Cultural Diversity Committee Agenda
Tuesday, February 7, 2017 | 3:30-5:00 pm | 25 Park Place, Rm. 2150
or via WebEx: gsumeetings.webex.com/meet/dbelcher1; meeting number and access code: 733 492 133; audio: US Toll +1-415-655-0002

Members Present
James Ainsworth
Kelley Alexander
Diane Belcher
Kimberly Bennekin
(Webex)
Debora Constable
(Webex)
Daniel Crimmins (Webex)
Kathryn Crowther
Mourad Dakhli
John Day
Fernando Doria
Matthew Gayman
Paula Gordon
Shif Gurmu
Darryl Holloman
Heather Housley
JoAnn Lee-Joyner
Laura Lohman
Erin Morrey
Chris Oshima
Sarah Pallas
Dashaunda Patterson
Scott Pieper
Fernando Reati
Renee Schatteman
Kristie Walker (for Annette Butler)
Yali Zhao

Members Absent
Annette Butler
Douglass Covey
Kofi Dadzie
Judith Emerson
Jason Flato
Kendra Fullmore (SGA)
Juan Galvis (SGA)
Harley Granville
Kathryn Kozaitis
Kavita Pandit
Cherie Rainwater
Akinyele Umoja
Ariday Walkes
Tanya Washington
Jun Yin

Meeting called to order at 3:35 pm and adjourned at 5:04 pm.

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

2. CDC Meeting Room Change
   a. Diane Belcher explained that the CDC meetings have been moved to the Room 2150 in 25 Park Place to better accommodate participants who use Webex.

3. Travel Ban and GSU International Students
   a. Heather Housley, the Director of International Student and Scholar Services (ISSS) spoke about how international students at GSU might be affected by the recent executive order (now lifted) which denied US entry to people from 7 different countries. The Department of State had signed a memo revoking visas for people from these countries. Visas allow international students entry to the United States. Even if visas are revoked, students’ status does not change. As long as they are following the rules outlined in SEVIS, they are not illegal.
   b. There are 3000 international students at GSU, and 62 of those students are from one of the seven countries mentioned in the executive order. In fact, about 50 students are Iranian graduate students in the College of Arts and Sciences. Many have assistantships during the school year, but they usually go home in the summer. If the travel ban continues, they will not be able to
leave, as they will not be able to return. Because of these recent
developments, ISSS staff are encouraging those who make admissions
decisions to make them as early as possible for Fall 2017.

c. ISSS staff sent out a letter about the current situation to the international
students. Committee members were asked to be supportive during this time
and contact ISSS if they have or hear of concerns. Committee members can
also direct concerned students, staff, and faculty to links on the ISSS website
for the most current information: http://isss.gsu.edu/2017/02/17/recent-updates/.

d. Committee members were also encouraged to participate in the EATS
program, later in the semester, whereby faculty and staff host international
students in their homes for a traditional American meal.

4. Faculty Affairs and Diversity Initiatives

a. Laura Lohman, the new Assistant Director for Faculty Development, reported
for Kavita Pandit on new initiatives. The office is currently revising the
promotion and tenure manual, non-tenure track faculty manual, and the
faculty handbook. They are also currently working on improving access and
collection of data so that questions related to equity can more easily be
answered.

b. Laura Lohman highlighted two Faculty Affairs programs ongoing this year.
The first is a leadership program for deans and other administrators, and the
second, is the Lunch and Learn series for chairs. The office is prioritizing
providing training to department job search committees, which will include
recommended practices to increase faculty diversity in applicant pools.

c. Another planned program for next year is a mid-career leadership academy
for faculty. CETL is offering a speaker series on teaching for social justice and
democracy starting February 17. There is also a four-week online workshop
starting on February 17 called Mastering Accessibility: The Faculty Role,
which seeks to provide faculty with information about universal design to
make classrooms more accessible for students with learning differences.

d. Faculty Affairs is currently accepting recommendations for three faculty
awards; The alumni distinguished professor award, the outstanding faculty
award and the faculty service award. The deadline for recommendations is
February 17.

e. The office has recently seen an increase in and has consulted with faculty
seeking grants to provide mentorship and support services for diverse
graduate students and faculty.

f. A discussion ensued about faculty diversity and inclusion training and
whether mandating it would encourage faculty who would not normally
participate in such training to do so.

5. Subcommittee updates

a. Diversity & Inclusion: John Day, Director of Diversity Educational Planning,
reported that the diversity profile instruments have been sent out to faculty
and staff to be piloted. The deadline for piloting them is February 22. The D&I
committee will report on the results at the next meeting. There have also
been a number of successful lunch and learns this year. The format has really
engaged participants across campus, and there are plans to continue these professional development opportunities. The office is also planning to employ gamification with an online passport program to increase student awareness of student services by going to different places on campus for points.

b. Diversity EDU.com – Sarah Pallas reviewed the online training program which has separate modules for search committees, faculty and students to improve cultural competency. The training can be customized and the training includes pre- and post- assessments. 90% of faculty who take this training report that it was helpful. The price is less than a dollar per person, with discounts for large groups. Sarah would recommend this online tool for training.

Other Business

6. Transphobia and exclusion
   a. Kristie Walker reported that there is an app to help transgender students find appropriate restrooms near them anywhere in the US, including GSU: http://www.refugerestrooms.org/. Kristie’s and Annette Butler’s audit of gender inclusive restroom will soon be completed, and will include Perimeter campuses. Regarding a preferred name policy, Darryl Holloman has begun discussion of the possibility of this with the Registrar’s Office.

7. Faculty Diversity
   a. Diane Belcher proposed that the CDC committee draft a motion to require a trained Diversity and Inclusion advocate to advise faculty search and/or promotion committees to increase diversity. A discussion ensued about the resources necessary to carry out this initiative. Some concern was expressed that the focus should not be solely on recruitment but also on retention. A suggestion was made that a proposal include several components. Diane will draft a proposal and send it to committee members.

8. Exit Interviews and Climate Surveys
   a. A discussion ensued about the climate for diverse faculty and staff. Some members advocated for an exit interview to collect information. There was further discussion about whether Faculty Affairs would be the appropriate office to administer these. It was suggested that Kavita Pandit be asked whether exit interviews are allowed now and if Faculty Affairs will administer them. Members also discussed whether a climate survey would be effective for collecting information about faculty and staff attrition. There was a suggestion that a mentoring and support program for diverse faculty and staff might be effective in retention.

9. Faculty Grievance Process
   a. Sarah Pallas and Kelly Alexander reported that there is no designated person or standing committee listed on the GSU College of Arts and Sciences website to report faculty grievances to. They are reviewing these procedures by college right now.
Future Meetings
March 7, April 4 (Tuesdays): 3:30-5:00 pm: 25 Park Place, Rm. 2150