

**EMORY COMMISSION ON RACIAL AND SOCIAL JUSTICE  
MEETING  
THURSDAY, NOVEMBER 7, 2016  
Winship Ballroom, DUC  
2:00 – 3:30 PM**

**ATTENDEES:**

**Co-Chairs – Judith Pannell and Dona Yarbrough**

**Executive Committee – Ajay Nair, Stuart Zola, Jon Lewin, Steve Sencer, Peter Barnes, Vince Dollard, Gary Hauk, Allison Dykes, Max Zoberman**

**Steering Committee – Joanne Brzinski, Wanda Collins, Tomika DePriest, Suzanne Onorato, Lolade Oshin, Anjulet Tucker, Karen Andes, River Bunkley, Jonathan Wesley, Bridgette Young Ross, Maurice Middleton, Lynell Cadray**

**Social Justice Process Owners – Lynn Zimmerman, DeLa Sweeney, Michael Shutt**

**Visitor – Anwasha Guha – *The Emory Wheel***

**Scribe – Kathy Moss**

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**Welcome and Agenda Review**

Judith Pannell & Dona Yarbrough welcomed everyone and reviewed the meeting agenda. Judith reported that the name “priorities” has been changed to “initiatives.”

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

*See Slide Presentations for each demand/initiative recommendations, next steps, and timeline.*

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

Suzanne reminded everyone that Demand 1 & 2 (Bias Incident Reporting) had been separated, and Michael had also reported on BIRT at last Commission meeting. She distributed a draft protocol for “Communicating Student-Related Crises” (see attached). Her team is working on case studies that Ajay will share with the President’s Leadership Council (formerly Cabinet), steering committee and executive committee of the CRSJ.

- Who and how is the level of severity for student-related crises determined (including BIRT)?
- Consult with Religious Life to measure impact of incidents
- Include faculty and staff as well as students in communication efforts
- Utilize Open Expression (already heavily involved per Michael Shutt)
- SGA involvement in communication – assure consistency in response (SGA will develop protocols)
- Make protocols transparent
- Work with the new Communications interns to assure effective communication procedure

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

Commission approved that Emory will not establish a geofence for Yik Yak. No other comments.

**2016-2017 Initiative: Communication** (Presenters: Tomika DePriest and River Bunkley)

Communications Internship program in phase 1 to improve peer-to-peer communications regarding racial and social justice efforts at Emory.

- Importance of Oxford Campus involvement – Tomika shared that the CRSJ roadshow will include Oxford and invite participation among faculty/staff/students. There are no communications' interns from Oxford yet.
- Transforming Community Project – recommended to find their research by reaching out to Leslie Harris
- Use the existing listservs that were created for Faculty/Administrators/Staff and Alumni
- GSGA president, Jared Greenbaum, has included presentations and dialogue on racial and social justice in their next legislative session.
- Racial and Social Justice topic has been added to University Senate calendar

**2017 Racial and Social Justice Retreat** (Presenters: Dona Yarbrough and Judith Pannell)

Dona asked for feedback/discussion on format, structure, attendance. Last year's retreat focused on the students' demands. Student activists helped identify key stakeholders to invite (students, faculty, and staff).

- Assess where we are with each demand?
- Communications interns' work – critical assessment of the work and analysis of collected data – accountability of progress with meeting demands/initiatives
- Sharing progress of demands with the larger community
- Expand reach of retreat to hear from others – intentional invitations specifically identifying those voices
- Town hall?
- Helpful to have smaller conversations – work out views and then find common ground (similar to last year's retreat format)
- Include Oxford representatives, graduate, and professional schools
- More engagement with faculty
- Not just dialogue – students want action
- Include new people; reporting and benchmarking; new conversation and dialogue, and case studies

A Retreat Planning Team will be created. Dona & Judith will send some retreat ideas to the Commission members for review. Retreat date: Friday, February 3, 2017, in Winship Ballroom, DUC (exact time TBD). Back-up date in case of inclement weather: Friday, February 17, 2017, Winship Ballroom, DUC. These dates are on CRSJ members' calendars.