



Fall 2020 Newsletter

A Path Forward: Transformative Experiences

As we continue to navigate our way through an unprecedented period in our global and national communities, where COVID-19 continually impacts the daily rhythms of our lives—and where the pain and angst of racial injustice increasingly gnaws at our collective spirit and soul, most recently felt in the Breonna Taylor grand jury proceedings, I am encouraged by the resilience of our intercultural, cross-cultural and intersectional communities, the collective spirit to honor the common good and to act on Emory's long held principles of justice and justness, understanding that what impacts one of us impacts us all, and that we are stronger together than apart.

In charting a path forward, let us remain committed to the principles and values that remain central to the transformative experiences we hold dear here at Emory—an appreciation and respect for the wonderfully rich diversity of people, cultures, and traditions that is humanity; to continue to strive to harness our intellectual capital to solve society's most pressing cultural and social issues in this 21st century and beyond; and to continue to engage in courageous and honest conversations about our own legacies, histories, and educational processes in ways that allow us to get proximate, as Bryan Stevenson reminded us in May, in order to change the narrative so that we can strengthen our resolve to demonstrate the best that Emory is. Emory's mission, "to create, preserve, teach, and apply knowledge in the service of humanity" grounds these efforts. So let us not forget that the world we want to see is the one we help to make.

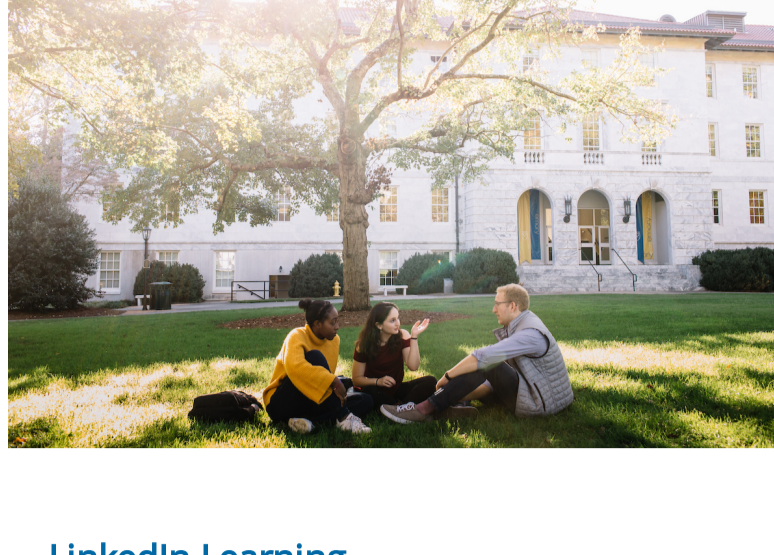
"We must not, in trying to think about how we can make a big difference, ignore the small daily difference we can make which, over time, add up to big differences that we often cannot foresee."—Marian Wright Edelman, *The Measure of Our Success*

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

ODEI Building Blocks for Transformation

Campus Resource Guide

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.



LinkedIn Learning

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 University. 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.



Conversations about Race

Facilitators Guide

- [Facilitating Difficult Race Discussions](#)
- [CONVERSATIONS THAT MATTER: A How-To Guide for Hosting Discussions about Race, Racism, and Public Health](#)



Department of Title IX

New Title IX Regulations

Emory University, along with colleges across the country, recently implemented Title IX policies that are compliant with new federal regulations, which took effect Friday, Aug. 14.

In the new federal regulations, Title IX sexual harassment is defined 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. Emory, however, 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 that 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 requirements is the manner in which the university will address how allegations of prohibited conduct are handled.

Prohibited conduct includes several categories, such as non-consensual sexual intercourse, sexual or gender-based harassment, sexual exploitation and Title IX Misconduct. Title IX Misconduct is a subset of what is prohibited and must rise to a level of severity and pervasiveness that is strictly prohibited by federal law.

If a conduct is prohibited by Emory but does not meet federal Title IX requirements, the university may still conduct a thorough investigation and individuals may still face disciplinary action.

The new policy and adjudication process applies to students, faculty and staff as required by federal regulations (previously, Emory had a separate process for faculty and staff).

Emory will not ignore any complaints of sexual misconduct. All complaints will be reviewed and appropriate actions will be taken if an incident constitutes a prohibited conduct.

A comprehensive approach

Emory's [Office of Diversity, Equity and Inclusion](#) includes the Department of Title IX and the Department of Equity and Inclusion.

The Department of Title IX 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, the 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.

Emory is committed to ensuring all members of our community feel safe, secure and respected. Emory does not tolerate sexual misconduct or sexual violence, and we will take prompt and equitable action in accordance with the [university's comprehensive approach](#) when these incidents occur.

Under the new federal regulations, the university is 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 by Aug. 14. Accordingly, the Department of Title IX held a mandatory training on Aug. 13 for all community members involved in the Title IX adjudication process at Emory. The Title IX department will conduct community trainings on the new policy throughout the academic school year. Community members also will be able to request training for themselves.

The Department of Title IX provides the Emory campus with [multiple resources](#) 24 hours a day, seven days a week. The team works collaboratively with other units across campus including Campus Life, Human Resources, the Emory Police Department and the Offices of the Provost and President.



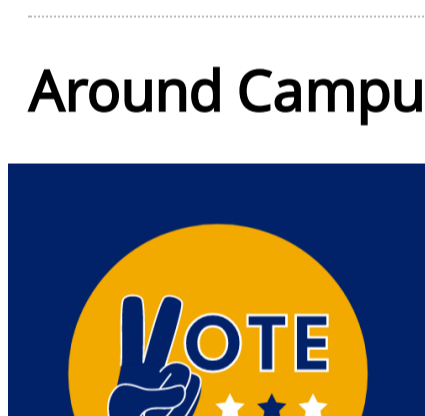
Interim Director and Title IX Coordinator for Faculty and Staff

Nicole Babcock is the Interim Director and Title IX Coordinator for Faculty and Staff in the Department of Title IX. Nicole recently joined the Department of Title IX in August 2020, following the release of the Department of Education's new Title IX regulations, which went into effect on August 14, 2020. Nicole is responsible for coordinating responses to complaints of alleged violations of Emory's new Sex and Gender-Based Harassment and Discrimination Policy (Policy 8.2) against faculty and staff, which replaces Emory's previous Sexual Misconduct Policy. Nicole is also responsible for directly overseeing the investigation and adjudication of complaints against faculty and staff and coordinating possible remedial actions or other responses designed to reasonably minimize the recurrence of the alleged conduct as well as mitigate the effects of the harassment.

Nicole previously worked as the Assistant and Associate Director for Investigations in Emory's Department of Equity and Inclusion, from April 2015 to August 2020. Prior to arriving at Emory, Nicole worked as an immigration attorney, representing clients in removal proceedings and assisting clients in applying for various other forms of immigration relief.

Nicole earned her A.B.J. in Journalism and two B.A. degrees in Spanish and Italian, summa cum laude, from the University of Georgia. She also earned her J.D., cum laude, from the University of Georgia.

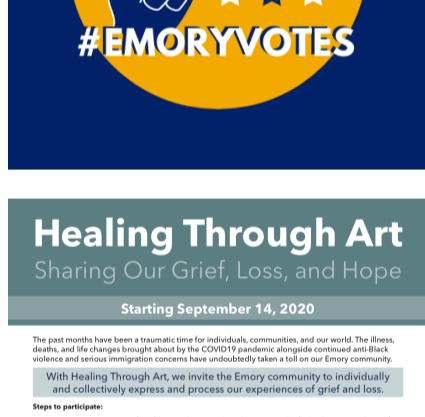
Around Campus



Emory Votes Initiative

Your vote is your voice, and Emory takes seriously its responsibility to help you express it. The Emory Votes Initiative fosters a more engaged campus by providing nonpartisan voter information, supporting voter turnout, and empowering our community with credible resources. Young people are traditionally underrepresented in civic life. EVI helps set active civic engagement habits early in adulthood so all students graduate as lifelong involved global citizens.

[More Information](#)



Healing Through Art - Sharing Our Grief, Loss, and Hope

Starting September 14, 2020

Starting September 14, you are invited to share a representation of the grief and loss you are experiencing as this academic year begins. You can choose to express this through any medium you wish, whether it be visual, auditory, or written. We will compile all submissions to share as a virtual gallery on a common Instagram account (@emory_hta). You may also choose to share your depiction privately in other places, whether it be in your home, your workplace, or online.

[More Information](#)



What is at Stake Dialogue Series

September 16, 2020

September 24, 2020

October 5, 2020

October 6, 2020

A virtual dialogue series exploring what is at stake with the 2020 election. Dialogues will cover voting issues, immigration, religious freedom, and criminal justice reform.

[More Information](#)



Ombuds Book Discussion

White Fragility

September 30, 2020

October 7, 2020

[Register Here](#)



Antigone in Ferguson

October 2, 2020

5:00 PM - 7:30 PM EDT

Antigone in Ferguson was conceived in the wake of Michael Brown Jr.'s murder in 2014, through a collaboration between Theater of War Productions and community members from Ferguson, MO. Antigone in Ferguson fuses a dramatic reading by leading actors of Sophocles' Antigone with live choral music performed by a choir of educators, activists, police officers, youth, and concerned citizens from Ferguson and New York City. The performance is the catalyst for panel and audience-driven discussions about racialized violence, structural oppression, misogyny, gender violence, and social justice.

[Register Here](#)



Emory Law Presents: Conversations about Racism in the 21st Century

October 1, 2020

November 5, 2020

Emory University School of Law hosts an important new lecture series, "Emory Law Presents: Conversations about Racism in the 21st Century," focusing on the role of law in creating and enforcing modern-day anti-Black racism. The lectures will be held over Zoom in three sessions between September and November with several others during the spring semester. They will be open to Emory University faculty, staff, students, and alumni.

The series features distinguished Emory Law and Emory University scholars who will share their expertise on race in relation to the law, healthcare, economy, and human behavior.

[More Information](#)



Latinx Music & Politics

Office for R.A.C.E. & Office of Diversity, Equity, and Inclusion

Tuesday, October 6th 6:00 p.m.

This panel will focus on how Latinx music participates in processes of political change. Panelists Prof. Pablo Palomino and Prof. Rudy Aguilar will discuss music culture – everything from perreo playlists circulated among friends, to Bad Bunny's Instagram, to Alejandro Fernández's upcoming hemispheric livestream concert – and how that music culture shapes and is shaped by questions of identity, race, and belonging. As a part of Latinx Heritage Month the discussion will begin from the perspective of how Spanish-language music circulates in communities across the US but will also touch on how Latin American and Caribbean music moves transnationally.

[Register Here](#)



Emory Election Series with Dr. Carol Anderson

Thursday, October 8, 2020

6:00 pm - 7:00 pm

Emory Election analysis with Dr. Carol Anderson, Charles Howard Candler Professor and chair of African American Studies, a nationally recognized historian, educator and author who will explore her research on voting rights and voting suppression during this historic year that commemorates the 100th anniversary of the 19th amendment and the 150th anniversary of the 15th amendment.

[Register Here](#)



Emory Explores: Re-membering the Past for the Future

with Oxford at Emory faculty, Dr. Susan Ashmore and Dr. Molly McGehee

Wednesday, October 21, 2020 2:00 pm

Join us for a special conversation with two scholar-teachers from Oxford College of Emory University as they explore the importance of U.S. colleges' and universities' ongoing work to acknowledge, document, and make visible their histories. They will address how they envision Emory becoming a leader within national conversations regarding memorialization processes and will discuss how oral history collection, expanding archival collections, creating and revisiting already existing physical memorials and sites of memory, and involving undergraduate and graduate students in research related to these topics can help the Emory community recover, revisit, and re-member the past to better our institution for the future.

[Register Here](#)



Revolutionary Love: Seeing No Stranger with Valarie Kaur

October 14, 2020 7:30 pm

Everyone is welcome to join an Oxford Studies event sponsored by The Pierce Program in Religion & The Office of Religious & Spiritual Life at Oxford College.

[Register Here](#)



Safe Space Training

October 22, 2020: 9:00 am - 12:30 pm

November 12, 2020: 1:00 pm - 4:30 pm

Safe Space Trainings are going virtual for the Fall semester! The Emory Safe Space program is a 3.5 hour training designed to help all faculty, staff, and students provide support for the LGBT community at Emory.

Registration for the first training is now closed, but we will be offering two more this semester. These trainings have limited space so register early!

[Register Here](#)

The Office of Diversity, Equity, and Inclusion Calendar

Access all programming, events, and affinity activities on our calendar. Additional livestream communications will highlight affinity dates and provide resources for the Emory Community. [Access Here](#)