

Action Plan for the Recommendations of the Task Force for Racial Equality

Office of the Provost
Georgia State University
September 2020



ACTION PLAN
for the Recommendations of the Task Force for Racial Equality

We appreciate greatly the work of the Task Force for Racial Equality over the last several months. After reviewing the submitted recommendations, Georgia State commits to the following Action Plan for the 2020-2021 academic year. The Provost's Office will report progress on these objectives to the campus community annually for at least two years.

FALL SEMESTER

- Create a Police Action Plan that evaluates current practices to ensure equitable treatment and accountability; consider creation of an Advisory Accountability Board (*Administrative and Staff Affairs Recommendations #1, 2*);
- Create a Human Resources/AAEO Action Plan to review and propose policies around training, equity and inclusion; evaluate feasibility of implementation of mandatory bias training (*Administrative and Staff Affairs Recommendation #3*);
- Develop inclusive hiring, promotion and retention practices, including the creation of a comprehensive mentorship program for faculty, support for faculty affinity groups, and implementation of best practices across the board for all search committees (*Administrative and Staff Affairs Recommendation #4; Faculty Affairs Recommendation #1*);
- Ensure racially diverse perspectives in critical decision-making among senior leadership, to include the creation of the position of Vice President of Diversity, Equity, and Inclusion that will report directly to the President (*Administrative and Staff Affairs Recommendation #5*);
- Create a series of diversity dialogues to include at least one Presidential Town Hall, as well as engagement with the Center for Studies on Africa and its Diaspora (CSAD) (*Communications and Programming Recommendation #1; Student Affairs Recommendation #7*);
- Continue university funding for CSAD to support its work (*Communications and Programming Recommendation #2*);
- Ensure that diversity, equity and inclusion issues are included in the next university strategic planning process (*Institutional Change Recommendation #1*);

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- Mandate implicit bias training for faculty and administrator search committee chairs; evaluate sufficiency of opportunities for training campus-wide (*Institutional Change Recommendation #2*);
- Implement series of workshops for leadership at chair level and above on DEI issues (*Institutional Change Recommendation #2*);
- Evaluate tracking and reporting systems for faculty and administrator searches to be implemented as early as Fall 2021 (*Institutional Change Recommendation #3*);
- Engage with Georgia State University Foundation leadership to ensure that financial holdings and investments are equitable toward communities of color and other marginalized populations (*Institutional Change Recommendation #4*);
- Engage with the Dean of the Graduate School to identify ways to create additional resources and support for graduate students who are mistreated because of racism or discrimination (*Student Affairs Recommendation #3*);
- Support continuation of the University System of Georgia's test optional admissions strategy (*Student Affairs Recommendation #4*);
- Support the USG Chancellor's initiative to rename buildings honoring segregationists (*Student Affairs Recommendation #5*);
- Add training opportunities for instructors on creating inclusive learning environments in conjunction with CETL (<https://cetl.gsu.edu/programs-grants-awards/cetl-teaching-and-learning-communities/>) (*Student Affairs Recommendation #6*);

SPRING SEMESTER

- Conduct student campus climate survey if feasible or develop survey to be implemented the next academic year (*Student Affairs Recommendation #1*);
- Evaluate feasibility of inclusion of diversity module for freshmen orientation beginning as early as Fall 2021 (*Student Affairs Recommendation #2*);
- Explore feasibility and parameters of racial impact statements (*Faculty Affairs Recommendation #3*);

- Evaluate feasibility and parameters of an Office of Community & Campus Relations (*Communications and Programming Recommendation #3*).

CONTINUING WORK WITH THE IMPLEMENTATION STEERING COMMITTEE

- Identify and implement recommendations on ways to hire Black faculty in greater numbers, expand professoriate diversity pipeline programs, and enhance campus community climate (*Faculty Affairs Recommendation #1*);
- Identify action items arising out of COACHE survey as it relates to underrepresented minority (URM) faculty (*Faculty Affairs Recommendation #1*).

ISSUES TO RAISE WITH UNIVERSITY SENATE:

- Review the use of Student Evaluations of Instruction to evaluate for bias (*Faculty Affairs Recommendation #2*);
- Create social justice programming and pathways for transcripts (*Student Affairs Recommendation #8*).

Wendy Hensel

Provost and Senior Vice President for Academic Affairs

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