



# 2021 Year-End Report on DEI Initiatives, Accomplishments and Impacts

## Mission and Vision

At Emory College of Arts and Sciences, we are dedicated to the discovery of knowledge, the creation of new works, and paradigm-shifting research with broad impact. We push our students to learn how to think critically, weigh conflicting evidence, and ask questions that challenge existing orthodoxy. We expect them to communicate with clarity and collaborate within diverse communities. They in turn take these skills into every field as the thought leaders and innovators our complex and fractured society needs.

Our mission is clear: Through our dedication to the creation and dissemination of knowledge, Emory College of Arts and Sciences leads Emory University in setting the standard for what a liberal arts research university can achieve.

To fulfill our mission and achieve our goals for academic excellence, Emory College upholds a campus culture in which students, faculty and staff from a wide variety of backgrounds and identities are valued, respected, and actively engaged. We fully integrate and practice the values and principles of diversity, equity, and inclusion, as outlined in the [University's Institutional Statement on Diversity](#), which states our 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.”

These values and principles guide every aspect of our essential work in Emory College, from our recruitment, support, and mentoring of faculty, students, and staff, to the development and expansion of our curricula, advancement of our research mission, and collaborative engagements across the University, the city of Atlanta, and the world.

In recent years, we have demonstrated that academic excellence can – and must – be achieved by deliberately diversifying our faculty and student body, which we continue to advance by adapting new approaches to recruitment and outreach. Our community is enhanced by increasingly diverse cohorts of scholars and students working at the highest levels of academic excellence across all fields. This deliberate work to diversify our faculty has doubled the overall percentage of underrepresented groups among our faculty in the last three years.

We also recognize that recruitment is only the first step to building the equitable and inclusive community we are determined to foster.

The eminence and diversity of our faculty also directly impacts the education and experience of our undergraduate students. By every measure, Emory College continues to attract a highly competitive applicant pool, sustaining Emory University’s trajectory as an academic community of choice for exceptional students. For the Class of 2025, in the midst of the pandemic, Emory College had another record-setting year with more than 33,400 applicants, a growth of 18.5% over last year. We are excited that we are on course to welcome a record number of African American and Latinx students as part of the Class of 2025. Among currently deposited first year students, 13% self-identify as Black or African American, just under 11% identify as LatinX, 22.8% identify as Asian and 17.3% are international.

As our classes become increasingly diverse ethnically, geographically, culturally, and socioeconomically, we must continually examine our existing advising and mentoring strategies to meet the needs of our students and to ensure every student has access to all of Emory’s exceptional resources.

Our 2021 Year-End Report on DEI Initiatives and Accomplishments below details the accomplishments and impact of our work, as well as the strategies and tactics we are using to push our mission forward and establish the richly diverse, equitable, and inclusive community we know is both possible and essential for Emory University.

# Professional Development, Education and Awareness

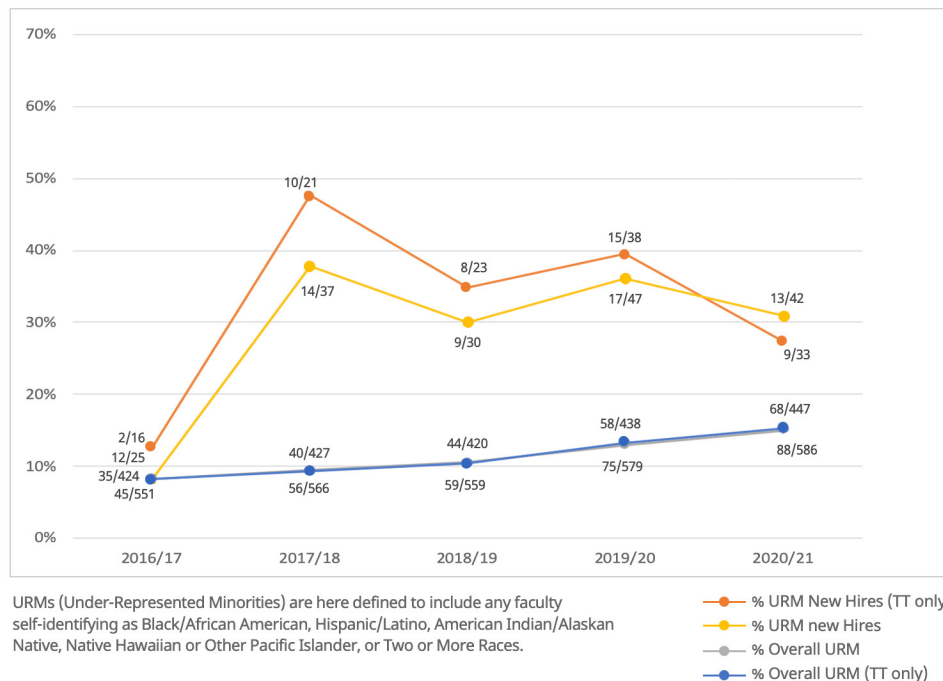
## EMORY FACULTY

### Emory College Faculty Recruitment, Retention, and Professional Development Initiatives

Emory College, with the support of the Office of the Provost, continues to invest heavily in faculty excellence through the recruitment of new and increasingly diverse faculty, which is critical for our academic mission.

In the past two years alone, we have welcomed 89 new faculty, including 47 faculty from under-represented groups and 52 women. These efforts are moving the overall needle on the percentage of underrepresented minority, tenure-track faculty, with an increase from 8% in 2016 to 15% in 2020. These strong trends are expected to continue for 2021-2022.

Achieving our diversity goals does not end with successful recruitment. All faculty, especially our under-represented members, must have the resources and support they need to flourish as scholars, teachers, and citizens of the University. Viewing faculty recruitment and retention as inextricable while investing in faculty mentorship and a campus culture of dynamic inclusivity is central to our mission. Key elements of our approach to DEI-centered recruitment and retention include:



## **DEI-Centered Recruitment**

All faculty searches in Emory College are framed with an explicit faculty diversity goal that aims to expand candidate pools and deepen consciousness about DEI as critical to faculty excellence. In addition to workshops about implicit bias, we hold annual sessions for search committees on inclusive recruitment practices.

The Emory College Affirmative Action Committee, made up of faculty leaders from each division within the College, vets and approves all search plans and works closely with the Dean's office and search committee chairs to ensure diverse representation on committees, outreach to diverse candidate pools, and successful recruitment.

We are making notable progress toward enhancing the diversity of our faculty across all disciplines, departments, and programs and we are determined to uphold this momentum, while also advancing explicit ways to foster greater equity and an inclusive intellectual community in the formation of department, program, and College-wide committees, leadership opportunities, and honors and recognition. This entails ongoing reviews of salary and explicit efforts to recognize faculty contributions to diversity, equity and inclusion as part of their research, teaching and service.

## **New Senior Director for Faculty Inclusivity**

Faculty cultures are local. Each program and department has its own cultural particularities and history. These are often steeped in disciplinary and inter-disciplinary traditions as well as generational and demographic specificities. Supporting DEI principles across the College requires an understanding and engagement with these differences to advance programs to meet the unique needs of individual departments.

To further the fine-grained and critical work needed, Dr. Ed Lee, formerly senior director of the Barkley Forum, has joined the College leadership team as the new Senior Director of Faculty Inclusivity. Lee and Executive Associate Dean Carla Freeman are working with department chairs to help them advance department and program level culture and climate in ways that insure full participation and a meaningful intellectual community for all faculty, students, and staff. Dr. Lee is a member of the College DEI leadership team and together with Dean Freeman is developing unit level programming as well as assessment tools to ensure this work continues to be nuanced in its development and evaluated for success.

## **Department Chair Leadership Workshops**

Each year the College Dean's office offers our department chairs professional leadership development through a series of sessions that includes: inclusive approaches to meeting structures, supporting faculty mentorship, interpersonal skill building for work with faculty and staff, merit review, etc., all anchored in the principles of DEI. This work expands the enhanced structures within our faculty search process to yield diverse, excellent faculty hires, and extends within a multi-pronged approach to faculty mentorship. Like all other appointments for College-level leadership roles, active engagement and support for diversity, equity, and inclusion is understood to be a key element in all chair appointments made by the Dean of Emory College.

## Faculty Mentorship

The Emory College administration launched in 2020-21 a new initiative of “mentorship clusters” for assistant professors and lecture track faculty to give them the opportunities to forge connections outside their home departments and benefit from the guidance and support of a senior faculty member outside their discipline.



This newly piloted clustered faculty mentor program has engaged 103 junior faculty on the tenure track and 45 on the lecture track during the 2020-21 academic year. These groups are led by senior mentors in both tracks with the goal of enhancing professional development and campus culture by fostering community across departments and programs.

This program includes a mentorship cluster for faculty from historically underrepresented groups. Working with mentors who understand their distinct opportunities and challenges can provide meaningful guidance and community. Equally important is the opportunity to meet other Emory faculty colleagues at a similar career stage. Parallel mentorship clusters for recently tenured Associate Professors are planned with the dual goals of professional development, community building and deepening our leadership pipeline.

## Faculty Governance and DEI Leadership

### Working Group on Antiracism

The College Faculty Senate established a Working Group on Antiracism in 2020-2021, which worked all year to develop recommendations to be shared with the full faculty this fall. Having voted to formalize this group as a Standing Committee of the Emory College Senate, these faculty leaders, representing all disciplines, are central to the advancement of DEI efforts College-wide by serving as liaisons to every department and program.

### Race and Ethnicity General Education Requirement

The Emory College faculty, through its Senate, approved the addition of a required undergraduate course focused on race and ethnicity in the College curriculum. Beginning in Fall 2021, all new incoming first-year Emory College students will be required to complete one course before they graduate that fulfills the Race & Ethnicity General Education Requirement (GER).

These courses will ground the values of DEI firmly within the Emory College experience. To date, nearly 100 courses have been reviewed and approved to fulfill this College-wide requirement. These GER courses will provide students with a variety of holistic opportunities to consider racial, ethnic, and cultural dynamics; political, economic, and social exclusions; and social difference, inequality, and identity. More generally, they will help students gain increased awareness of structural and systemic inequality among individuals and communities while giving students new tools to communicate effectively about race and social justice issues.



The new GER developed over a five-year period, initially in response to activism by Black Students at Emory and other groups that pushed Emory to reestablish a required diversity education course in the areas of race, ethnicity, and diversity. The Senate’s Race and Ethnicity GER Implementation Committee, chaired by Michelle Wright, Emory College of Arts and Sciences Distinguished Professor of English, has overseen the launch of the new course requirement. The learning outcomes of the new GER will be assessed in 2022.

## **Race & Social Justice as a Pillar of Intellectual Life in Emory College of Arts & Sciences**

### **First Fridays @4: Emory Scholars on Race**

The Emory College administration, in partnership with the James Weldon Johnson Institute, launched in Spring 2021 an open lecture series and campus ritual entitled “First Fridays @4: Emory Scholars on Race.” This monthly speaker series features Emory College faculty presenting their cutting-edge research on issues of race, social justice, and issues related to diversity, equity, and inclusion. In addition to sharing the pathbreaking scholarship of our own faculty, these events are conceived as a community-building occasion in which faculty and other constituents from across the College and University will gather every month for intellectual and social engagement. Due to the pandemic, the inaugural series has launched virtually, with the goal of monthly receptions in person as soon as possible.

### **Emory Arts and Social Justice Fellows**

The new [Emory Arts and Social Justice Fellows program](#) allows Emory faculty and students to collaborate with Atlanta artists to explore racial injustice and other inequities. Launched in fall 2020, the ASJ Fellows program is a partnership between Emory College of Arts and Sciences, Emory Arts, and the Emory University Center for Ethics. It is open to all Emory University faculty.

Inspired by the power of art to open spaces for conversation, community-making, and collective action, the Arts and Social Justice Fellows program brings six Atlanta artists into Emory classrooms to help students translate their learning into creative activism in the name of racial justice. Each artist is paired with an Emory faculty member to co-teach an existing course and design a relevant creative project for their students to produce throughout the semester. The second cohort of Fellows started in Fall 2022.

## EMORY COLLEGE STAFF

Professional development for staff is an important dimension of Emory's Affirmative Action goals and our efforts to build community. Lead staff are expected to ensure that each new employee receives training in the tools, policies, and procedures relevant to their position and assigned duties. Existing employees may be recommended by supervisors for training during the performance evaluation process (or at any other time) as a means to address a skill gap, in response to expanded job duties and new roles, or to offer professional and personal enrichment.



To support lead staff in this critical role and foster community, Emory College HR established the

Lead Staff Mentoring Program to provide general guidance and instruction to employees who are new to the lead staff role. A new lead staff member is assigned an experienced Emory College department manager as a mentor to provide support and guidance over a one-year period. Mentors and mentees are interviewed at the end of the year to assess impact and make further improvements to the program.

# UNDERGRADUATE EDUCATION

The Emory College offices devoted to undergraduate education have established multiple initiatives and programs in recent years to better meet the needs of our highly diverse student body. The following are among such efforts:

## Academic Advising and DEI

The Office for Undergraduate Education's (OUE) Academic Advising team has prioritized principles of DEI in its hiring, training, and onboarding processes and partners in these efforts with the Office of Equity and Inclusion and the Office of Race in Campus Life to advance best practices, community building, and programming. This focus on hiring and recruitment is essential as OUE more than doubled our advising staff from 7 to 15 in the last year, with six advisors identifying as Black or Latinx.



## Graduation and Progress Advisor Training

OUE Advising encouraged staff to learn more about underrepresented students and academic advising practices via a NACADA webinar focused on first-generation advising and coaching strategies. First generation students, low-income students, and historically underrepresented students currently have lower 4-year graduation rates than other students.

This initiative and subsequent recommended training have fostered ongoing efforts to promote and support diverse student learners and staff within the unit. This training is vital as the Graduation Advisors work with students who are currently failing to graduate or have delayed graduation, with the goal to help get them back on track to achieve their academic goals and complete their degrees.



## Undergraduate Research

Undergraduate Research Programs invited and sponsored nine faculty and staff members to attend the “Centering DEI in Undergraduate Research 2021 Conference.” The primary themes for the conference included how to be good allies, how to expand outreach, access and recruitment to increase diverse participation in undergraduate research, as well as sessions on inclusive mentoring and programming.



In addition, the Undergraduate Research Program has piloted a new research program for first-year students. The First-Year Research Experience (FYRE) program is a pilot program that started the Spring 2021. The program is designed to help second semester, first-year students enter into research quickly. The population of students for this program have been identified as either students who have earned AP Capstone Credit or from the Pre-orientation Program, STEM Pathways. For the underrepresented in the STEM Pathways program, research mentors can play an important support role in their University experience.

## Honor Council

The Honor Council practicum training course (ECS 300) for student members included a class session on “Social Justice and Academic Integrity.” The class reading was a selection from Bryan Stevenson’s *Just Mercy: A Story of Justice and Redemption* (2015), and the learning outcomes included:

- Reflection on how the academic misconduct process may engender questions about equity, inclusion, and fairness.
- Consideration of how social justice initiatives, such as the trend toward restorative justice, can inform the work of the Honor Council.
- Recognizing the potential for implicit bias and consider ways to address this.

The Honor Council continues to reengage with these themes with ongoing discussions.

## **Office for International and Summer Programs DEI Workshops and Training**

The Office for International and Summer Programs (OISP) has implemented multiple training opportunities and initiatives this past year to better serve the DEI needs of our students. Programming has included:

### **Intercultural Development Inventory for Leadership Team**

The inventory provided valuable information and insights about individual mindsets and skill-sets toward cultural difference and commonality, which can then be applied in daily work with colleagues and students. Four directors, and one associate director completed the IDI. The OISP Associate Dean is an IDI-qualified administrator. In total, about one third of the OISP staff have taken the assessment.

### **Diversity: Inclusion in the Modern Workplace Training Workshop**

Sixteen staff members took this University HR workshop, which explores the benefits of diversity in the workplace and provides practical strategies for workplace inclusion. OISP team members serving on search committees this year were required to complete the workshop as well as a webinar on implicit bias.

### **Inclusive Advising and Marketing**

OISP held two sessions with one of its external program partners to focus on proactive advising and social identities and marketing intelligence by social identity. Those sessions supported OISP's work to improve its marketing strategy and advising resources, specifically to consider representation of students of color and advising support/resources by social identity.

## **OISP Summer Programs/Pre-College: Title IX Diversity and Inclusion Training and Orientation**

Resident Assistants and Community Mentors who are hired to work with the Emory Pre-College Program are required to participate in a training session and program led by the University Department of Title IX, Office of Diversity, Equity, and Inclusion.

## **OISP Summer Program/Emory Pre-College Program: College 101 Series**

The Emory Pre-College Program College 101 series serves to introduce program participants to offices, programs and resources at Emory and typically other higher education institutions. One program offering with campus partners and offices (Offices of LGBT Life, Accessibility Services, Religious Life) arranges panel discussions to acquaint students with the assorted services, resources, and support.

# Enhancing Climate and Culture

## Emory College Engaged Citizenship

The Emory College Engaged Citizenship program (currently on hold due to the pandemic) was created by Emory College to support and encourage all voices and views, nurture the personal and professional development and growth of individuals, and cultivate the individual's engagement and ownership of their place in the University.



The Engaged Citizenship initiative enables College staff to be of service to the Atlanta community. By encouraging our employees to devote up to eight hours per year of College-funded effort, we hope to see College staff lend their time, expertise, and talent to local, non-profit organizations already devoted to improving the lives of community members in chronic or episodic need. This program, which provides labor in direct service to humanity, is one way the College contributes to the vision of One Emory. About 50 members of the College community have participated in the inaugural program, which will be relaunched in 2022.

## New Student Programs

Emory College's Office of New Student Programs seeks to foster an inclusive community with all of our new students, starting before they even get to campus and continuing throughout their first year and beyond. Below are multiple examples of programming provided to new students.

## New Student Orientation DEI Programming

### STEM Pathways Pre-Orientation Program

STEM Pathways targets undergraduate students in Emory College who identify as first-generation and come from racial/ethnic groups traditionally underrepresented in STEM fields. The program began as a four-day pre-orientation program and has expanded into a year-round support program. About 80 students are selected from the first-year class along with 30-40 juniors and seniors as mentors for the program. Programming includes wellness, mental health, research options, faculty panels, academic support, and community building for students.

### Accommodations Summer Webinar

We host an ongoing webinar series for incoming students and parents to ensure they have the information they need before they step onto campus. During this Accommodations webinar, we team with OAS to share information and resources for students and families on how to request accommodations and what that process looks like at Emory.

### First-Generation Welcome Reception

First-Gen students are invited, along with their families, for a kick-off event designed specifically to provide them insight into Emory through the lens of a First-Generation College Student. Students and families have the opportunity to hear from a panel comprised of faculty, staff, and current students who share their experiences and resources.



### Orientation Emory Essentials IV: Diversity, Equity, and Inclusion

This portion of the Orientation Experience helps students acclimate to a community that cares about difference and values diversity, equity, and inclusion. About 60 percent of the first year class completed this unit last year.

### International Student Welcome Pre-Orientation Program

The OUE International Advising team provides academic and general advising services for all F-1 international students enrolled in Emory College. Staff are trained to provide support that is culturally sensitive and immigration-status sensitive to create a caring community for F-1 students within Emory College.

## **ECS 101**

We offer identity-specific sections of ECS 101 (formerly PACE), a required first-year class. Students who are members of these communities have the option to opt in:

- Black Men
- Black Women (NEW for fall 2021)
- STEM Pathway Students

The goals for these specific sections of ECS 101 are to continue to support the communities built during pre-orientation. While class goals are the same and curriculum the same for all ECS 101 sections, facilitators are those who led/participated in the pre-orientation programs. They can provide additional resources to these groups based on their campus engagement.

## **Reference Pages**

All new students are provided a comprehensive digital Reference Pages guidebook to introduce them to information and resources that are fundamental to their full participation in the Emory community, including important DEI processes and resources available such as the Belonging and Community Justice Office, campus prayer spaces, Sexual Misconduct and Harassment policies, resources for Veterans, Respect Program, Bias Incident Support Services, Spiritual and Religious Life offerings, and Accommodations.

## **One Emory Campus Collaborations**

In addition to Emory College-specific programming, New Student Programs collaborates with multiple offices in Campus Life and other university units in line with One Emory goals. They include:

- DEI Training and Unconscious Bias Training for Orientation Leaders
- Find Your Folx Welcome (LGBTQ students)
- Students of Color Welcome
- Black Men's Institute
- Black Women's Institute
- Emory Interfaith Pre-O
- SAP-U Training
- Title IX and Respect Training

## Emory Woodruff Scholars Program Equity Design Challenge

During their annual retreat in January 2021, teams of current Scholars developed and pitched projects that help to advance equity, access, and inclusion at Emory. Each team was assigned a specific subtopic focus within equity and inclusion (gender, LGBTQ, race & ethnicity, first generation/low-income students, accessibility, international students) and received coaching and feedback from staff in relevant university offices.

All teams were guaranteed \$500 to execute their projects. Coaches and participants voted to select one winning team in each area, and these six teams received additional feedback from university leaders and had access to \$1,000 to execute their projects. To date, one project has been realized and two others are in progress.

## Emory College Staff Speaker Series

Sponsored by Emory College HR, this series, pre-pandemic, provided opportunities throughout the year for staff members to hear distinguished faculty speakers within the Emory community present on important topics such as racial inequality, social justice, and community. Distinguished speakers have included Candler School of Theology Professor Dr. Gregory Ellison on the topic of his book “Fearless Dialogue – A New Movement for Justice” and Dr. Carol Anderson, Charles Howard Candler Professor in African American Studies, on the topic of her research on voting rights history in America. Plans are in the works to relaunch the series in 2022.



# Accountability

## Recognizing and Rewarding DEI Work

It is well known that faculty from historically underrepresented groups and female faculty are often in high demand as local experts on matters of race and equity. One concrete step we are taking to capture these often-hidden labors is the provision of a special DEI “tag” faculty can attach to efforts to support diversity and inclusivity via research, teaching, mentoring, public scholarship and other service in any part of their annual faculty activity report (FACET/Faculty 180). These efforts are noted and considered as part their merit reviews, and offer an occasion for chairs to evaluate and ensure more equitable service loads across faculty by rank.

## Serving All Students Equitably

The Office for Undergraduate Education (OUE), as part of the Emory College administration, aims to serve diverse students equitably and include all students in our programs. One way OUE holds itself accountable to this goal is through annual reports. For the last five years, all academic programs in OUE produce annual reports, including a summary of their participants.



The OUE leadership evaluates whether those tables show that programs are serving students representative of the whole populations, and we share population demographics of Emory College students with program leadership every year. Some specialized programs (like International Student Orientation) are focused on subsets of the student body, and have developed alternative ways to evaluate the diversity of their clientele. These reports allow the OUE leadership to identify when and where groups of students are underserved among our programs.

## Emory College Communications and DEI

The Emory College Office of Communications consistently features and covers the accomplishments and work of our underrepresented faculty, staff, and students. DEI principles are embedded in our strategies to ensure that the full breadth and depth of our diversity is represented and visible on our websites, social media, and news coverage, in addition to coverage of ongoing DEI initiatives such as highlighting new faculty hires. The office's associate director who oversees Emory College's social media and editorial planning also completed a DEI certification program through the University of South Florida this year.

We partner with units across the university in these efforts, including the Office of Undergraduate Admissions, Campus Life, Communications and Public Affairs and Alumni Advancement and Engagement. Through Emory College's social media channels, where we have strong student engagement, we work especially hard to build a sense of personal community where all members are seen and heard.

## Enhancing Visibility of Diversity, Equity, and Inclusivity Resources

Emory College Communications is at work with senior leadership and faculty to develop a more visible website presence for all of the College's converging DEI efforts that will include human resources, professional development opportunities, academic programming related to DEI, and affinity celebrations.

## OUE Advisory Board for Diversity, Equity, and Inclusion

Office for Undergraduate Education staff members founded the DEI Advisory Board in the summer of 2020 as a proactive way to discuss the racial injustices happening at the national level. Each member of the group brings an area of expertise and research experience within the disciplines of educational psychology, social justice policy in education, social justice in STEM fields, and student development/advising. The discussion group evolved over the summer into a monthly working and writing group in the Fall of 2020 with the following goals:

- To support any and all DEI concerns and provide the referral to the correct DEI group as needed, and not to replace any existing groups or resources;
- To support and foster positive staff relations, and by extension student-relations, to improve DEI climate and culture within OUE;
- To create sustainable structures that exist beyond the individual group members;
- To align with institutional efforts in the areas of DEI and share resources; and
- To create DEI content, to compile existing resources, and to build partnerships with the purpose of providing information on education, training, support, and advocacy.

## Title IX

The Deputy Title IX Coordinator for Emory College routinely meets with new staff about Title IX at Emory and how it connects with our work (beyond the required training offered for all University staff). The coordinator also regularly updates OUE staff on changes to Title IX policies and processes when needed at the OUE staff meetings. Several staff members also serve as volunteers for the Title IX process.

## Woodruff Scholars Equity Review

The Woodruff Scholars Program is performing a comprehensive exploration of how race, ethnicity, gender, sexual orientation, nationality, and socio-economic status affect Scholar recruitment and selection, experiences within the program, academic performance, and post-graduate outcomes. The program will be collecting quantitative and qualitative data through focus group discussions, a survey, and educational records.





The program also has convened a DEI Working Group composed of alumni and students to consult on the project and facilitate all focus groups. Emory's Office of Institutional Research is assisting with survey design, quantitative data collection, and data analysis. They have also organized related programming to encourage open scholar discussion about equity and inclusion and engage scholars in the audit process.

### **OISP Gilman Scholarship Promotion and Support**

The Education Abroad team within OISP promotes the Gilman scholarship which is open to Pell recipients/US citizens with the goal of increasing the number of underrepresented students participating in education abroad. The scholarship gives preference to racial/ethnic minorities, students with disabilities, and first-generation college students. OISP holds various info sessions/



writing workshops, partners with Financial Aid to advertise the scholarship, and provides support to help students with their applications. Emory was recently recognized as one of the top two producers of Gilman Scholars among medium-sized universities for the last 20 years.

### **OISP Campus Partnerships**

The Education Abroad team also partners with the Office for Racial and Cultural Engagement (RACE), the 1915 Scholars Program, LGBT Life, and Questbridge each year to offer programming that highlights traditionally underrepresented students in education abroad and allows them to share their experiences with prospective study abroad students. OISP has collaborated on student/alumni panels, info sessions, mentor programs, and more.

### **OISP Emory Pre-College Program: Foundation Partnerships**

The Emory Pre-College Program works closely with community-based organizations and foundations throughout the United States to identify and offer admission and scholarship opportunities to under-represented high school students to attend the program. Partners include Questbridge Scholars, Minds Matter, Schuler Scholar Program, Noble Network, and OSSE.

Over the past seven years, the Emory Pre-College Program has awarded \$309,000 to our community-based organizations (CBO) and foundation partners and their students. The average student scholarship award is \$1,500. The number of students served ranges from 23 - 48 students each summer. Our community business partners and foundations remain consistent and engaged with the Emory program from year to year.

About 97% of the foundation students successfully complete the Emory Pre-College program and earn a satisfactory grade. Other positive outcomes and benefits to the students include first-hand experience with the college admission and application process, experiencing a residential and campus community, first-hand experience with faculty and classroom expectations, access to common campus resources, time management and academic accountability.

### **The College Staff Consortium (CSC)**

The Emory College Staff Consortium was created to provide three primary functions: to pursue concerns of interest to College staff and make recommendations to the Dean of Emory College; to sponsor programs of interest to College staff; and to provide a sense of community among College staff.

The CSC maintains a list of staff mentors who are available to provide information and act as a resource person in specific areas to new and current staff members. The consortium is supported by the Dean of Emory College and receives annual funding to sponsor programing such as the Employee of the Year Award.

## **Alumni Engagement and Fundraising**

Emory College of Arts and Sciences fully embraces and advances the DEI vision of the University at large. A commitment to diversity, equity, and inclusion is embedded in our fundraising and alumni engagement priorities as well as the ways we approach these activities.

Emory College's fundraising priorities align with the mission of the University and the College to recruit and support undergraduates from a wide variety of backgrounds, with particular attention to scholarships and experiential learning, and additional focus on funding opportunities for first generation, low-income students.

Fundraising priorities for academic areas also allow the College to invest in new scholarship and research that interrogates race, gender, and equity and elevates scholars who are on the frontlines of new scholarship and research exploring all aspects of race and difference -- a priority in the University's upcoming campaign. Specific priorities within the College include increased support for African American Studies and the arts, including the Social Justice Arts Fellows and our dynamic Creative Writing program. Representing these priorities externally is a powerful way to illustrate that diversity, equity, and inclusion is woven into our mission and day-to-day work in Emory College.

Emory College's AAE office is focused on ensuring that alumni leadership, both formal and informal, is diverse and represents a wide variety of backgrounds and perspectives. Particular attention has been made in recent years to ensure that the Emory College Alumni Board (ECAB) is representative of the Emory College alumni population. A subcommittee of that board was formed this year to conduct an assessment of our current recruitment practices, create a framework that defines diversity/equity/inclusion in the context of board leadership, and make recommendations for future ECAB membership that takes into account these considerations.



Additionally, two ECAB members represented Emory College on a university-wide alumni taskforce on representation led by the Emory Alumni Board. We also strive to represent diverse perspectives as alumni interact with students. A series of panels, part of the Mellon Humanities Pathways grant, were shaped precisely to represent diverse identities as well as professional paths.

Emory College AAE also seek to program external events and communications that illustrate the richness of diversity in our academic programs and communities. Specific examples include featuring Julio Medina in our communications as a new faculty member and Emory College Questbridge alumnus, and creating an alumni book club event featuring Professor of Religion Dianne Stewart on her new book about Black Love.

As embedded and strong partners with the University's Advancement and Alumni Engagement division, Emory College's AAE office fully supports and shares in AAE's diversity, equity, and inclusion priorities as it pertains to staff, alumni, and donor relations, including participation in:

- Multiple employee resource groups and independent study groups;
- Professional development related to DEI required of ALL staff in the division;
- Assessment of representation as we shape panels, events, etc.;
- Support and participation in a robust network of interest groups, programming, and events based on race, ethnicity, gender, other demographics; and
- Engaging in new approaches to fundraising by creating collective giving groups around ethnicity and gender.