Minutes
Cultural Diversity Committee Meeting
November 1, 2016 | 3:30 p.m. | 718 Langdale Hall or via Webex

Members Present
Kelley Alexander          Kathryn Crowther          Erin Morrey (Webex)
Diane Belcher            John Day                Sarah Pallas
Annette Butler           Fernando Doria           Kavita Pandit
Kimberly Bennekin        Harley Granville         Dashaunda Patterson (Webex)
Debora Constable (Webex)  Darryl Holloman          Scott Pieper (Webex)
Daniel Crimmins          JoAnn Lee-Joyner         Renee Schatteman

Members Absent
James Ainsworth          Juan Galvis (SGA)         Cherie Rainwater
Douglass Covey           Matthew Gayman           Fernando Reati
Kofi Dadzie              Paula Gordon             Akinyele Umoja
Mourad Dakhli            Shif Gurmu              Ariday Walkes
Judith Emerson           Heather Housley          Tanya Washington
Jason Flato              Kathryn Kozaitis        Jun Yin
Kendra Fullmore (SGA)    Chris Oshima            Yali Zhao

Meeting called to order at 3:41.

1. Approval of Minutes September 26, 2016
   a. Motion to approve minutes was passed without amendments.

2. AA/EEO Training & Compliance Office
   a. Annette Butler, Director of AA/EEO Training and Compliance, gave an overview of her department and summarized the sexual misconduct policy at Georgia State, reviewed employee responsibilities, and discussed bystander intervention strategies. All responsible employees have a responsibility to report incidents of sexual misconduct. Student violations should be reported to Deputy Title IX Coordinator, Darryl Holloman, and Faculty/Staff/Contractor violations should be reported to the Primary Title IX Coordinator, Linda Nelson. Those who report an incident should be informed of the availability of confidential support services. Students can contact Student Victim Assistance, the Student Health Clinic, and the Counseling Center for confidential support services, and employees can contact Faculty and Staff Assistance (FASA) for confidential support services. A discussion ensued about the rights of the accused and the investigation process. Interested administrators, faculty, and staff can request an in-person training with Annette Butler or any of her team.

3. Subcommittee updates
   a. Anti-bias Training
Mourad Dakhli, Fernando Doria, and Sarah Pallas contacted several colleges and universities to investigate practices around anti-bias training. Sarah Pallas spoke with a colleague from Stanford University who gives lectures on implicit bias. She shared some research about how it manifests at universities. The subcommittee is looking at faculty training through diversityedu.com which comes highly recommended from several well-known universities. Also discussed was the possibility of mandating anti-bias training for faculty, administrators and staff involved in hiring recommendations or decisions.

Diversity & Inclusion

John Day and Harley Granville discussed the next steps for diversity and inclusion. They would like to find an appropriate instrument for online training. They discussed the Diversity Profile Instrument. The instrument has 48 questions measuring six competencies around diversity with a personalized training profile. The university can access data from faculty, staff, administrators, and student leaders to determine gaps. It is cost effective ($25 per profile). It may be easy to mandate this kind of training for staff but not as easy to require it for faculty. A discussion ensued about whether to do a climate survey first. Accreditation review is coming up, so the CDC committee might want to look at the diversity goals in the strategic plan and design initiatives specific to those goals. Recommended next steps include inviting Robin Morris to a CDC meeting to discuss the feasibility of these measures.

Old Business

1. Faculty salary compression
   a. Diane Belcher discussed requesting information about faculty salaries. It may not be necessary to receive Senate approval first.

2. Niqabs on campus and related issues
   a. Darryl Holloman followed up on the discussion from September on a recent incident where a faculty member asked a student to remove her niqab because of the State of Georgia anti-mask law. Georgia does have this law, but the university does not have a policy to enforce it. It is also not in the Student Handbook. University employees should respect students’ rights to freedom of religion. Faculty need training to increase sensitivity.

New Business

1. Transphobia and exclusion
   a. A current Georgia State University student who is transgendered posted a blog that is critical of university policies toward transgendered students. This student
pointed to concerns about how gender inclusive housing is assigned, difficulties with finding gender neutral restrooms on campus, the lack of a university pronoun policy, and technological problems with name changes. A discussion ensued about these policies. Darryl Holloman discussed program support for transgender students. They have training for administrators and discussion groups. He mentioned that all students must apply for housing again at the start of the year. A discussion ensued about listing the buildings and floors that have gender neutral bathrooms. A discussion ensued about preferred pronoun and name policies (or lack thereof) across university systems. Most often, the burden is on students to advocate for themselves with faculty and others. This may be something the committee wants to follow-up on either by addressing policy or providing faculty and staff training. Regarding restrooms, Darryl Holloman is waiting to receive a complete list of gender neutral restrooms on campus, which could be shared with the university community. Annette Butler is reviewing policies and guidelines for gender neutral restrooms and will look into what compliance with government regulations entails.

Meeting was adjourned at 5:09 p.m.