# Minutes
## Cultural Diversity Committee Meeting
### August 30, 2016 | 3:30 p.m. | 718 Langdale Hall

**Members Present**
- James Ainsworth
- Kelley Alexander
- Diane Belcher
- Kimberly Bennekin (Webex)
- Kimberly Bennekin
- Annette Butler
- Daniel Crimmins
- Kathryn Crowther
- Mourad Dakhli
- Fernando Doria
- Judith Emerson
- Matthew Gayman
- Harley Granville
- Joann Lee Joyner
- Kathryn Kozaitis
- Erin Morrey (Webex)
- Sarah Pallas
- Kavita Pandit
- Dashauda Patterson
- Scott Pieper
- Cherie Rainwater (Webex)
- Fernando Reati
- Renee Schatteman
- Yali Zhao

**Members Absent**
- Debora Constable
- Douglass Covey
- Kofi Dadzie
- Jason Flato
- Paula Gordon
- Shif Gurmu
- Darryl Holloman
- Heather Housley
- Chris Oshima
- Akinyele Umoja
- Ariday Walkes
- Tanya Washington
- Jun Yin

1. Meeting called to order at 3:36.
2. April minutes approved.
3. Sub-committee Reports:
   - Diversity Inclusion - John Day and Harley Granville held summer meetings to discuss a proposal for a Diversity and Inclusion Center at GSU. Campus diversity groups and external stakeholders (local businesses and community organizations) have expressed interest. John and Harley recommended inviting Associate Provost Robin Morris to the next CDC meeting to discuss how to move forward.
   - Anti-Bias Training – Fernando Doria and Mourad Dakhli reported on responses from 16 US universities from the academic management listserv about whether they had anti-bias faculty training and whether it was mandatory. Schools differed in their anti-bias training practices. The advantages of mandatory anti-bias training, e.g., avoiding self-selection bias, were mentioned. Discussion ensued about how to administer such training. Next steps: review various anti-bias training program options to inform a recommendation.
     i. Haven for Employees – Annette Butler provided information about sexual misconduct prevention training for all GSU employees ([http://odaa.gsu.edu/2016/07/21/title-ix-education/](http://odaa.gsu.edu/2016/07/21/title-ix-education/)). Employees including graduate students with university-funded assistantships should complete the sexual misconduct training. In person training is available
for graduate students. In person and the web-based (Haven) training is available for employees. The online or in-person training provides everyone with their reporting responsibilities as responsible employees. Training is also available, but not mandatory for students. Several CDC members requested the Haven link. Annette will send the link for distribution to the CDC.

- **Departmental Diversity Statements** – Kelley Alexander reported that the subcommittee met; departments with and without diversity statements have been identified. Next steps are to draft a template that could scaffold department development of such statements. The subcommittee would welcome additional members to help draft a statement template.

- **Disabilities Initiatives** – Judith Emerson reported that there is now university-level disability support for non-students (visitors, faculty and staff) to improve campus accessibility for everyone. People who need accommodations can contact Disability Services (http://disability.gsu.edu/) or Judith.

4. **Old Business**
   - **SEI revision** –
     i. There was discussion of the need for continuing attention to this issue. Despite Senate support for change, little change appears to have occurred; however, as Sarah Pallas noted, the Faculty Affairs Committee (FAC) held an SEI Summit last spring. One outcome of the summit is a new FAC subcommittee focused on rethinking SEIs. Diane Belcher offered to invite Elizabeth West, chair of this FAC subcommittee, to the next meeting.

   - **Faculty Salary Compression** –
     There was acknowledgment of the need to continue to discuss equity issues vis-à-vis current efforts to address faculty salary compression. Sarah Pallas helped the committee recall last year’s discussion, results of an informal faculty salary study that suggested gender inequities, and the committee’s unsuccessful attempt to move forward with a recommendation. The reality of limited resources for addressing all salary inequities was duly noted, but the need for continued attention to these issues was also discussed. Perimeter faculty salary compression was also mentioned as meriting future attention.

5. **New Business**
   - **Possible Goals for 2016–2017**:
     Explore options for establishing means of creating campus-wide opportunities for research, teaching, and practice of concepts of diversity and inclusion for students, faculty, staff; develop an anti-bias training recommendation; discuss ways of adding social justice to the undergraduate curriculum; support development of department diversity statements; continue support for SEI revision and discussion of salary equity issues and how they might be addressed.
Meeting was adjourned at 5:07 p.m.