



Georgia Institute of Technology®

Date: July 22, 2021

To: Deans, School Chairs, IRI Directors, VP-IR, VP-RDO, VP-EI2, VP-RA, SVP-GTRI

From: Steven W. McLaughlin, Provost and Executive Vice President for Academic Affairs
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Subject: Implicit Bias Training

Last year, Georgia Tech unveiled an ambitious ten-year institutional strategic plan, under the leadership of President Ángel Cabrera. This plan, grounded on our most foundational values, serves as a guide toward achieving our highest aspirations as a community. The notion that we, as a community of people, thrive on diversity is central to our values and underscores our commitment to promote equity and fairness in our discussions and consideration of candidates.

Our diversity, equity, and inclusion values not only provide opportunities to learn, engage, and thrive, but are also essential to the pursuit of creative knowledge production, discovery, and learning in our community. Our future and the opportunity to lead by example depends on our ability to create and maintain a culture that embraces difference and fosters inclusivity.

With these common values and goals in mind, I am reaffirming the Institute's requirement that starting with the upcoming hiring, reappointment, promotion, and tenure cycle, all members of school, college, research promotions, Institute RPT committees, and all faculty search committees will be expected to participate in 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 chairs
- Interdisciplinary Research Institute (IRI) director/executive directors
- Lab directors
- Associate deans
- Dean
- Executive leadership team, vice provosts/vice presidents

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The Office of Institute Diversity, Equity, and Inclusion offers implicit bias workshops across the campus. Alternatively, Colleges and Schools can arrange for external training sessions and materials.

Deans and similar division heads will be asked to report their unit's participation in implicit bias training for members of RPT committees, faculty and faculty leadership search committees, and graduate student admissions committees. Instructions about how that participation will be reported will be shared separately.

It is our expectation that you and your units will adhere to these guidelines as fully as possible effective the 2021-2022 academic year. We, along with our leadership and staff teams, are ready to support, guide, and advise you regarding his training requirement. Please direct questions regarding the Implicit Bias workshops to Tamara Ballou at tamara.ballou@gatech.edu.