

## **Racial Justice Next Steps Working Group Meeting**

### **Minutes**

**Tuesday, April 26, 2016**

**DUC, Room 338**

**2:30-3:30 pm**

**ATTENDEES: Joanne Brzinski, Wanda Collins, Tomika DePriest, Michael Gadsden, Marlon Gibson, Del King, Ed Lee, Ajay Nair, Suzanne Onorato, Lolade Oshin, Judith Pannell, James Roland, Tise Taiwo, Julia Thompson, Anjulet Tucker, James Wagner, DeVonnae Woodson-Heard, Dona Yarbrough, Kathy Moss (scribe)**

### **Finalize Committee Name, Structure, and Participants**

#### **Review Feedback Received**

Judith Pannell distributed “Next Steps Working Group: Proposed Committee Structure draft (see attached). Group discussion and suggestions included:

1. On chart (page 1), have arrows going both ways between each group.
2. Committee charges (page 4) need to be more explicit.
  - Add “resource identification and authorization” to Executive Committee’s charge.
  - Steering committee – proactive as well as response-oriented; in charge of making list of long-standing issues; communication to the community
3. Membership on Committees
  - SGA participation in Executive Committee (discussion tabled until SGA president is present)
  - At-large members (via nominations) on Executive Committee process to be determined
  - Student functions on steering and executive committees need to be defined.
  - Alumni representation on steering committee
  - Graduate Student representation?
  - Provide any additional names (page 3) to Judith for membership consideration
4. Online Feedback received (page 2)
  - Inclusivity
  - Sustainability – needs to be part of the University Strategic Plan
  - Lingering Questions - Group agreed that steering committee will identify issues, determine processes, present to Executive Committee, and ensure progress.

#### **Committee Name**

Identify 3-4 possible names and post online for Emory community to decide. Some suggested names/words to include:

1. Committee (or Process) for Advocacy and Agency
2. Social Justice Committee (or Process)
3. Emory Commission on Racial Justice
4. Possible words to include in title: group, team, commission

## **Next Steps**

Judith will schedule a meeting for the Steering Committee to meet with SJPO's (demand facilitators) to determine progress and plans for June presentations to Executive Committee. Students will join the meeting via conference call/Adobe Connect during the summer.

Communication plans to Emory community – include information on name, structure, charges, and committees' memberships on website.

## **Additional Discussion/Suggestions**

1. Important to address internal and external communications throughout the process.
2. Student representation needs to be diverse and inclusive.
3. Town Halls, alumni/faculty awareness, online updates
4. Appropriate stakeholders need to be “at the table” when discussing specific issues and actions.
5. Quarterly evaluation of committees and checks/balances needed.
6. Ensure buy-in from Emory community – include graduate/professional school, employees (Employee Council), and alumni (not just Campus Life).
7. Coalition of Faculty, Staff, and Students – met Monday, April 18<sup>th</sup> to discuss faculty/staff support of students. Judith and Dean Nair will post Next Steps Working Group information on their listserv. Send Dean Nair ideas as to how this group may be involved and connected to the work.