campus community about the progress and success of campus efforts to achieve inclusive excellence. “The work ahead of us is a testament to the strong commitment that our college and our state have made to inclusive excellence,” Sánchez said. “We will not wait for others to show us how to be inclusive. We will lead the way.”

MEMBERS OF THE COMMISSION

• Rhode Island Department of Health
  Chief of Minority Health Angie Ankoma

• United Way of Rhode Island Policy
  and Research Director Kyle Bennett ‘08

• Dorcas International Institute of
  Rhode Island Executive Director Kathy Cloutier

• Rhode Island Office of Post Secondary
  Education Sophia Grice

• Foster Forward Executive Director
  Lisa Guillaume

• Principal of the Islamic School of
  Rhode Island Abdelnasser Hussein

• Rhode Island Latino Arts Executive
  Director Marta Martinez

• Central Falls School District Family &
  Student Support Director Patricia Martinez ‘86

• College Visions Founder and
  Executive Director Simon Moore

• International Charter School Director
  Julie Noto ‘07

• Providence Police Department
  Commanding Officer of Patrol Bureau
  Operations Major Oscar Perez

• President and CEO of YWCA Rhode
  Island Deborah Perry

• Bank of America Senior Vice President
  and Private Client Advisor Yahaira Placencia

• Blue Cross Blue Shield of Rhode
  Island Vice President of Human
  Resources and Diversity & Inclusion
  Visael Bobby Rodriguez

• Rhode Island State Council for the
  Arts Director Randall Rosenbaum

• Providence Catholic Equity Initiative
  Founder and CEO Ray Two Hawks Watson

• The Kings Cathedral’s Very Right Rev.
  Dr. Jeffery Williams

• Providence Juvenile Hearing Board
  President Kira Wills

• Founder and CEO of ARISE and
  Board President of the Cambodian
  Society of Rhode Island Chanda
  Womack

• Providence Public Schools Chief
  Transformation Officer Heather Tow-Yick

Over the past several years, Rhode Island College has seen a dramatic shift in the demographics of its undergraduate student body. Recognizing diversity as a basic strength and committed to supporting those of differing beliefs and backgrounds, including but not limited to race, ethnicity, religion, sexual orientation, gender and ability, RIC has made “inclusive excellence” one of its core missions.

In alignment with that mission, a new division was created in February 2017 – the Division of Community, Equity and Diversity, led by Associate Vice President Anna Cano Morales.

RHODE ISLAND COLLEGE’S NEW DIVISION of Community Equity and Diversity

by Gita Brown

Cano Morales has also served on several nonprofit and state boards, including the Rhode Island Board of Elementary and Secondary Education, the University of Rhode Island Foundation Executive Board of Directors and the Rhode Island Latino Political Action Committee. She is currently chairwoman of the Central Falls School Board of Trustees.

a minor in Latin American literature. In 1999 she earned a Master of Social Work degree at RIC, specializing in policy, administration and systems. For a decade, she worked as associate vice president for grant programs for the Rhode Island Foundation and most recently served as director of the Latino Policy Institute at Roger Williams University. There she was responsible for stimulating public policy discourse and enhancing the public’s understanding of the Rhode Island Latino experience through data and research.

Cano Morales has also served on several nonprofit and state boards, including the Rhode Island Board of Elementary and Secondary Education, the University of Rhode Island Foundation Executive Board of Directors and the Rhode Island Latino Political Action Committee. She is currently chairwoman of the Central Falls School Board of Trustees.
Trainings for faculty, staff, and students are also planned, along with partnerships with faculty to further education on diversity and inclusion.

The goal, she said, “is to create a campus culture that embraces and fully engages diversities across divisions, schools, departments, and offices.”

“I cannot do it alone,” she added. “I am the chief diversity officer, but all of the departments on campus have a responsibility and a role to play in diversity, equity, and inclusion. It really involves all of us working together.” Cano Morales believes “we will never perfect a culture of inclusion,” for it is an ongoing process involving daily mindfulness. “It involves asking ourselves every day how we can do the best by our students,” she said.

Assisting Cano Morales is another new hire and RIC alumna, Director of Institutional Equity Margaret Lynch-Gadaleta, Esq. ’85. Lynch-Gadaleta leads the Affirmative Action Office and has the additional titles of affirmative action officer and Title IX coordinator. She supports Cano Morales by serving as the main point person regarding issues of access, equity, opportunity, and Title IX.

Cano Morales not only leads her division, she is the president’s lead coordinator for the Inclusive Excellence Commission, and works with the Dialogue on Diversity Committee, a longstanding, campus-wide, presidential committee.

Looking back on the past five months, the new vice president has felt extremely welcomed by the campus community and has accepted almost every invitation to attend student, faculty, staff, and alumni events. She said she looks forward to deepening partnerships, both on- and off-campus, and investing in initiatives that enhance communication, promote active involvement and support RIC’s highest priorities.

“President Sánchez has charged all of his vice presidents to become regional and national leaders in our areas,” she said. “That’s exciting. I know if President Sánchez publically commits to something, he is committed to succeed. So, we’re going to get there. We might not get there as soon as we may want, but by the next three to five years, we’ll get there.”

COMMUNITY PARTNERSHIPS

Rhode Island College will actively seek to partner with organizations, governmental entities, foundations, and businesses to promote community well-being and to provide beneficial opportunities for our students, faculty, and staff.

RIC School of Social Work Awarded $486K Grant for Substance Abuse Intervention Training

by Jeff Theodore

“The hope with [Screening, Brief Intervention, Referral and Treatment] is to make referrals earlier so there can be better treatment outcomes,” said Christopher Donovan-Dorval ’12, M.S.W. ’16.

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