

Equity Council Meeting MINUTES
Monday, March 7, 2016
11:00 a.m.12:30 p.m.
Gender and Sexuality Center, Upper College Road

“Honor to the soldier and sailor everywhere, who bravely bears his country's
cause. Honor, also, to the citizen who cares for his brother in the field and serves,
as he best can, the same cause.”

— **Abraham Lincoln**

Attendance:

Diane Kern	Pamela Rohland
Alex Carlson	Sarah Couch
Steve Baker	Lynne Derbyshire
Carol Pegg	Amy Olson
Jackie Sparks	Bob Samuels
Ted Shear	Garry Bozylinsky
Gerald Williams	Faye Boudreaux-Bartels

a. Welcome and Introductions

b. Affirmation of Confidentiality Policy Affirmed

c. Approval of Minutes from February 3, 2016 meeting Approved

Q. Is the bias training happening the 6 times a year it's supposed to be happening?

A. Yes, we're moving through the trainings.

d. Updates

- Bob met with Allison and Maureen (Allison's supervisor's supervisor). Allison was not aware that the candidate in question who received the email was visiting the campus and was a candidate for a position here at URI. Allison emailed the candidate and uninvited the individual from the meeting, as per the council's request. Mary Jo Gonzalez supported the Equity Council's co-chair in taking action to speak with Allison. Allison was not aware and therefore did not make a mistake. Her action was not intentional but the timing was problematic.
- Diane attended the Academic Affairs Diversity Task for as the Equity Council's representative. The online application for employment had some discrepancies in the application since there were some questions about it. There was a lengthy meeting and it has been resolved. Lynne Derbyshire also share that the AADTF is working on a certificate in "Diversity and Inclusion" for graduate students as a way to provide them with background. When that information is made public, we'll share it out so our graduate students can know. There's an emphasis on using funds to develop courses about diversity and inclusion to support the new general education requirements
- Diane and Bob: There will be a meeting with Naomi Thompson on April 14th with chairs of all Presidential Councils and Commissions.

e. Membership and election of Co-Chairs to begin two-year term June 2016

Diane and Bob: By the April meeting, we hope to bring nominations to the table. Finally, in the May meeting, we hope to take a vote and elect the new co-chairs.

Action: Announce call for nominations in March-April. Nominations closed by April meeting. Finalize membership letters for May 2016.

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

- **Scheduling meeting with President Dooley and the Equity Council**-Discussion.
- **Report from subcommittees**—Discussion.

g. Other business

Action: Email Jeff Johnson about Veterans. Invite him to be a member of Equity Council.

Proposed Action: Invite CDO to an Equity Council meeting for an update on the state of Community, Equity and Diversity at URI.

h. Announcements

- Steve Baker: Emergency Actions Reference cards are going to be posted in every room on campus. This flyer will be coming out shortly. Emergency services has also run trainings with staff and faculty members for emergency events. Our community outreach advisor, Christiana Molinski, can be reached at (401) 874.4397 if you have any questions about that. We are going to be testing the Emergency Alert System soon as well so please make sure you're signed up to receive those alerts. We also are hiring certified police officers if you know anyone who would be interested in a position.
- Amy Olson: Assi Azar (a Gay Rights Activist and Israeli TV star) will be coming to the URI Gender and Sexuality Center on March 31st at 7pm. Please come check out this event.

Next meetings:

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.