EMORY COMMISSION ON

RACIAL AND SOCIAL JUSTICE

PROGRESS REPORT

NOVEMBER 2016

Below is an update on progress to date with Emory University's racial and social justice initiative. The first section details items related to the original 13 demands. For more information, visit http://dialogue.emory.edu

✓ - Completed ○ - In Progress

	1 COMMUNICATION REGARDING INJUSTICES ON CAMPUS	2 BIAS INCIDENT REPORTING	3 COUNSELING AND PSYCHOLOGICAL SERVICES	4 FACULTY EVALUATIONS	5 ACADEMIC SUPPORT	6 STUDENT INVOLVEMENT IN DECISION-MAKING	7 RECRUITMENT, COMPENSATION QUALITY OF WORK LIFE	8 JOB SECURITY	9 CONDUCT POLICIES & STUDENT ORG FUNDING	10 FACULTY RECRUITMENT AND RETENTION	11 YIK YAK	12 GED CLASSES	13 GER REQUIREMENT
Recruit diverse peer leaders in academic support programs					✓								
Share overview of guidelines with SJPOs	✓												
Reconfigure Bias Incident Response Team (BIRT)		✓											
Develop a Peer Ambassador Program			✓										
Create a summer bridge program (STEM Pathways)					✓								
Expand working groups						✓							
Establish best practices for faculty recruitment & searches										✓			
Establish Clothing Closet in Career Center					✓								
Award scholarships through Civic Scholars Program					✓								
Establish task force to address SGA funding and exclusivity of student organizations									✓				
Decided not to pursue geofence for campus											✓		
Focus on education and training to impact online behavior											○		
Host "Hire US: Connecting a Diverse Workforce w/ Inclusive Employers" program after Fall Career Fair					✓								
Develop community communications protocol	✓												
Develop opportunities for alumni involvement			○		○								
Propose evaluation questions to present to faculty				○									
Improve access to mental health resources for Black students			○										
Monitor staff usage of HR resources							○						
Include *open expression policy* in on-boarding process								○					
Create strategies to promote professional development												○	
Discuss GER requirement at fall Faculty Senate retreat													○

The following section refers to the 2016-2017 Initiatives

	COMMUNITY BUILDING	COMMUNICATIONS	STUDENT ORGANIZATION FUNDING
Launch CRSJ Communications Internship Program		✓	
Create community map of programs for/from black perspective	○		
Turn OMPS mixer program into event held each semester	○		
Explore alternative funding sources/policies re: exclusivity			○
Create equitable financial resource opportunities for NPHC greek letter organizations			○
Conduct FY16 financial review of all student organizations			○
Launch CRSJ Campus Roadshow		○	