

## MINUTES

Equity Council Meeting

Thursday, March 22, 2012

9:00-10:30 a.m.

Thomson Board Room, Ballentine Hall

Attendance: Lynne Derbyshire, co-chair, Michelle Fontes-Barros, co-chair, Delores Walters, Annemarie Vaccaro, Faye Boudreaux-Bartels, Pamela Rohland, Chip Yensan, Frank Forleo, Anita Jackson, Garry Bozylinsky, Jason Pina, Dan Trapani, Amy Olson, Liliana Costa, Laura Beauvais, Joseph Santiago, Helen Mederer, Trish Morokoff, Abu Bakr and Karen Sherman.

- 1) Introductions
- 2) 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.

### 3) Announcements

1. Frank Forleo reported that there were 1200 applications in the TD Admissions process. 88% were students of color and 66% were females. The Prep program is a week from Saturday.
2. Garry Bozylinsky reported that ITS received one of the awards from the Multicultural Enhancement Fund.
3. The LGBTQ Symposium is being held April 2-6.
4. RI PBS picked up the "It Gets Better" film and extended it to 58 minutes. It will be shown at 7:00 pm on April 14.
5. Academic Affairs Diversity Committee Multicultural Post Doc position was awarded to someone in the Communications Studies/Harrington School of Communication and Media.
6. Michelle Fontes-Barros reported that the Commencement program had no representation of people of color and she is looking into why that happened. It was suggested that the Equity Council should make some resolution/proposal to formally address Advancement in their process and how this could happen.

4) Update from Abu Bakr

1. Abu gave an update as to the work happening in the CED unit. He indicated that the department had a retreat at Alton Jones on February 22<sup>nd</sup> and have also held their first staff meeting as a unit.
2. They have interviewed a number of firms for the new LGBTQ Center and have chosen Lerner, Ladd & Bartels as the architect. He indicated that they made an outstanding presentation. We will be engaging the community prior to the design of the building. Issues will also be addressed having to do with funding at the Center and the maintenance of the building. Fall 2013 is the expected completion date for the building. He also indicated that he has received assurances that support will continue for the immediate future by HRL/Student Affairs.
3. Affirmative Action – Gerry Holder is on board in the AA office which has resulted in the office’s ability to respond to complaints and will also help expand education and training initiatives. He also said that they would be outsourcing some of the work they are doing. The AA office will be doing a comprehensive salary review and they are working on the RFP. Representatives from the PCOSW, Commission on Faculty, Staff and Students of Color and the Provost’s office will comprise a committee to review and select the firm.
4. The President’s Commission on Faculty, Staff and Students of Color will be having their first meeting and the President will come to the first meeting to give the charge to the committee.
5. The Women’s Center has hired Racine Amos, the new Coordinator. She will begin on April 30<sup>th</sup>.
6. MCC – The Multicultural Center is having a retreat on Saturday, March 24<sup>th</sup>. The facilitator, Robin Vann Ricca is a consultant from Diversity Staffing Pros. They are hoping to get a lot of student involvement.
7. Africana Studies: Abu indicated that he had met with Lynne and Michelle and has also met with Dr. Vanessa Quainoo. Africana Studies wants to find space in the MCC, however priorities of how the MCC is utilized is important. It needs to be a more student-focused approach. Abu has had a conversation with Capital Planning & Design for space for Africana Studies. He indicated it is really important that if they are in the MCC, that it be an active and vibrant program. Therefore, he thought it would be wise to delay the letter since the spacing issues might be resolved. Also, that the letter include a strategic approach to advocacy for Africana Studies. There was a motion to have the co-chairs write a general letter of support regarding the continuity of the Africana Studies program and to continue to find adequate space and to investigate some strategic advantages of becoming a department. The motion was seconded.

8. Abu reported that Delores Walters will be working with the CED office spearheading a study to interview faculty of color and talking to them about how they got here and how their experiences have been here at URI.

5) CDO Update

Laura Beauvais gave a brief report on the CDO search. She indicated that the first candidate, Antonio Farias, was here on campus March 19-20. The next candidates will be here on March 26-28 and April 5-6.

6) Report on Faculty Fellows/LGBTQ initiative

Prof. Annemarie Vaccaro gave a brief report on a new URI LGBT Faculty Fellows Initiative. She reported that twelve full-time faculty members will be selected to participate in this initiative for the 2012-2013 academic year. There will be five workshops held during the year. (see handout for more details)

7) Men's Basketball Coach Search

Roxanne Gomes said there was a search committee that consisted of 3 people. She will update at the next meeting.

8) OLD BUSINESS:

Michelle indicated that there would be a farewell for Kathryn Friedman when the new CDO is hired. It will hopefully happen sometime in May.

Meeting adjourned at 10:30 a.m.