STUDENT REPRESENTATION & IMPLICIT BIAS

INCLUSION - INNOVATION - SUSTAINABLE ACTION

INSTITUTIONAL ACTION
OBJECTIVES

1) Articulate a plan to institutionally progress racial and social justice by furthering the inclusion of voices from students of color - Dean's Racial & Social Justice Internship.

2) Propose tactics that use existing structures to be proactive regarding professor-student cases of racial bias - implicit bias training.
DEAN'S INTERNSHIP

Using the model and practices initiated by CAPS BMHA (Black Mental Health Ambassadors) and Campus Life CRSJ.

Opportunity for students to work directly with their dean to advance racial justice administratively & programmatically.

CRSJ INTERNS

Program Components

Team of 4-7 Black & Brown students for each Dean.

Paid internship positions.

Monthly check-in meetings with deans.
INTERN RESPONSIBILITIES

CONNECT
Connect monthly with their respective Deans, other interns in from the different schools, and community organizations to identify problem areas and priorities for the year.

CREATE
Develop initiatives, programs, and ways to leverage resources to better support students of color on campus.

COMMUNICATE
Communicate progress from the CRSJ as well as new programs and updates regarding racial justice with the student body of their school.
Between the CRSJ Interns & CAPS BMHA, student interns/teams have lead to increases in:

- Programs aimed to support students of color.
- Collaboration with student organizations such as Volunteer Emory, The NAACP, & The EBSU.
- Student participation & access to meetings in which decisions and conversations are held.

**WHY AN INTERNSHIP?**

- allows students of color interested in diversity work to acquire meaningful experience.
- creates mechanisms to improve upon administration to student communication & accountability.
- serves as institutional acknowledgment of the labor racial justice work requires.
OUR NUMBERS

12
NEW PROGRAMS EXECUTED FROM BMHA AND CRSJ DEDICATED TO SUPPORTING STUDENTS OF COLOR.

200+
STUDENTS ENGAGED THROUGH PROGRAMS AND SOCIAL MEDIA COMMUNICATIONS.

3
NEW DEVELOPING ARCHIVES: HISTORY OF ACTIVISM FOR BOTH THE BLACK & LATINX COMMUNITY.
IMPLICIT BIAS

CURRENT APPROACH: REACTIVE

Awareness of the educational deterrents implicit biases.

To Combat This

Utilizing our knowledge in the event that an implicit bias reveals itself in the classroom.

PROPOSED APPROACH: PROACTIVE

Awareness of the educational deterrents implicit biases.

To Combat This

Implicit bias workshops for all as a proactive measure to decrease overall cases.

And

Utilizing our knowledge in the event that an implicit bias reveals itself in the classroom.
IN ACTION: TRAINING IMPLEMENTATION

Hiring

Include implicit bias workshops as a part of the application process.

Staff Meetings

Include implicit bias workshops and topics related to it on meeting agendas.

Resources

Emphasize collaborations with the Office of Equity and Inclusion.
FINAL OVERVIEW

INCLUSION

• 30-40 new student voices at the table.

INNOVATION

• Reimagining existing models to facilitate racial justice.

SUSTAINABLE ACTION

• Internship model is easily replicable.
• Tie practices to Dean's Office and academic departments to ensure maintenance.
• Trackable results.
QUESTIONS?

PRESENETER
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Working Group: Supporting DACA, undocumented students and students from mixed status families at Emory University

Purpose of WG:
Threefold;
- To provide a forum for ongoing discussion and monitoring of the complex issues impacting DACA, undocumented students, and students from mixed status families.
- To support our students who have DACA/undocumented status
- To make progress on the initiatives Emory has enacted and to recommend new initiatives

The following priorities serve as next/ongoing steps for the work of this group;

1) Ensuring students’ privacy rights are respected
2) Work with entities across campus and in the community to support students’ successful completion of degree and attainment of next steps (Admission, FinAid, OSSPS, Career Services, legal support)
3) Advise, support and provide resources for Emory USA
4) Utilize case study approach with Campus Life, EPD, on call staff and OSSPS to develop response and support mechanisms and safety plans for students
5) Continue to build and identify resources – OSSPS as the connector/hub of information
6) Educating the campus community – first focus
   a. Orientation
   b. ResLife staff training
   c. SIS staff training
   d. Statement initiatives – ie buttons, palm cards, yard signs