

MINUTES

Equity Council Meeting

Friday, December 14, 2012

9:00-10:30 a.m.

Student Senate Chambers, Memorial Union

Attendance: Lynne Derbyshire, co-chair, Michelle Fontes-Barros, co-chair, Kayley Robsham, Annie M. Kosar, Pamela Rohland, Liliana Costa, Jenn Longa, Katrina Dorsey, Kimberly Anderson, Alycia Mosley Austin, Jeff Plouffe, Jody Lisberger, Laura Beauvais, Lisa Abreu Morel, Tammy Vargas Warner, Amy Olson, Faye Boudreaux-Bartels, Brandon Brown, Earl N. Smith, Gerard Holder, Annie Russell and Garry Bozylinsky.

1.) Introductions

2.) Announcements

- a. The Vagina Monologues are coming to campus again this year with performances held at 8:00p.m. on February 28th, March 1st, and March 2nd in Edwards Auditorium. Faculty and staff are welcome to audition or help with the shows. Auditions will be held December 13th, 17th, and 18th from 4:00-7:00p.m. in the Women's Center Library. Contact Annie M. (anniem@mail.uri.edu) or Annie Russell (annierussell@mail.uri.edu) for more information.
- b. Stand up for Peace MLK event will be held February 7th at 7:30p.m. in the MU Ballroom.
- c. The LGBTQ Symposium will be held on March 21-27.

3.) Office of Community, Equity, and Diversity updates

- a. Lists are being updated through CED for all councils and committees.
- b. Publications- We need to be our own advocates to promote our work. We need to promote ourselves and improve marketing and communications for all areas and for the Equity Council. We need to be constantly vigilant regarding the representations of diversity we see on campus. Students are noticing when they see themselves in these representations. We need to work to get all people concerned about these representations and hold all areas of the university accountable for caring about this and we need to help them through training in these capacities. Let's remember that visual diversity is not the ONLY type of diversity we can represent. Let's work on how we represent faith images on campus and in public buildings, as well.

4.) Academic Affairs Diversity Task Force Report

- a. The Diversity Task Force met three times this semester. The Multicultural Enhancement Fund has made decisions on supporting curricular changes and five projects will be supported in this venue. The Harrington School has just hired a new post doctoral fellow who specializes in Latina online social identity development. She will be teaching a new course regarding social media use among marginalized community members. This grant project will continue in the future and people can make proposals in January for hires for Fall 2014. Perhaps CED and Affirmative Action can work on plans to help people internally advance themselves toward these positions? Possibly sit down with Faculty Unions and AAEOD.

- b. A Dialogue on a Diversity Day: People from across Academic Affairs, Student Affairs, and CED are getting together to plan for this and what it may look like. Laura, Naomi, Pamela and Annie M will be meeting next week. A couple of people would like to be added to this planning team so that we can make this an event that spreads between and across multiple campuses. How do we market this as being for EVERYONE and not just students? Can we choose a day for this that may not have classes scheduled so that faculty/staff can be targeted? We need a push to educate faculty and staff so that it becomes integrated. This is not just about educating students.
- c. After hearing from Laura, it was suggested that we invite the Deans/VP's to Equity Council and other meetings to ask what their diversity committees are doing?

5.) President's Commission on the Status of Women Report

Faye Boudreaux-Bartels discussed the three goals that the PCOSW is working on.

- a. Reduce Harassment/Bullying and Enhance Personal Safety for Women on Campus
Recommendations were submitted to Naomi.
 - These resources were scattered and difficult to find or understand
 - Create a central place for reporting structures for all of this
 - Resources need to be clear and coordinated
 - Flow chart for types of incidents and methods of resolution
- b. Recruit and Retain Women in All Sectors in the Institution
 - Search processes for positions at the senior level lack candidates who are women and people of color. This is problematic.
 - Look at training for search committees and providing resources for this
 - Recommend that someone who is trained in inclusion be appointed to every senior level position search committee
 - Mentoring is critical for these people
 - Create a full time position for overseeing hiring processes, mentoring, and retention of diverse faculty and staff in CED. They should have advanced knowledge and be given the budget and resources to allow for advertising for more diverse pools of candidates.
- c. Address issues of salary, retention, tenure, and promotion for women faculty and staff (Did an internal analysis of salaries)
 - Staff data was not sufficient to make determinations
 - There are many more male faculty than female faculty.
 - Male administrators are paid more than female administrators
 - A firm has been hired to do an equity compensation analysis to determine differences in gender or race
 - Perhaps new hires need/should have a negotiation expert to assist in making sure that people don't enter at lower levels.

After this discussion, it was brought up on how can we work to post reports from all committees so that everyone is in the know about what's happening.

6.) President's Commission on the Status of LGBT Report

- Ann Morrissey and/or Annemarie Vaccaro will be sharing this in the future

7.) Old Business

- Tabled until next time

8.) Q & A/Other Issues

- All other topics will be tabled to next time

Meeting adjourned at 10:45 a.m.