


7-14-2011

STUDENT AFFAIRS ADVISORY COMMITTEE ON MULTICULTURALISM AND DIVERSITY 2010-2011

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Recommended Citation

Rohland, Pamela and Saygbe, Jarso, "STUDENT AFFAIRS ADVISORY COMMITTEE ON MULTICULTURALISM AND DIVERSITY 2010-2011" (2011). *Student Affairs Diversity Committee*. Paper 1.
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THE
UNIVERSITY
OF RHODE ISLAND

Division of Student Affairs

STUDENT AFFAIRS ADVISORY COMMITTEE ON MULTICULTURALISM AND
DIVERSITY

Executive Summary

2010-2011

Respectfully Submitted by:

Pamela Rohland and Jarso Jallah Saygbe, Co-Chairs

Division of Student Affairs Advisory Committee On Multiculturalism And Diversity

Executive Summary for Academic Year 2010-2011

Introduction

The Student Affairs Diversity Committee (SADIV) began in November of 2004, with Melvin Wade and Andrew Winters serving as co-chairs, from 2004 - 2010. The committee met regularly until Summer 2010. At that time, due to administrative restructuring, there were some membership and leadership changes on the committee; specifically Women's Center, Multicultural Center and LGBT Center now report to the VP for Diversity Equity and Community. In the Spring 2011 semester, Vice President Thomas Dougan, appointed Pamela Rohland and Jarso Saygbe as new co-chairs. The members of the Student Affairs Diversity committee have engaged in a variety of activities in an effort to develop a long-term strategy to alter the campus culture in relationship to diversity and inclusion.

Committee Membership:

Includes departments that administratively report to the VP Student of Affairs, or Student Affairs Affiliate departments whose work relates to historically under-represented student populations at URI.

Joie Schwartz, Hillel (Student Affairs Affiliate)
Amy Olson, Chaaplains Association, Hillel (Student Affairs Affiliate)
Joe Santiago, Lesbian Gay Bisexual Transgender Center (Student Affairs Affiliate)
Melvin Wade, Multicultural Center (Student Affairs Affiliate)
Chad Henderson, Health Services
Bobbi Koppel, Career Services
Carol Pegg, Student Affairs, Office of the Vice President
Chip Yensan, Housing and Residential Life
Katrina Dorsey, Diversity Fund, Student Conduct/Office of Student Life
Robert Vincent, Memorial Union/Leadership Program
Dan Graney, Bias Response Team, Substance Abuse Prevention/Office of Student Life
Robert Samuels, Counseling Center
(recruiting), Athletics
(recruiting), Dining Services
(recruiting), URI Bookstore
(recruiting), Recreation Services
(recruiting), Conferences and Special Programs Development
Carolyn Sovet, Women's Center (Student Affairs Affiliate)
Jarso Saygbe, Talent Development, Co-Chair
Pamela Rohland, Disability Services/Office of Student Life, Co-Chair

Purpose:

In recognition of the need for ongoing dialogue and problem solving pertaining to issues related to diversity and Multiculturalism, the URI Division of Student Affairs seeks to establish a committee of administrators and professional staff members to focus upon this important priority. The committee will be issue-oriented and meet at least three times during each academic semester. The committee will seek to identify issues, forward recommendations, and assist in the development of strategies and programs designed to enhance sensitivity toward, and inclusion of, all historically under-represented and disenfranchised groups.

Upon taking over as co-chairs, our discussions in moving the committee forward were informed by our meeting with Vice President Thomas Dougan, where key areas of focus were identified in addition to the SADIV progress report from 2009-2010. The key focus areas pertained to diversity and inclusion issues both division and campus wide. The 2009-2010 SADIV progress report in addition to the directives from VP Dougan helped us to identify actions to direct the focus of the work of the committee. Although the SADIV met three times ***Meeting Dates: First Wednesdays of Each Month during the Academic Year (March 4, 2011; April 6, 2011-cancelled for President Dooley public address; May 4, 2011; June 1, 2011)***, we worked to identify priority points that should guide our work in advancing our goals. These included:

- I. Charge of the SADIV committee
- II. Confirmation of mission statement
- III. Reinvigoration of the committee membership from Student Affairs departments (memo sent to chairs; Jarso and Pamela follow up)
- IV. Diversity aspects of the Student Affairs 5-year Strategic Plan (Priority #1 for AY 2011-12; SADIV will advise and support the diversity work of Student Affairs-BRT report will inform reinvigoration of Education Respect & Awareness subcommittee;
- V. Develop and archive a history of the SADIV committee (Meeting minutes, executive summary at the Institutional repository and/or on a SADIV website to be developed-linked to the URI Equity Council Website and Student Affairs Website)
- VI. Future plan for 2011-12 priorities: choice of no more than two major priorities for the year – this will provide focus and depth to our work. The new year will begin with two priorities:
 - SADIV will advise and support the diversity work of Student Affairs
 - Bias Response Team report will inform reinvigoration of Education Respect & Awareness Committee work to enhance training and social activities.

Mission and Goals - Approved: 5/11/2011

The committee will advise and assist the Vice President of Student Affairs and, when appropriate, members of the Division of Student Affairs on a range of diversity issues including but not limited to the following:

1. Proposing strategies for amplifying and implementing the diversity goals in the division of student affairs Strategic Plan;
2. Promoting dialogue and consultation that advances the integration of cultural competence into professional practice;
3. Promoting opportunities for the development of relationships within and between the division and its constituencies that have the effect of improving the campus climate;
4. Offering recommendations for maximizing the retention and success of students from historically underrepresented populations;
5. Encouraging linkages between diversity programming, assessment, and student learning;
6. Creating opportunities to identify diversity needs of students, faculty and staff at URI.

Subcommittee and Related Reports:

- Diversity Fund (Appendix 1)
- Bias Response Team Report(Appendix 2)
- HRL Diversity Committee Report (Appendix)
- Report of the Division of Academic Affairs Diversity Task Force (reference document for future work of SADIV)
(http://www.uri.edu/provost/documents/Report_of_the_Academic_Affairs_Diversity_Task_Force_Final.pdf)

Appendix 1: Student Affairs Diversity Programming Fund End of Year Report

At the end of the Spring 2010 Semester, the Division of Student Affairs established a \$50,000 diversity programming fund to be managed by the Student Affairs Diversity committee. The stipulations set up by the establishment of the fund was that \$10,000 would be available for co-sponsorship and \$40,000 for programs centered around diversity and inclusion. The total amount received to establish the account was \$45,000.

Criteria

Each group or committee had to submit an electronic proposal to request funds to the chair of the diversity programming fund committee. The criteria included the following areas:

1. Summary of the project/program in non-technical terms stating how the event would help promote diversity, a sense of campus community and an inclusive community at the University of Rhode Island
2. Description in a narrative form listing the campus needs the program addressed including the goals and objectives.
3. Activities that were going to occur at the event to accomplish the goals and objectives.
4. An itemized and detailed Budget was submitted along with a list of donors, the amounts and any in-kind gifts.
5. Co-sponsorship was encouraged by asking each group to list those that they were working with to produce the event along with an explanation of each sponsors role with the program.
6. Prior event hosted at URI if funds were received was also requested.

Marketing

The chair of the programming fund went to the Student Senate's monthly president's meeting, the Multicultural student organizations representatives meeting, the Greek Affairs Advisory Council meeting and a number of student gatherings to announce that the funds were availability.

The proposal was made available through the Student Life website.

Funds Dispersed

The programming received 22 requests and funded 17 putting one on hold that never materialized. Programs were in the areas of educational, social, and celebrations. A majority of the funds requested were from student organizations, one from a staff member and two from departments. The largest amount requested was \$4000 and least amount requested was \$133. The largest amount approved was \$2000 and least amount was \$133. The total amount spent was \$14,922.62. Administrative cost for some specific allocations came from this fund in the amount of \$7260.00. The total expenses were \$22,182.62. The balance in the account is \$22,817.38.

Challenge

The chair and the fund manager experienced challenges with the fund that only allowed payments to companies or businesses that would submit invoices. It did present some problems for the student groups but they were able to accommodate this request.

Committee members

Dan Graney, Bias Response Team Chair; Chad Henderson, Director of Health Services; Melvin Wade, Former Co-chair of the Student Affairs Diversity Committee/Director of Multicultural Center; Amy Olson, Executive Director of the Hillel: Jewish Student Center and Deb Cohen, Athletics department. Students that were on the committee were the following: John Cruz, Graduate Student; Ben Eaves, Tina Piccoli, and Utopia Tayhor served the Fall semester. Students for the Spring semester were Branford Davis –Chair Student Senate Multicultural Affairs Committee and Hania Zaman, Co-chair of the Student Senate Multicultural Affairs, were recruited from the Student Senate after it was determined that the students that served in the Fall were unavailable for the Spring.

Respectfully Submitted.

Katrina Dorsey, Chair

(end of Appendix 1)

Appendix 2. Bias Response Team Final Report

Bias Response Team

2010-2011 Annual Report

The Bias Response Team (BRT) is a multi-disciplinary team initiated by the Vice President of Student Affairs through the Student Affairs Diversity Committee. With over 15 representatives from both the division of Student Affairs and the division of Academic Affairs, the Bias Response Team works to encourage the reporting of incidents of bias within the URI community. The team collects and distributes these incident reports to the highest levels of the university's administration and monitors the university's response to the incidents to ensure that the response is comprehensive and follows standard procedure. With the goal of providing a safe space to targets of bias to have their voices heard the BRT strives to promote civility and respect throughout the community.

Incident Reports

This year there were 41 reported incidents. Please see attached spreadsheet for a list of the incidents by type.

Accomplishments

- 15 members of the campus community were invited to join the BRT from areas across both divisions, with representation from over 14 different offices.
- Designed and created a comprehensive website that includes an online reporting form, an incident log which includes a general incident description and the university response; Team demographics and contact information; Information on the difference between bias based incidents and hate crimes; and on and off campus resources.
- Designed and implemented a comprehensive marketing campaign that included creating a brochure, business cards, slides for common area monitors in the residence halls, an ad in student newspaper. There were two subsequent articles in the Good 5 Cent Cigar.
- Created an online incident log as part of the website that is updated as needed.

Areas of Concern

- We have had significant difficulty in recruiting a faculty representative for the BRT. We hope to have a faculty person in place before the beginning of the fall semester 2011.
- Turn out at the BRT meetings has been sporadic. There is a core group that has made nearly every meeting. However, attendance for other members has dropped with no explanation given for absence. The chair will reach out to current members to gauge their interest in continuing on the BRT. If they are unwilling to reaffirm their commitment to being a part of the Team they will be replaced.
- The chair was approached by representatives by the Student Senate about the Bias Response Team and the lack of students serving on it. I informed them at that time that the Team decided that for the first year there would be no undergraduate representative on the team, but that there were graduate students on the team. From my discussions with the students it remains unclear why they wanted a student representative on the team. In follow up discussions the Team remained reluctant to have undergraduate students serving on the team. The team did feel it was important to offer a process to gather student input about bias issues without having them be on the team, and offered suggestions to accomplish this. These suggestions included designating a liaison that could meet with team regularly but not review cases or have the liaison meet with the chair monthly to discuss concerns.
- From the discussions involving student representatives on campus the question arose concerning the status of the meeting, specifically whether the meetings were closed or open. The team recommended that the meeting be closed to ensure confidentiality. If the meetings are closed that information needs to be added to the website.
- Lastly the team felt it needed to do more to provide a broader awareness of the reporting process and tie it back to the URI Cornerstones. The team suggested that members should revisit critical groups and focus on student "touch points", or areas likely to experience a lot of student traffic in the coming year.

In summary, this was the initial year for the Bias Response Team at URI. A tremendous amount of work was done by a number of people to ensure the success of this group. Although there are still a few issues to be resolved, we have built a strong foundation upon which to grow.

7/11//2011 Rohland, Question: Do you have any recommendation for the SADIV about where to focus any future education efforts? From this table it appears that language use is the most frequent form of

problem - would you suggest some culture training around respectful language, inter-cultural inter-dialect miscommunications and etc.? Or would you suggest a different pursuit?

7/11/2011 Graney, Response: I like the cultural training around respectful language. I think that could even evolve into some kind of media campaign (like the recent R-Word campaign). I'm picturing 5 Cent Cigar ads and posters in the residence halls.

Bias Incident Reports
2010-2011

Type of Incident	Total Number	Case Number
Verbal Assault	13	39, 38, 33, 32, 31, 26, 24, 21, 8, 7, 6, 2, 1
Physical Assault	2	38, 33
Threat of Physical Assault	6	38, 24, 9, 7, 6, 1
Fear of Safety	6	38, 32, 28, 6, 2, 1
Written Slur	18	40, 39, 37, 35, 27, 25, 23, 22, 20, 18, 16, 15, 14, 13, 11, 9, 7, 4
Phone Harassment	0	None Reported
Sexual Harassment	3	29, 17, 8
Property Damage	9	41, 30, 28, 22, 20, 19, 12, 7, 5
Pursuit / Chase	1	6
Threat of "outing"	4	32, 29, 4, 2
Email or internet messages	2	10, 7
Stalking	2	39, 32
Public Indecency / Exposing one's genitals	0	None Reported
Sexual Assault	0	None Reported
Other	7	37, 36, 34, 32, 9, 8, 3

End of Appendix 2.

Appendix 3. HRL Diversity Committee Report

18 Butterfield Road, Roger Williams Commons, Kingston, Rhode Island 02881-1116

Phone: 401.874.5374 • Fax: 401.874.2965

TO: Interested Parties

FROM: Bryana White and Chip Yensan,

Co-chairs – HRL Diversity Committee

DATE: July 1, 2011

RE: **2010/2011 Annual Report of Committee Activities**

Introduction

The Department of Housing and Residential Life Diversity Committee actively met during the 2010/11 academic year, set priorities for the year, and accomplished several diversity related initiatives targeted to the residence hall student community. Additionally, the Diversity Committee partnered with other departmental and campus entities on programs and initiatives designed to advance inclusion and diversity at URI. Please see Attachment A for the Committee charge and membership statement/roster, and Attachment B for a listing of the Committee's priorities for the 2010/11 academic year. Contained within this report is a summary of committee accomplishments as well as efforts that remain in progress from this past academic year. Our guiding goal for community, equity and diversity for the academic year was stated at the department's retreat as follows:

Actively participate in enhancing campus diversity and inclusion via this common goal: that acceptance, inclusion, and open-mindedness is the norm in our residential communities, not the exception, that our residential communities are welcoming and safe to all, and that every HRL staff member contributes to that common goal; together we will cultivate civility, respect, and community citizenship

Direct Committee Accomplishments Related to Annual Priorities

- 1) Recruit active committee membership and meet on a regular basis
 - a. The HRL Diversity Committee consisted of 13 actively participating members (see Attachment A) and met weekly during the academic year while classes were in session.
 - i. regular membership of four Resident Advisors(RA) this year.
 - b. Recorded minutes from all meetings throughout the year.
- 2) Enhance staff training in all aspects of diversity and multiculturalism
 - a. Provide focused diversity training during August RA/Resident Academic Mentor(RAM) training program
 - i. developed RA and RAM multicultural competencies for use in 2010/11 staff training
 - ii. used national training consultant to conduct diversity and social justice training sessions with all RAs, RAMs, and their supervisors
 - iii. provided training and informational exchange sessions for all campus diversity and multicultural programs/centers

- iv. provided training and informational exchange session with the newly established Bias Response Team and conducted a related review of bias response protocols
 - b. Establish a once a semester diversity in-service training requirement for RAs/RAMs
 - i. RAs/RAMs required to attend at least one Diversity Week program during fall semester
 - ii. RAs/RAMs required to attend at least one GLBTQ Symposium program during spring semester
 - c. Develop a late fall semester or mid-year in-service training program in collaboration with members of the GLBT Center
 - i. conducted 3 hour mid-year training session that included overview information, viewing of the video “Bullied”, student facilitated small group processing and discussion, and closing summary provided by the Assistant to the VP for GLBT Programs
 - Feedback from both the RAs/RAMs and the training presenters was excellent
 - d. Present modified version of the mid-year RA/RAM training program for all full time and student office support staff
 - i. conducted a 1.5 hour training session in January 2011 that provided viewing of the video “Bullied” along with post-processing discussions
 - e. Present diversity training session for all newly hired 2011/12 RAs and RAMs
 - i. conducted 3 hour diversity training session in collaboration with GLBT Center staff
- 3) Provide diversity programming and public awareness initiatives in all residence halls
 - a. Developed and posted three original full color community and diversity posters in all residence halls at the beginning of each semester
 - b. Posted full color “URI Cornerstones” posters in all residence halls at the beginning of each semester
 - c. Developed and printed “Hate Free Zone” stickers to be placed on all residence hall staff room doors for spring semester
 - d. Sponsored the “Act of Discussion” in-hall dialogue series during fall semester
 - e. Encouraged RAs to discuss diversity-specific in-hall programs at their weekly RA Advisory Board meetings
- 4) Seek ways to implement Q Research/Campus Pride/I AM You-URI recommendations
 - a. Committee representative worked directly with GLBT Center staff to implement designated gender neutral(GN) bathrooms – with new corresponding signage – in all but four residential buildings
 - i. supported GLBT Center in advancing the GN bathroom project to a campus-wide level
 - b. Advocated for GN bathroom question being included on the freshman housing application as a means to gauge interest in this option in freshman-focused residence halls
- 5) Actively recruit and retain a diverse HRL workforce
 - a. Developed three questions to be asked of all applicants during the Resident Advisor selection process
- 6) Participate in campus wide diversity-related efforts
 - a. Committee members served as active participants of the Equity Council

Committee Partnerships with HRL Administration to Accomplish Related to Annual Priorities

- 1) Enhance staff training in all aspects of diversity and multiculturalism
 - a. Offer attendance at one-day regional student leadership diversity training drive-in workshop to 25 residence hall staff
 - i. provided registration fee and transportation to a one-day diversity training workshop held March 5 at Westfield State College(MA) conducted by Dr. Maura Cullen
 - Feedback from attendees indicated that the workshop was excellent
 - b. Secure contract with Maura Cullen for a URI/HRL sponsored one-day regional diversity training workshop to be held at URI on March 3, 2012
 - i. will be open to student leaders at URI, RI and southern NE
 - c. Secure contract with Kathy Obear and Jamie Washington for all day social justice training for all RAs, RAMs, and various other URI student leaders on August 30, 2011
 - i. to be held in Keaney Gym
- 2) Provide diversity programming and public awareness initiatives in all residence halls
 - a. Provided funding for spring semester “stop the hate” campus rally
- 3) Seek ways to implement Q Research/Campus Pride/I AM You-URI recommendations

- a. Conduct regular review of all hate/bias based incidents in the residence halls, reports filed with the BRT, and HRL responses to those incidents
 - i. excellent accounting of reported incidents and related responses
 - ii. strong overall effort made by HRL staff to follow bias response protocols in reported incidents
- 4) Actively recruit and retain a diverse HRL workforce
 - a. Conducted outreach to various diverse students, student groups, and student organizations in supporting interest in applying for the Resident Advisor position for the 2011/12 academic year

Final Notes

The HRL Diversity Committee Co-chairs wish to thank Committee members for their dedication and commitment to regular meeting attendance and pursuit of accomplishing the tasks placed before them. Also, the Co-chairs wish to acknowledge and thank the students and staff of the GLBT Center for their outstanding collaboration and partnership during the 2010/11 academic year in all areas of cultivating inclusion in the residences, especially as it relates to staff training. We look forward to a continuation of this relationship in the coming year. And finally, we wish to thank the HRL management staff for support and assistance in coordinating the Westfield State drive-in diversity workshop, securing Maura Cullen for her March 3, 2012 workshop to be held at URI, and security Kathy Obear and Jamie Washington for fall opening training on August 30, 2011.

Attachment A

Charge of HRL Diversity Committee

The Diversity Committee shall serve as a standing committee within the Department of Housing and Residential Life(HRL). The overall goal of the HRL Diversity Committee is to advance campus diversity at URI by cultivating, enhancing, and sustaining inclusive, welcoming, and respectful residential communities. It shall advance and execute committee-specific diversity initiatives as well as HRL's strategic plans pertaining to campus inclusion, diversity, and multiculturalism. The HRL Diversity Committee will work in collaboration with other campus diversity groups and agencies.

Committee Composition

The Diversity Committee shall be comprised of staff from the Department of Housing and Residential Life and invite consultation from other members of the campus community as necessary. As a general rule, the Diversity Committee shall meet no less than twice a month while classes are in session. Committee leadership will be provided via a chairperson as appointed by the Director. Target membership for the committee would consist of the following:

- at least 2 Hall Directors
- at least 2 Graduate Assistant Hall Directors or Head Resident Advisors
- at least 1 Resident Assistant
- at least 1 support staff
- at least 1 other staff representative

2010/2011 Committee Membership

Bryana White (Co-chair), Graduate Assistant Hall Director

Chip Yensan (Co-chair), Director

Michael Lapointe, Hall Director

Bob Zunjic, Hall Director

Paul Porter, III Graduate Assistant Hall Director

Emily Housecamp, Graduate Assistant Hall Director

Wilson Okello, Graduate Assistant Hall Director

Dan Trapani, Graduate Assistant Hall Director

Tripp Hutchinson, Diversity House Manager

Scott Quinn, Resident Advisor

Alexis Halpin, Resident Advisor

Kimeh Kizekai, Resident Advisor

Kudirat Kafo, Resident Advisor

Attachment B

Priorities for 2010/11

- Establish a routine committee meeting time that allows for maximum attendance
- Recruit committee membership from a wide representation of HRL staff
- Establish three “umbrella” priorities for the academic year centered on:
 - in-hall programming and awareness
 - training
 - staff diversity
- Coordinate with HRL management on annual retreat to define diversity goals and outcomes as a principal part of the department’s 5 year plan
- Stay coordinated with the efforts of the Student Affairs Diversity Committee and the URI Equity Council

End of SADIV Executive Summary, Appendix 3

Appendix 4. Report of the Division of Academic Affairs Diversity Task Force, Submitted by Laura Beauvais, Interim Vice Provost for Faculty Affairs to the Equity Council.
[Academic Affairs Diversity Task Force Report 2010-11](#)