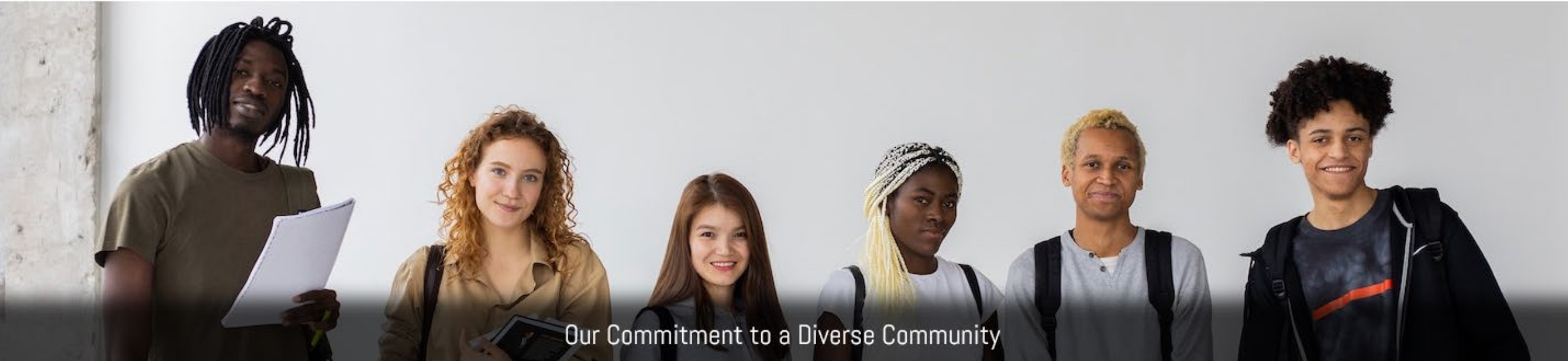


Diversity, Equity, and Inclusion Council

Ivan Allen College of Liberal Arts

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IAC DEI Council Meeting

Prepared by Aselia Urmanbetova

IAC DEI Council Meeting Agenda

3/17/22

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: Recruitment and Retention Faculty
- Update on Revision of Faculty Evaluation Processes
 - Based on IAC Faculty Governance Office Hours
- Update on Academic Freedom?
- Update on GT inter-Council work
- Update on Requests for Funding
- Prep for AY2021-2022 reporting/closing cycle
 - Updates to Website
 - New member application form/process
 - Action group reports/recommendations
 - AY2022-2023 IAC DEI event/activity calendar



Ice Breaker!

- Who's is next?
 - April 21st

Recruitment and Retention of Faculty, Staff, and Students



Group Members

Faculty-focused

- Nathan Moon
- Georgia Persons
- Johnny Smith

Announcements

- Campus Climate Survey!

- About: <https://diversity.gatech.edu/ccs>
- How to complete it: direct email as of March 14

The link below is unique to **your email address**, but any information you provide is **100 percent anonymous**, even to us. This unique link lets us know if you've completed the survey but doesn't tie you to any specific responses. Participants can also choose to **enter a random drawing** for some Georgia Tech swag.



Issue Area: Faculty Evaluation Processes

Revision of Faculty Evaluation Processes

In response to October 2021 Board of Regents policy changes that impact faculty evaluation, Georgia Tech has been asked to revise our annual review and post-tenure review processes.

[Learn more](#)

- IAC Faculty Governance Office Hours (3/3, 3/11)
 - Relevant for both TT and NTT
 - USG Academic & Student Affairs Handbook, Procedural guide for implementing BoR policies related to Academic Affairs, Section 4.0: Academic Personnel: https://www.usg.edu/academic_affairs_handbook/section4/
 - USG Board of Regents Policy Manual, Official Policies of the University System of Georgia, Section 8.0: Personnel: <https://www.usg.edu/policymanual/section8/>
 - Revision of Faculty Evaluation Processes: <https://faculty.gatech.edu/>
 - Survey Community Input by 4/2/2022, 30 mins to complete: <https://faculty.gatech.edu/review-and-revision-to-faculty-evaluation-processes>

Issue Area: Academic Freedom, Update?

- Dean to meet with Units in March 2022
- Suggestions on Section 5.1 in Faculty Handbook



[nbcnews.com](https://www.nbcnews.com)

**Banned: Books on race and
sexuality are disappearing from
Texas schools in record numbers**

GT DEI Inter-council Work, Update

- Reached out to IDEI
 - We were encouraged to work within the existing IDEI infrastructure and meetings
 - In May 2022 AY 2021-2022 Institute-level meeting of all Council leaders
 - Will be invited to work in Teams
 - Not sure if this is the right space for the free flow and exchange of ideas and practices

**SUBSCRIBE TO
IDEI'S NEWSLETTER**



Communication Group Update

- Number of Website Update

- Active Council member updates
- Suggestion Box
- Application Form under Join Us
- Resources
 - Programmatic Development
- Reporting Incidents
 - Latest Institute links

- Outstanding

- Council member/group updates (AY2022-2023)
- Updated bylaws
- Council shortened meeting minutes/agendas
- Link to the current Climate Survey description

Group Members

Communication

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



IAC DEI Request for Funding, Update



- Total allocated funds \$5,000 for November 2021 – May 2022
 - Two proposals for Fall 2021
 - December 8 ADL Workshop: \$250
 - Staff R&R Group: \$800
 - Two proposals for Spring 2022
 - IAC DEI Website upkeep: \$2,500
 - Faculty National Center for Faculty Development and Diversity's Faculty Success Program (FSP) for SPP Faculty: \$4,550
- For AY 2022-2023
 - Form Link: [IAC DEI Request for Funding Form](#)
 - Also include on the website as Suggestion Box and Council Member Application

Closing Out AY 2021-2022 and AY 2022-2023 Planning

- 4/13/2022: Report to the College Leadership
- May 2022: Report to the IDEI
- Action Groups and Individuals
 - Recommendations and proposals for AY 2022-2023
 - Findings and reports of lessons and accomplishments for AY 2021-2022
 - Your individual and group work will be highlighted
 - Would having a Qualtrics Form help with this?
- Following up on such issue areas as hate speech and acts of violence against specific groups
 - Develop a calendar for monthly/bi-monthly events upholding the affected communities
 - Require at least 2 people to sign up to procure the event with the help of Chair and Vice Chair



Next Meetings 2021-2022

- April 21 at 2-3pm, Last meeting of AY 2021-2022
 - Regular Bluejeans Link: <https://bluejeans.com/421019687/4309>
 - Ice breaker: ?
 - Your Favorite Book!

