University Senate Cultural Diversity Committee
Minutes, October 10, 2018

In Attendance:


Minutes:

1. Meeting called to order by Jim Ainsworth at 3:00.
2. Motion to approve Minutes of September 12, 2018, approved.
3. Subcommittee Organizers: organizers selected to schedule first meeting of subcommittees; first order of business to be election of subcommittee chairs:

   a. Faculty Diversity (Next Gen Commission)
      Tonia Durden
   b. LGBTQ
      Lanette Brown
   c. Gen. Student Related Diversity
      Jeffrey Coleman
   d. General Faculty Diversity
      Emanuela Guano

4. Next Generation of Faculty, Jim Ainsworth (Mary Beth Walker originally planned to give an update, but she had a conflict

   a. Commission was charged to conduct 48 focus groups on diversifying the faculty; Jim Ainsworth asked committee to encourage department faculty to participate.
   b. Focus group interviews will be followed by a campus-wide Climate Survey of all faculty in the spring.
   c. Data will be used to make recommendations to the President.
   d. Three subcommittees will look at Faculty Recruitment; Retention; Engagement.

Discussion: 1) It was asked whether there will be opportunities to make recommendations RE staff and students; unfortunately this was not part of the commission's objectives. 2) It was asked if the commission would look at issues of diversity other than race; focus groups will be organized around issues of race, gender and sexual orientation.
5. Introduction of CETL Initiative to address student evaluation bias and complaints regarding faculty/GTA with accents. Diane Belcher, Viviana Cortes, Stephanie Lindemann.

   a. Cortes explained that CETL has noticed increase in complaints about accents among following categories of instructors:

   1. New Faculty (non-native speakers)
   2. Graduate Teaching Instructors (not part of international teaching faculty) lower evaluations pose risk of losing assistantships
   3. Faculty with student assistants in large sections faculty receive lower evaluations because of foreign or non-native speaking assistants

   b. Lindemann described Purdue University module developed to work with students regarding bias.
   Strategies: 1) to address attitudes about English proficiency; 2) develop strategies to increase comprehension practice and experience with accents.

   c. GSU is currently piloting a program to work with International Teaching Assistants and students.

Discussion: 1) This should be explored by the Student Diversity subcommittee. 2) There has been a voluntary staff program since 2011 on diversity inclusion competency that requires 5 courses to be completed in two years.

6. Discussion of Interdisciplinary Cultural Diversity Certificate.

7. Update on Gender Non-specific Bathrooms, Jim Ainsworth.

With goal of securing one non-specific bathroom in every building on campus, meetings had been held with Jared Poley, Ramesh Vakamudi and Jerry Radcliff regarding goal, and all express support. Radcliff suggested calling them “unisex bathrooms” for greater community support.
Andrew Young has started transforming offices into unisex bathrooms.

It was agreed that this committee will remain engaged with this issue, keeping an eye on progress and encouraging the administration to achieve the goal of securing one bathroom in each building.

Suggestion to broaden the populations to families and people with disabilities.

8. LGBTQ Alliance – concerns about faculty sponsors; no funding; need for a leadership role.
LGBTQ subcommittee will address issue of securing GSU staff position to support the LGBTQ community on campus(es).

9. Meeting adjourned at 5:00.