

# Recommendations of the Task Force for Racial Equality

## Action Plan Progress Report

Calendar Year 2020

Office of the Provost  
February 2021



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# A Word from the Provost

The past year is not one we are likely to forget any time soon. The entire world was and continues to be held captive by the COVID-19 pandemic, resulting in death and hardship everywhere we look. At the same time, our nation has experienced and continues to grapple with the senseless deaths of Black Americans like George Floyd, Ahmaud Arbery, Breonna Taylor and countless others. The urgency of this historical moment and the need for change is patently clear. Georgia State has a responsibility not only to condemn the racism and violence that have played out across America, but to address inequities in our own institution, foster conversations around our campuses, and identify solutions that will build a better tomorrow for our community.

In early June, President Becker and I appointed a group of outstanding individuals from around the university to the Task Force for Racial Equality and charged them with the following:

1. Identifying how Georgia State, using our curriculum, teaching, research, community outreach and global activities, can address and reduce systemic racism and police violence against Black people and other underrepresented groups at the university and in society;
2. Identifying important conversations for Georgia State's community to increase understanding and awareness of issues of police violence and racial discrimination against Black people and other underrepresented groups; and
3. Identifying ways in which Georgia State may best support our Black and other underrepresented students, faculty, staff and community.

Within a few short months, the Task Force issued a set of recommendations to the administration to begin to address the issues in the charge. Just a few weeks later, my office responded with an action plan identifying concrete steps to make progress on those recommendations.

The work we have done to date has crossed all areas of our community and involved leadership at every level on campus. I have been heartened by the significant interest and eager participation I've encountered from faculty, staff and students at every turn. Our community is passionate about finding solutions to the problems of racial disparities, police violence, and discrimination. Together, we are committed to making real progress – not lip service – toward these goals.

Transparency and trust are key to the success of any actions we undertake together. We have promised to keep you informed of how we are doing, and this progress report is our first step toward that promise. You will see here a comprehensive list of recommendations, assigned responsibilities, and concrete steps taken over fall semester to begin to deliver. There is much work left to be done, but we have made meaningful change in a short period of time.

My sincere thanks to the members of the Task Force and all faculty, staff and students who have helped us reach this point. We will continue to prioritize this work in the weeks ahead and look forward to creating positive change together for years to come.

Best,

Wendy F. Hensel  
Provost and Senior Vice President for Academic Affairs

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## Phase I - Fall 2020

\*Themes based on University of Wisconsin’s Hallmarks of Inclusive Excellence (<https://www.wisconsin.edu/inclusive-excellence/hallmarks/>) and the American Association of Colleges & Universities (**Bold**-shared recommendations)

<u>Item</u>	<u>Origin</u>	<u>Responsible Party</u>	<u>Resources</u>	<u>Themes*</u>
1. Create Police Action Plan that evaluates current practices to ensure equitable treatment and accountability; consider creation of an Advisory Accountability Board	Task Force for Racial Equality	Interim Chief Anthony Coleman	Office of the President	Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• The police department did a review of all policies related to items such as chokeholds, retraining procedures, stun grenades, Crisis Intervention Training, Mental Health First Aid, body worn cameras, and duties to report. The findings indicate that GSU PD had previously banned all tactics in question and has implemented policies to increase police accountability.</li> <li>• Additional training will be implemented as follows:                             <ul style="list-style-type: none"> <li>i. Biased based training - December 2020</li> <li>ii. Enhanced judgmental use of force – by the end of 2021</li> <li>iii. Enhanced community policing - December 2020</li> <li>iv. Disengagement training - September 2021</li> <li>v. Health and Wellness Training -June 2021</li> </ul> </li> <li>• In conjunction with the President, Provost and Office of Legal Affairs, GSU PD is exploring the creation of an advisory board.</li> <li>• <i>For further information, <a href="#">click here to read the GSU PD Action Plan update.</a></i></li> </ul>				
2. Create Human Resources/AAEO <sup>1</sup> Action Plan to review and propose policies around training, equity	Task Force for Racial Equality	HR: Linda Nelson	Office of the Provost	Institutionalization of Diversity

<sup>1</sup> Affirmative Action/Equal Opportunity.

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and inclusion; evaluate feasibility of implementation of mandatory bias training				
<ul style="list-style-type: none"> <li>• Recruiting and onboarding processes are under review for changes that could improve racial equity, with completion targeted for June 2021 and implementation by the end of December 2021.</li> <li>• The Office of Diversity Education Planning (ODEP) and the Office of AA/EEO<sup>2</sup> Training and Compliance have offered an expansive array of courses on numerous matters around equity and inclusion, including those listed in Action Items 6 and 24.</li> <li>• ODEP provides a course as part of New Employee Orientation introducing participants to the concepts of diversity, inclusion, belongingness, and cultural competence, and why being culturally competent is important for individual professional growth and overall organizational success. ODEP also offers a session on managing bias and microaggressions in the workplace.</li> <li>• <i>For further information, <a href="#">click here to read the HR Action Plan</a>.</i></li> </ul>				
3. Ensure that diversity, equity and inclusion (DEI) issues are included in the next university strategic planning process	Task Force for Racial Equality	President	Provost	Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• This process has been placed on hold until the selection and arrival of the next President of Georgia State, who is anticipated to start in July 2021.</li> </ul>				
4. Support continuation of the University System of Georgia’s test optional admissions strategy	Task Force for Racial Equality	President	Provost	Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• As a unit of the University System of Georgia (USG), Georgia State follows system directives on these policies, first enacted as a result of the COVID-19 pandemic. The university will continue to follow the current strategy and support its execution.</li> <li>• The university is reviewing performance data for those students admitted under test optional admissions in 2020 to help shape future admissions strategies.</li> </ul>				

<sup>2</sup> Affirmative Action/Equal Employment Opportunity.

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<p>5. Support the USG Chancellor’s initiative to rename buildings honoring segregationists</p>	<p>Task Force for Racial Equality</p>	<p>President</p>	<p>Provost</p>	<p>Institutionalization of Diversity</p>
<ul style="list-style-type: none"> <li>• Following the tragic events of the late spring and early summer of 2020, the USG tasked an advisory group to review and study the names of college and university buildings which were named for segregationists. The Office of Institutional Effectiveness solicited feedback from the university community in a voluntary survey located at the USG’s website. The USG advisory group’s website is available <a href="#">at this link</a>. Per the USG’s most recent update, historians are performing research to help inform the advisory group’s recommendations.</li> </ul>				
<p>6. Review sufficiency of current training for faculty and staff on creating inclusive learning and working environments; expand opportunities as necessary</p>	<p>Task Force for Racial Equality</p>	<p>Kim Siegenthaler; Linda Nelson</p>	<p>CETLOE; HR</p>	<p>Institutionalization of Diversity Data-driven Programming &amp; Decision Making</p>
<ul style="list-style-type: none"> <li>• An assessment revealed 12 training resources for faculty related to inclusive learning and 27 training resources for faculty and staff on inclusive working environments offered through the Center for Excellence in Teaching, Learning &amp; Online Education (CETLOE) and the Office of Diversity Education Planning (ODEP). CETLOE and ODEP will develop additional resources as needs are identified.</li> <li>• Examples of training include, but are not limited to:             <ul style="list-style-type: none"> <li>○ Inclusive Learning:                 <ul style="list-style-type: none"> <li>▪ Accessibility Assistance</li> <li>▪ Serving Our Student Veterans Training</li> <li>▪ Difficult Classroom Conversations</li> <li>▪ Diversity, Inclusion and Respect (included in New Faculty Orientation)</li> <li>▪ Syllabus statements for Diversity, Inclusion and Respect</li> <li>▪ Workshops</li> <li>▪ Teaching and Learning Communities (TaLCs)</li> <li>▪ Teaching for Social Justice &amp; Democracy Speaker Series</li> <li>▪ Guidelines for Interacting with Students with Disabilities</li> </ul> </li> <li>○ Inclusive Working Environments:                 <ul style="list-style-type: none"> <li>▪ Managing Yourself in a Diverse Workplace</li> <li>▪ Diversity &amp; Cultural Awareness Profile</li> <li>▪ Creating an Inclusive Workplace</li> </ul> </li> </ul> </li> </ul>				

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- Understanding/Intervening Microaggressions
  - Welcome to a Diverse and Inclusive Georgia State Workforce (for new employees)
  - Diversity & Inclusion Fall Forum
- Improved visibility of resources and additional communication about opportunities will be undertaken to increase awareness and participation. CETLOE will revise its website and e-newsletters to better highlight these resources.
  - *For further information, [click here to read the HR Action Plan](#).*

<p>7. Engage with Georgia State University Foundation leadership to ensure that financial holdings and investments are equitable toward communities of color and other marginalized populations</p>	<p>Task Force for Racial Equality</p>	<p>Jay Kahn; Provost</p>	<p>GSU Foundation</p>	<p>Data-driven Programming &amp; Decision Making</p>
<ul style="list-style-type: none"> <li>• The Foundation employs an equity management firm that is minority owned, with most of the Foundation’s investment committee being persons of underrepresented minority groups.</li> <li>• Among the factors the Foundation considers in investing decisions are employee composition, community engagement, corporate spending, and corporate ownership.</li> <li>• The Foundation recently invested in a Core Impact Bond Fund, which invests in securities that demonstrate environmental, social and governance (ESG) leadership, and/or direct and measurable environmental and social impact.</li> <li>• The Foundation’s investment manager, Northern Trust, is developing a new Private Equity Fund with a focus on diversity and inclusion. This “Forward Fund” will seek out private equity firms that exhibit strong diversity and inclusion attributes.</li> </ul>				
<p>8. Ensure racially diverse perspectives in critical decision-making among senior leadership, to include the creation of the position of Vice President of</p>	<p>Task Force for Racial Equality</p>	<p>Provost</p>	<p>Office of Faculty Affairs</p>	<p>Compositional &amp; Equitable Representation;</p>

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Diversity, Equity, and Inclusion that will report directly to the President				Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• Out of four national executive searches concluded in calendar year (CY) 2020 at Georgia State, two of the positions (Associate Provost for Faculty Affairs and the permanent Dean of the Lewis College of Nursing and Health Professions) were filled by persons of color.</li> <li>• Search firms were directed to identify and recruit diverse candidates as part of the pool for the two national executive searches being conducted in spring 2021 (permanent Dean of the School of Public Health and Dean of the College of Law).</li> <li>• The search for the Vice President of Diversity, Equity and Inclusion will be conducted when the next President of Georgia State arrives, expected in July 2021. The Provost and Office of Legal Affairs have consulted with the Task Force for Racial Equality Subcommittee on Institutional Change, ODEP, and other faculty and staff to receive feedback on the knowledge, skills and vision needed for this position and are currently working on drafting a position description.</li> </ul>				
9. Mandate implicit bias training for faculty and administrator search committee chairs; evaluate sufficiency of opportunities for training campus-wide	Task Force for Racial Equality; Implementation Steering Committee	Office of Faculty Affairs	Human Resources	Data-driven Programming & Decision Making Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• The Office of Faculty Affairs conducts mandatory best practices in hiring trainings with search committee chairs and department chairs. The office will explore the implementation of an online training program for fall 2021.</li> </ul>				
10. 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)	Task Force for Racial Equality	Provost’s Office: C. Byrd		Campus Climate & Belonging
<ul style="list-style-type: none"> <li>• The Special Advisor to the Provost created the Diversity Dialogues series for academic year (AY) 2020-2021, launching with a Presidential Town Hall in September. The five sessions were developed in collaboration with the Office of the President, Office of the Provost, Office of Faculty Affairs, the Task Force for Racial Equality, and Center for Studies on Africa and Its Diaspora (CSAD) (<a href="https://dei.gsu.edu/diversity-dialogues/">https://dei.gsu.edu/diversity-dialogues/</a>).</li> </ul>				

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<p>11. 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</p>	<p>Task Force for Racial Equality</p>	<p>Lisa Armistead; Student Affairs: Dean of Students</p>		<p>Campus Climate &amp; Belonging</p>
<ul style="list-style-type: none"> <li>• The Graduate School has identified currently available resources and is exploring additional support to fill in gaps. <ul style="list-style-type: none"> <li>○ Current Resources: <ul style="list-style-type: none"> <li>▪ Multiple policies and guidelines exist, including the Equal Opportunity Policy (<a href="#">University Catalog 1050.10</a>), university policy on graduate student-faculty relationships, the College of Arts &amp; Sciences Guidelines for Advising and Mentoring graduate students, and procedures offering students recourse to address their concerns through an informal/formal stepwise fashion.</li> <li>▪ Students may consult the university Ombudsperson, file complaints with the Office of Opportunity Development/Diversity Education Planning or consult with resources available through the Office of the Dean of Students including Student Victim Assistance, the Counseling and Testing Center, and the Multicultural Center.</li> </ul> </li> <li>○ Additional Support: <ul style="list-style-type: none"> <li>▪ Create a central repository of the services listed above, including guidance on which recourse/service is most appropriate, with information presented at the annual New Graduate Student Orientation.</li> <li>▪ Ensure high-quality inclusive mentorship to contribute to the success of students from underrepresented communities.</li> <li>▪ Expand opportunities for the Graduate School’s Dean and staff to work with graduate students who have experienced racism at Georgia State by alerting students to the opportunity to discuss their concerns/receive guidance from the Dean.</li> </ul> </li> </ul> </li> </ul>				
<p>12. Roll out DEI Website &amp; Communications on DEI Efforts</p>	<p>Office of the Provost</p>	<p>Provost’s Office: C. Byrd</p>		<p>Campus Climate &amp; Belonging</p>
<ul style="list-style-type: none"> <li>• Following the tragic events of May and June, the Office of the Provost created a set of interim DEI assistance pages at the Provost’s website to help the university community identify resources such as counseling, the Multicultural Center, university policies, clubs and organizations, helpful videos and readings, and information about the Task Force for Racial Equality.</li> </ul>				

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- The permanent [Diversity, Equity and Inclusion website](#) was launched in Fall 2020. It provides an inventory of diversity initiatives across Georgia State and indexes all programming with the [THRIVE inventory](#). The [Diversity Database](#) at the DEI site provides a keyword searchable tool that provides information for more than 140 programs and initiatives across the institution.
- Similar in concept to the Diversity Database, in Fall 2020 the Office of the Provost began work on a keyword searchable Resource Library, which will provide a repository of general interest and academic publications, including those of Georgia State faculty, books, helpful website listings, videos, podcasts, social media channels to follow, other multimedia, and additional materials which address DEI issues. The Resource Library is anticipated for launch during the latter half of the Spring 2021 semester.
- A new [DEI e-newsletter](#) to students, faculty and staff was launched in November 2020, providing a roundup of news, events, opportunities, and highlights from the Diversity Database.
- The existing [Office of the Provost e-newsletter](#) during 2020 included items related to Georgia State’s DEI efforts and the DEI site launch. The Provost has engaged in and will continue frequent communications to campus regarding DEI efforts through the office’s website and campus email distributions. The Office of the Provost also created a Sharepoint portal for students, faculty and staff to view and participate in the Diversity Dialogue conversations.

13. Begin work on DEI office & VP search	Office of the President	Provost’s Office		Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• The search for the Vice President of Diversity, Equity and Inclusion will be conducted when the next president of Georgia State arrives, expected in July 2021. The Provost and Office of Legal Affairs have consulted with the Task Force for Racial Equality Subcommittee on Institutional Change, ODEP, and other faculty and staff to receive feedback on the knowledge, skills and vision needed for this position and are working on drafting a position description.</li> </ul>				
14. Implement Training Workshops for All Leadership above the Chair Level on DEI	Office of the Provost	Provost’s Office: C. Byrd	Office of Faculty Affairs	Institutionalization of Diversity
<ul style="list-style-type: none"> <li>• In Spring 2021, Dr. Anneliese Singh, Ph.D., LPC, <a href="#">Associate Provost for Faculty Development and Diversity/Chief Diversity Officer</a> at Tulane University, will lead multiple DEI training sessions for the President, his cabinet, Provost, Associate Provosts, Deans, Associate Deans and Department Chairs.</li> </ul>				

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<p>15. Analysis of existing climate Surveys (i.e. COACHE<sup>3</sup>, student &amp; staff climate surveys, diversity audit-colleges)</p>	<p>Office of the Provost</p>	<p>Office of Institutional Effectiveness</p>	<p>Provost’s Office: C. Byrd, Implementation Steering Committee &amp; Office of Faculty Affairs</p>	<p>Data-driven Programming &amp; Decision Making</p>
<ul style="list-style-type: none"> <li>• URM<sup>4</sup> faculty responses to the COACHE survey were identified and analyzed in October with the faculty at Diversity Dialogue II: URM COACHE Survey feedback session.</li> <li>• The Provost hosted discussions in late 2020 with each Faculty Affinity group to receive feedback on the COACHE Survey. Members of the Implementation Steering Committee also hosted structured feedback sessions with faculty and staff around campus. All data collected will be used in conjunction with the COACHE faculty survey results to identify action items to improve faculty recruitment, promotion and satisfaction, as well campus climate.</li> <li>• All colleges are reviewing college-level COACHE data to identify action items to improve faculty recruitment, promotion and satisfaction, and climate within the colleges.</li> <li>• A staff climate survey was <a href="#">completed in 2019</a> and the results were shared in 2020. A new survey is scheduled within the next year.</li> <li>• A student climate survey is expected to be conducted in Fall 2021.</li> </ul>				
<p>16. Develop leadership training targeted to the advancement of women and people of color</p>	<p>Office of the Provost</p>	<p>Office of Faculty Affairs</p>	<p>Curtis Byrd; Linda Nelson</p>	<p>Compositional &amp; Equitable Representation</p>
<ul style="list-style-type: none"> <li>• The Office of Faculty Affairs, in collaboration with the Advancement of Women Council, drafted a proposal for a leadership training program with a mentoring component for women faculty. The proposal has been shared with the Faculty Affairs Committee of the Senate and the Office of Faculty Affairs Council (Associate Deans of Faculty Affairs) for feedback. The feedback has been submitted to the Associate Provost for Faculty Affairs for review.</li> <li>• <i>Additional information is available in <a href="#">the HR Action Plan</a>.</i></li> </ul>				

<sup>3</sup> [Collaborative on Academic Careers in Higher Education](#).

<sup>4</sup> Underrepresented Minority.

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<p>17. Continue development of 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</p>	<p>Task Force for Racial Equality</p>	<p>Deans</p>	<p>Office of Faculty Affairs</p>	<p>Compositional &amp; Equitable Representation</p>
<ul style="list-style-type: none"> <li>• The Office of Faculty Affairs has asked Kavita Pandit, Senior Advisor to the Provost, to lead an ad hoc group from the Office of the Faculty Affairs Council (Associate Deans of Faculty Affairs) to develop a university-level mentoring plan. The report has been submitted to the Associate Provost for Faculty Affairs for review.</li> <li>• Colleges and schools have acted on the items below:             <ul style="list-style-type: none"> <li>○ Requiring chairs on search committees to attend workshops on the best practices on faculty hiring.</li> <li>○ Examining mentoring practices and expanding practices to various faculty groups.</li> <li>○ Assessing the findings of the COACHE data regarding faculty satisfaction for all faculty, including underrepresented minorities.</li> </ul> </li> <li>• Some of the other initiatives include ensuring heterogeneous search committees, advertising vacant positions in various outlets to attract diverse candidates, and including inclusive language in position postings.</li> <li>• The Lewis College, Robinson College of Business, School of Public Health, Honors College, and the College of Arts and Sciences have all established groups focused on equity and inclusion at the college/school level. Some of the work these groups are charged with include reviewing promotion and tenure outcomes, listening sessions, working with external partners, supporting affinity groups, and promoting retention strategies.</li> </ul>				
<p>18. Identify and implement recommendations on ways to hire Black faculty in greater numbers, expand professoriate diversity pipeline programs, and enhance campus community climate</p>	<p>Task Force for Racial Equality; Implementation Steering Committee</p>	<p>Office of Faculty Affairs Implementation Steering Committee</p>	<p>Deans HR: Linda Nelson</p>	<p>Compositional &amp; Equitable Representation</p>
<ul style="list-style-type: none"> <li>• The Office of Faculty Affairs has created an Inclusive Hiring Guide. This guide will serve as the foundation for creating standard operating procedures (SOP) for all hiring. Providing equity in the hiring process is the first step to increasing the diversity of the faculty. In addition, Georgia State will participate in the McKnight Fellows, Southeastern Regional Education Board, and other events to recruit diverse faculty.</li> </ul>				

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<ul style="list-style-type: none"> <li>• <i>Additional information is available in <a href="#">the HR Action Plan</a>.</i></li> <li>• Pathways to Attaining the Doctoral Degree at Perimeter College (PADD-PC): The Graduate School and Perimeter College’s new and innovative program will assist Perimeter faculty to pursue and complete their terminal degrees by providing reduced teaching assignments for faculty who are in the USG’s Tuition Assistance Program. This will help with both diversification of academic leadership and enhance community climate:             <ul style="list-style-type: none"> <li>○ At Perimeter, 72 percent of underrepresented faculty do not hold a terminal degree.</li> <li>○ Terminal degrees expand the career ladder, with more opportunities for promotions – including leadership positions – and raises.</li> </ul> </li> </ul>				
19. Continue university funding for the Center for Studies on Africa and Its Diaspora (CSAD)	Task Force for Racial Equality	President	Provost’s Office: C. Byrd	Campus Climate & Belonging
<ul style="list-style-type: none"> <li>• CSAD, which was launched in 2020, was created as a result of a <a href="#">transformative recommendation</a> by the <a href="#">Commission for the Next Generation of Faculty</a>. The university has committed ongoing funding and resources to support CSAD’s growth and development. <a href="#">Click here to learn more about CSAD</a>.</li> </ul>				
20. Evaluate software to track faculty hiring and retention	Implementation Steering Committee (ISC) <sup>5</sup>	Office of Faculty Affairs	HR: Linda Nelson	Data-driven Programming & Decision Making
<ul style="list-style-type: none"> <li>• The USG has mandated that all system institutions use PeopleSoft as their hiring software, and Georgia State was to be in phase five of the implementation. This project is temporarily on hold due to COVID-19. The Associate Provost for Faculty Affairs, the Associate Provost for Institutional Effectiveness, and the Associate Director of Faculty HR are exploring other vendor products that can interface with PeopleSoft and focus on faculty lifecycle, activity reporting, and promotion and tenure review.</li> <li>• <i>For further information, <a href="#">click here to read the HR Action Plan</a>.</i></li> </ul>				
21. Create Diverse Faculty Alliance and faculty identity organizations	ISC	Provost’s Office: C. Byrd		Campus Climate & Belonging

<sup>5</sup> [Implementation Steering Committee for the Next Generation of Faculty Initiative](#).

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- The Special Advisor to the Provost worked with the Implementation Steering Committee (ISC) for the Next Generation of Faculty initiative to develop the framework of the Diverse Faculty Alliance (DFA) and faculty identity groups. Based on survey responses from faculty, six faculty affinity groups were formed: Faculty of the African Diaspora Association (African American/African Diaspora), Asian/Asian American Faculty Identity Group, LACCHI (Latinx), PRISM (LGBTQ+), GSUVETS (Veterans), and a Women’s group. More information is [available here](#).

22. Continued support and expansion of pipeline programming for graduate students of color to move into the professoriate	ISC	Lisa Armistead	Curtis Byrd CASA	Compositional & Equitable Representation
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- The Graduate School has implemented several strategies toward a more diverse graduate student body:
  - Offered application fee waivers to participants in undergraduate programs designed to increase diversity in academia as well as for applicants who wish to attend conferences aimed at diversifying STEM<sup>6</sup> fields.
  - Increased presence at student recruitment events primarily engaging students from underrepresented groups.
  - Held Georgia State’s first Graduate School Virtual Visitation, with invitations extended to individuals from a wide range of demographic backgrounds. This included a Q&A session with a diverse group of currently enrolled Georgia State graduate students.
  - Supported the elimination of standardized tests as a graduate program entry requirement.
- The Graduate School offers a range of professional development opportunities to support progression to the doctoral degree, including:
  - Support for newly enrolled graduate students through an annual New Graduate Student Orientation, including a new session focused specifically on first-generation students
  - A regularly scheduled set of workshops aimed at building a program of scholarship
  - Job search preparation in collaboration with University Career Services
  - The Provost’s Dissertation fellowship program to help students focus on dissertation completion, serving a larger proportion of graduate students from URGs<sup>7</sup> than are present in all of Georgia State’s Ph.D. programs as a whole
  - In conjunction with the Office of Faculty Affairs, access to the National Center for Faculty Development & Diversity webinars and training
- The [Center for the Advancement of Students and Alumni \(CASA\) into Graduate and Professional Programs](#) promotes the diversification of academia and academic leadership through multiple initiatives:

<sup>6</sup> Science, Technology, Engineering and Mathematics.

<sup>7</sup> Underrepresented Groups.

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<ul style="list-style-type: none"> <li>○ An early identification system to identify students for participation in CASA programming – a “tap on the shoulder” to encourage undergraduates to pursue graduate or first professional degrees</li> <li>○ The “25 to Thrive” program, where CASA participants create a 25-task plan to develop skills and accomplishments to apply for graduate or professional programs</li> <li>○ CASA now serves as an administrative hub for the university’s undergraduate research programs, which correlate with career trajectories toward the professoriate.</li> </ul>				
23. Evaluate feasibility and desirability of programs of targeted recruitment of URG faculty, including funding from Provost’s Office	ISC	Office of Faculty Affairs	Provost’s Office: C. Byrd; HR-Linda Nelson	Compositional & Equitable Representation
<ul style="list-style-type: none"> <li>● The Office of Faculty Affairs will review the Provost’s Visiting Scholars program and make recommendations regarding its use to aid in diversifying the faculty.</li> </ul>				
24. Examine hiring and onboarding practices starting with the university Affirmative Action Plan	ISC	Office of Faculty Affairs	Linda Nelson	Data-driven Programming & Decision Making Compositional & Equitable Representation
<ul style="list-style-type: none"> <li>● The Office of Faculty Affairs, in collaboration with Human Resources, has completed a fall workshop on faculty hiring for all department chairs and search committee members. These workshops will continue and in the future interactive training modules will be developed.</li> <li>● The Office of AA/EEO Investigations and Hiring examines AA/EEO related complaints, including discrimination and sexual harassment, monitoring faculty and staff hiring procedures, and developing and implementing the university’s Affirmative Action Plan.</li> <li>● The Office of AA/EEO Training &amp; Compliance provided training to new employees as part of New Employee Orientation, including training on prevention of harassment and discrimination. During new faculty orientation in the colleges/schools, training was offered regarding AA/EEO resources and policies.</li> <li>● <i>For further information, <a href="#">click here to read the HR Action Plan</a>.</i></li> </ul>				

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25. Develop Uniform Procedures for hiring to minimize implicit bias.	ISC	Office of Faculty Affairs	Linda Nelson	Data-driven Programming & Decision Making Compositional & Equitable Representation
<ul style="list-style-type: none"> <li>• The Office of Faculty Affairs continues to work on inclusive hiring practices as a first step in changing the hiring culture. The Associate Provost for Faculty Affairs will be working with an ad hoc group from the Implementation Steering Committee to develop standard operating practices for hiring at Georgia state. The Associate Provost will also be working closely with the Provost to determine how best to utilize programs such as the Visiting Fellows Program to impact faculty diversity.</li> <li>• For all employees, recruiting and onboarding processes are under review for changes that could improve racial equity, with completion targeted for June 2021 and implementation by the end of CY 2021.</li> <li>• <i>For further information, <a href="#">click here to read the HR Action Plan</a>.</i></li> </ul>				

## Recommendations of the Task Force for Racial Equality – Action Plan Progress Report, CY 2020

### Phase II-Spring 2021

A progress report regarding these items will be issued following the conclusion of the Spring 2021 semester.

\*Themes based on University of Wisconsin’s Hallmarks of Inclusive Excellence (<https://www.wisconsin.edu/inclusive-excellence/hallmarks/>) and the American Association of Colleges & Universities (**Bold**-shared recommendations)

<u>Item</u>	<u>Origin</u>	<u>Responsible Party</u>	<u>Resources</u>	<u>Themes*</u>
26. Evaluate feasibility of inclusion of diversity module for freshmen orientation beginning as early as Fall 2021	Task Force for Racial Equality	Student Affairs: Allison Calhoun-Brown		Data-driven Programming & Decision Making
27. Explore feasibility and parameters of racial impact statements	Task Force for Racial Equality	Provost’s Office: C. Byrd	Office of Faculty Affairs	Campus Climate & Belonging
28. Evaluate opportunities for DEI training for faculty and staff across the board	Office of the Provost	Office of Faculty Affairs; HR		Data-driven Programming & Decision Making
29. Complete selection process for new VP of Institutional diversity	Office of the President			Institutionalization of Diversity
30. Create social justice programming and pathways for co-curricular transcripts	Task Force for Racial Equality	Faculty Senate Student Affairs: Allison Calhoun-Brown		Campus Climate & Belonging

**Recommendations of the Task Force for Racial Equality – Action Plan Progress Report, CY 2020**

<p>31. Review the use of Student Evaluations of Instruction to evaluate for bias</p>	<p>Task Force for Racial Equality</p>	<p>Faculty Senate Deans</p>	<p>Office of Faculty Affairs</p>	<p>Data-driven Programming &amp; Decision Making</p>
<p>32. Conduct student campus climate survey if feasible or develop survey to be implemented the next academic year</p>	<p>Task Force for Racial Equality</p>	<p>Student Affairs: Allison Calhoun- Brown</p>		<p>Data-driven Programming &amp; Decision Making</p>

## Recommendations of the Task Force for Racial Equality – Action Plan Progress Report, CY 2020

### Phase III-Summer 2021 & Beyond

\*Themes based on University of Wisconsin’s Hallmarks of Inclusive Excellence (<https://www.wisconsin.edu/inclusive-excellence/hallmarks/>) and the American Association of Colleges & Universities (**Bold**-shared recommendations). A progress report regarding these items will be issued following the conclusion of the Summer 2021 semester.

<u>Item</u>	<u>Origin</u>	<u>Responsible Party</u>	<u>Resources</u>	<u>Themes*</u>
33. Hiring of VP of Institutional Diversity	Office of the President	Provost		Institutionalization of Diversity
34. Development of DEI Planning, based on Strategic plan (5-10 years)	Office of the President	New AVP for DEI	Provost	Institutionalization of Diversity
35. DEI Reorganization Planning	Office of the President	New AVP for DEI	Provost	Data-driven Programming & Decision Making
36. Evaluate feasibility and parameters of an Office of Community & Campus	Task Force for Racial Equality	President	Provost	Institutionalization of Diversity

# Recommendations of the Task Force for Racial Equality Action Plan Progress Report, CY 2020

## Appendix A: Report References and Supporting Documents

### Charge to the Task Force for Racial Equality

During a virtual meeting on June 8, 2020, Provost Hensel charged the Task Force for Racial Equality with:

1. Identifying how Georgia State, using our curriculum, teaching, research, community outreach and global activities, can address and reduce systemic racism and police violence against Black people and other underrepresented groups at the university and in society;
2. Identifying important conversations for Georgia State's community to increase understanding and awareness of issues of police violence and racial discrimination against Black people and other underrepresented groups; and
3. Identifying ways in which Georgia State may best support our Black and other underrepresented students, faculty, staff and community.

### Membership of the Task Force for Racial Equality

- Chair, Jonathan Gayles, Chair and Professor of African-American Studies, College of Arts & Sciences
- Gwendolyn Benson, Associate Dean for School, Community and International Partnerships, College of Education & Human Development
- Curtis Byrd, Special Advisor to the Provost
- Nicolle Parsons-Pollard, Associate Provost for Faculty Affairs
- Cynthia Lester, Associate Dean of the Clarkston Campus and the Division of Mathematics, Computer Science & Engineering, Perimeter College
- Rodney Lyn, Interim Dean of the School of Public Health
- Elizabeth Beck, Professor of Social Work, Andrew Young School of Policy Studies
- Jennifer Esposito, Chair of the Department of Educational Policy Studies, College of Education & Human Development
- Collins Airhihenbuwa, Professor of Health Management and Policy, School of Public Health

## **Recommendations of the Task Force for Racial Equality Action Plan Progress Report, CY 2020**

- Elizabeth West, Professor of African-American Studies and English, College of Arts & Sciences
- Natsu Saito, Distinguished University Professor of Law, College of Law
- Jennie Ward-Robinson, Special Assistant to the Dean, College of Arts & Sciences (Center for Studies on Africa and Its Diaspora)
- Joe Spillane, Chief of the Georgia State University Police Department<sup>8</sup>
- Donna Frazier, Chair of Staff Council
- Linda Nelson, Associate Vice President for Human Resources and Opportunity Development
- Allison Calhoun-Brown, Vice President for Student Engagement and Programs
- Kaelen Thomas, President of the Student Government Association
- Jessica Siemer, President of the Graduate Alliance

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<sup>8</sup> Resigned from Georgia State University in December 2020.

# Recommendations of the Task Force for Racial Equality Action Plan Progress Report, CY 2020

## Task Force for Racial Equality's Recommendations

The recommendations of the Task Force for Racial Equality were issued in September 2020 and shared with the university community via campus email. The full recommendations are available at the following link:

<https://dei.gsu.edu/about/task-force/reports/>

## University Action Plan

University administration responded with an action plan to implement the Task Force's recommended efforts. It was shared with the university campus in October 2020. The full action plan is available at the following link:

<https://dei.gsu.edu/about/task-force/action-plan/>

## Georgia State Police Action Plan

A PDF with a full progress report from the Georgia State University Police Department is available via the link below.

<https://dei.gsu.edu/gsupd-action-plan-cy-2020-progress-report/>

## Human Resources Action Plan

A PDF with a progress report from Human Resources is available via the link below.

<https://dei.gsu.edu/hr-action-plan-cy-2020-progress-report/>

## Implementation Steering Committee for the Next Generation of Faculty Initiative

An outgrowth of the recommendations by the Commission for the Next Generation of Faculty [report](#) in 2019, the Implementation Steering Committee (ISC) is charged with:

- Providing advice and guidance on how to best implement the recommendations and best practices initiatives as outlined in the [report](#).
- Serving as a liaison between the provost and university community on matters relating to the implementation of Commission recommendations and best practices initiatives
- Assisting with the publication of an annual report to the university community identifying action steps taken and progress toward achievement of recommendations and best practices initiatives.

## **Recommendations of the Task Force for Racial Equality Action Plan Progress Report, CY 2020**

Read the ISC's Spring and December 2020 progress reports here:

<https://provost.gsu.edu/commission-report/implementation-steering-committee/>

Learn more about the original report of the Commission for the Next Generation of Faculty here:

<https://provost.gsu.edu/commission-report/#report>