DEMAND 1  COMMUNICATION REGARDING INJUSTICES ON CAMPUS

- Developed guidelines and flow chart for communicating incidents
- Implemented communications plan for Deans of Student Affairs
- Shared overview of guidelines with SJPOs
- Developed community communications protocol
- Used a case study, walk-through approach as a test run of guidelines

DEMAND 2  BIAS INCIDENT REPORTING – RESOLVED October 10, 2017

- Reconfigured Bias Incident Reporting Team (BIRT) and process
- Published yearly data report of bias incidents
- Implemented strategies and recommendation for programming and coordinated resources
- Moved unaddressed aspects of the demand to Demand 6

DEMAND 3  COUNSELING AND PSYCHOLOGICAL SERVICES

- Created Black Mental Health Ambassadors program (BMHA); group re-started for the new (2017-2018) year with new leadership from CAPS
- Provided suicide prevention bystander trainings (QPR) for students in the Black community (BMHA and Residence Life staff)
- Revised website, student of color resources and staff photos to highlight diversity
- Improved access to mental health resources for Black students (i.e. Students of Color group, Steve Fund crisis text line)
- Rolled out Interactive Screening Program for Stress & Depression to Black undergraduate students
  - Make request to resolve Demand 3 – All original action items are complete

DEMAND 4  FACULTY EVALUATIONS

- Formed working group
- Outreach to benchmark institutions
- Literature review on microaggressions and bias in teaching evaluations
- Review of microaggressions training materials
  - Develop work plan
  - Complete benchmark analysis and initiate review by schools
  - Recommendation for training materials
  - Develop implementation plan for evaluation and training
DEMAND 5  ACADEMIC SUPPORT

- Established Clothing Closet in Career Center
- Awarded scholarships through Civil Scholars Program
- Recruited diverse peer leaders in academic support programs
- STEM Pathways summer program piloted (August 2016)
- Expanded STEM Pathways completed (summer 2017)
- Expanded efforts to recruit diverse student mentors and participants in academic support programs
  - Biology and Chemistry faculty and PACE program implement plans for on-going support for STEM Pathways students through the first year
  - Expand recruitment of participants and mentors in orientation, tutoring programs, undergraduate research, and national scholarships and fellowships

DEMAND 6  EDUCATION OF NON-BLACK STUDENTS AND ASSESSMENT OF CURRENT DIVERSITY INITIATIVES

- Belonging and Community Justice (BCJ) structure and staff in place
  - Strengthen working group structure
  - Hold spring 2017 working group meeting
  - Evaluate BCJ structure to enhance efficacy and hire staff

DEMAND 7  RECRUITMENT, COMPENSATION, QUALITY OF WORK LIFE

- Emory Campus Life Search Committee guide completed
  - Complete search committee guide pilot searches
  - Roll out guide to all of Campus Life
  - Complete Campus Life compensation review and recommendations

DEMAND 8  JOB SECURITY

- Included open expression policy in on-boarding process
- Advertised open expression policy in Emory News You Can Use
- New supervisor training created for all newly hired and newly promoted supervisors
  - Begin supervisor training (winter 2018)
DEMAND 9a  CONDUCT POLICIES

- Updated student conduct site to include user-friendly language and graphics
- Created committee to review gaps in housing conduct policies
- Recruited and retained black staff to the Conduct Council
- Met with HR to create strategy for intentional recruitment of black faculty
  - Implement recruitment strategy
  - Work with Campus Life departments on equitable policy and enforcement in future theme housing

DEMAND 9b  STUDENT ORGANIZATION FUNDING

- Student Government task force assembled to address the definition of exclusivity for university-wide monetary policy
- Financial review of 2015-16 student government budget completed and recommendations reported
- Student Government to review funding process for closed access events

DEMAND 10  FACULTY RECRUITMENT AND RETENTION

- Faculty Committee on Excellence and Diversity established
- Recruitment and hiring practices established
- Implicit bias training program for faculty implemented
- Faculty Committee created recommendations
  - Commit support for recommendations
  - Identify leaders for recommendations and create implementation plan

DEMAND 11  YIK YAK – RESOLVED October 10, 2017

- Working group investigated and concluded that Emory will not establish a geofence for Yik Yak
- Identified current and developing programs that respond to social media based bias
  - Provide update on how hate speech on social media will be addressed as stipulation of resolution

DEMAND 12a  GED CLASSES – RESOLVED October 10, 2017

- Working group concluded a GED program not necessary because high school diploma is a requirement to work at Emory and the program has been offered in the past with very low attendance
- Created Demand 12b Working Group to focus on unaddressed aspects of the demand as a stipulation of the resolution of Demand 12a
DEMAND 12b  TREATMENT OF DUC/COX WORKERS

- Meet with student Executive Committee to clarify mission of working group

DEMAND 13  GER REQUIREMENT

- Formed working group of College faculty and students to explore this demand
- College Senate Task Force created to examine Demand 13

INITIATIVE  COMMUNITY BUILDING

- Students of color faculty/staff/student mixer established for fall and spring semesters
- Surveyed black students, staff, and faculty regarding programmatic gap analysis
- Created map of program offered for black students, faculty, and staff
- Identified dedicated staff who will consistently attend events and be present in the EBSU
- Created Black at Emory Initiative – brochure, calendar of events, listserv
  - Work with Office of RACE to create website
  - Explore ways to involve staff who do not see students regularly but want to support black students

INITIATIVE  COMMUNICATION

- CRSJ communications internship program launched
- CRSJ Roadshow launched
- Hosted a town hall and conversations with NAACP student chapter, EBSU advisory board, and Centro Latino advisory board, among other events and outreach
  - Generated articles in Emory Report and Dooley Report
  - Launch CRSJi Facebook and Instagram channels
  - Promotional campaign to recruit new students and faculty

INITIATIVE  SUPPORT FOR UNDOCUMENTED STUDENTS

- Sent campus-wide letters affirming support
- Recruited location immigration lawyers to meet with interested students
- Developed centralized resource web page
- Supported charted of a student organization that provides advocacy and community building for undocumented students
- Identified Emory Law alumni who practice immigration law
- Identified support for Kids in Need of Defense (KIND) field office, including Barton Clinic, litigation research, and white papers
 ✓ Provide ongoing financial aid resources
 ✓ Coordinated trainings for CAPS and others to better meet needs of undocumented students
   o Research and evaluate practices at other institutions
   o Explore creation of a resource center and grant and research opportunities to aid support of undocumented students
   o Normalize dialogue regarding immigration status through student orientation and other educational venues