# Minutes

Cultural Diversity Committee Meeting  
December 2, 2015 | 2:00 p.m. | 718 Langdale Hall

## Members Present

<table>
<thead>
<tr>
<th>Diane Belcher</th>
<th>Fernando Doria</th>
<th>Dashaunda Patterson</th>
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<tr>
<td>Justin Brightharp</td>
<td>Paula Gordon</td>
<td>Mandy Swygart-Hobaugh</td>
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<td>Elisabeth Burgess</td>
<td>Harley Granville</td>
<td>Heying (Jenny) Zhan</td>
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<td>Kevin Chappell</td>
<td>Darryl Holloman</td>
<td>Kimberly Bennekin</td>
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<td>Douglass Covey</td>
<td>Chris Oshima</td>
<td>Deborah Constable</td>
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<tr>
<td>Daniel Crimmins</td>
<td>Sarah Pallas</td>
<td>Erin Morrey</td>
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## Members Absent

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<tr>
<th>Lisa Armistead</th>
<th>Kelley Alexander</th>
<th>Fernando Reati</th>
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<tr>
<td>Annette Butler</td>
<td>Oliver Greene</td>
<td>Renee Schatteman</td>
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<td>Kofi Dadzie</td>
<td>Shiferaw Gurmu</td>
<td>Tanya Washington</td>
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<td>Mourad Dakhli</td>
<td>Heather Housley</td>
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<td>John Day</td>
<td>Amira Jarmakani</td>
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<td>Alexsandra Diaz</td>
<td>Kathryn Kozaitis</td>
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1. Meeting was called to order at 2:03pm
2. Minutes were approved [attachment]
3. New members from GPC were welcomed [attachment: membership roster]
4. New Business:
   a. Faculty
      i. Jenny Zhan will be our representative to the Enrollment Management Committee (Sara Weigle, chair)
      ii. Report from Equity subcommittee of FAC: The preliminary survey seeking information about why some faculty remain at Associate Professor level longer than required has been sent out to Associate and recently promoted Full Professors. Please encourage responses from faculty in your area.
      iii. Update from VP for Faculty Affairs office: Dr. Armistead is unable to attend today but two candidates have interviewed with one more to go. See [http://www.livestream.com/georgiastate](http://www.livestream.com/georgiastate) for video of the interviews.
   b. Disabilities Initiative: The subcommittee is in the process of identifying 2016-17 ADA projects. When the list is complete, Judith Emerson will share it with the committee.
   c. Staff: No news to report
   d. Students:
      i. SEI recommendations (Justin Brightharp in collaboration with Prof. Fernandes-Williams) [to be sent to FAC subcommittee]
         1. Did you feel your professor modeled and promoted a respectful and inclusive classroom environment?
2. Did you feel your professor was responsive and reasonably available to you outside of class times via email/phone/office hours?

ii. Hate speech/free speech conflicts on campuses [attachment: statement from Pres. Becker, links to further info]. Much discussion ensued. It was suggested that a periodic but random Campus Broadcast about diversity and related policy go out from the President, rather than publicly responding to individual incidents. Dr. Covey and Dr. Holloman summarized the numerous actions that have been taken in response to the latest incidents, including

1. The Dean of Students office and the Affirmative Action office have met with student groups including Malcolm X Grass Roots Student Organization, Atlanta Black Students Union, Intl Socialists, Black Student Alliance
2. Speak-outs have been held
3. Pres. Becker sent personal letters to each of the students who sent letters of complaint
4. Facilities division has been instructed to remove postings
5. City of Atlanta has been notified to look for postings on city property
6. A potential suspect has been put on notice regarding Student Code of Conduct and other relevant policies

According to Dr. Covey, students and student organizations are generally satisfied with the solution and the University’s method for handling the conflict.

iii. McGraw-Hill petition: This publisher of a 9th grade geography textbook for Texas public schools described slaves imported to the US from Africa as "immigrants" and "workers" in an illustration. The offending illustration has been corrected and the publisher has offered to replace textbooks for any school district that requests them (most have not). Malcolm X Grass Roots Student Organization has requested that GSU faculty avoid assigning textbooks published by McGraw-Hill, or offer students an alternative in cases where that is not possible. Profs. Umoja and Brattain are taking the lead on preparing a petition.

5. Old Business:
   a. Salary compression issue
      i. The second draft of the motion was approved pending insertion of data from subcommittees [attachment]
      ii. Subcommittee reports
         1. Salary comparison data (Kevin Chapell, Jenny Zhan): The publicly available data show a 15-20% disparity in mean salary between male and female professors at all ranks.
         2. Recruitment data and best practices (Mandy Swygert-Hobaugh, Lisa Armistead, Mourad Dakhli, Fernando Doria):
            a. Fernando Doria reported that Case-Western has good information to share with us. They mandate diversity
training for new hires and strongly recommend it for current employees. They provide trainers for search and promotion committees.

b. It came to light that in some cases, GSU upper admin has ruled against faculty or staff search committees on potential minority hires. Perhaps efforts to increase faculty diversity need to be more transparent at all administrative levels.

c. The NextGen initiative for faculty hires is supposed to focus on diversity, but how that will be implemented is unclear. The speaker (name??) talked about best practices and Elisabeth Burgess has information to share.

3. Retention data and best practices (Oliver Greene, Harley Granville, Diane Belcher): Oliver Greene has provided data in tabular form, Harley Granville will graph it up for distribution to the committee.

b. Anti-bias training
   i. Project Implicit [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/)
   ii. Data on bias complaints were collected at GSU at one time, similarly to what is done at Harvard [https://harvard.az1.qualtrics.com/jfe/form/SV_dbYjMYWQ4hFEhEN](https://harvard.az1.qualtrics.com/jfe/form/SV_dbYjMYWQ4hFEhEN), but due to legal issues, the practice was discontinued.

6. Announcements
   - Dr. Jennifer Raymond at Stanford will give a seminar on Gender Bias and the Brain December 11 at 1:00 PM in Speaker’s Auditorium, Student Center East.