

Equity Council Meeting Minutes
Tuesday, December 9, 2014
9:00-10:30 a.m., Thomson Board Room
Ballentine Hall
Kingston Campus

“There may be times when we are powerless to prevent injustice, but there must never be a time when we fail to protest.” –Elie Wiesel

Attendance: Diane Kern (co-chair), Robert Samuels (co-chair), Lynne Derbyshire, Delores Walters, Annemarie Vaccaro, Garry Bozylinsky, Nancy H. Kelley, Maggie Charpentier, Gerard Holder, Ted Shear, Susan Golet, Stephen Baker, Paul Ricci, Sarah Couch, Pamela Rohland, Faye Boudreaux-Bartels, Annie M. Kosar, Melissa McCarthy, Shana Grene, Jalessa Bryant, and Kyle Kusz.

1. Welcome and introductions

2. Confidentiality Policy was read to the council members and affirmed.

3. The minutes of November 5, 2014 meeting were approved.

4. Old Business

• **Student Senate equity issue follow up:**

- Currently we have the Student Senate budget process and timeline but we also need an Itemized Budget List; the dates of Finance Process meetings.
- Bob and Diane met with VP Tom Dougan, instead of Bruce Hamilton. Tom Dougan directed Bruce Hamilton not to continue meet with the Equity Council and let Student Senate President Joe Maynard know that he needs to address these issues.
- Joseph Maynard was contacted and invited today’s meeting but he is not able to attend today as it is a reading day. He emailed Diane that he would be happy to attend January meeting.
- Student Senate budget process and timeline which Tom Dougan sent was handed out.
- Not all student groups have a budget and Bruce has no say in how money is dispersed. We will see what students submit for budget when we have an itemized budget list. We cannot evaluate it unless we see what is submitted. Seeing what was submitted and dispersed may help us see the whole process.
- Equity in the distribution of funds is our priority. We are also not sure if students are unhappy about the process.
- Students groups which do not have a budget have to submit for money for events. There are organizations which receive stipends. MUSIC wanted stipends, too. We don’t know if the stipend process will continue. Student senate will decide how stipends will be handled. Historically some organization received stipends based on their past events.

- We need to see how MUSIC budget will be allocated this year rather than looking at last year.
- The decision making is very subjective. We can provide diversity training for our students.
- ACTION ITEM: Request an itemized list of groups' submission and allocation. Invite student groups, speak with student senators in terms of diversity training.
- We should encourage students to be part of Student Senate and involve in policy changes. It is students who can change the process
- Jalessa Bryant introduced herself: She is a graduate assistant in the Psychology Department. She advises MUSIC and will be attending Council's future meetings.
- **Security Cameras on URI Campuses: Update from Steve Baker and Paul Ricci**
 - The cameras were installed outside the buildings. Last year we updated to a new software system. We are using the same system on Providence campus to standardize the system.
 - There was no standard and policy. We developed a committee and a policy. It is on our website. It applies to all campuses and regulates the use of cameras. The policy talks about the best practices and privacy issues. Public safety oversees all camera systems on campus. We also had a campus wide survey.
 - We had 70 cameras. Now there are non-working cameras, too. To fix them will cost approximately ten thousand dollars. Constructions damaged some wires. It may take some time to fix them because we don't know if cameras or wires are damaged.
 - The old system was a disjointed system. We will have one system we can access from our service. Everyone will be able to talk to each other.
 - Green Hall is up to date, right now. Police station cameras are repaired now. They are in common area. Three new cameras will be added to police station.
 - Memorial Union has a system, which down for a while. When they are updating we will ask them to use our system.
 - The cameras in student parking lot are not connected, they are working but cannot be accessed. Public safety has minimal funding for parking services.
 - There are 70 cameras on Kingston campus: half of them are down at this point.
 - VP Valentino was informed about it. We can invite her to a meeting to keep her meeting. Diane and Bob will meet with her and Steve Baker first.
 - We should help the process move forward. Sexual assault is a potential problem and students should be helped in that regard.
 - Some stated cameras are for the afterward, not for the prevention. Training and hiring new officers is required for the prevention of sexual assault and hate crimes, but it is a very long process. Cameras are equally important to keep campus safe.

- Q: What is the ideal number of URI officers?

A: 36 officers are needed. We have 29. By national standards we need 46 officers.

- ACTION ITEM: We should push to have correct number of officers for overall safety. We need proper number and adequate training.
- We also need to address the training of the officers. They need training for implicit bias especially as they have guns. Police officers make the campus safer but not for young black men.
- We will make the training mandatory for the officers. We are open to do what is necessary to train the officers.
- Q: Can body cameras be used?

A: We will have to work for the legislation before we make such a change. The technology is evolving and we are keeping an eye on it.

- **Student veterans' issue, letter from Council, and re-scheduled event, Nancy H. Kelley**

- The meeting was postponed. Group leaders will submit a report to Naomi Thompson. We need help to get recognized on campus. We want a Veterans Center with a coordinator. We will have full report next meeting.

- **University Manual changes, website corrections follow up:**

- We are updating the website. Please bring the materials to the next meeting.
- Approval to get trained by Lisa Chen.
- We will have a special meeting for university manual changes in the week of January 12.

5. New Business

- URI students' leadership in a nonviolent response to Ferguson decision.
- Continue Equity Council goal-setting process: What do we hope to achieve as a Council and community in 2015? Tabled.

6. Announcements

- **Wednesday, December 10, 2014, 4:00-6:00 pm:** Swan Hall Auditorium: George Budagu Makoko lecture "Ladder to the Moon: A Journey from the Congo to America."
- We have extended the deadline for nominations for the MLK Peacemakers Award until **Friday, December 12, 2014.**
- **January 21- February 20, 2015:** Black Super Heroes: From the Comic Book Universe to the College Campus, Fine Arts. Opening Reception: Wednesday, January 28, 5-8 pm.
- **Saturday, January 31- Friday, February 6, 2015:** The URI Multicultural Center and the URI Dr. Martin Luther King Week Planning Committee are pleased to announce the 29th

Annual Celebration of URI Dr. Martin Luther King Week. For more information and to register: www.uri.edu/mcc.

- **Wednesday, February 4, 2015, 4:00- 8:00 pm:** Multicultural Center, “Deep Listening – the Path to the Beloved Community.”
- **Friday, February 6, 2015:** 4th Annual Avi Schaefer Shabbat at Hillel.

7. Meeting adjourned at 10.30 am.