RACIAL JUSTICE RETREAT

February 26, 2016
3:00 - 9:00 PM
Winship Ballroom, Dobbs University Center
Check-in

Remember to pick up your name tags and folders, and stay for a quick introduction by James Roland.

Retreat Begins

- Introductions and Icebreaker (James Roland)
- Ground Rules (James Roland)
- Purpose/Outcome (President Wagner)

Presentation on the process to address demands not covered extensively during retreat

Working groups for Demands 4, 6, 7, 8, 9, 11, 12, and 13 will present their recommendations to the large group at this time, but will not be convening in separate breakout sessions. However, participants in these groups are encouraged to stay for the entire retreat.

DEMAND 4
FACULTY EVALUATIONS

Facilitator: Robert Franklin
Faculty, Staff, & Student Leaders: Erika James, Robin Forman, Carol Anderson, Cathy Johnson, Jan Love, Robert Schapiro, Philip Wainwright, Kim Arriola, Sandra Dunbar, Ashley Graham, NaVosha Copeland, Casidy Campbell, Dianne Stewart, Lisa Tedesco, Kimberly Wallace-Sanders, Catherine Labirian

DEMAND 6
STUDENT INVOLVEMENT IN DECISION-MAKING, EDUCATION OF NON-BLACK STUDENTS IN SYSTEMIC OPPRESSION, ASSESSMENT OF CURRENT DIVERSITY INITIATIVES

Facilitator: Ed Lee
Faculty, Staff, & Student Leaders: Lynell Cadray, Maurice Middleton, Suzanne Onorato, DeLa Sweeney, Nathyia Watson, Malik Alexander, Deandre Miles-Hercules, Glory James, Andrea Grant, Wanda Collins, Candy Tate, Lolade Oshin, Justin Shaw, Leila Yavari, Jamani Montague, Bria Jarrell
Demand 9
Conduct Policies & Student Organization Funding

Facilitators: Julia Thompson, Raj Tilwa
Faculty, Staff, & Student Leaders: Alyssa Weinstein, David Watkins, Zachary Hermes, Faith Singleton, Sophen Joseph, Crystal McBrown, TJ Greer, Marlon Gibson

Demand 11
YIK YAK

Facilitator: Ed Lee
Faculty, Staff, & Student Leaders: Rich Mendola, Deandre Miles, Amber Wilson, Nancy Seideman, Max Blachman, Max Zoberman, Connor Crum

Demands 7, 8, 12
Recruitment, Compensation, Quality of Work Life, GED Classes, Job Security

Facilitator: Judith Pannell
Faculty, Staff, & Student Leaders: Peter Barnes, Del King, Theresa Milazzo, Lynell Cadray, Alex Rogers, Kadeem Trimble, Michael Gadsen, Oluwatisefunmi Taiwo, Audrey Balan, Zachary Hermes, Sofia Charlot, Nathya Watson, Chanel Tanner, Brandon Luton, Lynette Dixon

Demand 13
GER Requirement

Facilitator: Clifton Crais
Faculty, Staff, & Student Leaders: Malik Alexander, Monet Timmons, Chelsea Jackson, NaVosha Copeland, Zachary Hermes, Deandre Miles-Hercules, Glory James, TJ Greer, Maya Foster
5:00-6:30 PM

Working Group Discussions †

It is highly recommended that discussants meet with student leaders prior to the retreat.

**WORKING GROUP #1**

DEMAND 1 - COMMUNICATION REGARDING INJUSTICES ON CAMPUS
DEMAND 2 - BIAS INCIDENT REPORTING

**DUC 332**
Facilitator: Suzanne Onorato
Faculty, Staff, & Student Leaders: Nancy Seideman, Tomika DePriest, Maurice Middleton, Lolade Oshin, Adefolakunni Adenugba, Justin McCarroll, Sophen Joseph, River Bunkley, Faduma Ahmed, NaVosha Copeland, Faith Singleton, Chelsea Jackson, Sofia Charlot, Liljuan Gonzalez, Andrea Grant, Max Blachman, Alyssa Weinstein, Leila Yavari, Raj Tilwa, Olutisefunmi Taiwo

**WORKING GROUP #2**

DEMAND 5 - ACADEMIC SUPPORT

**DUC 334**
Facilitator: Joanne Brzinski
Faculty, Staff, & Student Leaders: Joe Moon, Carol Anderson, Dianne Stewart, Kimberly Wallace-Sanders, Paul Fowler, Kalesha Hicks, Cora MacBeth, Lynn Zimmerman, Damon Williams, Hal Jones, Carol Flowers, Cassidy Campbell, Kiana Davis, Justin Moore, Malik Alexander, Lynette Dixon, Chanel Tanner, Candy Tate, Deandre Miles-Hercules, Monet Timmons, Jamani Montague, Amber Wilson

**WORKING GROUP #3**

DEMAND 10 - FACULTY RECRUITMENT & RETENTION

**WINSHIP**
Facilitator: Robert Franklin
Faculty, Staff, & Student Leaders: Erika James, Robin Forman, Carla Freeman, Jan Love, Linda McCauley, Greg Ellison, Lisa Tedesco, Lynell Cadray, Robert Liu, Robert Schapiro, Tom Jenkins, Tristen Thompson, Malkese Edwards, Sariyah Benoit, Sophen Joseph, Jasmine Ray, Earl Hill, Jaffar Kahn, Brandon Luton, Troizel Carr, Leslie Harris, Pam Scully, Justin Shaw, Nathyia Watson, Kadeem Trimble, TJ Greer, Sumaali Chheda, Maya Foster, Clifton Crais, Ken Anderson

**WORKING GROUP #4**

DEMAND 3 - COUNSELING & PSYCHOLOGICAL SERVICES

**PRESIDENT’S DINING ROOM (1st FLOOR)**
Facilitator: Bridgette Young Ross
Faculty, Staff, & Student Leaders: Wanda Collins, Adrienne Slaughter, Jalyn Radziminski-Smith, Bria Jarrell, Valerie Jean, Catherine Labiran, Bobbye Hampton, DeLa Sweeney, Max Zoberman

† - will run concurrently
WORKING GROUP #5

NEXT STEPS

Facilitator: James Roland
Faculty, Staff, & Student Leaders: Judith Pannell, Marlon Gibson, Erica Lee, Michael Rich, Claire Sterk, Jim Wagner, Mark Sanders, Alicia Sierra, Dona Yarbrough, Michael Gasden, Crystal McBrown, Taylor McNair, Shoba Patel, Alex Rogers, David Watkins, Henry Chappell, Zachary Hermes

6:40-8:30 PM

WINSHIP

Working Dinner and Working Group Presentations

Working group discussions continue, culminating in group presentation.

8:30-8:40 PM

Break

8:40-9:00 PM

WINSHIP

Summary of Action Steps & Closing Remarks

Presented by James Wagner, James Roland, and student leaders
Invited Guests

1. Carol Anderson (Professor and Chair, African American Studies)
2. Ken Anderson (Dean of Academic Affairs, Oxford College)
3. Kim Arriola (Professor, BSHE, Rollins School of Public Health)
4. Peter Barnes (Vice President, Human Resources)
5. Stephen Bowen (Dean & CEO, Oxford College)
6. Joanne Brzinski (Senior Associate Dean, Emory College)
7. Lynell Cadray (Associate Vice Provost, Office of Equity & Inclusion)
8. Troizel Carr (RHD Fellow)
9. Wanda Collins (Assistant Vice President for Counseling & Psychological Services)
10. Clifton Crais (Professor, History; ECAS Faculty Senate President)
11. Tomika DePriest (Sr. Director of Communications, Campus Life)
12. Sandra Dunbar (Professor & Associate Dean, Neil Hodgson Woodruff School of Nursing)
13. Greg Ellison (Associate Professor, Candler School of Theology)
14. Carol Flowers (Special Asst. to the Provost)
15. Maya Foster (Oxford College)
16. Robin Forman (Dean, Emory College)
17. Robert Franklin (Professor, Candler School of Theology)
18. Carla Freeman (Sr. Associate Dean, Emory College)
19. Marlon Gibson (Director of Sorority and Fraternity Life)
20. Andrea Grant (Assistant Director, Office of Multicultural Programs and Services)
21. Leslie Harris (Associate Professor, History)
22. Earl Hill (Senior Lecturer, Organization and Management)
23. Erika James (Dean, Goizueta Business School)
24. Tom Jenkins (Office of the Provost)
25. Cathy Johnson, Sr. (Sr. Associate, Dean, Laney Graduate School)
26. Hal Jones (Assistant Dean, Culture, School of Medicine)
27. Jaffar Khan (Assistant Professor, School of Medicine; University Senate President)
28. Del King (Associate Vice President, Human Resources)
29. Ed Lee (Executive Director, Barkley Forum)
30. Erica Lee (Assistant Professor, School of Medicine)
31. Robert Liu (Associate Professor, Biology)
32. Jan Love (Dean, Candler School of Theology)
33. Brandon Luten (CEBA)
34. Cora MacBeth (Assistant Dean, Student Affairs)
35. Linda McCauley (Dean, Neil Hodgson Woodruff School of Nursing)
36. Rich Mendola (Senior Vice Provost for Library Services and Digital Scholarship)
37. Maurice Middleton (Director of Equity & Inclusion; EO/AA Compliance Officer)
38. Theresa Milazzo (Associate Vice President, Human Resources)
39. Jamani Montague (BSA President, Oxford College)
40. Joe Moon (Dean of Campus Life, Oxford College)
41. Ajay Nair (Senior Vice President and Dean of Campus Life)
42. Suzanne Onorato (Assistant Vice President for Community)
43. Judith Pannell (Special Assistant to the Senior Vice President)
44. Michael Rich (Professor, Political Science)
45. James Roland ‡ (Senior Director of Debate Programs, Barkley Forum)
46. Mark Sanders (Professor, African American Studies & English)
47. Robert Schapiro (Dean, School of Law)
48. Pamela Scully (Professor, WGSS and African Studies; Assistant Vice Provost for Academic Innovation)
49. Nancy Seideman (Associate Vice President, Media Relations)
50. Justin Shaw (Graduate School)
51. Alicia Sierra (Assistant Dean of Diversity & Community Initiatives, Goizueta Business School)
52. Adrienne Slaughter (Director, Office of Student Success Programs & Services)
53. Claire Sterk (Provost; Executive Vice President for Academic Affairs)
54. Dianne Stewart (Associate Professor, Religion)
55. De.La Sweeney (Interim Director, Office of Multicultural Programs & Services)
56. Chanel Craft Tanner (Assistant Director, Center for Women)
57. Candy Tate (Assistant Director, Emory College Center for Creativity & Arts)
58. Lisa Tedesco (Dean, Laney Graduate School)
59. Julia Thompson (Director of Student Conduct)
60. Rodia Vance (Associate Director & University Pre-Law Advisor, Career Center)
61. James Wagner (Emory University President)
62. Philip Wainwright (Vice Provost for International Affairs)
63. Kimberly Wallace-Sanders (Associate Professor, African American Studies)
64. Damon Williams (Director, Diversity, Community, & Recruitment, Laney Graduate School)
65. Dona Yarbrough (Senior Director/ Senior Associate Dean for Learning and Innovation, Campus Life)
66. Bridgette Young Ross (Dean of Chapel and Spiritual Life)
67. Lynn Zimmerman (Sr. Vice Provost for Academic Affairs)

‡ - facilitator
## Invited Students

1. Adefolakunmi Adenugba  
2. Faduma Ahmed  
3. Malik Alexander  
4. Shenelle Armstrong  
5. Audrey Balan  
6. Sariyah Benoit  
7. Max Blachman  
8. River Bunkley  
9. Casidy Campbell  
10. Henry Chappell  
11. Sofia Charlot  
12. Sumaali Chheda  
13. NaVosha Copeland  
14. Connor Crum  
15. Kiana Davis  
16. Lynette Dixon  
17. Malkese Edwards  
18. Maya Foster  
19. Michael Gadsden  
20. Ashley Graham  
21. TJ Greer  
22. Bobbye Hampton  
23. Zachary Hermes  
24. Chelsea Jackson  
25. Glory James  
27. Valerie Jean  
28. Sophen Joseph  
29. Catherine Labiran  
30. Crystal McBrown  
31. Justin McCarroll  
32. Taylor McNair  
33. Karishma Mehrotra  
34. Deandre Miles-Hercules  
35. Justin Moore  
36. Lolade Oshin  
37. Shoba Patel  
38. Jalyn Radziminski-Smith  
39. Jasmine Ray  
40. Alex Rogers  
41. Faith Singleton  
42. Oluwatisefunmi Taiwo  
43. Tristen Thompson  
44. Raj Tilwa  
45. Monet Timmons  
46. Kadeem Trimble  
47. David Watkins  
48. Nathyia Watson  
49. Alyssa Weinstein  
50. Amber Wilson  
51. Leila Yavari  
52. Jason Yu  
53. Max Zoberman