Williams enlisted the expertise of Dr. Edward "Ted" Shear, who became an academic advisor and systems innovator within the TD core staff. Jarso Jallah Saygbe made significant strides in building relationships as an academic advisor during her tenure. Later on, TD once again turned to its own, hiring Robert "Bobby" Britto-Oliveira and Wynston Wilson as academic advisors, both valuable additions to the TD team. Jacquelyn Moreino also excelled in her role as an Information Aide.

Demonstrating his support for TD students, Mr. Williams endorsed the candidacy of Brandon Brown, a TD student, for a position on the Board of Governors. Mr. Brown's appointment marked a historic milestone as the first African-American student to serve in this esteemed role, and he fulfilled his responsibilities with distinction. From its humble beginnings with thirteen students, TD's journey has been characterized by struggle, activism, and historic collaborations between students and staff. Mr. Williams leadership has further strengthened this tradition and legacy.

Moving Towards TD Nation!