

Equity Council Meeting
Monday, November 16, 2015
1:00p.m.-2:30 p.m., Memorial Union
Hamilton Senate Chambers, Kingston Campus

Throughout history, it has been the inaction of those who could have acted; the indifference of those who should have known better; the silence of the voice of justice when it mattered most; that has made it possible for evil to triumph.

~Haile Selassie

Welcome and Introductions

Attendance:

Diane Kern (Co-Chair)	David Hayes
Bob Samuels (Co-Chair)	Amy Olson
Jaime Pierce	John Sears
Debbie Suggs	Mike Donohue
Melvin Wade	Pamela Rohland
Maggie Charpentier	Faye Boudreaux-Bartels
Ted Shear	Sarah Couch
Kyle Kusz	Lynne Derbyshire
Garry Bozylinsky	Robert Vincent

Affirmation of Confidentiality Policy

Approval of Minutes from October 26, 2015 meeting

Motion to accept October 26, 2015 minutes: All in favor

Membership 2015-2016

- Ensure that your name is on the list, that your role is accurate, and note the term end dates
- Each member's name and role will be posted/updated on Equity Council website
- If you'd like to extend your term, mark whether you'd like to extend it one, two, or three years and letters will be written accordingly
- Check off if information is correct and then make corrections where needed

Equity Council Working Groups and Committee Charge for 2015-2016:

- Transparency and Access to Information to Promote Equity and Diversity
- Advancing the Status of Faculty, Staff, and Students from underrepresented groups
- Public Safety to Ensure Equity and Diversity
 - Meet in small working groups to talk about issues surrounding equity in recent events (Brown, Missouri, here at URI, etc.), begin a conversation about actions, and report out in a whole group conversation.
 - We are trying to transition away from talking about one subject in depth. We are hearing from the council that there are many issues we need to address. The idea is to discuss efforts and motions for these smaller issues in our formal meetings. People will gather information and bring it back to the council so we can constantly come back to address these topics.

- The idea of the subgroups is to come to the full group and make a motion for action and give each other charge to move forward

Whole Group Discussion and Reports:

Transparency and Access to Information to Promote Equity and Diversity

- No report

Advancing the Status of Faculty, Staff, and Students from Underrepresented Groups

VETERANS

- Motion to have President Dooley come in to speak to council with veteran participation about veterans' issues, commission, and office of veteran affairs
 - The president said there should be an office for veteran's affairs on our campus but the money never came through and we need to hear from him about the budget process and where the hold up is coming from
 - Introduce the issue within the context of the article that appeared about CCRI's recognition of veterans and ask about where URI stands
 - Collaborate with the President and staff to make progress to support student veterans at URI Kingston and Providence.

Motion to meet with President Dooley about veteran's affairs/issues

All in favor: unanimous

CAMPUS CLIMATE SURVEY

- It's important to implement a cultural competence survey of attitudes that would reveal whether or not we have issues with our campus climate
- Suggestion to contact the Office of Institutional Research to see if there have been any recent surveys and then conduct a new survey to gather additional data
- *Motion to determine if a campus climate survey has been done and then to work with the appropriate office(s) to support one being done (e.g. Presidential Commission of the Status of Faculty, Staff & Students of Color, Office of Community, Equity and Diversity, Office of Institutional Research, etc.) to do a survey of attitudes at our university.*

All in favor (except 1)

Abstain: 1

Public Safety to Ensure Equity and Diversity

EVENT POLICIES

- Event policies on our campus need to be looked into
- Consider organizing an event for students to raise awareness about recent events (Missouri, Brown, etc.) and how it relates to student life here on our campus.

Motion from public safety group:

Review event policies for all events here on campus (fraternities, sororities, Memorial Union) and look for discrepancies

Vote: all in favor (except 1)

Opposed: 1

Update on Emergency Meeting of the Equity Council on Monday, November 9, 2015

As a result of the meeting, there was a conclusion to send letter of inquiry to Fernando Guzman, chair of the search for the Assistant Director of the MCSSC position with a cc to Roxanne Gomes, Affirmative Action. The concern was aimed towards inconsistency with who is allowed to attend the student forums for candidates, consistency across candidates, professionalism, and people who were prevented from attending the open forum. A letter was drafted and sent and the co-chairs will let everyone know the results and response as soon as possible.

Announcements

- **Cultural competence general education course issue:** Call for support and push to have courses that include cultural competence, as currently defined in the Gen Ed rubric. Motion in the spirit of social justice the Equity Council subscribing to courses for cultural competences (social justice driven). Widespread agreement across campus is needed and a common understanding.
- November 10, 1992, URI Black Student Leadership Group anniversary, see materials on listserv—Earl Smith, III
- Trans* Awareness Week, November 16-21, 2015, see poster on listserv—Annie Kosar
- Annual URI Chaplains' Martin Luther King Jr. Peacemaker Award, nominations due December 2, 2015, see nomination form and information on listserv—Amy Olson
- Other

Next meetings:

Friday, **12/4/15**, 11am-12:30pm Gender and Sexuality Center
Spring semester meetings TBA

Confidentiality policy

No one will speak to the media concerning issues discussed at an Equity Council meeting unless agreed upon at the meeting.

All discussion at Equity Council meetings will be confidential unless otherwise designated. Minutes will be made public after approval.