Senate Cultural Diversity Meeting
November 12, 2004

Present: Kyle Bruner, Perry Binder, Doris Derby, Paul Ferraro, Mary Finn, Christine Gallant, LaLoria Konata, Linda Nelson, Charles Marvin, Marcia Pearl, Doug Podoll, Cora Presley

Absent: Julie Ancis, Elisabeth Burgess, Peggy Albers, Brenda Blackwell, Vijay Deshpande Valerie Fennell, Elizabeth Firestone, Sally Fowler, Josue Heredia, Marissa Johnson, Ronald Patterson, John Peterson, Alan Raines, Hazel Scott

The meeting commenced at 2:05pm; the minutes from the October 8, 2004 meeting were read, slightly amended, and approved.

Campus Harassment

At the invitation of the Chair of the Committee, Dr. Michael Galchinsky, the Director of the Jewish Studies Program, reported on recent incidents of harassment. There have been four incidents on campus involving the placement of a swastika in the classroom where Hebrew is taught. He discussed the police response to the incident, and requested that the committee draft a resolution for a vote at the December Faculty Senate meeting. He also requested that the diversity action subcommittee involve members of the GSU Jewish community. Linda Nelson has been in contact with the Campus Climate Response Team (CCRT), a group of administrators in various offices who will respond quickly to acts of hatred on campus. Doris Derby suggested that the student president be included on the CCRT. This group will have the same people for consistency, and then when various other people are needed to help, they will be added to the group for specific problem solving. Dr. Galchinsky stressed that public relations is a crucial component to the group.

The committee agreed that Cora Presley will distribute a draft of the resolution to the committee electronically and prepare a resolution for the next Senate meeting. Cora Presley also invited Dr. Galchinsky to serve on the campus racial climate survey subcommittee.

Report of Director of Affirmative Action

Dr. Linda Nelson gave a detailed report on affirmative action. The annual Affirmative Action report is available at http://www.nc.gsu.edu/~wwwafa/action/reports.html. The report includes statistics on minority and women hiring practices on campus for the overall workforce and seven specific job categories. She detailed that while the university as a whole is not underrepresented, particular departments are. Cora Presley raised the issue of what consequences such under-representation has on accreditation. She asked if there were procedures in place to correct deficiencies when colleges have negative reports on diversity from federal and state accrediting agencies. Linda responded that some accrediting teams which notice this issue (and have the expertise to understand the statistics) will raise a red flag in a report to the university, and interview Linda for possible explanations with an eye toward remediying inadequate representation. Linda also mentioned that training is available in her department for any campus group wishing to educate its members on this important issue.

Report on Sexual Assault Information on Campus

At the October 8, 2004 meeting of the committee, Perry Binder informed the committee of a possible problem related to sexual assault on campus. Cora Presley appointed him to be a liaison for the committee to the Counseling Center and the Health Center to make inquiries and to report back to the committee. Perry Binder reported that as a result of his meetings, he discovered that there is a need for uniformity in the information given out to campus victims of sexual assault by the campus health clinic, counseling center, police, faculty, staff, and in The Village. He went into the campus health clinic, counseling center and police station and discovered that there was either no
literature or very little information on what advice should be give to sexual assault victims.

After sending an e-mail to campus individuals suggested by Doug Podoll, Perry was directed to Tammy Woodring, Student Health Promotion and Education. In part, here is his e-mail to Ms. Woodring:

One issue that the [Cultural Diversity] committee is exploring is whether enough information is conveyed to campus victims of sexual assault concerning what to do immediately in the areas of personal safety, health, and the preservation of evidence for the police.

I believe that a simple one page handout could be made available by GSU online and in print at the Clinic, Counseling Center, Police station, and The Village. In this way, consistent information will be given out to potential student, faculty, and staff victims. Today, I went into the Clinic and Counseling Centers and was told that such a handout wasn't available.

The DeKalb Rape Crisis Center has a link to IMMEDIATE STEPS IF YOU ARE RAPED: http://www.dekalbrapecrisiscenter.org/display.asp?pageid=164&ms=41&ss=107&contentid=164. Much of what I am proposing is already listed on this link.

Perry met with Ms. Woodring and subsequently will meet with CCRT (of which Doug Podoll is a member) at a soon to be announced date to discuss the proposal.

African American Male Initiative

This item will be discussed in the subcommittee with a report at the next meeting.

Other business

At the October meeting, the Chair requested that members volunteer to serve on the subcommittees. Cora Presley read the names of subcommittee members and chairs which will be distributed and indicated that she would distribute the list to all committee members, electronically.

The meeting concluded at 3:30pm

Senate Cultural Diversity Meeting

December 10, 2004

904 General Classroom

Agenda

1. Approval of minutes
2. Report of the African American Male Initiative Subcommittee
3. Report of the Racial Climate Survey Subcommittee
4. Other business
   a. Senate Resolution
   b. Professional Education Faculty Diversity Committee and Diversity Summit
5. Adjournment