

FSCDI November 2022 Meeting

Meeting commenced at 12 pm

Present: Natasha Ramsay-Jordan, Michael Hester, Taylor Bryant, Denise Morris, Ana Stanescu, E Su Jara-Pazmino, Ralitsa Akins

Information Item: Dr. Natasha Ramsay-Jordan, in her role as liaison for the Office of the Provost, is now part of our committee. She asked for, and received, background information on the purpose of the committee and our work so far this year.

Agenda

1. Updates from the Chair

- from Faculty Senate Executive Committee Meeting on 11/4
- from work on

2. Updates from members on their work since the last meeting

- Ana updated the committee on the work of the CACSI Diversity, Equity and Inclusion Committee, which will include a survey on faculty perception of service with regards to equity (how it's counted for faculty, how service work is allocated).
- Taylor updated the committee on the work of SCFM as it creates its school bylaws, specifically policies and procedures for equitable hiring processes. Natasha emphasizes that 'checklists' are not evidence of actual outcomes, and we want to be mindful of making sure not to get distracted.
- Taylor also shared with the committee her communications with a colleague at Emory University, specifically the DEI work being done there. The following website (https://diversity.emory.edu/_includes/documents/sections/resources/equity-and-inclusion-resource-toolkit.pdf) includes useful information this committee can refer to when considering our next steps and future initiatives.
- Denise reported on SoN's Diversity & Inclusion committee. Drafted a statement of "diversity & inclusion" for both syllabi and the website. The statement connected national accreditation standards and institutional values. Denise is reporting from a Transcultural Nursing Conference and mentioned a presenter talking about "land statements." Natasha notes that CoE had a D&I committee that SoN was able to use.

3. Equity Study

Mike shared with the committee that Minna Rollins passed along an inquiry from a Senator asking if UWG had considered an equity study beyond pay. Discussion ensues regarding how this committee may proceed.

Ralitsa notes that D-E-I has different aspects and we will ultimately need to start with one. Diversity can be examined by looking at data, and thus may be the best place to start, because knowledge in that area

can create a baseline from which the other areas can be better known and addressed. Ralitsa asks how UWG talks about DEI and how that influences our actions on matters of DEI.

Su suggests qualitative inquiry, e.g., interviews, focus groups, etc. to gain a better understanding of how the faculty perceive the campus environment. Natasha points out that quantitative analysis can sometimes miss the significance of issues on campus because it only measures individual responses (which, by definition, under measures minority voices).

Potential actions: all colleges/schools have a DEI standing committee, relevant statements on DEI are on websites/syllabi, and the development of workshops.

4. Chief Diversity Officer

Discussion ensued regarding the Oct 28 announcement from the Provost about the newly created Chief Diversity Officer position.

Specifically, the following questions were raised:

- What level/kinds of communication/collaboration will there be between the CDO and the FSCDI?
- What is the reasoning for specifying the position will be a “two-year term”? Will it be possible for someone to serve consecutive terms (i.e., stay in the position for more than two years)?
- The previous iteration of the CDO position at UWG included responsibilities such as being a member of the President’s Cabinet and serving (or delegating a direct report to serve) on various committees, e.g., the Faculty Development Committee. Will this version of the CDO have any representative duties that provide an opportunity for them to contribute to conversations and/or influence decision-making on matters related to DEI within Academic Affairs?
- It is noticeable that the list of personnel who will be reviewing applications and conducting interviews does not include a member of the faculty (only one of the four works in Academic Affairs). Would it be possible to expand that group to include a faculty member who is not interested in applying for the position, but does have extensive experience with DEI as either their academic or professional background?

It was agreed that our liaison, Dr. Natasha Ramsay-Jordan, would share these questions in her scheduled meetings with the Provost.

The meeting adjourned at 1:17 pm.