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Council for Inclusive Excellence

Center for Diversity and Inclusion

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Meeting Minutes, November 19, 2019

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Council for Inclusive Excellence

Tuesday, November 19, 2019 | FSC 2C

Meeting Notes

Members Present: Inge-Lise Ameer, Carolina Bogaert, Kelly Boutin, Melanie Cluley, Cecilia Cooper, Melissa Fajardo, Andy Jacques, Mailee Kue, Kongli Liu, Kevin K. Martins, Zach Pelletier, Bruno Raposo, Samuel Simas, Meaghan Trayner, Olivia Valenti

Members Not Present: Chris Albino, Madan Annavarjula, Buky Folami, Patricia Gomez, Ed Kairiss, Harsh Luther, Judy McDonnell, Christopher Morse, Kaoru Paganelli, Tim Paige, Wendy Samter, Marquise Watson, Amy Webster

I. Bias Incident Committee Report

- Committee members training is in progress
- Expanded membership to include Lily Otu, now up to seven members including Dr. Kwadwo Asare, Jordan Cruz, Laura Kohl, Dr. Mailee Kue, Dr. Kevin K. Martins, & Dr. Chris Morse
- Two student vs. student bias incidents have been reported & deliberated upon, in both cases the committee determined that a bias incident did occur, and forwarded each to conduct
- One staff, and one faculty related incident were reported and forwarded to HR
- Other incidents that were brought up to the attention of various staff members, but weren't reported through the Bias Incident Committee include a "Go back to China" reference, and a perceived lack of inclusion regarding the China / Hong Kong conflict

II. Faculty Mini-Conference – November 13

- Feedback from the group: Breakfast with facilitators described as validating by Kelly Boutin; Dr. Ameer found the professors exceptional, Meaghan Trayner got good take away ideas & creative presentation, Melanie Cluley found that presenters were pertinent throughout the day with each group they met, Dr. Kevin Martins thought developing a better way to support students & offer resources was the focus, Dr. Mailee Kue offered that outside voices can be valuable in helping the community heal
- The repetitive question through the day seemed to be "What do we do?"
- Presentation provided faculty with ideas on how to integrate concept into conversations
- Presentation resources available digitally to those who are interested, ask Melanie Cluley
- Olivia Valenti '20 offered the student perspective suggesting that the student body often thinks about Diversity & Inclusion as an event rather than something that is integrated within campus culture

- III. Chief Diversity Officer Meetings of Local Colleges and Universities
 - *How are you making sure you are being the most inclusive in everything you do every day* – Diversity and Inclusion as a lens
 - Met with PC, will meet with RWU, waiting to hear from RIC
- IV. Committee Breakout Discussions
 - Subcommittee members were given time to discuss their charge and next steps
- V. Ideas for Bryant's Future
 - Dr. Kevin Martins urged the group to participate and offer ideas, and to think about teaching & academics, not limit ideas to bullet #4
- VI. Reading Roundtable
 - Reach out to Melanie about Reading Roundtable, books are available
- VII. Reminder about Meeting Times
 - All asked to keep their Outlook calendars up to date, Carolina will send out a poll with options for next meeting date
- VIII. Student Advisory Board for Inclusive Excellence
 - Group has met twice and will be meeting for third time this coming Friday, November 22 at 3:30pm.
- IX. Announcements
 - Melanie Cluley and Alex Perullo are looking for volunteers for the *Diversity Portraits* project, let Melanie know if you are interested in participating, recording will take place on Monday, November 25, 10 am to 5 pm, at the recording studio
 - International Education Week going on this week, including interesting speakers, global scholars' stories, and a 2nd iteration of the *I Am an Immigrant Panel* on Friday. China Town Hall went very well with about 200 attendants