Minutes
Cultural Diversity Committee Meeting
September 26, 2016 | 3:30 p.m. | 718 Langdale Hall or via Webex

Members Present
James Ainsworth  Juan Galvis (SGA)  Sarah Pallas
Diane Belcher  Matthew Gayman  Kavita Pandit
Kimberly Bennekin (Webex)  Paula Gordon  Scott Pieper (Webex)
Kathryn Crowther (Webex)  Darryl Holloman  Cherie Rainwater (Webex)
John Day  Vickie Houston (rep. A. Butler)  Renee Schatteman
Fernando Doria  Joann Lee Joyner  Elizabeth West (guest)
Judith Emerson  Kathryn Kozaitis
Kendra Fullmore (SGA)  Erin Morrey

Members Absent
Kelley Alexander  Jason Flato  Akinyele Umoja
Annette Butler  Harley Granville  Ariday Walkes
Debora Constable  Shif Gurmu  Tanya Washington
Douglass Covey  Heather Housley  Jun Yin
Daniel Crimmins  Chris Oshima  Yali Zhao
Kofi Dadzie  Dashaunda Patterson
Mourad Dakhli  Fernando Reati

Meeting called to order at 3:37.

1. Welcome to the new student members from SGA: Juan Galvis, Faria Alam, and Leonardo Rodriguez.

2. Approval of Minutes August 30, 2016
   a. Motion to approve August 30, 2016 minutes was passed with amendments.

3. Elizabeth West, FAC SEI Subcommittee Chair
   a. The faculty Affairs Committee (FAC) has formed a nine-member subcommittee to suggest SEI (student evaluation of instruction) revisions. One goal of the subcommittee is to clarify the purpose of SEIs. The revised instrument to be proposed will have three sections: student self-assessment, course assessment, and instructor assessment. Discussion ensued. Sarah Pallas raised concerns about the bias inherent in evaluating faculty based on a global ‘instructor effectiveness’ item. Diane Belcher mentioned that the CDC had drafted and recommended last year an item on inclusiveness. James Ainsworth encouraged the subcommittee to consider such new items when they revise the SEI instrument. Kavita Pandit asked about the timeline for the SEI revisions, and Elizabeth West informed the committee that the SEI subcommittee will
meet in November to revise items and propose revisions at the beginning of spring semester.

4. Subcommittee updates
   a. Diversity & Inclusion
      i. John Day, Harley Granville, Diane Belcher, and Kavita Pandit met with Robin Morris to discuss the concept of a Diversity and Inclusion Center at GSU. Robin Morris informed them that the Executive Committee had an extensive, robust conversation about diversity and the strategic plan. Instead of developing a physical center for diversity and inclusion, they would like to focus on a culture change within the university. This would entail putting more emphasis on inclusion than on “diversity” and promoting an “I belong” feeling among all university community members. John Day reported that the Executive Committee is committed to providing resources to implement a model for culture change, which the CDC can play a major role in developing. The next steps are for the CDC subcommittee to come up with a plan and present a report to the CDC and Robin Morris. Discussion ensued. Some members expressed concern about the lack of diversity at the level of faculty and administration.
      ii. John Day and Harley Granville met to discuss what that “culture change” model might look like. The steps they identified and suggested included:
         1. Define the current culture’s Strengths, Weaknesses, Opportunities, and Threats (SWOT analysis).
         2. Define the desired culture and examine the organizational structural changes necessary for an inclusive culture.
         3. Align the goals of the organization and close the gaps.
         4. Make decisions about how to implement steps, create a budget and find funding.
         5. Design a plan and create a new framework.
         6. Implement changes and collect data to measure the effectiveness.
         7. Analyze and evaluate data and report progress.

Old/New Business

1. Faculty salary compression
   a. Diane Belcher would like to request data about faculty salary compression, but, first, she would like some input from committee members on the questions to ask.
2. Niqabs on campus
   a. There was a recent incident where a teacher asked a student to remove her niqab because of the State of Georgia anti-mask law. The university supported the student’s right to wear the niqab “as a part of religious practice” (http://www.ajc.com/news/news/local/georgia-state-student-refused-to-remove-muslim-veil/). A discussion ensued about faculty training on diversity issues.

3. Mothers of Black Boys United
   a. Erin Morrey has invited the committee to assist in developing a partnership with MOBBU to examine how black male students, faculty and staff are perceived and treated on campus. There are about 8 mothers in MOBBU who have sons at GSU.

Meeting was adjourned at 5:07 p.m.