

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

EMORY COMMISSION ON
RACIAL AND
SOCIAL JUSTICE

PROGRESS REPORT

OCTOBER 2017

- ✓ Provide ongoing financial aid resources
- ✓ Coordinated trainings for CAPS and others to better meet needs of undocumented students
 - Research and evaluate practices at other institutions
 - Explore creation of a resource center and grant and research opportunities to aid support of undocumented students
 - Normalize dialogue regarding immigration status through student orientation and other educational venues