

Office of Diversity, Equity, and Inclusion

2021 REPORT



EMORY
UNIVERSITY

Office of Diversity,
Equity, and Inclusion

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Photos within this report were taken prior to COVID-19.



“We must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee.”

MARIAN WRIGHT EDELMAN

ENHANCING THE EMORY EXPERIENCE



At Emory, we strive to lead with our values, building a diverse, equitable, and inclusive campus that enables everyone to achieve their highest potential.

This past year has challenged us in innumerable ways. The pandemic upended our lives and transformed how Emory delivered our educational, research,

and health care missions. Community members faced unprecedented loss and grappled with uncertainty, grief, and fear about the future. And, in the midst of it all, a renewed movement for social and racial justice was born.

The outrage sparked by racial injustice against African Americans has led to a national reckoning with anti-Black racism. The recent shootings in Atlanta and the racist targeting of Asian Americans in the midst of the pandemic have also revealed the long-overlooked and exclusionary history and treatment of Asian Americans.

With bold aspirations and a strong sense of purpose, our aim is to enhance the Emory experience — shaping a campus community that is supportive, inspiring, and life-changing for all who learn, work, and discover here.

These tragedies reflect the painful past, but dedicated individuals across the country and at Emory have called for change to realize our aspirations as a university.

The entire Emory community has gotten involved, and our students have taken their engagement and leadership to new heights, seizing this historic moment and turning it into an impassioned plea for justice.

In response to their leadership, I've launched a series of initiatives to address Emory's historic injustices as we build a more equitable future. This is my goal for Emory as we engage our community—from our students and staff workers to faculty, researchers, and health care workers. I'm grateful to Chief Diversity Officer and Vice Provost of Diversity and Inclusion Carol Henderson and the Office of Diversity, Equity, and Inclusion for providing the momentum and framework that will guide us throughout this journey.

Dr. Henderson has charged seven DEI communities to develop a Strategic Plan that will be shared with the Emory community in fall 2021. And I look forward to engaging in essential dialogue with key campus constituents to define shared goals and provide strong accountability.

Inspired by the Emory motto, "the wise heart seeks knowledge," we will approach this work with integrity, compassion, and mutual respect, creating a culture of belonging that provides equitable opportunity for each member of the community. With bold aspirations and a strong sense of purpose, our aim is to enhance the Emory experience—shaping a campus community that is supportive, inspiring, and life-changing for all who learn, work, and discover here.

I strongly support the work of Dr. Carol Henderson and the Office of Diversity, Equity, and Inclusion and look forward to the future as we implement new ideas that enable us all to grow, contribute, connect, and belong.

Gregory L. Fenves
President, Emory University

THE JOURNEY AHEAD



In my first year at Emory, I've had wonderful opportunities to join a vibrant and engaged community in the work of diversity, equity, and inclusion. Such engagement affords us the opportunity to continue to consider where we stand as a campus

community, chart a path forward, and recommit to fully actualizing the values we hold so dear. Our progress has been steady but as our journey also reveals, we have more work to do to realize a more equitable, inclusive, and diverse Emory.

This midyear report shares with you the initiatives, activities, programs, and organizational developments that shaped the efforts of the Office of Diversity, Equity, and Inclusion (ODEI) last year. There is an urgency to our work as we continue to grapple with the disproportionate impacts of navigating our new COVID-19 reality within our lived and learning spaces.

Social justice and our racial reckoning with anti-Black and anti-Asian violence and bias has meant having uncomfortable and often challenging conversations

This journey of rediscovery has allowed us to develop an institutional diversity statement and definitions for diversity, equity, inclusion, and equity-mindedness that we are beginning to share—principles that will ground our work.

about our institutional practices at every level. Understanding that the tenets of diversity, equity, and inclusion cannot be realized without community partnerships and collaborations, the work takes all our participation. This ODEI midyear report acknowledges this shared commitment to fulfil our institutional mission to "create, preserve, teach, and apply knowledge in the service of humanity"—a diverse, equitable, and inclusive humanity.

These interconnected ideals are fundamental to Emory's educational mission. This journey of rediscovery has allowed us to develop an institutional diversity statement and definitions for diversity, equity, inclusion, and equity-mindedness that we are beginning to share—principles that will ground our work. Simultaneously, we are creating learning opportunities for intercultural engagement, cross-cultural

literacy, inclusive classroom pedagogy, and assistive technologies and accessibility to strengthen our communal dialogues on these topics, and so much more in collaboration with our campus partners.

Our reassessment of climate and culture reminds us of the intentional work of inclusion, which is:

The ongoing engagement with the principles of diversity—in our scholarship, in our curriculum, co-curriculum, business operations, and infrastructure of our institution. It is interwoven into the intellectual, social, cultural, geographical, local, regional, and institutional communities with which individuals might connect—in ways that increase awareness, content knowledge, perspective taking, and empathetic understanding of the complex ways individuals interact within societies, organizations, and institutions and systems.

This work must be guided by fairness, equity, and respect. These efforts must be bound by a commitment to accountability that joins us to one another as a community—a beloved community. We must be principled in the ways we innovate, create, and measure DEI progress both quantitatively and qualitatively and equity-minded in our resolve to eliminate barriers and strengthen opportunities for promotion and/or tenure for faculty, career progression for staff, and degree completion for undergraduate, graduate, and professional scholars, ensuring student success.

Accountability must extend beyond our campus as we continue to strengthen our university partnerships and realize, with humility, our responsibility as a social engine for change within the greater Atlanta community. We must honor these important collaborations in the service of humanity by acknowledging current work, the work that has already been done, and the work still to occur. This is the transformative experience of a diverse, inclusive, and equitable Emory. I look forward to our journey ahead.

Carol E. Henderson
Chief Diversity Officer, Vice Provost for Diversity, Equity, and Inclusion
Adviser to the President

Culture & Climate



A healthy campus climate allows students, faculty, and staff to feel a sense of belonging and community in classrooms and in the workplace. The Office of Diversity, Equity, and Inclusion seeks to foster an inclusive, equitable, and diverse environment that promotes intellectual engagement, learning, and working in productive and impactful ways.

Culture and climate reflect the collective attitudes, beliefs, behaviors, and principles of faculty, staff, students, and administrators.

Culture is expressed in the values of community members and the ways in which we interact with each other. It is felt in our sense of belonging and our willingness to invest in the well-being of one another. It is our authentic human connection.



EMORY VOICES

Lisa Muirhead

Associate Clinical Professor and Assistant Dean of Diversity, Equity, and Inclusion, School of Nursing

“The Executive Leadership Council (ELC) is composed of unit/school diversity, equity, and inclusion leaders who work to align our respective schools and units with Emory DEI strategic priorities. The council provides a platform for communicating goals and initiatives that support the advancement of DEI among and within our units and schools, with additional efforts focused on the sharing of resources, networking, and other coordinated efforts.”



Affinity Months

ODEI recognizes months and days for specific groups, cultures, and causes. We highlight these important dates to raise awareness and create opportunities to learn.



Newsletters

ODEI produces several publications that highlight its policies and programs including newsletters and other forms of information.



Resource Guides

ODEI creates resource guides comprised of tools that encourage engagement, exploration, and the quest for knowledge around timely topics facing the Emory community.

- Living and Learning about Race
- Campus Resource Guide
- Election Resource Guide

It is the ability to thrive and bring our whole selves to campus each day to realize our truest and highest potential as individuals and as a community.

An institution’s culture consists of written and unwritten shared beliefs, values, guiding principles, protocols, traditions, and much more. Climate refers to how community members experience the institution’s culture and whether an institution’s beliefs and values are equitably applied.

New Title IX Regulations Implemented

The Office of Diversity, Equity and Inclusion includes the Department of Title IX. On August 14, 2020, Emory implemented Title IX policies compliant with new federal regulations. The new federal regulations define Title IX sexual harassment as:

- An employee conditioning an educational benefit or service upon a person’s participation in unwelcome sexual conduct (often called quid pro quo harassment);
- Unwelcome conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school’s education program or activity; or
- Sexual assault, as the Clery Act defines that crime in 34 CFR 668.46(a).

These federal regulations narrow for Title IX purposes the definition of sexual harassment. However, Emory will continue to address, under a separate conduct process, sexual misconduct that does not meet the new federal regulatory definition under Title IX. Emory remains committed to maintaining an environment that is free of unlawful harassment and discrimination.

To that end, Emory’s new Sex and Gender-Based Harassment and Discrimination Policy addresses sexual harassment that falls under the definition contained in the new federal Title IX regulations as “Title IX Misconduct,” which will be channeled through a Title IX Misconduct process. The policy also addresses sexual misconduct that falls outside that definition but is still prohibited by Emory, which will be reviewed and addressed through a Prohibited Conduct process.

Emory has not significantly changed its guidance regarding what constitutes prohibited conduct. What has changed in light of the new federal regulations is the way in which the university will address how allegations of prohibited conduct are handled.



The Title IX department will review and address all Title IX Misconduct involving students, faculty and staff. If conduct falls outside of Title IX Misconduct and involves a student, the department will review and address the matter under its Prohibited Conduct process. If a matter involves a faculty or staff member, and the matter falls outside of Title IX Misconduct, ODEI’s Department of Equity and Inclusion will promptly review and address the matter pursuant to the university’s Equal Opportunity Discriminatory Harassment Policy. Both procedures are part of Emory’s comprehensive, university-wide approach to address and reduce incidents of sexual misconduct.

The university was required to provide a comprehensive training session on the new policy with all members of the community who may be involved in the Title IX process, which took place on Aug. 13. The Title IX department has conducted community trainings on the new policy throughout the academic school year, and community members also are able to request training for themselves.

Excerpted from Emory Report, August 15, 2020.

Defining Diversity, Equity, and Inclusion at Emory



Emory's Statement on Diversity

The Emory community is open to all who have a commitment to the highest ideals of intellectual engagement, critical inquiry, and integrity. We welcome a diversity of gender identities, sexual orientations, abilities, disabilities, ethnic, cultural, socioeconomic, religious, national, and international backgrounds, believing that the academic and social energy that results from such diversity is essential to advancing knowledge, addressing society's most pressing issues, and attending to the full spectrum of human needs in service to the common good.

In order for the Emory community to be successful in its goals for diversity, equity, and inclusion, there needs to be a common language around Emory's shared values and principles.

Departments and units have the option of building on these foundational principles to shape their own work.

Glossary of Terms

Diversity is foundational to educational excellence and critical to a transformative academic experience. It helps to foster dynamic spaces of engagement where innovation, critical thinking, creativity, and understanding reside, and it helps to cultivate intellectual communities rooted in a mutual respect for individuals whose identities, experiences, gifts, and talents mirror the communities that surround our campus and better reflect the diversity of our world.

Such efforts bind the value proposition of diversity to our institutional principles and ideals as we seek to create space for students, faculty, and staff to navigate an increasingly complex and diverse society, establishing models of practice that generate new knowledge and deeper human connections as we move from inclusive excellence to inclusive eminence.

Thus, diversity is understood broadly to mean race, ethnicity, gender, disability, national origin, age, health status, religion, sexual orientation, gender identity, gender expression, socioeconomic standing, immigration status, family background, neurodiversity, intersectional identities, and the broad representations of human existence.

Equity is the guarantee of fair treatment, access, opportunity, and advancement for all students, faculty, and staff, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The guiding principle of equity acknowledges that there are undeserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist in the provision of effective opportunities to all groups.

Equity-mindedness calls attention to patterns of inequity in outcomes for students, faculty, and staff. Practitioners of equity-mindedness are willing to take personal and institutional responsibility for the success of their students, faculty, and staff and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American higher education.

Inclusion in action is about creating an environment in which faculty, staff, and students can thrive, where they feel appreciated and can see themselves in the images, traditions, and culture of the campus community. Thus, inclusion is the active, intentional, and ongoing engagement with the principles of diversity—in our scholarship, in our curriculum, co-curriculum, business operations, and infrastructure of our institution. Inclusion is interwoven into the intellectual, social, cultural, geographical, local, regional, and institutional communities with which individuals might connect—in ways that increase awareness, content knowledge, perspective taking, and empathetic understanding of the complex ways individuals interact within societies, organizations, and institutions and systems.

Note: These definitions are excerpted from a proposed glossary of terms that was created, vetted, and shaped by the work of the Intercultural Education Advisory Group in spring 2020, work guided by the efforts of the American Association of Colleges and Universities, the University of Southern California's Center for Urban Education, and the Association of American Universities around diversity, equity, and inclusion, and expanded, where applicable, to more fully incorporate Emory's ethos around this work.

Accountability

Emory can move forward on issues of diversity, equity, and inclusion by taking responsibility and acting to identify and eliminate persistent patterns of inequity that impede our ability to fulfill our institutional mission. Such actions include, but are not limited to, measuring progress toward achieving our DEI goals and integrating DEI principles at every level of the educational, scholarly, and operational mechanisms of the Emory enterprise.

Some of our current work:

Faculty Affairs

The Office of Diversity, Equity, and Inclusion and the Office of Faculty Affairs collaborated to:

- Enhance the faculty recruitment process, specifically as it relates to recruiting for diversity
- Streamline the faculty recruitment process between staff in the Office of Diversity, Equity, and Inclusion (ODEI) and the Office of Faculty Affairs (OFA)

The group's efforts were focused in four areas:

- Recruitment workflow and collaboration;
- ODEI's diversity toolkit;
- Website resources; and
- Creating metrics for measuring success.

The outcomes from this collaboration include:

- A more standardized and robust faculty recruitment process that is best practice centered;
- The addition of resources to the diversity toolkit to help advance diversity and inclusion efforts at Emory and enhance recruiting options and success;
- The identification of metrics to measure progress; and
- Development of a schedule to meet with leadership to provide updates.

Documents developed during the process include:

- [Search Committee Rubric to Assess Candidate Contributions to Diversity, Equity, and Inclusion](#)
- [Job Search Report](#)
- [Search Committee Checklist](#)



Affirmative Action Plan

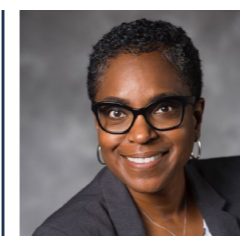
The Affirmative Action Plan is more than a shelf document. For federal contractors and subcontractors, affirmative action must be taken by covered employers to recruit and advance qualified minorities, women, persons with disabilities, and covered veterans.

Affirmative actions include training programs, outreach efforts, and other positive steps. These procedures are incorporated into our written personnel policies. We are required to implement our written affirmative action plan, keep it on file, and update it annually.

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-analysis for the purpose of discovering barriers to equal employment opportunities, and
- Monitor our progress over extended periods of time

[Read the Introduction to Emory's Affirmative Action Plan.](#)



EMORY VOICES

Carol Flowers St. John

Assistant Vice Provost of Faculty Affairs, Office of the Provost

"The efforts of the Recruiting for Faculty Diversity Working Group have created a more streamlined and robust recruitment process inclusive of best practices. ODEI and Faculty Affairs will continue to monitor the search process and measure progress going forward."

Professional Development and Awareness



The Office of Diversity, Equity, and Inclusion advances both formal and informal learning opportunities for administrators, faculty, staff, and students that use various modes of engagement to enhance knowledge, proficiency, skills, and effectiveness in implementing and practicing the principles and values of diversity, equity, and inclusion.

Training

Training to create comfortable and equitable classrooms and workplaces at Emory includes:

- Online and in-person training addressing topics such as accommodating disabilities, interviewing job candidates, bullying in the workplace violence, preventing harassment and discrimination, managing bias, and more.
- Accessibility services and training tailored to address community requests and needs.
- Title IX annual training for conduct volunteers as well as undergraduate, graduate, and professional student orientations, and new faculty orientation.

LinkedIn Learning

LinkedIn Learning is a curated e-learning resource page that provides learning opportunities to address the current climate while

fostering a sense of belonging and community at Emory. This transformative learning path reviews current thinking and best practices on essential topics such as bias in all of its forms, cultural competence, communication, allyship, and accountability.

Department of Title IX Training

Asynchronous

- Building Supportive Communities: Clery Act and Title IX

Synchronous

- Title IX and Prohibited Conduct Volunteers, Investigators, Advisors, and Hearing Officers
- DTIX Graduate and Professional Student Orientation – Sex and Gender-Based Discrimination: Sexual Misconduct Policy, Response, and Survivor Support
- New Faculty Orientation – Sex and Gender-Based Discrimination: Sexual Misconduct Policy, Response, and Survivor Support
- Undergraduate Student Orientation – Sex and Gender-Based Discrimination: Sexual Misconduct Policy, Response, and Survivor Support

Department of Accessibility Services

The Department of Accessibility Services (DAS) is committed to providing education, awareness, and outreach to students, staff, faculty and all affiliated Emory community members. The department offers an array of presentations, tabling events, programming, and other informational sessions open to the entire Emory community including:

- Accommodate: New Database
- Accessibility and Alternative Text Formats
- Resource Table (campus fairs, residence halls, other high traffic events)
- Flexibility with Attendance
- Agreements and Assignment Deadlines
- Ergonomics at Work
- Disability Disclosure in the Workplace
- Inclusive Workplaces: Supervisors
- Inclusive Workspaces: Employees
- Custom presentations and training

Department of Equity and Inclusion

Asynchronous

- Accommodating Disabilities
- Building Supportive Communities: Clery Act and Title IX
- Bridges: Taking Action (Title IX Refresher)
- Code of Conduct
- Conflicts of Interest
- Diversity: Inclusion in the Modern Workplace
- Harassment and Discrimination Prevention
- Managing Bias
- Social Media and Your Job
- Tools for an Ethical Workplace

Synchronous

- Creating an Environment of Courtesy and Respect
- Fair Hiring Practices
- Title IX Sexual Misconduct
- Unconscious Bias

DEI Training Spotlight



Photo courtesy of Sumun Pendakur

In 2020, the Office of the Executive Vice President for Business Administration approached Carol Henderson and her team in the Office of Diversity, Equity, and Inclusion to engage in DEI training for the EVPBA senior leadership team, largely comprised of division vice presidents and direct operational staff. The EVPBA team is now engaged in a multi-part, yearlong training series facilitated by ODEI and external partners.

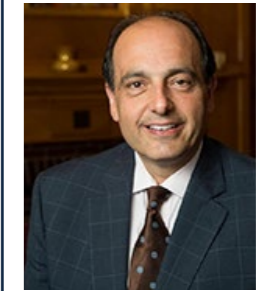
Already roughly halfway through their planned sessions, the EVPBA training will continue into the first half of 2021.

The sessions take place virtually, which typically is not ideal in this type of training. However, the ODEI team adroitly navigated these challenges to ensure learning targets were achieved and facilitated engaging and open discussions.

Sumun Pendakur, EdD, formerly chief learning officer and director of the USC Equity Institutes at the University of Southern California's Race and Equity Center, conducted the well-received virtual session Building Leadership Capacity for Inclusion—and Beyond.

Pendakur led the team through an exercise to map each person's individual salience, which Chris Augustini, executive vice president for business administration, called a "very engaging and educational exercise" that his team responded well to. "We look forward to our next session with Dr. Pendakur in March, during which she will join us again to continue our discussion, and to our remaining sessions with Dr. Henderson and her team," he said.

EMORY VOICES



Christopher Augustini
Executive Vice President, Business and Administration

"As leaders at Emory, and given our current societal landscape, we feel it is imperative that our team is appropriately educated and empowered to lead with regard to diversity, equity, and inclusion. Dr. Henderson and the ODEI team have been great partners, and we developed a curriculum around unconscious/implicit bias, inclusive leadership, setting unit climate, and related topics."

Center for Faculty Development and Excellence Spotlight

The Center for Faculty Development and Excellence (CFDE) has presented 30 programs this year on DEI topics across the university in partnership with ODEI and led by CFDE Director of Diversity and Inclusive Pedagogy Donna Troka.

Troka heads all teaching and pedagogy programs as well as the university course initiative and academic learning communities. As adjunct faculty in the Institute of Liberal Arts (ILA), she teaches special topics courses in American studies and interdisciplinary studies. Her publications include the co-edited volume *The Drag King Anthology* and articles titled "Archivists and Faculty Collaborative Course Development" in *Provenance*, "Critical Moments: A Dialogue toward Survival

and Transformation," in the *Caribbean Review of Gender Studies*, and "'You Heard My Gun Cock': Female Agency and Aggression in Contemporary Rap Music" in *African American Research Perspectives*.

A sample of the types of programming offered includes:

- Inclusivity Discussion for TATTO
- Talk Inclusive Pedagogy with First-Year Writing Teachers
- Difficult Conversations in the Politically Charged Classroom: SON
- Emory Community Conversation on Unconscious Bias (Alumni)
- [Additional Discussion and Workshop Options](#)



Community Connections Spotlight

A partnership with Emory's Procurement Office, the Business Diversity Advisory Council works to identify and build opportunities for diverse businesses and neighborhood residents in the region to work with Emory. It is co-chaired by Alan Anderson, assistant vice president, university partnerships, Debby Morey, associate vice president for business operations, and ODEI Vice Provost Carol Henderson.

At Emory, we define diverse business sectors as small (micro and small, growing businesses), historically underrepresented, veteran, individuals with disabilities, LGBTQ, and women-owned businesses. Emory's business diversity strategy focuses on what we buy and build, who we educate and employ, and how we engage and invest.

Some recent highlights:

Buy Efforts

- Strategic Procurement received approval to hire a new supplier diversity manager who will be a strategic partner for organizing diverse business partners for our campus needs.
- Working with Strategic Procurement, the School of Nursing will review its FY20 spending data to inform opportunities to work with a more diverse set of vendors.

Engage Efforts

- Strategic Procurement participated in the Georgia Minority Supplier Development Council (GMSDC) Business Opportunities Exchange as a part of Minority Business Opportunities Week in fall 2020.
- Emory staff have met with the Atlanta Wealth Building Initiative (AWBI) to discuss opportunities to collaborate. Emory has shared upcoming sourcing opportunities with AWBI, and AWBI has shared a list of entrepreneurs in their network with Emory to work on potential projects.

Buy Efforts

- Campus Services contracted Start:ME graduate firm Saboor Construction for projects on the Oxford College campus. Start:ME is a free, 14-session business training program for promising small businesses in metro Atlanta.
- Another Start:ME firm, UMS Movers, helped move students out of residence halls at the start of the COVID-19 pandemic, generating \$10,000 in revenue for the firm's owner and employees.
- In August 2019, Emory hosted an event that allowed a number of diverse vendors to meet with Campus Services leadership to discuss potential projects and how to do business with Emory. One of these vendors was recently hired by Emory.

Build Efforts

- The committee is working closely with the team in Emory Planning, Design, and Construction to include a diverse group of construction vendors in Emory's building contracts pertaining to future master planning projects. Strategic Procurement has provided a list of diverse vendors to the team in Planning, Design, and Construction for their needs.

EMORY VOICES



Alan Anderson
Assistant Vice President, University Partnerships, Office of Governmental and Community Affairs

"Emory will geographically focus its business diversity efforts locally in two primary areas. First is metro Atlanta, which will consist of any community (e.g., county) where Emory University and Emory Healthcare currently have a presence and/or partnership. Second, we'll focus our efforts on any community within Georgia where access to economic opportunity is limited."

Partnerships

ODEI works with a variety of partners across campus to explore issues of diversity, equity, and inclusion through programming and resources for the campus and wider community. Through these partners, we can expand the scope and reach of our efforts to make Emory a welcoming and inclusive environment for all who work and learn here.

Emory Alumni Association

Emory Explores: A Moderated Conversation on Race and Policing

Carol Henderson, Emory University's vice provost for diversity and inclusion, chief diversity officer, and adviser to the president, moderated a conversation with alumni and faculty on issues related to race and policing.

The panellists weighing in on these timely topics include:

- Brittney Cooper 07G 09G, Associate Professor in Gender and Women's Studies at Rutgers University and author of *Eloquent Rage: A Black Feminist Discovers Her Superpower*
- Gerald Griggs 98Ox 00C, Attorney, Second Vice President of Atlanta Chapter of the NAACP and the Chair of the Criminal Justice Committee for the Georgia NAACP
- Alyasah 'Ali' Sewell, Emory University Associate Professor of Sociology
- Fred Smith, Emory University Associate Professor of Law

Moderated Discussion on the Racist Attacks against Asian Americans during the COVID Era

This discussion on how to address and prevent acts of violence against members of our Asian American community also explored issues related to mental wellness, psychological impacts, health care, spirituality, and the responsibilities of global citizenship.

Office of Spiritual and Religious Life

Observing Juneteenth: The Long Arc of Justice A Conversation with The Rev. Dr. Gregory C. Ellison II

The Rev. Dr. Greg Ellison II, associate professor



of pastoral care and in Candler School of Theology, and author of *Cut Dead But Still Alive: Caring for African American Young Men and Fearless Dialogues: A New Movement for Justice*, spoke with Carol E. Henderson, vice provost for diversity and inclusion and chief diversity officer, about the importance of Juneteenth, its significance for our current moment, and its importance in reflecting on our own personal histories. Ellison's research focuses on caring for marginalized populations, pastoral care as social activism, and 20th and 21st-century mysticism.

Observing Juneteenth: The Conversation Continues

Walter Rucker, professor of African American studies and history in the Department of African American Studies at Emory, and Carol E. Henderson, vice provost for diversity and inclusion and chief diversity officer at Emory, discuss Juneteenth through the lens of slavery and slave resistance, freedom, and liberation, and considered Emory University's own legacies. Rucker is the author of *The River Flows On: Black Resistance Culture and Identity Formation in Early America* and *Gold Coast Diasporas: Identity, Culture, and Power*. The event was sponsored by ODEI and the Office of Spiritual and Religious Life.



Vigil of Solidarity in Remembrance of Victims of Racist Violence

The Office of Spiritual and Religious Life and Campus Life held an online solidarity vigil in remembrance of George Floyd, Ahmaud Arbery, Breonna Taylor, and others who have been victims of racist violence. The Emory community came together to mourn lives lost and lift up our vision for an antiracist world. Creative Writing Professor and Pulitzer Prize winner Jericho Brown offered a reading, and the vigil included meditations, reflections, and words of inspiration from then-Emory President Claire Sterk, Carol Henderson, vice provost for diversity and inclusion and chief diversity officer, LaNita Campbell, director of the Office for Racial and Cultural Engagement, the Rev. Greg McGonigle, university chaplain and dean of religious life, and Olivia Johnson, a student in the graduate school.

Office of Campus Life Spotlight

Working with Campus Life's Belonging and Community Justice (BCJ) offices (RACE, the Center for Women, LGBT, and 1915 Scholars), ODEI co-sponsored the Women of Excellence Awards, the Latinx Music and Politics panel (see p. 15), and the Pellom McDaniels Sports History Lecture Series. BCJ staff members also helped lead discussions for the *Privileged Poor* book club in the fall.

Campus Life team members Candace Williams and Malcolm Robinson co-lead the DEI Undergraduate Strategic Planning Committee, which is currently working on a draft report. Incoming undergraduates viewed the late Congressman John Lewis's 2014 commencement speech at Emory and public interest lawyer Bryan Stevenson's in 2020 as part of the first DEI orientation course module last fall, which engaged faculty as well. The course included an interactive map to help students locate DEI spaces on campus.



EMORY VOICES
Marché Simpson

Director of Diversity and Inclusion, Regional Engagement and Volunteer Management, Emory Alumni Association

"We've worked on a number of virtual programs with ODEI over the last year. The most notable being 'Emory Explores: A Moderated Conversation on Race and Policing' with faculty and alumni. The event was in response to the murders of George Floyd, Ahmaud Arbery, and Breonna Taylor. It was simulcast on the Emory Alumni Association Facebook page and has had more than 47,000 views."

Programming

Co-Sponsored Programs

CT Vivian Project, For Peace I Rise

January 25, 2020

The musical love story of American civil rights movement activists Rev. Dr. C. T. Vivian and Octavia Geans Vivian. When two young freedom riders fall in love, they are bound together by more than a shared commitment to the principles of non-violent protest and a deep faith in God.

We the People Initiative and Lift Every Voice 2020 - Stuart A. Rose Library

February 19, 2020

The Stuart A. Rose Library at Emory created a year-long project to explore citizenship through the lens of Reconstruction. Through social media, public events, and engagement with scholars, politicians, political activists, students, journalists, and the general public, Lift Every Voice 2020 aspires to initiate research, discussion, and critical thinking about Reconstruction and what it means to be an American.

Voices From the Other Side - Stuart A. Rose Library

March 1, 2020

A student-curated exhibition of artists' books and writings from Rose Library's Phillips State Prison Book Project. Many of these artists' books were created by students in Bill Taft's creative non-fiction classes, taught under the auspices of the Common Good Atlanta prison education initiative.

An Evening with the Crunk Feminist Collective - Center for Women

March 28, 2020

For 10 years the Crunk Feminist Collective has created a digital space of support and camaraderie for hip-hop generation feminists of color, queer and straight, inside and outside the academy, by building a rhetorical community to discuss ideas and express their crunk feminist selves.

Ibram Kendi – How To Be an Anti-Racist, Inaugural James W. Fowler Center for Ethics Event

September 16, 2020

Ibram X. Kendi, National Book Award winner, 2019 Guggenheim Fellow, and founding director of the Boston University Center for Antiracist Research, discussed how to move beyond awareness of racism to action that contributes to a just and equitable society.



2019-20 Programs

Fireside Chat

- Identity, Inclusion and Sense of Belonging Series: From 'Janice' to 'Jay'
October 11, 2019 | Noon | Atlanta campus

Women in Leadership Networking Breakfast—Diversity and Inclusion

- November 12, 2019 | 8:00 a.m. | Atlanta campus
- May 13, 2020 | Noon | Oxford Campus (virtual)
- November 10, 2020 | Noon | Atlanta Campus (virtual)

Book Tour

- Sexual Citizens: A Landmark Study of Sex, Power, and Assault on Campus
Convocation Hall, Atlanta Campus | Rescheduled for April 21, 2021, 6:30 p.m.

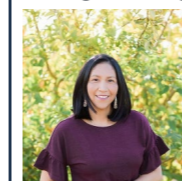
Virtual Book Club

- *The Privileged Poor* by Anthony Abraham Jack. A community-wide effort held in conjunction with partners in Campus Life and across campus, culminating in a lecture by the author.

Mandatory Reporter Workshop

- November 5, 2020, Noon (virtual)

EMORY VOICES



Beth Jennifer Michel

Associate Director of Undergraduate Admission



Debra Vidali

Associate Professor of Anthropology

"Emory President Greg Fennes officially recognized the second Monday in October as Indigenous Peoples' Day, which acknowledges the valuable contributions made by Indigenous people and by the Muscogee Nation and people who inhabited the land that we all reside on before it became part of the state of Georgia in 1821."



Antigone in Ferguson - Theater of War
 October 2, 2020
 This ground-breaking project developed in the wake of Michael Brown's death in 2014 by Theater of War Productions fuses dramatic readings by acclaimed actors of Sophocles' *Antigone* with live choral music.

Latinx Music and Politics – Office for RACE
 October 6, 2020
 A panel focusing on how Latinx music participates in the processes of political change. Panellists Pablo Palomino and Rudy Aguilar discussed music culture and how it shapes and is shaped by questions of identity, race, and belonging. As a part of Latinx Heritage Month, the discussion began from the perspective of Spanish-language music and how it circulates in communities across the US and also touched on how Latin American and Caribbean music moves transnationally.

12th Annual Rothschild Lecture - Tam Institute for Jewish Studies
 October 29, 2020
 This was a conversation between Eric K. Ward, executive director of the Western States Center and nationally recognized expert on the relationship between authoritarian movements, hate violence, and preserving inclusive democracy, and the Tam Institute's Judith London Evans Director Eric Goldstein, author of *The Price of Whiteness: Jews, Race, and American Identity*.

Emory Climate Talk Presents Dr. Robert Bullard - Emory Office of Sustainability Initiatives
 December 1, 2020
 A discussion with Robert Bullard, father of environmental justice, with Emory's Department of Environmental Sciences

EMORY VOICES



Gregory McGonigle
 Dean of Religious Life and University Chaplain
 "A key connection between our offices has been programmatic, and that came to a head with a vigil that OSRL and ODEI co-hosted on June 5, 2020, to respond to major incidents of racist violence. That vigil drew 2,500 attendees among students, faculty, staff, and alumni, and it was intended to both support the community and provide further steps for anti-racist action. Shortly thereafter, we worked together to honor and celebrate Juneteenth for the first time at Emory."



A Path Forward

These are some of the ways ODEI will work in the coming months to help Emory grow and maintain its commitment to diversity, equity, and inclusion.

Soft Audit

The soft audit is a means of finding out what Emory is doing, has done, and plans to do around diversity, equity, and inclusion. It will let us know what has been transformative, what needs strengthening, and what may need to be retired or reimagined. This audit is instrumental as we develop our institutional DEI strategic goals.

Institutional DEI Strategic Goals Plan

Seven DEI Strategic Planning Communities will serve in an advisory capacity to the CDO to create a draft of Institutional Strategic Goals for DEI that will be shared with the Emory community. These goals will allow for charting, implementing, and measuring progress towards achieving our vision for diversity, equity, and inclusion at Emory.

Race and Equity Survey (NACCC), University of Southern California Race and Equity Center

Emory will participate in this triennial survey, to be conducted in fall 2021, to help assess the university's climate and culture as well as ways we can work to address racial inequities and systemic barriers.

Recommendations will help us be intentional in our DEI work to strengthen climate and culture efforts.

Survey Project

The project will look at previous climate and culture surveys for the past five years through the lens of DEI, examining when the surveys were conducted, the populations served, recommendations made and achieved, and the work yet to be done. This summary will allow us to benchmark our F2021 survey process/results.

Partnerships

- Affinity Groups Project (HR and Campus Partners)
- Director of Diversity Education (HR, Learning and Organizational Development)
- Symposium on Emory's History and Slavery (Woodruff Libraries, President's Office)
- ATL Racial Equity Plan (Metro Atlanta Chamber of Commerce)
- DEI Curricula Intercultural Fluencies

Office of Diversity, Equity, and Inclusion Staff

In fall 2019, the Office of Equity and Inclusion began reporting to the inaugural chief diversity officer (CDO). With the addition of the CDO, the office was re-branded and became the Office of Diversity, Equity, and Inclusion (ODEI). What was formerly the Office of Equity and Inclusion and included the Accessibility Services and Title IX units are all now separate departments under ODEI.



Office of Diversity, Equity and Inclusion

Carol E. Henderson, Vice Provost for Diversity & Inclusion, Chief Diversity Officer, and Adviser to the President

Nicole R. Ingram, Director of Programs and Special Initiatives

Jessica E. Jones, Executive Administrative Assistant

Department of Accessibility Services

Allison Butler, Director, Accessibility Services and ADA Compliance Officer

Joelle Butler, Associate Director of Accessibility Services

Megan Bohinc, Assistant Director of Accessibility Services, Oxford Campus

Jordan Crawford, Assistant Director of Accessibility Services, Atlanta Campus

Jackie Reese, Assistant Director, Student Access Services

Angela Williams, Senior Coordinator, Student Access Services

Tiffany Williams, Coordinator, Student Access Services

Chatanya Tucker, Coordinator, Student Access Services

Wanda Hunter, Administrative Assistant

Department of Equity and Inclusion

Maurice Middleton, Senior Director, DEI and EO/AA Compliance Officer

Lucy Hamer, DEI Investigator and Training Specialists

Chaneta Forts, Assistant Director EO/AA Data Analyst

David Goetsch, Assistant Director Faculty Search Recruitment

Kimberly Hoyt-Eden, Administrative Assistant

Department of Title IX

Yolanda Buckner, University Title IX Coordinator and Special Assistant

Judith Pannell, Director and Title IX Coordinator for Students

Kristyne Siedenberg, Title IX Investigator and Training Specialist

Crystal Anderson, Administrative Assistant



Community Partners

The transformative work of creating a more diverse, equitable, and inclusive campus community is a collective effort. We gratefully acknowledge the partnerships, tireless hours, and resolute commitment of our campus and community partners, colleagues, students, faculty, and staff who are purposeful in this work. Below is a representative list:

Internal Partners

Alumni Advancement and Engagement
 Campus Life
 Candler School of Theology
 Center For Faculty Development and Excellence
 Center For Women at Emory
 Emory Autism Center
 Emory College of Arts and Sciences
 Emory Healthcare
 Emory Law
 Emory Libraries
 Emory School of Medicine
 Emory University Human Resources
 Graduate Student Government Association
 Goizueta Business School
 Institutional Research and Decision Support
 Laney Graduate School
 Nell Hodgson Woodruff School of Nursing
 Office for Undergraduate Education
 Office of the General Counsel
 Office of Global Strategies and Initiatives

Office of Governmental and Community Affairs, University Partnerships
 Office of Faculty Affairs
 Office of LGBT Life
 Office of the President
 Office for Racial and Cultural Engagement (RACE)
 Office of the Provost
 Office of Respect
 Office of Spiritual and Religious Life
 Office of Student Conduct
 Office of Undergraduate Affairs
 Oxford College
 Rollins School of Public Health
 Strategic Procurement Services
 Student Government Association

External Partners

CDO Think Tank
 For Peace I Rise, Inc.
 Georgia Diversity Council
 Metro Atlanta Chamber of Commerce
 National Diversity Council

COMMITTEES

Committees working under the leadership of Carol Henderson, Vice Provost for Diversity and Inclusion, Chief Diversity Officer and Adviser to the President.

Business Diversity Advisory Council

The business diversity advisory council consists of cross-departmental leaders who interface with the local community, working to build strategies and identify opportunities for diverse businesses and neighborhood residents in the Atlanta metropolitan area.

Diversity Liaison Commission

The commission works to strengthen Emory's commitment to the principles and values of diversity and equity, ensuring they are core to the university's educational mission.

Executive Leadership Council

This council consists of CDO/DEI practitioners across the university, with a goal to align unit, school, and college DEI efforts with the institutional DEI mission.

Intercultural Development Advisory Group

This group is charged with proposing strategies for advancing through intercultural education the principles of diversity, equity, and inclusion throughout the university.

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State laws, regulations, and executive orders regarding non-discrimination and affirmative action in its programs and activities. Emory University does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Inquiries should be directed to the Department of Equity and Inclusion, 201 Dowman Drive, Administration Bldg, Atlanta, GA 30322. Telephone: 404-727-9867 (V) | 404-712-2049 (TDD).

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