

MINUTES

Equity Council Meeting
Friday, September 28, 2012
9:00-10:30 a.m.
Atrium 2, Memorial Union

Attendance: Michelle Fontes-Barros, co-chair, Lynne Derbyshire, co-chair, Anita Jackson, Annemarie Vaccaro, Roxanne Gomes, Delores Walters, Annie Russell, Annie Kosar, Ann Morrissey, Trish Morokoff, Naomi Thompson, Kyle Kusz, Jody Lisberger, Alycia Mosley Austin, Katrina Dorsey, Barb Silver, Kristina Moyet, Robert Britto-Oliveira, Stephen Baker, Gerald Williams, Ed Givens, Wynston Wilson, Tyrene Jones, Amy Olson, Karol Leuzarder, Kerrie Bennett, Lisa Abreu Morel, Carolyn Sovet, Vanessa Quainoo, Garry Bozylinsky, Carnell Jones, Jr. and Earl Smith.

Guest: President David Dooley

- 1) Introductions
- 2) Minutes from the May 24 meeting were approved.
- 3) Announcements
 - a. Michelle Fontes-Barros announced the newly appointed Diversity/Equity filled positions.
 - b. Vanessa Quainoo announced that Africana Studies has a new space in 102 Lippitt Hall. She also announced that the Africana Studies Annual Open House will be held from October 9-11, 2012.
 - c. Annie Russell announced that October 8-12 is National Coming Out Week. The LGBTQ Center will be having events going on during the week.
 - d. The next Women of Color lunch will be on October 9th.
 - e. The Dean of Students candidates will be on campus October 3rd, 9th and 11th.
 - f. The President's Commission on the Status of Faculty, Staff and Students of Color has been reinstated. Katrina Dorsey and Gordon Dash are the chairs.
 - g. Barb Silver announced that October is Work Life & Family month
- 4) Update from President Dooley - Q&A

The President asked for people to tell him of any concerns they had. The following were some of the concerns:

- a. The maternity/paternity leave is behind. It needs to come from URI as

- a request.
 - b. A concern was raised about Native Americans and the shortage of Native American faculty. There should be a Native American Advisory Committee put together.
 - c. The URI branding needs to send message of inclusiveness campus wide. The branding message should have the words “committed to community, equity and diversity” in the message. There is not a coherent web structure and the web is not managed. Kerrie Bennett is in charge of this and she is working with IT to resolve the problem.
 - d. Issues of Work life – There needs to be more emphasis on dual career hiring. The work life issue needs to be institutionalized.
 - e. There are no disability services for faculty/staff on campus.
 - f. In contract negotiations, the domestic partnership benefits to all were not clear. What is available?
 - g. There is a concern that there are no students on the Commissions, especially the Equity Council. Would like to see the President appoint some students. Also, the classified staff should be appointed, but something needs to be done in order to get them to be able to be at the meetings.
- 5) Update from Naomi Thompson
- a. Naomi gave a brief introduction about herself and then talked about what some of the top issues were that she was hearing about during her time here. Some of the issues were regarding the utilization of the Multicultural Center and the branding at URI and how we need to improve our branding message of being committed to community, equity and diversity.
- 6) LGBTQ Center Update
- a. Lynne Derbyshire spoke about the letter from Douglas Tondreau that had been sent to the President, BOG, Provost, CDO and to the Equity Council listserv. She indicated that there had been many factual inaccuracies in this letter and that we should focus on the positive things that are happening at the LGBTQ Center such as there being many new programming events and also that a new LGBTQ Center is going to be built.
 - b. Annie Russell gave an update on what's been happening at the LGBTQ Center. She handed out information about the staff and the different groups and programming events at the Center. She also reported that they completed the CAS standards assessment over the summer and are doing a campus climate index and will set priorities over the next 3, 5 and 10 years. They have also redesigned their mission and will be doing fundraising for the LGBTQ Center. Annie Kosar, the new coordinator for the LGBTQ Center, also gave an update on the programs that are being offered at the Center. She also reported that they did training for all new student athletes.

Meeting was adjourned at 10:30 a.m.