

Equity Council Meeting
Wednesday, February 3, 2016
2:00 p.m.-3:30 p.m.
Memorial Union, Room 300, Hamilton Student Senate Chambers

"Every day is judgment day, and we, through our deeds and words, our silence and speech, are constantly writing in the Book of Life."

~Martin Luther King, Jr., 1964

Attendance:

Gerard Holder	Mary Cloud
Roxanne Gomes	Liliana Costa
Annie Russell	Jackie Sparks
Tory Kern	Amy Olson
Alex Carlson	Ted Shear
Melvin Wade	Sarah Couch
Stephen Baker	Garry Bozylinsky
Faye Boudreaux-Bartels	Gerald Williams
Earl Smith, III	Diane Kern-Co-Chair
Bob Samuels-Co-Chair	

1. Welcome and Introductions

2. Affirmation of Confidentiality Policy

Affirmed

3. Approval of Minutes from December 4, 2015 meeting

- Unanimous approval
- Fix attendance issue from previous meeting (Jerry)
- One abstain (absence)

4. Update on Equity Council letter of inquiry, November 13, 2015, and Co-chair's meeting with Affirmative Action

On Jan. 29th, Bob and Diane met with Roxanne Gomes and Gerard Holder of AAEOD to discuss:

- Consistency and transparency of search procedure for the Assistant Director of the Multicultural Student Services Center. Affirmative action was very collegial and supportive.
- Determination of who is allowed in meetings should be a committee decision
- Wasn't a committee decision in the Assistant Director of MCSSC search,
- Hiring managers can make certain requirements and restrictions. Hiring manager can supersede committee decisions. Most people are unfamiliar with the power held by hiring manager.

- Family members should not have participated in any assessment of candidates. However, family members are allowed to be at events with the candidate (i.e. in attendance), but are not allowed to participate in any voting.
- **Transparency to allow for clear expectations, explanation of processes, standards, etc.**
- Hiring managers need to be consistent as well. They can't just attend one candidate's event and not attend the same event for all other candidates.
- Every committee member has the right to ask questions of the candidate. The individual interview committee member who missed an interview with the candidate is allowed to schedule a 1-1 meeting with the candidate, but they are not allowed to ask the same questions but may ask follow up questions. The committee member is expected to read previous notes before meeting with a candidate.
- Affirmative action has scheduled more training sessions. Affirmative action answered Equity Council member's questions regarding search procedures for new faculty and staff.
- Primary takeaways —> consistency and transparency across committees, collegial exchanges, clarifications
- Q: The Vice President for Student Affairs search currently in process may have had a consistency issue. There was an email sent to several URI people with a cc to only one of the VP of Student Affairs candidates for an upcoming Bridges event.
 - A: Thank you for bringing that issue to the table. The search committee for this candidacy is not aware of this issue.
 - Comment: Thank you for your diligence.
- At the outset of a search, the search committee and the hiring manager should set rules, problems, and clarify issues so expectations are consistent. The committee members may not be part of 1-1 candidate meetings with the hiring manager. The outcome of these meetings can be shared but is sometimes not.
- Affirmative Action sometimes gets calls or meetings to rectify search procedures that may have been in some way problematic.
- The search committee needs to know what the search chair has forwarded on to the hiring manager.

ACTION: Reach out to Alison Frasier to request that she contact one candidate invited to Bridges event to ensure that candidate will not attend.

ACTION: Moving further conversation on these issues to subcommittee meetings and ask the subcommittees to make proposals for further action.

ACTION: Co-chairs will send the DRAFT meeting minutes to the Equity Council subcommittee listservs so that the groups have this meeting's minutes to help guide further conversation and action steps.

5. Providence CCE arrest in December 2015—community update from Steve Baker, Director of Public Safety

- Event occurred Dec. 1st at CCE around 8PM
- Suspect returned to CCE campus the next day to apologize to the officers involved.
- Jan. plead guilty to all charges.
- The “kick” was seen as necessary to get the suspect to comply and to get the knife away from the suspect.
- Discovered the CCE security officers do not have the same training about use of force as the Kingston campus officers. As a result, we’re trying to get consistency in training across our officers across campuses.
- Q: You mentioned PROV and Bay campus have police officers, what about Alton Jones?
 - A: No officer there.
- Q: For the sake of transparency, should we release these videos and findings?
 - A: The report is public record for anyone who wants to read more. If you want to see it, please file a formal request. We would likely redact the name of the security officer and the suspect.
- Q: Is kicking a suspect standard procedure?
 - A: The law cites that officers can use the force necessary to make an arrest. This is an instance where having a taser could have been helpful.
- Q: Are there specific guidelines of force?
 - A: There is nothing that prohibits that the use of kicking, since it is a line of defense. The kick was delivered to the upper thigh to release the knife from the suspect’s pocket.
- Q: Right now in terms of your investigation is the case closed? Are there any pending investigations?
 - A: It is closed. We are in the process of creating a Public Safety Advisory Council so people can look at policies and procedures.
- Q: Given the delicate nature of arming police, do you have any concern about an armed officer in this situation?
 - A: The officer involved was armed and did not once reach for his weapon.
- Q: So are campus police armed at the moment?
 - A: The campus police are armed. However, the security officers are not armed.

6. Equity Council Working Groups and Committee Charge for 2015-2016:

- Transparency and Access to Information to Promote Equity and Diversity
- Advancing the Status of Faculty, Staff, and Students from underrepresented groups
- Public Safety to Ensure Equity and Diversity

Other Business:

- Please send concerns to co-chairs directly or on listserv

Announcements:

- Enjoy diversity week!

Next meetings:

Monday, 2/29/16, 11:00am-12:30pm, Gender and Sexuality Center Multi Purpose Room

Monday, 3/28/16, 3:00pm-4:30pm, Galanti Lounge (URI Library 3rd floor)

Wednesday, 4/27/16, 1:30pm-3:00pm, Thomson Board Room (Ballentine Hall, 3rd floor)

Monday, 5/9/16, 3:00pm-4:30pm, Pharmacy Room 130

Confidentiality policy

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.