



Spring Newsletter 2020



2020 Vision: Charting a Path Forward

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It has been wonderful getting to know the Emory community. My first six months have been full of the flurry of meetings, planning of activities, and of community engagement with faculty, staff, and students—and all done with a sense of urgency as I recognize that we are at a crucial intersection in the university's journey. "One Emory," the powerful metaphor fueling our strategic framework, One Emory: Engaged for Impact, affords us the opportunity to reflect on its most critical premise—that we abandon our silos and take fuller advantage of the rich intellectual capital we have in each other. This is intentional work and provides our campus significant opportunities to develop shared understandings of the work of diversity, equity, and inclusion (DEI) and its importance in building an inclusive campus community. In the visits I already have had around campus, the interest and collective interests in realizing diversity, equity, and inclusion at every level of our institution is palpable. Some of this work is done at local levels in departments, colleges, schools, and academic units. Some of this work is ably done by the Department of Equity and Inclusion, The Department of Title IX, the Department of Accessibility Services, the Center for Faculty Development and Excellence, Campus

Life, and in partnership with other units on campus whose subject matter expertise aligns with the principles and values of an inclusive and equity-minded diverse campus community. I look forward to harnessing this energy as we chart a path forward. One Emory does not mean “same Emory,” so how do we align our ongoing efforts regarding diversity, equity, and inclusion with this vision? How do we anchor our DEI work in the foundational principles germane to our institutional values, principles, and mission?

Diversity and Inclusion, to me, will never be about numbers or ticking off boxes. We think that we have achieved the goal when we make our environments diverse, but that is the second step. First, we need to prepare our campus to receive community members in ways that allow people to bring their “whole selves” that engage and work on our campus. So, inclusion is about creating space 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.

As I continue to build bridges, relationships, and collaborative opportunities within Emory University, Emory Healthcare, and Emory’s School of Medicine, and the Emory enterprise more broadly; as I continue to connect and engage members of the larger metropolitan Atlanta area, three critical areas have bubbled up in my many conversations, and these will be areas our office will focus on: Climate and Culture, Professional Development and Education Awareness, and Accountability. These areas will allow us to direct intentional and concentrated efforts as we engage for impact in diversity, equity, and inclusion. But, we need to know what we are already doing so that we can measure our progress. We are currently in the process of launching a diversity inventory survey (in partnership with Institutional Research) that will track what is being done in key areas of recruitment and retention, climate and culture, professional development and education awareness so that we can coordinate, benchmark, measure, and strengthen those efforts in more efficient and deliberate ways. (You may access the inventory [here](#)).

We have already begun to do more of this work in the Office of Equity and Inclusion. We have renamed our office: we will now be known as the Office of Diversity, Equity, and Inclusion (ODEI) to align our equity practices with the work of diversity and inclusion. The Departments of Equity and Inclusion, Accessibility Services, and Title IX will continue to do their excellent work in compliance with a renewed focus on professional development and educational opportunities that enhance our community's knowledge in these fields. We will continue our Equity Exchanges, our partnerships with key stakeholders at every level of campus, as well as develop

more programming and educational opportunities to engage our community in the work of DEI. In the weeks—months—ahead, I will develop a strategic vision for our diversity, equity, and inclusion practices—in partnership with the Emory community—that will drive this work.

It is heartening to me that my position was created not just by leadership but also by the community, whose members had substantial input into the work that my office will now do. My arrival is therefore a community arrival, which is a great way to enter a new space. I thank you for that warm welcome and your many wonderful words of affirmation. I look forward to our journey ahead.



Departmental Highlights

Department of Equity and Inclusion

The Department of Equity and Inclusion (DEI) ensures Emory University's compliance with Equal Opportunity/Affirmative Action, Section 503, Vietnam Era Veterans' Readjustment Assistance Act, Americans with Disabilities Act and other applicable statutes and university policies. DEI also monitors and executes the

university's Equal Opportunity Policy, which includes protections covered by Title VII.

Since 1964, Title VII of the Civil Rights Act has protected workers across the United States from unlawful discrimination on the basis of their race, sex, color, religion, and national origin. While Title VII and its protections have remained undeniably essential in the American workplace, the law's scope regarding protections for LGBTQ+ employees is currently under intense debate. LGBTQ+ advocates argue that discrimination on the basis of sex should include discrimination on the basis of sexual orientation, gender identity, and gender expression; opponents argue that "sex" should be interpreted more narrowly, based on the intent of Title VII's original drafters. On October 9, 2019, the Supreme Court heard these arguments, and it will render its decision before the end of its term in June or July 2020. Only 21 states and the District of Columbia explicitly provide these protections under their own legislation, but it could become the law of the land when the Supreme Court delivers its decision.

Thankfully, regardless of the Supreme Court's decision, employers can decide independently to extend protections to groups that are not protected by Title VII, and Emory has done just that. Emory's Equal Opportunity and Discriminatory Harassment Policy prohibits discrimination in the workplace on the basis of sexual orientation, gender identity, and gender expression. Hopefully, the rest of the United States will soon follow.





Staff Highlights



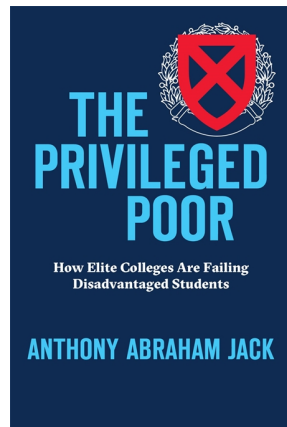
Department of Equity and Inclusion welcomes new Investigator and Training Specialist

Lucy Hamer joined Emory University in January 2020 and serves as the Department of Equity and Inclusion's Investigator and Training Specialist. As the new Investigator and Training Specialist, Lucy is responsible for supporting University faculty, staff, and students as well as Healthcare employees. In this role, she will develop investigative plans, make appropriate recommendations, and provide customized intervention strategies to restore the workplace environment to address issues. Lucy received her Master of Science degree from the University of Vermont and her BA from Randolph-Macon Woman's College. Prior to joining Emory, Lucy worked for the US Equal Employment Opportunity Commission ("EEOC"), where she held the position of Federal Investigator. In her role, she was responsible for investigating individual, class, and systemic charges of discrimination, as well as conducting outreach and training events for employers throughout Georgia. Lucy is also a proud Returned Peace Corps Volunteer (Albania 2014 - 2016), where her efforts focused on promoting gender equity and LGBTQ+ rights.

Cutting Edge

Looking for new, groundbreaking perspectives?
Ways to make an impact?

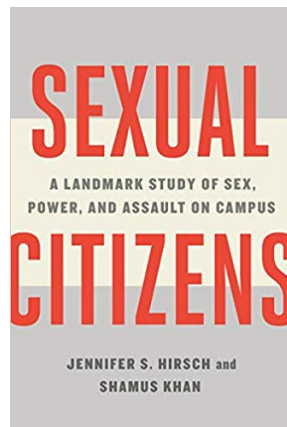
The Office of Diversity, Equity, and Inclusion has trendspotted the latest in relevant events, news, technology, and more for our subscribers. Check out our most recent picks below!



The Office of Diversity, Equity, and Inclusion is pleased to announce the ODEI Book Club. This book club will create opportunities for the Emory Community to engage around topics related to diversity, equity, and inclusion.

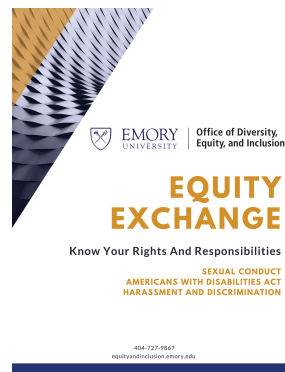
In support of the Office of Undergraduate Affairs and their Common Read programming, the ODEI Book Club has selected *The Privileged Poor* by Anthony Abraham Jack as the first book. The Office of Undergraduate Affairs in the Office of the Provost is hosting Dr. Jack at Emory University on March 30th as part of the Common Read focus on the First Generation experience. You can get more information and free tickets to his public talk [here](#).

Please stay tuned for upcoming opportunities to participate in the ODEI Book Club.



The Department of Title IX in collaboration with the President's Office will host Dr. Jennifer S. Hirsch co-author of *Sexual Citizens: A Landmark Study of Sex, Power, And Assault of Campus*. This program will take place on April 13, 2020.

[RSVP Here](#)



The Office of Diversity, Equity, and Inclusion will host three Equity Exchanges during the spring semester. This is an opportunity to learn more about how the Office of Diversity, Equity, and Inclusion serves that community and ask any questions that you may have. We hope to see you at one of our sessions.

[March 18, 2020 - Oxford Campus](#)

[March 25, 2020 - Atlanta Campus](#)

[April 1, 2020 - Atlanta Campus](#)



Resources

In need of resources focusing on Diversity, Equity, and Inclusion? Browse the curated list of trending resources that address climate and culture today.



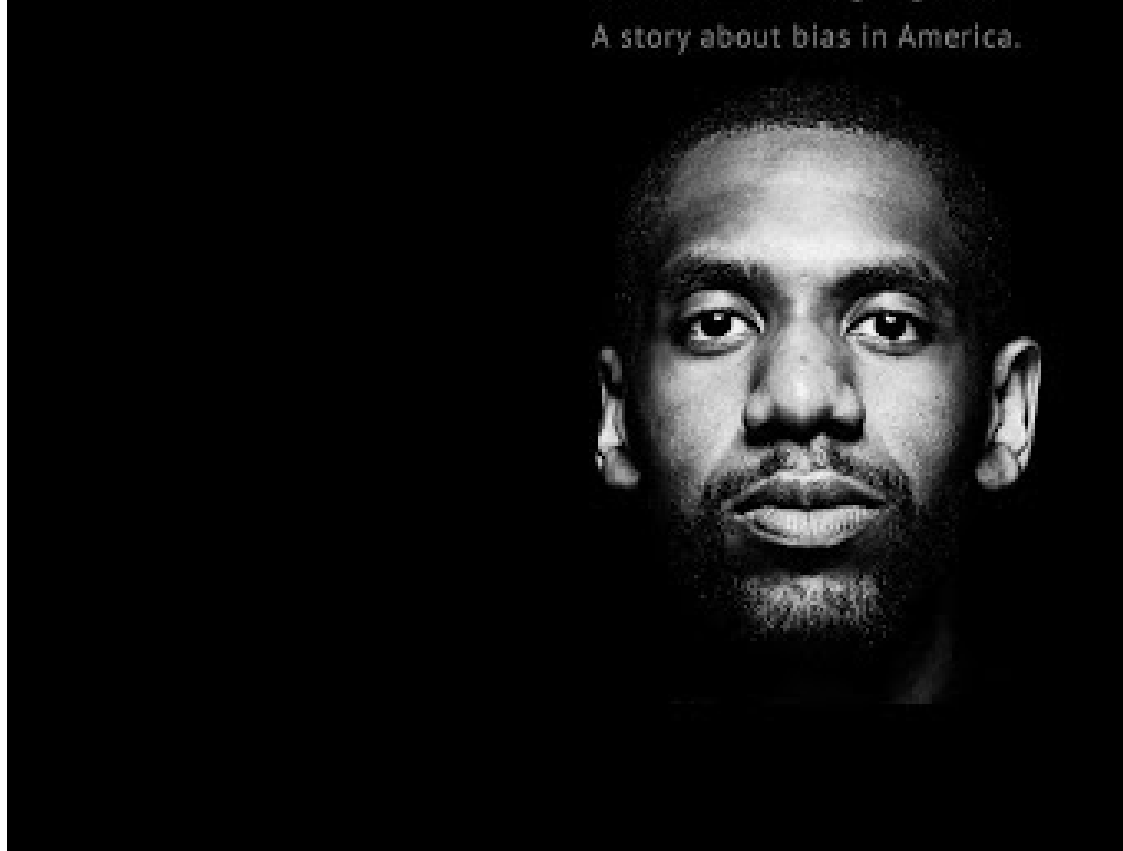
The Look

A story about bias in America and driving change through community conversations.

Visit the [P&G website](#) for access to the conversation guide.

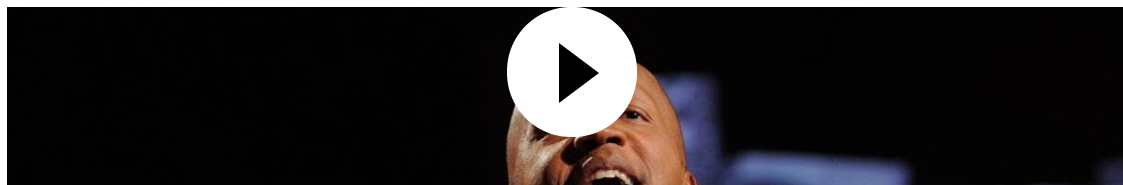


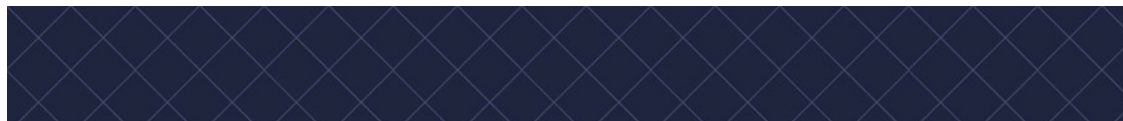
A story about bias in America.



We Need to Talk About an Injustice - Bryan Stevenson

In an engaging and personal talk — with cameo appearances from his grandmother and Rosa Parks — human rights lawyer Bryan Stevenson shares some hard truths about America's justice system, starting with a massive imbalance along racial lines: a third of the country's black male population has been incarcerated at some point in their lives. These issues, which are wrapped up in America's unexamined history, are rarely talked about with this level of candor, insight, and persuasiveness.





One Emory: Engaged for Impact

Emory will be recognized as a leading research university that fosters excellence and attracts world-class talent to innovate today and prepare leaders for the future.

The Office of Diversity, Equity, and Inclusion (ODEI) aligns itself with the [One Emory Strategic Framework](#) and the supporting Pillars. As an administrative office, ODEI informs and educates the community outside of the traditional classroom by developing innovative opportunities for engagement and education. Focusing on innovation through scholarship and creative expression (Pillar 3), ODEI identifies opportunities to cultivate the Emory community through trainings, programming, and providing resources that positively impact the climate and culture of Emory University. ODEI created a Fireside Chat: Identity, Inclusion & Sense of Belonging Series; offers trainings focused on preventing harassment and discrimination ([Creating an Environment of Courtesy and Respect](#)); implementing software

systems that aid in accessible accommodations for students; and creating policies and educating the community on the many facets of Title IX. The One Emory strategic framework will continue to serve as the strategic foundation for the Office of Diversity, Equity, and Inclusion and the transformational change evoked through our work.



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