

Equity Council Meeting
Thursday, December 15, 2011
9:00 – 10:30 a.m.
Ballentine Hall, Thomson Board Room

Attendance: Lynne Derbyshire, co-chair, Michelle Fontes-Barros, co-chair, Joe Santiago, Amy Olson, Karen Sherman, Mailee Kue, Garry Bozylinsky, Stephen Baker, Alycia Mosley-Austin, Bob Dilworth, Jody Lisberger, Pamela Rohland, Annemarie Vaccaro, Bobby Britto-Oliveira, Liliana Costa, Frank Forleo, Trish Morokoff, Gerald Williams, Earl Smith III, Melvin Wade, Kathryn Jervis, Laura Beauvais, Roxanne Gomes and Faye Boudreaux-Bartels.

- 1) Introductions
- 2) Minutes of the November 17, 2011 meeting were approved.
- 3) 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.

4) Announcements:

- a. Martin Luther King Week will be held January 30 – February 4.
- b. Frank Forleo reported that the CFHS Transformation Summit was held in December and significant progress has been made at CFHS led by Victor Capellan.
- c. The Bannister Society will be having an art exhibition March 6-April 8 and related talks will be presented during the 4 weeks.
- d. Nominations are being taken for the 2012 Diversity Awards. The deadline is February 12th.
- e. Major Baker reported that the police recruits will be graduating on December 20th and one of the recruits is finishing #1 academically.
- f. PSC/Gender and Women Studies has completed their search.

5) Update from University Advancement VP Bob Beagle:

- a. **Marketing initiatives:** VP Beagle handed out to the Council a copy of a stakeholder wheel document. He explained that his division is charged with reaching out to a wide array of stakeholders including donors, alumni, business community, faculty, staff and students and

they work very closely with Enrollment Services. He indicated that their goal is to inform people, get pride, connect with people, and do something.

- b. He also talked about the University brand and how it is used with diversity. He gave some examples of what they do to promote unity and community:
 - 1. Distinguished Achievement Awards – People who reflect diverse backgrounds.
 - 2. Alum of the Game at the basketball games – Honor for community service, volunteer work, etc.
 - 3. QuadAngles – This magazine comes out quarterly and features articles that promote diversity and community.
 - 4. Big Thinkers Series – This is a program where they speak with alumni.
 - 5. Gay and Lesbian Affinity Organization – There is one for people of color which is the Alumni of Color Network.
 - 6. He also said that there is a Women’s Development Council and that SAA is working on becoming more diverse.
 - c. After the discussion, there was time for some questions and answers. A question was asked about how VP Beagle would assess our relationship with the legislature. He said that relationships are good and that URI is working hard to get more money.
 - d. There was also discussion about the Diversity Task Force in Advancement. He indicated that they had lost two members and were working on replacing them.
 - e. Discussion was brought up about the branding initiative and how it is represented. VP Beagle said they had a marketing committee and that people of color were represented on that committee. It was also asked if they could add the words “leading the way for community, equity and diversity” to the brand. The Equity Council would like to be able to help with diversity in the Advancement division.
 - f. VP Beagle also reported that the search had been completed for the Director of Legislative and Governmental Affairs. Kerrie Bennett has been chosen for the position.
 - g. Discussion was brought up about allowing for students to Study Abroad and that the President and Vice Presidents should have it in their budgets. It was suggested that VP Beagle could bring this topic to a VP meeting.
 - h. It was agreed that the Equity Council would write to VP Beagle to summarize what he discussed at the meeting.
- 5) Update from Abu Bakr – given by Michelle Fontes-Barros
- a. There will be a Diversity Page policy meeting on December 16th.
 - b. Working on establishing relationships with the departments that report to Community, Equity and Diversity including the MCC,

Women's Center, LGBT and Affirmative Action.

- c. Abu will be meeting with the President to discuss the commissions and would like to have the same process for the Faculty & Staff of Color.
- d. Discussion was brought up about whether Abu was attending the VP meetings and it was indicated that he is not. The Equity Council would like the co-chairs to speak with Kathryn Friedman regarding this so that we can focus on continuity and advocacy. A motion was made:
Motion: Move to have co-chairs talk with Kathryn Friedman about giving Abu Bakr full interim authority as the CDO.

Motion carried: one abstention

6) Updates

- a. LGBTQ director update: Annie Russell will start on January 9th. The Equity Council would like to appoint Annie to the Council. It was also suggested to draft a letter to the 5 Cent Cigar welcoming Annie Russell.
- b. There was discussion about having a Faculty Senate representative on the Equity Council. Nancy Eaton, the chair of the Faculty Senate will be invited to the next meeting. It was also suggested to explore the possibility of a Faculty Senate caucus.
- c. CDO Update: Laura Beauvais reported that there were 31 applicants so far. She indicated that the search committee will be narrowing the applicants down to a short list to bring to campus. The next meeting will be sometime in January.

7) Old Business:

- a. **Meeting dates:** Michelle and Lynne discussed meeting dates and times for next semester. It had been requested previously that we look at having alternative dates and times for these meetings. She indicated that meetings would be held on Thursdays from 9:00-10:30 a.m. and Fridays from 1:00-2:30 p.m. to help accommodate people's schedules. It was requested not to schedule the first meeting during the week of January 30-February 4 due to that being the MLK Week of Events.
- b. Michelle is working on having a presentation from Human Resources hopefully at the next meeting in February.
- c. **Farewell gathering for Kathryn:** Michelle will talk with Michelle Curreri regarding the funding for this event.

Meeting adjourned at 10:45 a.m.