

Meeting Minutes

Equity Council Meeting

Thursday, May 12, 2011

9:00-10:30 a.m.

Thomson Board Room, Ballentine Hall

Attendance: Trish Morokoff, co-chair, Gerald Williams, co-chair, Kathryn Friedman, Annemarie Vaccaro, Jody Lisberger, Delores Walters, Alycia Mosley Austin, Pamela Rohland, Laura Beauvais, Mailee Kue, Roxanne Gomes, Debbie Suggs, Frank Forleo, Chip Yensan, Amy Olson, Riley Davis, Joe Santiago, Christina Knoll, Liliana Costa, Michelle Fontes-Barros, Melvin Wade, Gail Faris, Lynne Derbyshire, Eileen Orabone, Barbara Silver, Earl Smith III, Ed Givens, Marc Hardge, and Ann Morrissey.

- 1) Introductions
- 2) Minutes of the April 21, 2011 meeting were approved with the following
Correction: #3a – Add Andrew Winters and Joe Santiago for their work with the GLBT Center
- 3) Announcements
 - a) There is a new Work-Life website: [Work-Life Resources at URI](#)
 - b) URI Campus-Community Collaborative Spring Luncheon Providence Campus will be held May 19
 - c) Annemarie Vaccaro reported that the “It Gets Better” video interviews now include 68 people. The video will be shown on National Coming Out Day on October 11, 2011.
 - b) The APAW reception honoring Trish Morokoff had a great turn out. Trish thanked everyone for their support.
 - c) Christina Knoll reported that on Tuesday, May 11, the student group, Student Action for Sustainability, held a sit-in at Green Hall regarding the possibility of the North Woods as a site for the location of the proposed research park at URI. The students are opposed to the University using the North Woods as one of the sites and were assured by the administration that they would be involved in the process.
 - d) Welcome to Deb Suggs who is a representative to the Equity Council from the Admissions Office.
- 4) Confidentiality policy
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.

There was discussion regarding the confidentiality policy. After consideration it was agreed to keep the policy as it is and no changes were made.

OLD BUSINESS

5) Equity Council leadership

a) At the last Equity Council meeting it was agreed that nominees for the Co-chair elect position to replace Gerald Williams would meet with Kathryn, Trish, and Gerald to discuss the duties of the position. Trish reported that she, Kathryn and Gerald met with 2 co-chair elect candidates: Michelle Fontes-Barros and Mailee Kue. The duties of the position and the 2 year length of term were discussed with each. As agreed at the March Equity Council meeting, this co-chair elect would begin a term at the same time as co-chair elect Lynne Derbyshire. The term will begin when the new CDO is hired or at the end of the 2011-2012 academic year, whichever comes first.

b) There was clarification that we would vote on the nominees and that the vote would form the basis for a recommendation to President Dooley as the University Manual indicates that the President will appoint the Chair of the Council. It was agreed to revisit this University Manual language at a future Equity Council meeting. Any proposed changes in the manual language would need the approval of the President and notification to the Faculty Senate.

c) It was noted that bylaws for the Equity Council have not yet been established. In the absence of bylaws and given that everyone was notified prior to the meeting that there would be a vote today, it was agreed that all present in the room would be eligible to vote. Bylaws will determine who is eligible to vote in the future.

Voting between the two candidates was conducted by paper ballot with tellers counting the votes. The nominee with the most votes was Michelle Fontes-Barros.

d) A motion was made and seconded that having selected Michelle Fontes-Barros as co-chair elect, Mailee Kue will be offered the opportunity to serve as co-chair at the end of Michelle's term. The motion was approved.

- 6) Report from the Associate VP for Diversity, Community and Equity
 - a) Kathryn is putting together a budget request for the Office of Community, Diversity and Equity that President Dooley will present to the Strategic Budget and Planning Council in June.
 - b) Jason Pina will attend the National Conference on Race and Ethnicity in Higher Education (NCORE) and will recruit for the new CDO position. Others commented noting that anyone attending a relevant conference should recruit for the position.
 - c) A search committee for the CDO position will be formed by the President including the Equity Council co-chairs. Others commented noting that this needs to dovetail with the Equity Council subcommittee already formed and that the Equity Council should be actively involved in the search.
 - d) Kathryn reported that she would like to set up a meeting to get started on establishing the position description for the permanent CDO. She said she would like to get the search started in late summer and hopes to have someone hired by the end of the year.
 - e) The recommendations in Goal 1 from the LGBTQ Subcommittee report will be brought to the Board of Governors meeting on May 24th. The President has asked Kathryn and Holly Nichols to attend the BOG meeting.
 - f) Kathryn met with a group of faculty of color who described perceptions of exclusion and racism. She asked that we start thinking about the hard work ahead to fix this problem.
 - g) Kathryn will be sending letters of appointment to members of diversity councils with cc's to their supervisors.

- 7) Report from the Academic Affairs Diversity Task Force: Laura Beauvais reported that the AA Task Force will be meeting today and that she has a report, but would like to review it with the Task Force and then will send it to the Equity Council after the committee reviews it. The Task Force report will be deferred to the next meeting.

- 8) Summer Meeting Schedule: Trish reported that the Equity Council would have one meeting per month this summer. She also said that they would work with Kathryn about a retreat in the summer. It was noted that we needed to be sensitive to orientation in June and that Wednesdays are typically the best day.

- 9) Tabled Motion to create a LGBTQ Presidential Advisory Council
 - a) A motion was made and seconded to make the LGBTQ Subcommittee a Presidential Advisory Council. The motion was unanimously approved.

Meeting was adjourned at 10:30