

Cultural Diversity Committee Meeting Minutes

Tuesday, March 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	Kathryn Crowther	Kavita Pandit
Diane Belcher	John Day	Sarah Pallas
Kimberly Bennekin (Webex)	Judith Emerson	Scott Pieper (Webex)
Annette Butler	JoAnn Lee-Joyner	Cherie Rainwater (Webex)
Debora Constable (Webex)	Laura Lohman	Yali Zhao
Daniel Crimmins	Erin Morrey	

Members Absent

Kelley Alexander Douglass	Matthew Gayman	Dashaunda Patterson
Covey	Paula Gordon	Fernando Reati
Kofi Dadzie	Harley Granville	Renee Schatteman
Mourad Dakhli	Shif Gurmu	Akinyele Umoja
Fernando Doria	Darryl Holloman	Ariday Walkes
Jason Flato	Heather Housley	Tanya Washington
Kendra Fullmore (SGA)	Kathryn Kozaitis	Jun Yin
Juan Galvis (SGA)	Chris Oshima	

Meeting called to order at 3:32 pm and adjourned at 5:02 pm.

1. Approval of Minutes Feb. 7, 2017

- a. Motion to approve minutes was passed without amendments.

2. Faculty Affairs and Diversity Initiatives

- a. Kavita Pandit discussed various functions the Office of Faculty Affairs fulfills at GSU. Faculty Affairs handles human resources, promotion, tenure, professional development, awards, grants, and initiatives for faculty. One of the current initiatives from Faculty Affairs is the Lunch and Learns for department chairs. This opportunity provides a space for mentorship and leadership development.
- b. The Office is also updating the faculty handbook and their website. The faculty handbook is out-of-date, and they would like suggestions for revision about what faculty need to know. Staff in the office are planning webpages for prospective faculty members; onboarding for new faculty; and resources for department chairs and hiring committees.

3. Succession Planning and Professional Development

- a. A discussion ensued about executive leadership groups for women and leadership academies for faculty interested in transitioning into administrative roles. A different discussion ensued about succession planning and possible term limits for chairs. Some departments are considering this for their bylaws. Faculty Affairs is focused on faculty development. More efforts

need to be made to provide development for staff, especially men of color or employees from diverse backgrounds.

4. Faculty from under-represented backgrounds and attrition

- a. It would be helpful to determine what accounts for faculty attrition especially from faculty from under-represented backgrounds because the attrition rate for these groups appears to be higher. Some members would like to do systematic exit interviews with faculty who have decided to leave the university. A climate survey would also be helpful for current faculty and staff. A climate survey might reveal issues that the committee can address, but there may need to be some university administrative support before a climate survey is attempted. Use of focus groups to collect data.

5. Subcommittee updates

- a. Implicit Bias Training: Mourad Dakhli, Fernando Doria, Sarah Pallas
 - i. The subcommittee is reviewing the information they received about programs other colleges and universities are using.
- b. Diversity & Inclusion: John Day, Harley Granville et al.
 - i. There are no updates.
- c. Department Diversity Statements: Kelley Alexander, Debora Constable, Scott Pieper
 - i. Scott said the subcommittee met to review the department statements they collected. **Action Item:** The subcommittee will draft a motion for the April meeting.

Old Business

1. Transphobia and exclusion

- a. Annette Butler reported that her office has updated the GSU (downtown) list of unisex/gender neutral restrooms, and the online map at [refugerestrooms.org](http://www.refugerestrooms.org) (see below) can have sites added to direct students, faculty, and staff to GSU refuge restrooms. The links to the website are <http://www.refugerestrooms.org/restrooms/1211> and <http://www.refugerestrooms.org/restrooms/21282>. There are about thirteen unisex/gender neutral restrooms on campus; dorm rooms have private restrooms.

2. Increasing faculty diversity

- a. Diane Belcher proposed a draft for a motion to increase diverse faculty recruitment, hiring, and retention. A discussion about the draft ensued. **Action Item:** Diane will revise the draft and email it to committee members including information about data gathering, hiring goals, and evaluating the progress of these measures. Approval of the draft motion will be solicited online.
- b. In further discussion of this initiative, a concern was expressed about the need for funding to increase resources. If the committee approves the motion, it will be presented next to the Faculty Affairs Committee, and if approved by them, then to the Senate for a campus-wide vote. Sarah Pallas

mentioned that the Diversity.edu training has a training module specifically for faculty recruitment and hiring.

3. Faculty grievance process

- a. Sarah Pallas and Kelley Alexander are reviewing what other higher institutions do. There is an effort to consolidate procedures for GSU and Perimeter.

New Business

1. The Diversity Strategic Plan for 2011-2016 has expired and will not be renewed because many of its goals have been incorporated into the revised university strategic plan. The strategic plan and the diversity strategic plan can be found at <http://odaa.gsu.edu/diversity/2011-2016-diversity-strategic-plan/> and <http://strategic.gsu.edu/gsu-strategic-plan/>. The plans were initially developed separately.

Other Business

- a. A concern was raised about potential child care issues for faculty, staff, and students during spring break and other holidays because the local school districts do not have breaks at the same time as the university. Different districts have different breaks, so there may not be a solution.

Action Items:

- The Department Diversity Statements subcommittee will draft a motion for the April meeting.
- Diane will revise the draft faculty diversity motion and send to the committee members.

Future Meeting

April 4 (Tuesday): 3:30-5:00 pm: 25 Park Place, Rm. 2150