
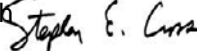




# Georgia Institute of Technology®

Date: October 11, 2016

To: Deans, School Chairs, IRI Directors, VP-EI2, VP-GTRC, SVP-GTRI

From: Rafael L. Bras, Provost and Executive Vice President for Academic Affairs  
Stephen E. Cross, Executive Vice President for Research   


Copy: Y. Berthelot, S. Cozzens, L. Durham, A. Ervin, S. Girardot, K. Harrington, J. Herazy, C. Jones, P. Kohn, D. McConnell, C. Potts, L. Sharp, L. Sills, M. Tavares, College and School Faculty Affairs Reps

Subject: Innate Associations/Implicit Bias Training

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At his Annual Institute Address, President Peterson spoke of eleven gender equity initiatives that will be implemented over the next two academic years. These initiatives emerged directly from the President's listening sessions last year, where he heard gender equity concerns from across our campus community. Promoting equity in our policies and processes related to the recruitment, hiring, retention, promotion, professional development, and leadership appointments of faculty members were among the concerns voiced in the sessions. This concern is appreciated and we are committed to promoting equity and fairness in our discussions and consideration of candidates.

Starting with the upcoming reappointment, promotion, and tenure cycle, all members of school, college, research promotions, and the Institute RPT committees will be expected to participate in innate associations/ implicit bias training. Further, members of committees charged with searches for certain kinds of faculty leadership positions should also participate in the training, namely, those with impact over faculty development, resources, and policy should include this training in their search preparations processes. These positions include, but are not limited to:

- school chair
- Interdisciplinary Research Institute (IRI) director/executive director
- lab director
- associate dean
- dean
- vice provost/president

The Office of Institute Diversity is offering workshops available across the campus. Alternatively, colleges or schools can arrange for external training sessions and materials. **Deans are asked to report to Dr. Cozzens their plans and timeline for providing the training to the RPT and relevant search committees in their schools and college by November 15, 2016. Plans for training for research faculty promotions committees should be sent to Mrs. Monique Tavares.**

It is our expectation that you and your units will work to adopt the guidelines as fully as possible during the current academic year with a requirement of full implementation during the 2017-18 academic year. We, along with our leadership and staff teams, are ready to support, guide, and advise you as you introduce this training requirement into your procedures.

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