Meeting convened at 3:30pm

Members Present:

James Ainsworth
Diane Belcher
Kimberly Bennekin
Lakeyta Bonnette-Bailey
Lanette Brown
Annette Butler
Allison Calhoun-Brown
Daniel Crimmins
Kathryn Crowther
Tonia Durden
Jonathan Gayles
JoAnn Lee-Joyner
Ryan Lake
Tracey McKinney
Stacey Mitchell
Erin Morrey
Kavita Pandit
Rasha Ramzy
Birthe Reimers
Kristie Seelman
Wolfgang F. Schlör
Jeffery Trask
Yali Zhao

1) Call meeting to order, approval of the minutes from December 2018 meeting

   - Minutes approved.

2) Information item regarding GSU’s Title 9 compliance in athletics.

   - Ainsworth received communication that GSU is not in compliance although the official record indicates that we are.
• Following up, Ainsworth met with chair of the athletics committee. Their role is to ensure compliance with Title 9. Ainsworth also wrote to Linda Nelson, GSU’s Title 9 compliance lead.

There are three ways to comply with Title 9:

1. # of men/women participating are substantially proportionate to overall enrollment – not the case. Very few institutions achieve this compliance based on this standard.
2. When one sex is underrepresented - program expansion to address this.
3. Present program represents interests and abilities of underrepresented sex.

The CDC might consider pursuing additional transparency regarding this issue. No action at this time.

3) Discussion with Ramesh Vakamudi, the Vice President for Facilities Management Services Division, about the goal of having a unisex restroom in each building on campus (he arrives at 3:30pm).

• Vakamundi indicates general support from Jerry Rackliffe, Senior Vice President for Finance and Administration for achieving the goal of one unisex bathroom in each building on campus.
• Vakamundi shares that the primary challenge is space. However, unisex bathrooms are in place in new buildings including the College of Law (faculty lounge card swipe) and student center. A unisex bathroom is planned for inclusion in the new research center on Jesse Hill and Decatur, the convocation center and all new buildings moving forward.
• A survey of current buildings should be completed by summer.
• There was some discussion of terminology i.e. “gender neutral” versus “unisex.” Vakamundi expressed some concerns about code implications and the cost of retrofitting existing bathrooms.
• Code compliance precludes conversion of existing bathrooms.
• Unfortunately, GSU has not “gotten that far” for Perimeter College. Erin Morrey requested concurrent consideration at PC.
4) Subcommittee Reports:

A. Faculty Diversity (Next Gen Commission)-Tonia Durden
   • Discussion of resolution –Approved.
   • Ainsworth will meet with Dean Rosen (A&S, Interim Chair of Commission), to discuss Resolution in advance of the next Commission Meeting.

B. LGBTQ-Lanette Brown
   • Discussed the development of an online module for faculty staff to enhance understanding and inclusion of all communities at GSU
   • Possible development of climate surveys pertinent to inclusive bathroom policies and availability
   • We are still unclear about ability to do customize gender pronouns in Banner. Banner will be updated in April. At that point, we should have some clarity.

C. Gen. Student Related Diversity-Jeffrey Coleman
   • Discussion of the development of a diversity certificate that may also capture co-curricular experiences. This certificate could also capture/enhance existing courses. Departments will be asked to identify potential courses for inclusion.

D. General Faculty Diversity-Update presented by James Ainsworth
   • Gender Pay equity data/study is in process. Report will be shared with the committee when complete.

5) New Business?
   • Some discussion of lactation rooms.

Meeting Adjourned