Georgia Tech

Diversity, Equity, and Inclusion Council

Ivan Allen College of Liberal Arts

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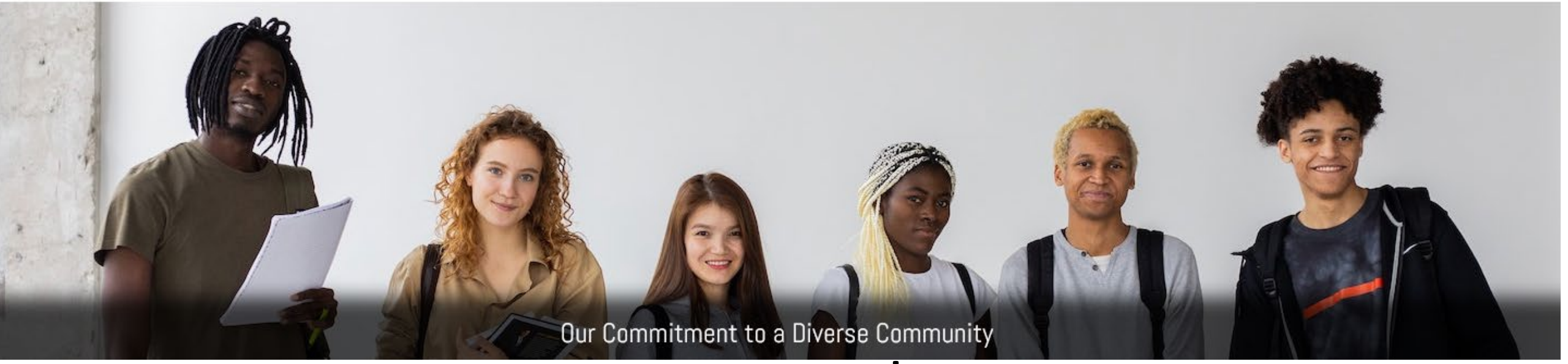


IAC DEI Council Meeting

11/18/2021

Prepared by Aselia Urmanbetova

IAC DEI Council Meeting Agenda 11/18/21

Please note that this agenda is tentative and subject to change should we decide as a group to refocus today's discussion on other topics/issues. Do not hesitate to ask questions and provide feedback at any point during our meeting!

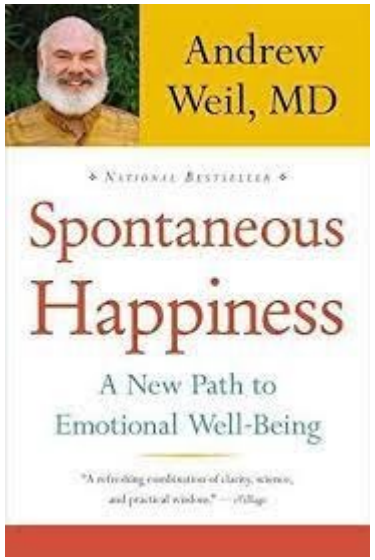
- Ice Breaker: Comm Team is up with their favorite books!

- Announcements (~10 mins)
- Council leadership update (~5 mins)
- Action group activity updates:
  - Each group has an opportunity to update the Council on their current activities/evens; we will go in the alphabetical order: https://dei.iac.gatech.edu/action/groups (tentatively ~10 mins per group, 2-3 groups)
- Propose/discuss
  - Any other activities for/by the general Council?
  - Any procedural suggestions for the Council's leadership?

Ice Breaker!

Communication

- Victoria Chan
- Jillann Hertel
- Sebnem Ozkan
- Aselia Urmanbetova
- Denise Ward



Announcements (10 mins)

- IAC DEI Funding
  - The Dean's Office has received $5,000 in GTF Institute Support funds earmarked for Diversity, Equity and Inclusion
  - 1st Funded Project: IAC Staff Listening Sessions, Building Community and Collecting Data, IACDEI R&R Staff Subcommittee
- 2022 Inclusive Leaders Academy program
  - Encouraging IAC DEI Council members to apply
  - The Inclusive Leaders Academy is open to all people leaders, managers, administrators, researchers, and academic professionals at Georgia Tech
  - Self-guided 13-week program to learn about social intelligence, self-awareness, and courage
  - The goal of the Inclusive Leaders Academy is two-fold:
    - To support managers' career development by providing opportunities to learn and practice these critical competencies for the 21st century.
    - To build a community of leaders whose impact transforms the culture towards inclusive excellence
  - Deadline: Monday, November 22, 2021 @ https://sdie.gatech.edu/programs-and-initiatives/leadership-development/inclusive-leaders-academy

Announcements (10 mins)

- Mark Your Calendars
  - Coffee & Conversations with Dean Kaye – Faculty
    - November 30, 2021, 12:30 pm - 1:30 pm
    - Location: Blue Jeans virtual event: https://bluejeans.com/161266762/8405
  - ADL Workshop
    - December 8, 1-2pm: the IAC DEI Council sponsoring an ADL-organized virtual anti-bias workshop for council members that will be different from last year
    - The call will be over Zoom and as soon as the link is finalized, it will be sent out to the Council
  - Propose next IAC DEI Meeting
    - Instead of the meeting on Dec16, just email/Teams reports

Council leadership update
GT DEI Best Practices and Collaboration

- Met with Mary McDonald and Richard Utz
  - Dr. Mary McDonald: ADVANCE Professor
  - Dr. Richard Utz: Associate Dean for Faculty Development
- Topics
  - Enhancing communications and transparency of the Council (with the communications action group)
  - Building connections with GT DEI leadership and DEI groups across campus
  - Summarizing GT DEI best practices
- Supporting DEI capacity-building efforts
  - Across campus (not top-down, i.e. driven from the unit level)
  - Within IAC

Supporting DEI Capacity-building Efforts

- Include in the conversations not just top DEI leaders, but
  - Past and current DEI Fellows, Faces of Inclusive Innovation, Inclusive Leaders Academy Alumni
  - DEI committee members, groups, activists

- Supporting the work of the current GT DEI Fellows at IAC
  - Total 9 DEI Fellows are in IAC out of 33 total
  - Katja Weber: “How can we improve trust/confidence & make students & faculty from the **Global South** feel safe, welcome & empowered at GT?” (katja.weber@inta.gatech.edu)

Action group activity updates

- Quick reminder
  - Types of activities
    - Council-only workshops/events
    - College-wide workshops/events
    - Education campaigns
    - Analysis of issue areas
    - Specific programs or policy proposals
  - Timeline
    - Aim to complete or report on progress in April-May of 2022

Climate Action Group Update

- Topics Discussed
  - Reviewing the latest Climate Survey instrument
    - interested in developing mechanisms to address marginalization and perceptions of bias
    - educating the community about the value of critical race theory, reducing marginalization of minority groups in our GT community, and improving our understanding issues of well-being and mental health
    - Ensure that data on NTT faculty are reported (was not included in the previous reports, but is resolved)
  - “How do we manage in the new normal?”
- Action Items
  - Host small conversations about difficult subjects
  - Currently are in consultations with CTL and IDEI and make take advantage of promoting King Center Training
- A suggestion: connecting with Frances Exley – IAC Satellite Counselor
    - Focused on students
    - Conducts outreach presentations on mental health

Communications Action Group Update (and seeking everyone's feedback)

- Goal: Enhancing Communications and Transparency of the Council
  - Sharing any DEI campus-wide events or programs to the college (assuming GT DEI have a calendar)
  - Submit monthly updates in the Dean's Newsletter on the current workings of the Council (encourage Action Groups to summarize and upload/share in Teams)
  - Create a page on IAC DEI website describing the standard protocol for funding requests to the Council
  - Uploading meeting agendas and reports to the website on a regular basis to enhance transparency (use the documents that the Chair/Vice Chair would update the minutes/agenda in the Teams site after our monthly meetings)
  - Establishing standard communication channels and mechanisms for submitting final recommendations to the Deans Office and other units
  - Publishing council's year-end recommendations to the Dean/Units on our website would help strengthen the sense of transparency, accountability, and enhance IAC's ability to attract and hopefully retain URM candidates and colleagues

Community Engagement Action Group Update

- World Cafe type roundtable discussions for IAC Community
- Support Black Media Spring events
  - Black Community Network News is relocating its headquarters to Atlanta and will be hiring about 100 people
- Support Asian-American and Pacific Islander events during April-May, 2022
  - ~40% of GT students are AAPI
- Reaching out to
  - DEI to find Black Media Studies faculty
  - LGBTQIA Center
  - GTPD
  - Speaker for AAPI event(s) in April-May

Next Meetings 2021-2022

- December 8th: ADL 1-2 pm
  - Link/registration is forthcoming
- Next meetings of the General Council
  - January 20 at 2-3pm
    - Regular Bluejeans Link: https://bluejeans.com/421019687/4309
    - Ice breaker: Community Engagement Group – favorite book! ;-)
  - February at 2-3pm
    - Regular Bluejeans Link: https://bluejeans.com/421019687/4309
    - Ice breaker: Faculty R&R Group
    - Your Favorite Book? Movie? Song? Dance move? Poem? Tiktok?