

Equity Council Meeting
Friday, December 4, 2015
11:00 a.m. – 12:30 p.m.

Gender and Sexuality Center, Upper College Road

“It takes no compromise to give people their rights...it takes no money to respect the individual. It takes no political deal to give people freedom. It takes no survey to remove repression.”
~Harvey Milk

Attendance:

Bob Samuels (co-chair)

Diane Kern (co-chair)

Amy Olson

Lynne Derbyshire

Annie M. Kosar

Jackie Sparks

Robert Vincent

Michael Donohue

Faye Boudreaux- Bartels

Gerard Holder

Maggie Charpentier

Pamela Rohland

Carol L. Pegg

Sarah Couch

Ted Shear

Garry Bozylinsky

Tory Kern

Jaime Pierce

1. Welcome and Introductions

2. Affirmation of Confidentiality Policy

3. Approval of Minutes from November 16, 2015 meeting

Unanimous approval

4. Membership 2015-2016

Co-chairs ask that members review membership details on handout (passed around) and mark changes where necessary

5. Update on Equity Council letter of inquiry, November 13, 2015, and Co-chair's meeting with Chair of the Assistant Director of MCSSC search and CDO, November 24, 2015

- Co-chairs provided clarification of what happened to initiate letter of inquiry
- Co-chair, Bob Samuels, read notes recalling the meeting with Chair of the Assistant Director of MCSSC search (Fernando Guzman) and CDO (Naomi Thompson)
 - Fernando Guzman was offered his opportunity to offer his own highlights of the meeting in writing but he declined
- Equity Council members responded and asked questions about letter of inquiry and meeting details
- **Motion: Diane Kern and Bob Samuels, as the representatives of the Equity Council, to meet with the Affirmative Action Office to discuss**

Equity Council concerns raised regarding the Assistant Director of Multicultural Center search.

- Unanimous approval

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

- Transparency and Access to Information to Promote Equity and Diversity
 - *No approved motions to date*
- Advancing the Status of Faculty, Staff, and Students from underrepresented groups
 - *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*
 - *Meet with President Dooley about veteran's affairs/issues*
- Public Safety to Ensure Equity and Diversity
 - *Review event policies for all events here on campus (fraternities, sororities, Memorial Union) and look for discrepancies*

Note from co-chairs: In order for this to work/operate, groups should meet outside of Equity Council meetings and then bring information to meetings to discuss at large. Subcommittees should also designate a facilitator to organize meetings outside of Equity Council.

Suggestion: Set up meetings of sub-committees and Equity Council meetings (separate dates) for spring semester. Sub-committees would take place a week or two before Equity Council meetings. Diane and Bob will schedule subcommittee meetings ~two weeks prior to Equity Council monthly meetings and share with full council.

7. Other Business & Announcements

- Grade-In and Rally for Raises on Wednesday, December 9th from 12-3:30pm at the Carothers Library
- Annual LGBTQ Center Symposium is March 28, 2016- April 2, 2016
 - If you know anyone who has a particular expertise that would like to present, contact Gender & Sexuality Center for more information.
 - The theme is “deconstructing dominance”
 - This event is open and free to the public
- Request to find tutors for high school youth in the Narragansett Tribe
 - Suggestion to connect with Pharmacy Department and Gender and Sexuality Center
- The deadline for MLK Peacemakers award has been extended to December 16, 2015
 - Request to forward information to anyone
- Hillel Hanukkah party on Wednesday, December 9, 2015
 - Candle lightings throughout the week Mon-Thurs
 - Hanukkah starts December 6, 2015

- Holocaust Remembrance April 4-10, 2016
- Commencement and individual senior profiles
 - Looking for suggestions and nominations for students graduating in May, specifically students with a story to tell
 - Q- Have you considered doing it for December graduates?
 - It may be too late for this December. But we could do this in the future. These graduates could also be considered for May (although most do not attend May ceremony)
- Vice President Dougan is retiring
 - Recognition on December 16, 2015 from 2-5pm in the MU Ballroom
 - Proposal: Acknowledgement from Equity Council to Vice President Dougan of appreciation and thanks via a letter submitted to The Good 5 Cent Cigar
 - Unanimous approval
 - Proposal: Send letter to President endorsing the idea of a street sign named after President Dougan, “Dougan’s Way”
 - Unanimous approval

Next meetings:

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.