

Meeting Minutes

Equity Council Meeting

October 27, 2011

9:00 – 11:00 a.m.

Thomson Board Room, Ballentine Hall

Attendance: Lynne Derbyshire, co-chair, Michelle Fontes-Barros, co-chair, Jason Pina, Annemarie Vaccaro, Chip Yensan, Frank Forleo, Trish Morokoff, Pamela Rohland, David Hayes, Faye Boudreaux-Bartels, Amy Olson, Mailee Kue, Laura Beauvais, Karen Sherman, Earl Smith III, Gerald Williams, Abu Bakr, Kathryn Jarvis, Roxanne Gomes, Liliana Costa, Delores Walters, Melvin Wade and Joseph Santiago.

- 1) Introductions
- 2) Minutes of the September 21 meeting were approved.
- 3) Announcements:
 - a. The 3G Diversity Summit is being held on November 10 from 7:00-10:00 p.m. in the Memorial Union.
 - b. The Takeover that will be acknowledging the BSLG will be held on November 10 at Alton Jones.
 - c. There will be a Fall fundraising reception for the College Readiness Program on November 10 from 6:00-8:00 p.m.
 - d. Dr. Laura Nettle will be speak on October 28th at 5:30 p.m. as part of Breast Cancer Awareness month.
 - e. Mailee Kue reported that 5400 people attended Diversity Week.

4) Confidentiality Policy

Michelle reviewed the policy for confidentiality

- 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.

5) Update on Kathryn Friedman

- a. Lynne Derbyshire reported that Kathryn Friedman had accepted a position at the Human Rights Campaign in Washington, DC. Her last day will be Friday, November 4. She will continue in an on-going advisory capacity and Abu Bakr will maintain the day-to-day operations of the Community, Equity & Diversity office.

6) Updates

- a. **CDO Search:** Laura Beauvais gave a brief update on the CDO Search. She indicated that the search committee had their first meeting and they had reviewed the job description and made minor changes. She said that the President would like this search to be on an aggressive timeline with the hope that someone would be hired by March 2012. The Equity Council asked if they could get a copy of the membership list, the job description, and the list of places the position will be advertised sent to them.
- b. **LGBTQ Director Search:** Lynne Derbyshire gave a brief update on the search. She indicated that they were concluding the interviews and the committee would be meeting to give a recommendation to Kathryn Friedman.
- c. **Co-chairs positions:** Michelle and Lynne acknowledged Trish Morokoff and Gerald Williams for their leadership to the Equity Council these past couple of years. It was recognized that Lynne and Michelle were now the new co-chairs of the Equity Council. It was also noted that the committee should revisit the issue of the next co-chair elect which is Mailee Kue. It was suggested that we could follow what the PCOSW does on their committee having a faculty and staff member be co-chairs.
- d. **Strategic Planning Meeting:** Michelle updated the committee on the meeting that was held with the chairs of the division diversity committees and the Council/Commission chairs. She indicated that Kathryn Friedman had sent links from different colleges/universities of their strategic plans for diversity.
- e. There was discussion about the "Genocide Awareness Project" that is being presented by The Center for Bioethical Reform on November 7 & 8. They are being invited by the URI College Republicans. They will be set up in front of the Memorial Union from 9:00-4:00 p.m. each day. Jason Pina gave a brief update as to how the University is responding to this event.
- f. Michelle and Lynne asked for input from the Council as to where the Equity Council is going and what is important for the council to work on. Further discussion will continue at future meetings.

7) Old Business

- a. **Subcommittee chairs meetings:** Set up schedule
- b. **Upcoming presentations:** Laura Kenerson, Vanessa Quainoo, Provost DeHayes and Bob Beagle
- c. **Student representation:** There was discussion about what can the Equity Council do to promote student interest on this council. It was suggested that a meeting be set up with the multicultural student organizations to discuss the need for student representation. It was

also suggested that we include the Student Senate Cultural Affairs co-chair and the GSA. There is a concern about finding a good time for students to be able to come to the meetings.

- d. **Update on website:** There was discussion about the diversity website on the main page of the University. There were concerns about the site not being updated with the search for the new CDO underway. It was decided that Lynne and Michelle would meet with Kathryn, Abu, Joe and Eileen to discuss what could be done in the short term to the site. It was also discussed that the Community, Equity and Diversity office would manage the site.
- e. **2011 Dear Colleague Letter:** Roxanne Gomes discussed this letter recently issued by the OCR that establishes many new requirements for schools to prevent and address sexual harassment and sexual assault. She also indicated that there will be a webinar training session held on Wednesday, November 16 presented by United Educators and encouraged everyone that it was important that we do this training.
- f. It was noted that at the next meeting that we should have an update on what's happening with the Community, Equity and Diversity office.

Meeting adjourned at 10:40 a.m.