

Diversity Goals for 2010-2011

Mid-year Report

1. Curriculum and Teaching

- a. Implement curricular proposals of the Academic Affairs Diversity Task Force
The curricular proposal has been reviewed by Student Equity group, approved by the Academic Affairs Task Force, and is currently under review by the University College and General Education committee and the Curricular Affairs Committee (via the Faculty Senate Executive Committee). See Appendix A.
- b. Facilitate discussion among faculty concerning diversity focus in the curriculum.
The Academic Affairs Diversity Task Force curricular proposal was sent to Deans of each college for discussion in their Diversity Committees. In addition two Grand Challenge courses addressed diversity and equity issues. See Appendix A.

2. Faculty and staff diversity and development

- a. Mandatory orientation for all new faculty and staff addressing diversity
Mandatory orientation requires negotiation with unions, a process which we have not yet begun. The feasibility of this goal should be assessed. However, the Office of the Provost and Division of Academic Affairs is sponsoring two days of pilot workshops for faculty and staff in three colleges to facilitate faculty and staff multicultural competence and diversity issues. See Appendix A.
- b. Effective mentoring programs
Barb Silver, who developed the ADVANCE mentoring program, had a Faculty Mentoring table at the New Faculty Orientation and presented on mentoring goals to the Academic Affairs Diversity Task Force in December 2010. Strategic goals for mentoring have not yet been established. See Appendix B.
- c. Hiring and promotion:
A search for a new Campus Police Officer has been implemented with a representative of the Equity Council (Gerald Williams) on the interview board. In addition, the Office of the Provost initiated a Multicultural Postdoctoral Fellowship program with the initial Fellow in the Department of Psychology.
Further progress toward tabulation and publication of data on searches requires increased resources for the Office of Affirmative Action, Equal Employment, and Diversity which we hope is in progress.
Formal conversations among faculty on the acceptability of including diversity efforts as part of promotion criteria have not yet been implemented.
 - i. make public data on searches
 - ii. focus on "grow your own" Lynne Derbyshire
 - iii. conversations among faculty on promotion criteria related to diversity issues
- d. Increased staff for AAEOD office Roxanne
Roxanne Gomes has been appointed as Director of AAEOD. An additional staff member for her office is in progress.

3. Student diversity and development

- a. Orientation for students in diversity issues, e.g. URI101; orientation
We would like to implement discussions with Dean Jayne Richmond concerning diversity training at orientation and in URI101. This is planned for spring 2011.
- b. Support for student diversity organizations
The Student Senate President David Coates has been invited to join the Equity Council and the Council has agreed to an agenda item in which President Coates informs us about financial resources for student diversity organizations: planned for spring 2011.
- c. Enrollment management strategies to increase diversity on campus
We would like to invite Vice Provost Dean Libutti to discuss enrollment management strategies to increase diversity on campus: Planned for spring 2011.
- d. Support for diversity centers e.g. the GLBT Center
The student sit-in at the Robert L. Carothers Library and Learning Commons led to a commitment for a new GLBT Center. Currently sites for the center are under consideration.

4. Administration of Diversity Efforts

- a. Appoint Interim Associate VP for Diversity, Equity, and Community
We are delighted that Kathryn Friedman has been appointed Vice President for Community, Diversity, and Equity as of 1/4/11!
- b. Equity Council
The Equity Council created a new subcommittee on Staff, Faculty, and Student Alliance for LGBTIQQ issues. This subcommittee now has over 20 members campus wide.
A student leadership retreat was held in November 2010. More work is needed to maintain continuity of student leadership affiliated with the Equity Council.
 - i. Engage students more fully in the council—include various student groups
 - ii. Expand subcommittee structure, e.g. to include the Harassment Committee, GLBT Committee
- c. Support Diversity Committees in Colleges and Divisions
Diversity Committees have now been formed in each division except Research and discussions are underway for this committee. We furthermore have Diversity Committee Chairs represented on the Equity Council for 6 of 10 Colleges. The Office of the Provost held a workshop for Diversity Committee leaders in January 2011. Support for Diversity Committees is important to our diversity agenda. It is our hope to work with Kathryn Friedman, VP for Community, Diversity, and Equity during Spring 2011 on this issue.
 - i. Organize periodic meetings for chairs, members of Diversity Committees Laura for college
 - ii. Provide assistance with development of goals, etc.

5. Communication concerning diversity: sharing information inside and outside of URI

- a. Website Development

An Equity Council website was developed by Tammy Vargas Warner and Lisa Abreu Morel with the assistance of Frank Pari and can be viewed at www.uri.edu/equity . It is expected to be fully linked on the URI website for the beginning of the spring 2011 semester including links for Diversity Committees. See Appendix C.

A diversity calendar can be found on the Diversity link for the URI homepage.

We are not yet in a position to offer resources for web development to other diversity organizations.

- i. Develop the Equity Council website; include links for Diversity Committees.
 - ii. Develop the Diversity link on the URI homepage; diversity calendar
 - iii. Offer resources for web development to diversity organizations on campus.
- b. Publicize diversity efforts and goals on campus including information on diversity summit
- i. Develop regular column in the Good 5 Cent Cigar on Diversity
Not yet initiated: goal Spring 2011
 - ii. Place information in URInformed
Not yet initiated: goal Spring 2011