Meeting called to order at 3:38 pm and adjourned at 5:05 pm.

1. Approval of Minutes March 7, 2017
   a. Motion to approve minutes passed.

2. Subcommittee updates
   a. Implicit Bias Training
      i. Kavita Pandit and Laura Lohman plan to meet with the College of Arts and Sciences to arrange a pilot.
   b. Diversity & Inclusion
      i. There are no updates.
   c. Department Diversity Statements
      i. Kelley Alexander reported on the sub-committee progress. The subcommittee has drafted a sample diversity statement and they are preparing for next steps. Discussion ensued about the language of the sample diversity statement and how to encourage departments to adopt a diversity statement. Action Item: The Department Diversity Statements subcommittee will talk to Legal Affairs about college and departmental adoption of diversity statements before making a proposal for the faculty senate.
Old Business

1. Faculty diversity
   a. A discussion ensued about possible next steps for the proposal for recruitment and retention of under-represented faculty, which had been approved online by the committee. Some committee members are in favor of bringing the proposal to the Faculty Affairs Committee as is for their approval, but some committee members suggested that a taskforce be formed to collect data and provide rationales for the specific recommendations made in the proposal. The proposal is more likely to be approved by the Senate if it goes through Faculty Affairs first. **Action Item:** Jim Ainsworth, Erin Morrey, Diane Belcher, and JoAnn Lee-Joyner will work on strengthening the rationale for some of the recommendations and bring it back to the CDC for final approval before taking to Faculty Affairs.

2. Faculty grievance process
   a. Sarah Pallas and Kelley Alexander researched the grievance policies at GSU. Each college does have a process for grievances but they are not well-publicized. Next steps might include encouraging colleges to make the grievance policies more transparent. Perimeter College currently does not have a grievance process, but they are still working on their bylaws. Kavita Pandit and Laura Lohman mentioned that they plan to include information about grievance procedures in the faculty handbook revisions.

New Business

1. Farewell to this year’s committee members
   a. A special thank you to those who have completed their service on the Cultural Diversity Committee and are not planning to continue with the committee next year, especially to Sarah Pallas, a former committee chair, who is leaving after many years of service on committee. Also, thanks to Diane Belcher, this year’s chair.

2. Future Meeting
   a. April 17 (Monday): 3:30-4:30 pm, 25 Park Place, Rm. 2150: Organizational meeting for new members and chair election

Action Items

a. The Department Diversity Statements subcommittee will talk to Legal Affairs about college and departmental adoption of diversity statements before making a proposal for the faculty senate.
b. Jim Ainsworth and others will work on strengthening the rationale for some of the recommendations in the faculty diversity proposal and bring it back to the CDC for approval before taking to Faculty Affairs.