Cultural Diversity Committee Meeting Minutes
Monday, April 17, 2017, 3:30-4:30 pm
25 Park Place, Rm. 2150
or via WebEx: access code: 738 190 236; password: jPfY2Mif; phone: +1-415-655-0002

Members Present
James Ainsworth      Fernando Doria      Scott Pieper
Lisa Alembak        Matthew Gayman      Alessandra Raengo
Diane Belcher        Syntoria Johnson   Fernando Reati
Kelley Alexander    Laura Lohman        Audrey Shilnokov
Kathryn Crowther    Romney Norwood      Yali Zhao
Mourad Dakhli       Kavita Pandit

Members Absent
Kimberly Bennekin   Juan Galvis (SGA)    Sarah Pallas
Annette Butler      Paula Gordon        Dashauda Patterson
Debora Constable    Harley Granville    Cherie Rainwater
Douglas Covey       Shif Gurmu          Renee Schatteman
Daniel Crimmins     Darryl Holloman     Akinyele Umoja
Kofi Dadzie         Heather Housley      Ariday Walkes
John Day            Kathryn Kozaits      Tanya Washington
Judith Emerson      JoAnn Lee-Joyner     Jen Yin
Jason Flato         Erin Morrey
Kendra Fullmore (SGA)    Chris Oshima

Meeting called to order at 3:39 pm and adjourned at 4:30 pm.

1. Approval of Minutes April 4, 2017
   a. Motion to approve minutes passed with three amendments; an addition to the attendance, a change in wording to (2a) implicit bias training, and a name change to the faculty grievance process.

2. Chair Election
   a. Attendance is minimal and there isn’t a quorum, so it was decided to postpone the nominations and election of a new chair for the committee. **Action Item:** Diane Belcher will coordinate online voting.

3. Committee Goals and Continuing Projects for 2017 - 2018
   a. Faculty Diversity Proposal
      i. James Ainsworth worked on providing a rationale for the proposals in the faculty diversity statement. He looked at the expired diversity strategic plan and reported that the expired plan addresses student diversity, faculty diversity, staff diversity, and disability diversity. There was a discussion about next steps. It was suggested that the proposal be brought to the Faculty Affairs Committee. The proposal would like to address the discrepancy between student body and faculty diversity by hiring more diverse faculty, asking for competitive...
salary packages, and building in accountability with ongoing data collection and exit interview. **Action Item:** James Ainsworth has agreed to present the draft motion to the Faculty Affairs Committee. **Action Item:** James Ainsworth will continue to collect data from the Office of Institutional Effectiveness.

b. **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.

c. **SEI global item on Instructor Effectiveness**
   i. The status of the work of FAC’s SEI (Student Evaluation of Instruction) Subcommittee is not known.

4. **New Business**
   a. **Prayer Space on Campus**
      i. Students have been asking about a place to pray on campus. This space exists but probably needs to be better advertised.

5. **Old Business**
   a. **Name policy for transgender students**
      i. The new Registrar may be interested in addressing this policy. **Action Item:** Review the policy at the beginning of fall semester.

6. **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. Diane Belcher will coordinate online voting for the new chair.
   c. James Ainsworth has agreed to present the faculty diversity proposal to FAC.
   d. James Ainsworth will continue to collect data for the faculty diversity proposal from the Office of Institutional Effectiveness.
   e. Review the name change policy at the beginning of fall semester.