**Commission on Racial and Social Justice Meeting**

**Minutes**

**Tuesday, April 3, 2018**

**Woodruff Library, Jones Room**

**4:00 – 5:00 pm**

**ATTENDEES:**

**Co-Chairs: Dona Yarbrough and Judith Pannell**

**Executive Committee: Claire Sterk, Chris Augostini, River Bunkley, Henry Bayerle, Courtni Andrews, Paul Marthers**

**Steering Committee: Tomika DePriest, Michael Elliott, Dilek Huseyinzadegan, Joanne Brzinski, Del King, James Roland, Jade Turner**

**Social Justice Process Owners: Nancy Bliwise, Natasha Armstrong (substitute for Lisa Loveall), Lynn Zimmerman**

**Guests: Anjulet Tucker, Tiffany Del Valle, Daniel Hamm**

**Scribe: Kathy Moss**

**Welcome and Introductions**

Judith Pannell announced that Dr. Greg Ellison, Associate Professor in the Candler School of Theology, will take her place as CRSJ co-chair for the next academic year. Jade Turner, Director of the Office of Racial and Cultural Engagement (RACE) Office, has been selected as one of the two community liaisons for the commission. A second liaison will be selected from the Office of the Provost.

**Progress Reports Lightning Round**

Commission members divided into 3 groups to receive progress reports on the following demands/ initiatives:

* *Demand 5 – Academic Support (Joanne Brzinski)* 
  + Slide attached
* *Demand 9b – Student Organization Funding (Natasha Armstrong-substituting for Lisa Loveall)*
  + Working on funding access to all student groups
  + Creating executive agency to serve marginalized organizations (starting with black students’ organizations first then expanding)
  + Focus on supporting these organizations in chartering and funding
* *2017-2018 Initiative: Communication (Tomika DePriest)*
  + Slide attached

**Updates**

Significant work has been achieved for the following demands:

* *Demand 4 – Faculty Evaluations (Nancy Bliwise)*
  + Slide attached
  + New evaluation questions will be added on a trial basis for at least two years
  + Inviting Michael Shutt, Senior Director for Community, to group discussion on bias incidents in the classroom
  + Moving forward via shared governance model
  + Next Steps suggestion: explore best practices, provide training, competencies for faculty
* *Demand 10 – Faculty Recruitment and Retention (Lynn Zimmerman)*
  + Reminded CRSJ members that action plan was shared last year
  + Enhancement of faculty diversity is one of the Provost’s highest priorities.
  + Faculty development/diversity group created
  + Providing opportunities for diverse faculty gatherings
  + High commitment for action and improvement

*NOTE: Due to time constraints, Demand 13 – GER Requirement was tabled until next meeting.*

Dona noted that the work of Demand 4 and Demand 10 working groups is completed. It is now the responsibility of the governance process (Demand 4) and the Office of the Provost (Demand 10) to implement and sustain the action plan. CRSJ Steering Committee recommends that these demands are resolved with the caveat of monitoring progress by asking for periodic updates. A formal request for resolution will be sent to the Executive Committee.

**New Issues for CRSJ Consideration**

Dona distributed the following five topics/issues for CRSJ consideration (one for each table), asking members to provide input and feedback (question slide attached). These topics were derived from brainstorm sessions at recently held student town hall and Steering Committee meetings. See attached flip chart responses for each topic/issue.

* Support for Low-income and First-generation Students
* Support for Students with Disabilities
* Support for International Students
* Support for Latinx Students
* Support for Graduate and Professional Students