

FALL 2020



EMORY
UNIVERSITY

**Office of Diversity,
Equity, and Inclusion**

Campus Resource Guide



Overview



The Office of Diversity, Equity, and Inclusion has curated a Campus Resource Guide to address the growing need of the Emory community. This living document identifies departments and units that provide resources aligned with the goals of the university. As partners of ODEI, the identified parties may assist with your questions and requests regarding diversity, equity, and inclusion.

Areas of Support



**Office of Diversity, Equity,
and Inclusion**



University Support Areas



**Schools, Department and
Unit Areas**

Office of Diversity, Equity, and Inclusion



People share a fundamental right to work and learn in a safe environment. The Office of Diversity, 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.

"Diversity, Equity, and Inclusion" is more than a name, it is a spirit. 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, and access, and
- Support compliance efforts as they relate to equal opportunities and affirmative action laws and regulations

Departments

Department of Accessibility Services

- As a part of the Office of Diversity, Equity, and Inclusion, DAS assists qualified students, faculty, and staff with obtaining a variety of services and ensures that all matters of equal access, reasonable accommodation, and compliance are properly addressed.
- accessibility@emory.edu (students) | oas_employee@emory.edu | oas_testing@emory.edu | 404.727.9877

Department of Equity & Inclusion

- In keeping with Emory University's Equal Opportunity and Discriminatory Harassment Policy (Policy 1.3), DEI is responsible for conducting investigations into complaints of discrimination, discriminatory harassment and retaliation filed by students, faculty, and staff members against faculty or staff members.
- DEI facilitates training and additional resources to the Emory community
- oei@emory.edu | 404.727.9867

Department of Title IX

- Emory University is committed to maintaining an environment that is free of unlawful harassment and does not discriminate on the basis of sex within its educational programs and activities. Sexual misconduct is a form of sex discrimination that is prohibited under federal law and the Emory University.
- Sexual Misconduct Policy (Policy 8.2). Sexual misconduct can occur in many forms, including, but not limited to, sexual harassment, domestic violence, dating violence, intimate partner violence, sexual assault, stalking, and gender-based bullying.
- titleix@emory.edu | 404.727.4079

Office of Diversity and Inclusion (Oxford)

MISSION: To strengthen diversity and inclusion by serving as a resource and liaison for students on issues of equity and access, raising awareness, and supporting advocacy.

This mission is achieved through:

- Creating, promoting, and implementing campus-wide initiatives and programs that advance diversity and inclusion, particularly to support often identified marginalized groups (Ethnic, Multicultural, LGBTQ+, First-Generation, Women, etc.);
- Promoting resources and learning opportunities to advance student retention, graduation, and academic achievement;
- Enhance cultural competency through ongoing collaboration with campus-wide partners to foster a safe empowering community for all, regardless of identity.



Faculty and Staff Assistance Program

The Faculty Staff Assistance Program (FSAP) is providing services and resources to support faculty and staff impacted by the recent racial injustices/murders, events, and protests. Currently, the following services are offered via HIPAA-compliant video-conferencing or telephonically:

Individual Counseling Services – For staff and faculty who need a confidential, safe space to discuss the impact of recent events on their emotional well-being and to explore self-care strategies. Individuals may find that they are struggling with sadness, anger, frustration, fear, regret and other emotions as they try to address and understand the level of racial injustice in this country. Contact FSAP at 404-727-WELL (9355) or efsap@emory.edu to request information or an appointment.

Listening Sessions Related to Racial Injustices – For teams and departments needing to discuss the emotional impact of recent events and seeking a facilitated process for sharing feelings, perceptions, and strategies for supporting each other during these difficult times.

Self-care and team-care techniques will be addressed. Leaders may contact FSAP at efsap@emory.edu to request a consultation to learn more and discuss the request.

Weekly Open-ended Group Support Sessions - Coping with Uncertainty Amid Pandemic, Economic and Social Justice Concerns – For all staff and faculty who want to join one or ongoing group support sessions to listen, share experiences and support, and learn coping strategies during this challenging time. Held Mondays, 5:30 pm – 6:30 pm.; Learn more and register to receive details about joining virtually. Note: this group addresses a broad range of topics and challenges, not solely racial/social justice concerns.

Leadership Consultations – For leaders who may be struggling with how to facilitate discussions and huddles about the impact of the current social climate in America. Leaders may request guidance on how to engage individual team and faculty members who are walking with raw emotions related to racial and social unrest. Contact FSAP at 404-727-WELL(9355) or efsap@emory.edu to request a consultation.

Ombuds Office

The Emory Office of the Ombuds is a safe space where Emory faculty, staff, and students can discuss concerns in a confidential setting.

- Promote healthy conflict resolution
- Explore options for informal resolution of concerns, as well as formal avenues such as grievance, reporting, appeals, and other rights-based procedures
- Alert university leadership to systemic concerns
- Where appropriate, we lead a facilitated discussion between individuals to try to negotiate a collaborative outcome
- Offer trainings and presentations designed to improve these skills to interested groups
- ombuds@emory.edu | 404.727.1521



Employee Relations

Employee Relations is committed to serving its role in an impartial and unbiased manner, serving as an advocate for neither employee nor manager. Employee Relations seeks to address and resolve workplace issues through productive dialogue, characterized by openness, trust and collaboration. We are available to provide counsel, guidance and advice to employees, supervisors and leaders on general or specific matters pertaining to work-related issues and concerns such as:

- performance management
- interpretation of policies and procedures
- disciplinary actions
- reductions in force
- leaves of absence
- other related employee or departmental-specific needs

Employee Relations endeavors to achieve consistent treatment of all employees resulting in greater employee experience, productivity and engagement with particular emphasis on the prevention or resolution of problems arising from work situations.

Employee Relations strives to prevent, and when necessary, resolve employee issues that may affect the work environment through:

Alternative dispute resolution techniques such as:

- Collaboration
- Conciliation and conflict resolution
- Mediation
- Negotiated separation

Facilitated discussions by:

- Distinguishing the issues or concerns at stake
- Clarifying specific examples of the behavior to be discussed
- Identifying consequences if the issues or concerns cannot be resolved
- Facilitating dialogue between the conflicting parties
- Defining ways that the conflict might be resolved or at least mitigated

Emory Libraries

Emory Libraries recognize diversity, equity, and inclusion as core values integral to achieving our mission to enrich the quality of life and advance intellectual discovery by connecting people of diverse backgrounds and experiences.



Our Commitment

We champion an inclusive work environment through competency training, encouragement of personal growth, restorative communication practices, and diverse recruitment and retention. We offer exhibits, collections, programming, and research assistance that speak to the rich needs and identities of patrons from the Emory community and beyond. We embrace opportunities that strengthen these values. We invite you to bring your true self to the library and feel welcomed when you arrive.

Social Justice Corner

School of **Medicine**

Diversity, equity, and inclusion has remained a priority strategically and foundationally for the School of Medicine. On our journey toward a more inclusive culture the School of Medicine provides DEI programs and resources that foster the faculty, learner, and staff experiences.

Faculty

The Office of Faculty Academic Advancement, Leadership and Inclusion (FAALI) mission is to foster an inclusive environment, professional growth, and well-being so that our faculty can thrive as leaders in research, education, and service to patients, the profession, and the local and global community.

Staff

School of Medicine human resources department administrators partner with School of Medicine leadership to champion diversity and inclusion initiatives that promote inclusive workplace practices.

Learners

The Office of Multicultural Affairs (OMA) is a resource and facilitator for learner-focused programs that promote diversity and inclusion within the School of Medicine. Our programming supports the development and matriculation of several populations including K-12 pipeline students, healthcare professions students (Physical Therapy, Physician Assistant, Genetic Counseling, Anesthesiology Assistant, and Medical Imaging), as well as medical students, residents and fellows.

We are here for all our learners and work closely with the following student groups: Student National Medical Association (SNMA), Latino Medical Student Association (LMSA), Emory Medical Alliance (EMA), and Alliance of Health Professionals (AHP).

Resources and support include:

- Unconscious/Implicit Bias Education Program
- Anti-Racism Resource Guide
- Racism & Social Justice Webinar Series (Recordings available)

James T. Laney School of Graduate Students (LGS)

EMORY DIVERSIFYING GRADUATE EDUCATION (EDGE)

Mission Statement and Vision

Key Edge Initiatives

To promote diversity and a community of inclusiveness, the EDGE (Emory Diversifying Graduate Education) initiative was established. EDGE is responsible for maintaining and sustaining initiatives focused on diversity. Many of the initiatives surround topics of:

- Enriching Community
- Developing Outreach Partnerships & Affiliations
- Creating an Inclusive Campus
- Recruiting Excellent Students from Diverse Backgrounds

The EDGE initiative is achieved using a three-themed schematic that is interconnected and interdependent: Community, Programming, and Recruitment.

Community and Programming

To attract and retain and successfully matriculate a diverse student body, we also focus on sustaining an inclusive community, where students of diverse backgrounds feel welcome and respected.

- Celebration of Laney EDGE Fellowship Recipients (ALL)
- EDGE Affinity Group on Microsoft Team (Students)
- EDGE & Campus Life RACE
- Mentoring Matters (Students)
- Forum Series (ALL)
- Strategic Planning (Faculty, Staff)
- Signature Programming (ALL)

Recruitment

LGS's goal of attracting students from historically underrepresented groups (HUGS) in graduate education is necessary to improve and enrich the experience for all students and prepares them for the richness of a diverse society and as the next generation of innovators and leaders. EDGE represents LGS at numerous recruiting conferences and events throughout the US and Puerto Rico. EDGE partners with diversity-focused organizations to identify & connect with diverse prospects. We also organize activities that bring prospective HUGS students to Emory.

Belonging and Community Justice



Belonging and Community Justice helps students find the place where they belong and support them in making change in their communities. Together, the Center for Women, the Office of LGBT Life and Office for Racial and Cultural Engagement (RACE), create opportunities to learn, engage and find community as it relates to race, gender, sexuality, and more. Three areas, one goal: to support students in their exploration of all of their identities

- Social Justice Education
- Office of Racial and Cultural Engagement
- Office of Lesbian, Gay, Bisexual, and Transgender Life
- Center for Women

International Students and Scholar Services

Emory University is home away from home for over 4,100 international students and scholars from over 100 countries. It's not hard to see why Emory values international students and scholars for their academic and cultural enrichment of our global community.

International Student and Scholar Services (ISSS) embraces its responsibility to support and advocate for the Emory global community by connecting students and scholars to a variety of resources through Emory and Atlanta. We offer intercultural competency and leadership training as well as cultural, educational and social events.

International Students Programs Office (Oxford)

The International Student Programs office supports Oxford College's central educational mission by providing its international student community with immigration advising, student programs and services, information, and campus advocacy in a highly professional, ethical, and compassionate manner.

International Student Programs offers programs and services that foster international students' positive adjustment to the U.S. and engagement in the Oxford campus community. These programs and services support the development of intercultural skills of both international and domestic students.



Counseling and Psychological Services (CAPS)

Counseling and Psychological Services (CAPS) seeks to create a welcoming environment in which all members of the Emory community feel safe and valued.

- Discussion, support and therapy groups for Black students and students of color (Beginning Fall 2020)
- International support groups
- Advise the Black Mental Health Ambassadors (BMHA)
- 404.727.7450 | jyang01@emory.edu | wanda.collins@emory.edu



Counseling and Career Services - Oxford College

The Counseling and Career Services office provides ethical and competent mental health and career guidance services to all Oxford students.

- Individual Counseling
- Helpful strategies to cope with stress
- Ways to overcome feelings of anxiety and depression
- New ways to approach an interpersonal conflict with counseling on relationships
- 770.784.8394

Center for Faculty Development and Excellence (CFDE)

Founded in 2008-09, the Center for Faculty Development and Excellence supports faculty in the areas of teaching, research, and professional development. Our funding opportunities, programs, and resources are all designed to assist faculty at every level of their professional careers in those three categories. In the areas of teaching we offer Teaching Consultations, Academic Learning Communities and trainings on Inclusive Pedagogy (among other things). In the area of research we offer Writing Groups, Meet the Editor events and Scholarly Writing and Publishing (SWAP) grants (among other things), and in the area of professional development, we offer workshops on mentoring and leadership.

cfde@emory.edu



Office of Spiritual and Religious Life (OSRL)



Leadership Groups

The Emory University Office of Spiritual and Religious Life (OSRL) is led by the University Chaplain and Dean of Spiritual and Religious Life who convenes several leadership groups to implement the mission of the office. These include the OSRL Chaplains and Staff, Religious Life Affiliates, Contextual Education Interns, and Religious and Philosophical Student Organization Leaders.

Weekly Gatherings

Through Emory OSRL, some 40 religious and philosophical gatherings are offered at Emory each week, by some 25 different spiritual communities. These include Hindu aarthi, Buddhist meditation, Jewish Shabbat services, Catholic Mass, Protestant worship, and Muslim Jumu'ah prayer. There are also many scripture studies, educational events, service projects, and interfaith programs.

Occasional Programming

Emory University OSRL also offers occasional programming and services which include "Off the Record" conversations with faculty and staff about their faith and values, and annual trip to the Equal Justice Initiative in Montgomery, AL, support for the university's annual Martin Luther King, Jr. observances, and concerts by the Voices of Inner Strength Gospel Choir. OSRL also supports the celebration of religious seasons and holidays including the month of Ramadan, and also offers pastoral care and support with planning public vigils, memorial services, and weddings.

Anti-Racism Work

Anti-racism and anti-oppression is a departmental value of OSRL and is woven into many of our programs, including the ongoing development of our leadership teams. It is also a part of our Inter-religious Council (an undergraduate group that meets weekly to explore interfaith engagement) and the Journeys of Reconciliation Program (an international and domestic peace and justice travel learning program). Anti-racism is also frequently a theme of the Beloved Community Protestant Worship Service on Sundays at 11 a.m. in Cannon Chapel. OSRL is also a frequent partner and collaborator on anti-racism initiatives with other offices.

Religious and Spiritual Life (Oxford)

Religious and spiritual life at Oxford is as diverse as every other aspect of our community. That diversity is what makes our programs, religious observances and practices, and our every day engagement with one another both unique and exciting.



The Office of Religious and Spiritual Life is under the direction of the college chaplain, The Reverend Lyn Pace. The chaplain is a resource for all members of the college community and an advocate for the religious and spiritual life groups on campus. Programs and counseling services are offered by the chaplain, and the resources of this office are available to all members of the college community regardless of race, culture, religion, sexual orientation, gender identity, socioeconomic status, or ability.

[Schedule a meeting](#)