

University of Rhode Island

Equity Council 2014-2015

End-of-year report

Submitted by Drs. Diane Kern and Robert Samuels

Equity Council Co-Chairs

1. Equity Council met regularly on the following dates:

- January 29, 2015
- February 18, 2015
- March 19, 2015
- April 15, 2015
- May 5, 2015

Copies of approved minutes are available on the Equity Council's website:  
<http://web.uri.edu/equity/documents/>.

2. Accomplishments:

- a. Met with Vice President Valentino and Director of Public Safety, Stephen Baker for status update on security cameras.
- b. Discussed progress on URI Veteran's equity issues
- c. Requested that University Manual changes to the Equity Council charge be published.
- d. Learned process for requesting an emergency button on URI telephones and shared cost analysis with Equity Council members interested in this feature.
- e. Networked to share information on equity and diversity initiatives and issues.
- f. Met with Chief Diversity Officer Thompson to discuss progress and recommendations on emerging issues.
- g. Equity Council agreed on overarching goal of the Equity Council: Creating an equitable, inclusive and diverse working, living, and learning environment and established priorities and concerns to address in the 2015-2016 academic year. See below.

*PRIORITIES and CONCERNS:*

1. TRANSPARENCY AND ACCESS TO INFORMATION

- Equitable funds allocation
  - Student Senate budgets and transparency of processes
  - Faculty hires, specifically recruitment of faculty and staff of color and under-represented groups
- Access to institutional research data

## 2. PUBLIC SAFETY

- Sexual assault, harassment and stalking
- Bullying
- Security cameras
- Panic buttons and procedures

## 3. STATUS OF FACULTY, STAFF, AND STUDENTS FROM UNDERREPRESENTED GROUPS

- Culturally responsive and inclusive curriculum, instruction and practices
- Student Veterans
- MUSIC

University of Rhode Island

Equity Council 2014-2015

Mid-year report

Submitted by Drs. Diane Kern and Robert Samuels

Equity Council Co-Chairs

1. Equity Council met regularly on the following dates:

- September 10, 2014
- October 16, 2014
- November 5, 2014
- December 9, 2014

Copies of approved minutes are available on the Equity Council's website:  
<http://web.uri.edu/equity/documents/>.

2. Accomplishments:

- a. Elected Co-Chair Robert Samuels due to departure of Mailee Kue (left URI for position at Bryant University).
- b. Updated membership records and provided letters of membership from the President's Office.
- c. Articulation on equitable student group funding
- d. Met with Chief Diversity Officer Thompson to discuss progress and recommendations on emerging issues.
- e. Networked to share information on equity and diversity initiatives and issues.
- f. The Council re-affirmed its mission and set the following goals:

### **Mission of the University of Rhode Island Equity Council**

The mission of the Equity Council is to advocate, promote, and sustain diversity, inclusion and equity throughout the entire University community.

### **University Manual (in press)**

**5.36.10 The Equity Council** is a University-wide advisory and advocacy group for issues of diversity and equity for the entire University community. Its purpose is to provide a forum for University individuals, groups, committees, commissions, and offices that are active in University diversity and equity issues and to make recommendations to the President and the Chief Diversity Officer.

**5.36.11** The President shall appoint in consultation with the Chief Diversity Officer the members from a list of nominees recommended by the Council

including, but not limited to representing Diversity Commissions, College and Divisional Committees, Student Affairs, Housing and Residential Life, Talent Development, Human Resource Administration, the Chaplain's Association, Diversity Centers, the Work-Life Committee, Communications, the Student Senate and the Graduate Student Association.

**5.36.12** Members serve for three-year terms and shall be appointed on a staggered basis.

**5.36.13** The co-chairs shall be recommended by the membership and appointed by the President in consultation with the Chief Diversity Officer. The term of the co-chairs shall be for two years.

**5.36.14** The Council shall meet at least once each month during the academic year. The Co-Chairs shall be responsible for preparing the agenda and calling the meetings, with notification to members of at least one week in advance.

**5.36.15** Meetings of the Council are open to all community members who have an interest in matters of equity and diversity.

**5.36.16** The Council shall meet with the Chief Diversity Officer regularly to discuss progress on recommendations and emerging issues.

## **2014-2015**

### **The Equity Council...**

- Networks, builds coalitions among diverse groups/individuals, and ensures a safe space to raise difficult questions and issues regarding equity, inclusion and diversity;
- Advocates for action by responsible parties when issues or policies related to inclusiveness, equity, inclusion and diversity are not being advanced in our communities;
- Fosters and advances two-way and open communication with the President and his leadership team on issues related to equity, inclusion and diversity;
- Seeks diverse perspectives (students, staff and faculty) and campus-wide engagement on issues related to diversity, inclusion and equity, and actively builds membership to ensure representation of diverse members of our community;

- Raises awareness and advances professional development, curriculum change, interactions, practices and policies to promote multicultural and individual difference competencies within our entire community.
- Discusses matters of equity, inclusion and diversity openly and constructively in an effort to collaboratively resolve issues and suggest solutions to problems;
- *Encourages and embraces transformative learning through collaborative academic and student affairs engagement to advance student success.*