

**EMORY COMMISSION ON RACIAL AND SOCIAL JUSTICE  
MEETING  
TUESDAY, JUNE 21, 2016  
DUC, ROOM 338  
2:00-3:45 PM**

**ATTENDEES:**

**Executive Committee – Claire Sterk, Ajay Nair, Mike Mandl, Jerry Lewis, Susan Cruse, Stephen Sencer, Gary Hauk, Allison Dykes, Max Zoberman (phone)**

**Steering Committee – Co-chairs, Lynell Cadray & Judith Pannell, \*Joanne Brzinski, Jonathan Butler (phone), Wanda Collins, Tomika DePriest, \*Robert Franklin, DeVonnae' Woodson-Heard (phone), Marlon Gibson, Maurice Middleton, \*Suzanne Onorato, Christine Ristaino, \*Julia Thompson, Anjulet Tucker, Dona Yarbrough**

**Social Justice Process Owners – Peter Barnes, Michael Shutt, Jane Yang, DeLa Sweeney, Mekeshua North, Lynn Zimmerman, Clifton Crais, (\*other SJPO's listed as Steering Committee member)**

**Visitor – Lisa Loveall**

**Scribe – Kathy Moss**

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**Welcome and Agenda Review**

Lynell Cadray and Judith Pannell welcomed everyone and reviewed the purpose and process involved in developing this Commission. Since this is the first meeting for the full Commission, Judith requested feedback from the members for future improvements.

**Discussion/Questions after each demand presentation:**

*See Slide Presentations for each demands recommendations, next steps, and timeline*

**Demand 1: Communication Regarding Injustices on Campus** (Presenter: Suzanne Onorato)

Procedures to inform new students of communication streams (i.e. Yik Yak, Bias Incident, etc.) are being planned.

**Demand 2: Bias Incident Reporting** (Presenter: Michael Shutt)

Clarification of the term “variables in authorship” –authorship of the communication

Since this is a university-wide process, it will need to address the variety of confidentiality requirements of the various units/schools.

**Demand 11: Yik Yak** (Presenter: Michael Shutt)

Suggestion that communication about decisions should be similar and sent from the Commission.

**Demand 3: Counseling and Psychological Services** (Presenter: Jane Yang)

Develop alumni opportunities to engage with students. A fall event is planned and an active listserv for alumni to interact on racial and social justice issues has been created. There is also a need to include graduate students in these efforts.

**Demand 4: Faculty Evaluations** (Presenter: Robert Franklin)

Evaluation questions are being proposed to present to faculty. Instead of looking at an incident as “bad,” reframe it as “naïve,” to promote education/awareness opportunities for faculty. What are the ways to address incidents that have been reported anonymously? Other suggestions included:

- Centralized phone number for students to call
- Training faculty to respond to the diverse population of students
- Is faculty evaluations the best place to measure faculty’s achievement of diversity concerns?
- Who is the appropriate person to be sure students are notified of faculty incidents?

Michael Shutt will collaborate with Robert Franklin concerning bias incident reporting connections.

**Demand 5: Academic Support** (Presenter: Joanne Brzinski)

Include School of Nursing, Business School, etc. Determine programs to maximize student development and leverage upperclass students and alumni involvement. Campus Life’s Director of Student Success Programs and Services, Adrienne Slaughter, as well as the Counseling & Psychological Services, are available to support academic efforts.

**Demand 6: Student Involvement in Decision-Making, Education of Non-Black Students in Systemic Oppression, Assessment of Current Diversity Initiatives** (Presenter: DeLa Sweeney)

Ongoing discussion in Emory Campus Life regarding student activists’ role as interns/workers and compensation/limits to their responsibilities. Scope of new position (Director of Curriculum Development & Implementation) will be to create pockets of learning throughout a student’s campus experience. New positions will result in a net gain of staffing for these areas by early Fall 2016.

**Demand 7: Recruitment, Compensation, Quality of Work Life** (Presenters: Peter Barnes & Mekeshua North)

Increase monitoring of how staff members are using HR resources. Measuring performance will include diversity & inclusion competency. Like Mentor Emory, create a staff/student mentoring program.

**Demand 8: Job Security** (Presenters: Peter Barnes & Mekeshua North)

Including “Open Expression” policy in on-boarding process. Michael Shutt has been working with General Counsel on implications of Open Expression policy with employment laws. Efforts to better define “Open Expression” process for staff is in progress.

**Demand 9: Conduct Policies and Student Organization Funding** (Presenter: Julia Thompson)

Max Zoberman stated that there will be a task force starting in the fall to address concerns regarding SGA funding and exclusivity of student organizations (defining chartering classifications, distribution of funds, and allocation reviews). Changing the term, “exclusivity,” was discussed and will be addressed by SGA.

**Demand 10: Faculty Recruitment and Retention** (Presenter: Lynn Zimmerman)

No questions or comments

**Demand 13: GER Requirement** (Presenter: Clifton Crais)

Retreat is planned for Faculty Senate in late-August to include discussion of GER. Working group will be created to possibly include members of their curriculum committee. College faculty by-laws require voting item to be discussed at two different meetings. A majority vote is required and may be done electronically. Challenges include clarifying the meaning of “diversity” as well as the wide range of ways diversity is addressed in individual GER courses. Accreditation requirements will also need consideration.