

Five Years



EMORY
UNIVERSITY

**Office of
Equity and Inclusion**

201 Dowman Drive
Suite 305
Atlanta, GA 30322
equityandinclusion.emory.edu



Dear Emory Colleagues and Friends,

The Office of Equity and Inclusion is celebrating its 5th year! I am happy to share this report with you—as it highlights the volume of the important work that we do. We continuously promote an environment where everyone has a fundamental right to work, live, learn, teach, research and grow as one community free of discrimination and harassment and sexual misconduct. We are mindfully building an accessible community which provides leveled learning and playing fields. We are One Emory: Engaged for Impact!

Equity in its simplest term, means “fairness”, but it also means integrity, rightness, decency, conscientiousness, honesty, goodness, neutrality, balance. In finance terms, it means “value” or worth, which, in my opinion, summarizes all that we impose upon our community each day.

As I step onto Emory University’s campus daily, I am well aware of my privilege to be here, in this moment and during these challenging times. I realize that with privilege comes responsibility, so I lead knowing that the work we do has a major impact on the overall work and outcomes of this community. The team assembled in the Office of Equity and Inclusion are highly qualified professionals who bring a sense of commitment, dedication, loyalty, and attentiveness to all matters we manage. And, we cannot do this work alone. I appreciate our academic and institutional partners who work with us to promote our work and I am grateful to the leadership of this university who support all of our efforts. But most of all, I am thankful to this community—Emory, at large, those who engage, encourage, advise and support us as we move forward during conflicting and turbulent times. Without you, we could not advance the essential work we do, so we are forever grateful!

All my best,

Lynell A. Cadray
Vice Provost



FIVE YEARS OF EQUITY AND INCLUSION

Contents

The Office of Equity and Inclusion	3
Mission Statement	7
Education Programs	7
Community Engagement	9
Affirmative Action & Best Hiring Practices	11
Title IX	13
Accessibility Services	16
Survey Data	17
Partnerships	19
The Team	20

"EQUITY AND INCLUSION"

*is more than a name,
it is a **SPIRIT.***



People share a fundamental right to work and learn in a safe environment. The Office of Equity and Inclusion strives to provide a safe environment that is conducive to intellectual engagement, learning, and working in positive ways. We focus our work on systemic issues by addressing policy and procedural concerns.



We remind each other daily not only what our laws call for but also what Emory's strong collective spirit of fairness demands. We respect the dignity and worth of each human being in our community and support the sharing of different values and perspectives. We work to:

- Foster an inclusive community that promotes a positive educational environment, fairness, access, and best practices
- Support compliance efforts as they relate to federal laws and regulations

Colleagues on our team work with faculty, staff, students, hospital employees, alumni, and visitors on related aspects that include:

- University Title IX
- Discrimination and Harassment management
- Affirmative Action Plans and Implementation
- Educational Programs
- Best Practices for Searches and Hires
- Access and Disability services



Office of Equity and Inclusion

MISSION STATEMENT

The Office of Equity and Inclusion (OEI) ensures Emory University's compliance with Equal Opportunity/Affirmative Action, Title IX, the Vietnam Era Veterans' Readjustment Assistance Act, and the Americans with Disabilities Act federal regulations. OEI also monitors and executes the university's Equal Opportunity and Discriminatory Harassment Policy.

OEI is committed to promoting a fair and accessible campus environment for the Emory University community through collaboration with our university partners.

In support of these principles, OEI:

- Advocates for equal employment opportunity for all employees and applicants without regard to race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran's status, or any other factor that is a prohibited consideration under applicable law
- Promotes recruitment and retention of qualified individuals from diverse backgrounds
- Conducts prompt, unbiased review and adjudication of discrimination and harassment complaints
- Protects students from sex discrimination, including sexual harassment, by any university employee, other students, or a non-employee third party
- Assures reasonable accommodation to qualified individuals with disabilities, and
- Provides a wide variety of Equal Opportunity/Affirmative Action/Title IX/Disability educational programs and training.

EDUCATION PROGRAMS

TITLE IX TRAINING

Over the past 4 years, OEI implemented a university-wide Title IX Training. This is an ongoing effort.



of new employees complete the training as part of their onboarding process.

DISCRIMINATION & HARASSMENT TRAINING

The Discrimination and Harassment Training has increased over five years from 20 sessions per year in 2014 -15.



170%

60 sessions per year in 2018 - 2019.

UNCONSCIOUS BIAS TRAINING

OEI has 20 trained University Facilitators on Unconscious Bias and has trained faculty, staff and students since 2016.

Trained Since 2016



1,500

Faculty, staff and students

ONLINE TRAINING

The Office of Equity and Inclusion provides online training to community members through the Emory Learning Management System (ELMS).

- Bullying in the Workplace
- Bridges: Building a Supportive Community (Title IX)
- Bridges: Taking Action (Title IX Refresher)
- Diversity: Inclusion in the Modern Workplace (EDU)
- Duty to Prevent Violence (Supervisor)
- Harassment and Discrimination (Supervisor)
- Harassment and Discrimination (Employee)
- Interviewing Candidates
- Managing Bias
- Social Media & Your Job
- Social Media for Managers
- Terminating Employees
- Workplace Violence Prevention

COMMUNITY ENGAGEMENT

In our strategic partnerships with all academic divisions and our faculty-facilitated discussions, the relationships between those units and OEI are paramount and aligns with the University's strategic vision – One Emory: Engaged for Impact.



Inclusive Classroom Series

OEI created a four year series encouraging dialogues between faculty facilitators and participants. The series produced a positive exchange of ideas in building an inclusive classroom environment. Topics included: Religion in the Classroom; International Student Engagement in the Classroom; Autism in the Classroom; Race in the classroom; Best practices for Classroom Accessibility and many more.

Trump Talk Series

In Spring 2017, Emory's top scholars led a three-part dialogue series, "Trump Talk: First 100 Days," on religion, health care, immigration, LGBTQ issues, travel bans, race, politics and economics. The discussions were designed to empower participants through education and knowledge important in today's political climate.

ThinkPosium on Equity

In fall 2018, OEI organized its inaugural ThinkPosium on Equity. This event attracted over 100 faculty, staff and students. Emory's thought leaders converged and engaged in difficult dialogue related to today's challenging topics.

Women in Leadership Networking Breakfast

OEI celebrated women leaders for it's annual breakfast in 2017 and 2018.

Equity Exchange: Know Your Rights and Responsibilities

In spring 2019, OEI organized an educational series focusing on Sexual Conduct and Title IX, Americans with Disabilities Act and Harassment & Discrimination. The sessions were created to engage the Emory Community on Atlanta and Oxford campuses.



EMORY UNIVERSITY

Office of Equity and Inclusion



THINKPOSIUM ON EQUITY 2018
THOUGHT LEADERS



Inclusive Classroom Series

16 sessions included:
Religion in the Classroom;
International Student
Engagement in the Classroom;
Autism in the Classroom; Race in
the classroom; Best practices for
Classroom Accessibility

Trump Talk Series

75 attendees participated

ThinkPosium on Equity

100 faculty, staff and
students participated

Equity Exchange

6 panel discussions
focusing on
community resources,
policy overview and
q&a opportunities

Women in Leadership
Networking Breakfast



240 women leaders
identified for networking



EMORY UNIVERSITY Office of Equity and Inclusion

2017 FACULTY WORKSHOP SERIES

INCLUSIVE CLASSROOMS

AFFIRMATIVE ACTION & BEST HIRING PRACTICES

Emory University and Emory Healthcare are committed to affirmative action and fair employment.

The implementation of this plan serves as guiding principles for the community.

The plan allows us to:

- Implement educational programs aimed at increasing diversity in our workplace
- Conduct federally mandated workforce analyses
- Develop affirmative action programs and best practices
- Document best efforts
- Guide the work we do to engage self-analyses for the purpose of discovering barriers to equal employment opportunities, and
- Monitor our progress over extended periods of time

WORKFORCE GROWTH

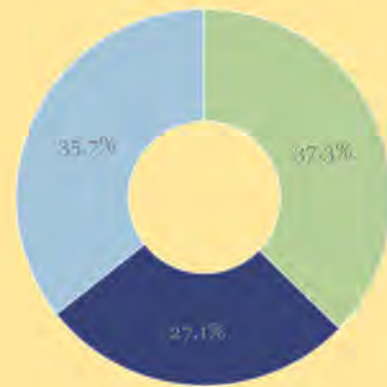
Emory University has seen consistent growth for women, minorities and non minorities through best hiring practices. The university's continued goal is to achieve a balanced workforce equivalent to our population.

2013 WORKFORCE



WOMEN	5,382
MINORITIES	4,059
NON MINORITIES	5,646

2018 WORKFORCE



WOMEN	5,461
MINORITIES	4,651
NON MINORITIES	6,193

14.26%

INCREASE IN
WOMEN
EMPLOYEES

14.58%

INCREASE IN
MINORITY
EMPLOYEES

TITLE IX

Title IX of the Educational Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. The Title IX prohibition on sex discrimination is not limited to sexual harassment and violence. Inquiries concerning application of Title IX may be made to the Office for Civil Rights in addition to or instead of such other campus and non-campus resources. Emory fosters a safe learning and working environment that supports academic and professional growth of students, staff, and faculty and does not tolerate sexual harassment, including violence in its community and is obligated to address incidents of which it has notice.



POLICY 8.2

Emory University (“Emory”) is committed to maintaining an environment that is free of unlawful harassment and discrimination. Pursuant to Emory’s commitment to a fair and open campus environment and in accordance with federal law, Emory cannot and will not tolerate discrimination against or harassment of any individual or group based upon race, color, religion, sex, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, veteran’s status, or any factor that is a prohibited consideration under applicable law. Emory welcomes and promotes an open and genuinely diverse environment. Title IX of the Educational Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance. Emory fosters a safe learning and working environment that supports academic and professional growth of students, staff, and faculty. Accordingly, Emory does not tolerate sexual misconduct in its community and will take prompt action when misconduct occurs.

This Policy covers sexual misconduct committed by Emory students. Sexual misconduct is a form of sexual harassment that is prohibited under federal law and Emory’s Equal Opportunity and Discriminatory Harassment Policy (Emory Policy 1.3). Sexual misconduct can occur in many forms, including, but not limited to, sexual and gender-based harassment, non-consensual sexual intercourse, non-consensual sexual contact, dating violence, domestic violence, sexual exploitation and stalking.

Emory will take seriously every allegation or report of sexual misconduct received. Its response is intended to ensure that all parties involved receive appropriate support and fair treatment, and that allegations of sexual misconduct are handled in a prompt, thorough, and equitable manner.



ACCESSIBILITY

Emory provides all persons an equal opportunity to participate in and benefit from programs and services.

The Office of Accessibility Services (OAS), a unit of the Office of Equity and Inclusion, ensures that all matters of equal access, reasonable accommodations, and compliance are properly addressed.

<http://accessibility.emory.edu/>



Office of Accessibility Accommodations Growth

Since opening in 2014, OEI has increased the number of registrants in the

Office of Accessibility by **45%**.

1100

2014 Accommodations

1600

2018 Accommodations

DIVERSITY ENGAGEMENT SURVEY

In 2016, OEI launched Emory University's 1st university wide Diversity Engagement Survey. This survey aided in understating how the community perceived diversity and inclusion. Survey questions drew upon workforce engagement theory and theoretical components of organizational inclusion. The 22 survey questions are mapped to eight inclusion factors. These factors were grouped into three Workforce Engagement Clusters.

AREAS OF STRENGTH

Common Purpose

88% of respondents report feeling their work or studies contributes to the mission of the institution.

Respect

Respect is an area of strength across gender, race/ethnicity and role at Emory.

Access to Opportunity

87% of student respondents agree there is someone at Emory who encourages their development.



EMORY STUDENT COMMUNITY WELL-BEING SURVEY

In an effort to maintain Emory University's commitment to an environment that is free of unlawful harassment and discrimination, Emory University administered the Emory Student Community Well-Being Survey to capture the students' experiences and attitudes about sexual harassment, coerced sexual contact, sexual assault, intimate partner violence, and stalking. The survey also collected student perceptions of Emory's sexual violence prevention and response programs. Fielded from March 19, 2018, until May 11, 2018, the Student Community Well-Being Survey was administered to all undergraduate and graduate/professional students at the University in Spring Semester 2018.

32.3%
participation

4,390 students
completed the survey

RTI
International

Collaborative Partner with Emory
University's Committee for the Prevention
of Sexual Violence



PARTNERSHIPS

OEI has developed over **60** Strategic Partnerships and has become a vital and essential unit that serves the entire Emory enterprise. A partial list includes:

Internal

Faculty Committee on Sexual Assault and Prevention
 The Office of Human Resources
 Emory University School of Law
 Goizueta Business School
 Laney Graduate School
 Rollins School of Public Health
 Emory University School of Nursing
 Emory University School of Medicine
 Emory University College of Arts and Sciences
 Oxford College of Emory University
 Candler School of Theology
 Emory Center for Autism
 The RESPECT Program
 Emory Counseling Center
 The Office of the General Counsel
 The Department of Disability Initiatives
 The Office of Student Conduct
 The Office of Undergraduate Education
 Emory Healthcare
 The Office of Global Strategies and Initiatives
 Library Information Technology
 The Center for Women
 The Office of LGBTQ Life
 The Office of Religious and Spiritual Life
 The Emory Police Department
 Division Committees on Community and Diversity
 The Employee Council
 The Committee on Class and Labor (2)
 The Office of Government Affairs

External

The National Association of Corporate Partnerships
 The White House Staff on Science & Technology
 The Temple
 The Wesleyan School
 The University of Mississippi
 The National Association of Non-Profit Organizations
 The Bank of America
 The National Diversity Council
 The Georgia Diversity Council
 The Georgia Counseling and Care Center
 The Georgia Safari Conservation Park
 Claflin University
 The Ohio Non-Profit Fundraisers



TEAM MEMBERS

Equity and Inclusion

Lynell Cadray, Vice Provost

Maurice Middleton, Senior Director

Nicole R. Ingram, Project Director

Nicole Babcock, Associate Director

Chaneta Forts, Assistant Director

David Goetsch, Assistant Director

Kimberly Hoyt-Eden,

Administrative Assistant

Title IX Office

Judith Pannell, Interim University Title IX Coordinator

Kristyne Seidenberg, Interim Title IX Coordinator, Students

Office of Accessibility Services

Allison Butler, Director

Jordan Crawford, Assistant Director

Megan Bohnic, Assistant Director

Jackie Reese, Program Specialist

Angela Williams, Assessment Resources Coordinator

Tiffany Williams, Assessment Resources Coordinator

Wanda Hunter, Administrative Assistant



EMORY
UNIVERSITY

**Office of
Equity and Inclusion**