

## Meeting Minutes

URI Equity Council Meeting

Thursday, January 28, 2010

9:00-10:30 a.m.

Green Hall President's Conf. Room

Attendance: Trish Morokoff (co-chair), Gerald Williams (co-chair), Laura Beauvais, Dania Brandford-Calvo, Lynne Derbyshire, Gail Faris, Frank Forleo, Ed Givens, Roxanne Gomes, Mailee Kue, Karol Leuzarder, Jody Lisberger, Helen Mederer, Lisa Abreu Morel, Ann Morrissey, Amy Olson, Eileen Orabone, Pamela Rohland, Carolyn Sovet, Douglas Tondreau, Andrew Winters

### 1. Introductions

2. Minutes of the December 1, 2009 meeting were approved with the addition that Karol Leuzarder and Andrew Winters were in attendance.

### 3. Announcements

- a. Eileen Orabone was welcomed as the new staff support person for the Equity Council. (Thank you for the nice welcome!!)
- b. President Dooley will be attending the February 25 meeting
- c. Trish Morokoff was appointed to the Strategic Budget & Planning Council.

There was discussion as to how is this new council going to affect the Budget Office. Ann Morrissey explained that the Budget office reorganized their functions in their office to help better address the

issues with the academic plan. They will be more advisors and consultants to help departments manage their own budgets.

Ann and

- Linda Barrett will be staffing this council.
- d. Membership renewal for this committee is being requested. Please let Eileen Orabone know how long a term you would like to hold.
- e. Jody Lisberger handed out Women's Studies activities for Spring 2010.
- f. The new Hillel building is open. Grand opening will be March 7.
- g. The Annual GLBT symposium is April 5-10. Brian Joseph Gilley from the University of Vermont will be speaking at the

symposium. Andrew Winters suggested a conversation hour for him with Equity Council members.

- h. URI Martin Luther King event is February 1-5. The Yoga event is cancelled and there will be a live broadcast on the URI website for Rev. Baker-Dooley's speech at the Unity Luncheon on February 3<sup>rd</sup>.
- i. Confucius Institute will be bringing in a group from China on February 12-13.
- j. Trish and Gerald are looking into having an Equity Council website. If anyone is interested in working on this website, a subcommittee could be formed.

#### 4. Confidentiality

Trish reviewed the policy for confidentiality at meetings and participants at the meeting agreed to the following:

- a. No one will speak to the media concerning issues discussed at an Equity Council meeting unless agreed upon at the meeting.
- b. Individuals will state if they want something kept confidential.
- c. If something is stated to be confidential, then participants will agree to do so.

#### Old Business

5. Planning for meeting with President Dooley on 2/25 The committee reviewed the letter again that was sent to President Dooley on December 18, 2009. It was decided that we should use the February 25 meeting to follow up on issues that have not been addressed from this letter. The following were recommended:

- a. We thank the President for allocating staff support to the Equity Council.
- b. We initiate a meeting with the Equity Council co-chairs and the President
- c. Follow-up on the Task Force for the VP for Diversity

#### 6. Hate crime follow up - DOJ group

The Strategic Plan for Eradicating Hate Crimes at URI was reviewed. Suggestions for revision to the plan were made with the agreement that it will come back to the Council for review.

6. VP for Diversity:

Mailee Kue filled in for Melvin and let the council know that Melvin has done prep work for the Task Force. There will be a meeting of this subcommittee on

February 4 at 3:00 p.m. in the Multicultural Center to talk about developing a job description for this job relevant to the 21<sup>st</sup> century. It was agreed that

Melvin would present on this at the next DOJ meeting to be held on Monday, February 1.

7. Diversity Committees updates:

Trish reported that Student Affairs, Administration and Academic Affairs all have diversity committees in their divisions. There still has not been one set up in Advancement. Roxanne Gomes has information on members for the Research Diversity Committee. Trish said that she would write to the VPs and ask for an update on whether they have a diversity committee formed yet, who is the chair of the committee and what their goals are for their committees. We agreed to invite the chairs of each committee to be part of the Equity Council.

8. Subcommittee reports

- a. Student subcommittee: There will be a Student Leadership Conference funded by the Provost and VP for Student Affairs at Alton Jones on February 5-6 to discuss issues that are going on on campus. Members of the Equity Council will be going to this conference. It was suggested that Lt. Mike Donahue be invited to attend the conference. An invitation will also be sent to Major Stephen Baker to attend the next Equity Council meeting.
- b. Access and Public Education: This subcommittee plans to pursue the issue of access to restricted majors and will schedule a meeting to pursue this issue.

New Business:

9. ADVANCE proposal

Helen Mederer presented background information on ADVANCE and

requested that the Equity Council consider coordinating with a continuation of ADVANCE activities on campus. She outlined several areas of achievement for ADVANCE, including recruitment of diverse faculty, faculty development, mentoring programs, and the work-life initiative. While the NSF grant focused on increasing women in the sciences, going forward they would like to focus on all faculty. Barb Silver, ADVANCE Director, has much information on best practices for Diversity committees and has created a climate survey for faculty. Helen would like to present a proposal for a 10-hour a week position for Barb and ask for endorsement of this position. Gerald and Trish will meet with Helen regarding this proposal.

Meeting adjourned at 10:30 a.m.