

Meeting Minutes

Equity Council Meeting

Friday, December 17, 2010

1:00-3:00 p.m.

Thomson Board Room, Ballentine Hall

Attendance: Trish Morokoff, co-chair, Gerald Williams, co-chair, Marcia Morreira, Karol Leuzarder, Major Stephen Baker, Annemarie Vaccaro, Alycia Mosley Austin, Michelle Fontes-Barros, Frank Forleo, Liliana Costa, Amy Olson, Pamela Rohland, Eileen Orabone, Gail Faris, Lynne Derbyshire, Ann Morrissey, Laura Beauvais, Melvin Wade, Kyle Kusz, David Oh, Chip Yensan, Jody Lisberger, Stephen Marchand, Jason Pina, Bob Dilworth, Roxanne Gomes, Kyle Kusz, and Tammy Vargas Warner.

President David Dooley

- 1) Introductions
- 2) Minutes of the November 18, 2010 meeting were approved.
- 3) Announcements
 - a) Workshop will be held 3:00 – 4:00 pm February 3 in Swan Hall for all graduates and undergraduate women learning the strategies for negotiating starting salaries. This workshop will be presented by experts from the American Association of University Women, Linda D. Hallman (Executive Director) and Wendy Matheny.
 - b) Unity Luncheon will be held on February 2 in the MU Ballroom.
 - c) Violence Prevention Program to be held February 24-26, 2011.
 - d) Diversity Workshops to be held January 11-12, 2011. A session for Diversity Committees will be held on January 12.

4) Confidentiality

Trish reviewed the policy for confidentiality at meetings.

- 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.

Old Business

- 5) Harassment Subcommittee:
 - a. Lynne Derbyshire distributed a proposal for the University Harassment Committee that had been approved by President

Carothers. She indicated that the purpose of the committee is to provide information and consultation to faculty, staff, and students who concerning harassment.

- b. There was discussion concerning whether there is overlap between the Harassment Committee and the Bias Response Team (BRT) and whether both are needed. It was noted that the BRT is set up as advisory to the VP for Student Affairs and was developed by the Student Affairs Diversity Committee.
- c. There was discussion concerning the Affirmative Action Committee that is in the University Manual but currently not staffed. The Equity Council co-chairs were requested to seek information from President Dooley as to whether letters have gone out to staff this committee. Roxanne indicated this advisory committee would be helpful to her office.
- d. It was agreed that the language in the University Manual needs to be rewritten. It was suggested to put all of the information of the three committees up on a white board to clarify our organizational structure.

6) Equity Council Website

Tammy Vargas Warner displayed the Equity Council website developed by herself and Lisa Abreu Morel with the assistance of Frank Pari. The website is currently live although not fully linked. Suggestions were sought from Council members for further additions to the website. The following suggestions were made?

- a. Include a message from the President concerning goals for Community, Diversity, & Equity
- b. A description of the Equity Council – Trish will help with this.
- c. Develop a section for the subcommittees.
- d. Link to the Campus Police and to job postings.

Tammy asked the committee members to send any information they might have to her to be put up on the website.

7) LGBTIQQ Subcommittee Update:

Ann Morrissey, subcommittee convener, gave a brief report. She indicated that there were 22 people on the committee and an agenda has been endorsed. They have divided into 3 working groups: Ensure Equality of Rights and Benefits, Education and Awareness and Safety and Health. The subcommittee will report back to the Equity Council as it progresses.

8) President Dooley: Update on the Associate VP for Community, Diversity and Equity.

President Dooley provided an update on the status of the Associate VP for Community, Diversity & Equity. He reported that Kathryn Friedman will be visiting RI this Sunday and Monday. She will start the process of getting acquainted with the campus and the position. She will be arriving on campus January 4 and will be here until the end of June. She will be working on defining the position for a permanent search and will also work on fostering goals of diversity, equity, and community. He also indicated that she would be a member of the President's leadership team and would supervise the GLBT Center, the Women's Center, the Multicultural Center, and the GLBT Center and will work with the Bias Response Team and the Affirmative Action Office. She will also report to the President and give a report to him in June. The President said it was his goal was to have as small a gap in time between the end of the interim CDO's position and the start of the permanent position as possible.

There was further discussion with respect to the role of the Equity Council in relationship to the CDO. The President indicated that this should be thought through carefully but that the new position should not change the fundamental relationship between the President and the Equity Council.

9) Progress on Diversity Planning Retreat Goals:

- There was a brief review of the Diversity Planning Retreat goals established August 2010. The following recommendations were made:
- a. Add faculty retention to Goal 2 Faculty and staff diversity and development.
 - b. It was proposed that the Academic Affairs Diversity Task Force include a subcommittee on retention.
 - c. President Dooley requested that we consider further including community in our agenda. He indicated that we will have the opportunity to work with Kathryn Friedman on building community with diversity as an integral component. He challenged us to consider what our goals are for community, how we measure community, and what are the most critical issues to tackle. He further referenced the need to institutionalize the success of the ADVANCE grant with respect to work-life, mentoring, and faculty retention, elaborating on how a mentoring culture will contribute to our sense of community.

Meeting adjourned at 3:15 pm.

