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  
Lisa Alembak  
Diane Belcher  
Kelley Alexander  
Kathryn Crowther  
Mourad Dakhli  
Fernando Doria  
Matthew Gayman  
Syntoria Johnson  
Laura Lohman  
Romney Norwood  
Kavita Pandit  
Scott Pieper  
Alessandra Raengo  
Fernando Reati  
Audrey Shilnokov  
Yali Zhao  
Kimberly Bennekin  
Debora Constable

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

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.