Georgia Tech
Diversity, Equity, and
Inclusion Council (GTDEIC)
November 30, 2020
Welcome and Opening Remarks

**Archie W. Ervin, Ph.D.**  
Vice President for Institute Diversity, Equity, and Inclusion; GTDEIC Chair

**Pearl Alexander, J.D.**  
Executive Director for Staff Diversity, Inclusion, and Engagement; GTDEIC Co-Chair

Remarks and Council Charge:

**Ángel Cabrera, Ph.D.**  
President, Georgia Tech
GTDEIC Orientation Agenda

• Welcome and Opening Remarks
• Remarks and GTDEIC Charge: President Cabrera
• Goals and Objectives
• Membership and Member Expectations
• Structural/Operational Tactics
• Georgia Tech Strategic Plan and DEI Alignment
• Climate Assessment Summary Presentation
• Initial Priorities for 2021
• Next Steps
• Closing Thoughts and Remarks
GTDEIC Goals

I. Continuously monitor and assess the Institute’s progress toward achieving the diversity, equity, and inclusion objectives that undergird the Institute’s strategic plan vision for a diverse, inclusive, and welcoming campus community.

II. Align the Council’s work to facilitate key Institute DEI objectives identified in the strategic plan’s implementation strategy.
GTDEIC Objectives

1. Provide a regular forum for Tech stakeholders representing all divisions of the Institute to identify and consider innovative, forward-looking, proactive approaches, tactics, and methods to enhance diversity, equity, and inclusion practices and outcomes at Georgia Tech.

2. Create a setting in which Institute leadership engage and mobilize around diversity, equity, and inclusion-related issues and opportunities.

3. Develop data-informed recommendations to improve diversity, equity, and inclusion aspects of culture and allow the Institute to lead by example as a model institution advancing inclusive innovation.

4. Annually constitute action work groups to address three to five prioritized DEI goals in coordination with the strategic plan’s implementation strategy, or emergent issues where the Institute should uniformly act.
GTDEIC Membership

- The Council’s composition is inclusive and broadly reflective of stakeholders:
  - Academic and administrative units (faculty and staff)
  - Student governance (undergraduate and graduate)
  - At-large appoints may be made
  - Alumni will eventually be appointed to serve

- Work groups will be established annually by GTDEIC chair/co-chair
  - Work groups may engage other campus leaders, subject-matter experts, and contributors as thought partners
Council Members Expectations

- Advise and advocate for institutional priorities and actions

- Lead and participate on work groups that will be established annually by chair/co-chair (i.e. climate assessment, faculty diversity, etc.)

- Continuous learning and conscious awareness of DEI as a component of culture (model inclusive leadership)
Operational Tactics

- ELT
- GTDEIC
- Work Group
- Work Group
- Work Group
Discussion

Share in chat or verbally…

• What questions do you have so far?

• Comments?
Sonia Alvarez-Robinson, Ph.D.
Executive Director for Strategic Consulting
### IMPLEMENTATION KEY STEPS

<table>
<thead>
<tr>
<th>PLAN IMPLEMENTATION</th>
<th>MOBILIZE TEAMS</th>
<th>MEASURE PROGRESS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prioritize where to start</td>
<td>Use working group deliverables</td>
<td>Monthly status updates</td>
</tr>
<tr>
<td>Appoint leaders</td>
<td>Add new expertise</td>
<td>Measure results</td>
</tr>
<tr>
<td>Organize teams</td>
<td>Collaborate across teams</td>
<td>Share stories</td>
</tr>
<tr>
<td>Align resources</td>
<td>Plan details</td>
<td>Communicate broadly</td>
</tr>
</tbody>
</table>
Attendees, please share your thoughts about connection and opportunities related to DEI in the new strategic plan to the potential work of the GTDEIC.
Strategic Theme
Connections

• **Expand Access**: Empower people of all backgrounds and stages of life to learn and contribute to technological and human progress

• **Cultivate Well-Being**: Strengthen our culture of well-being and create an environment of holistic learning and development where all members of our community can grow and learn to lead healthy, purposeful, impactful lives

• **Lead by Example**: Lead and inspire by example by creating a culture of excellence and deliberate innovation in our own practices and being an example of efficiency, sustainability, ethics, and inclusion
1. Increase demographic diversity of faculty, staff and students.

2. Create a culture and build an environment that is safe, accessible, and supportive for all members of the Tech community.

3. Develop and execute a climate action plan for the Institute.

4. Integrate our pursuit of equity and justice across our programs, practices, and culture.
Georgia Tech Data Presentation

Demographics, Climate, and Culture: What We Know

Keona Lewis, Ph.D.
Associate Director for Institute Diversity Research

Joe Ludlum, Ph.D.
Assistant Director for Academic Effectiveness
Discussion

• Share your thoughts about observations presented about demographics and/or climate data

• Share your thoughts about a DEI dashboard and what will be important for the Council to track
Initial Work Groups
(Aligned with Strategic and Implementation Plans)

- Work groups explore prioritized issues and propose actions to the full Council for discussion and deliberation
  - Campus Assessment (Climate/Culture)
  - Racial Equity
Next Steps?

• Meet in the New Year – Quarterly schedule

• Identify additional priority issues for consideration in 2021 for Council agenda

• Appointments for workgroups in 2021
Closing Comments and Thoughts?