



NEXT STEPS WORKING GROUP: PROPOSED COMMITTEE STRUCTURE

Vision Statement

Organized around shared values, passions, and concerns, this committee will foster a polycultural community of practice to create a sense of belonging and positively transform the Emory community.

By enhancing current processes and leveraging existing resources, the committee will embrace community-based reciprocal relationships that cultivate polycultural exchange and institutional accountability. The committee will ensure that attention is given to long-term opportunities and issues and facilitate better university decision-making through the benefit of collective experience and thinking.

Proposed Structure

EXECUTIVE COMMITTEE

To include President, EVP and Provost, SVP for Campus Life, SVP for Communications and Public Affairs, student representatives.



STEERING COMMITTEE

Co-chair: Judith Pannell, Title IX Coordinator for Students, Special Assistant to the SVP (Campus Life)
Co-chair: Lynell Cadray, Associate Vice Provost, Office of Equity and Inclusion

To include faculty, staff, SGA VP for Diversity and Equity, working group facilitators, at-large student representatives, designated SGA ex-officio members, SJPOs.



SJPOs (SOCIAL JUSTICE PROCESS OWNERS)

To include faculty, staff, and designated students based on topical areas. SJPOs rotate off committee upon completion of work, and new SJPOs will be invited based on the needs of the community.

RACIAL JUSTICE AT EMORY
**NEXT STEPS
GROUP**

FEEDBACK

INCLUSIVITY

Feedback indicates concerns that committee structure is not inclusive of all campus stakeholders (i.e. lack of faculty on executive committee, lack of alumni engagement and representation, lack of counter voices.)

Other feedback on inclusiveness:

- inclusivity is more than just membership on a committee, but the way we communicate, listen to feedback and demonstrate a willingness to take multiple perspectives into account will truly make it the model inclusive
- the structure allows for the inclusion of stakeholders; the process will determine if this occurs.

SUSTAINABILITY

Feedback indicates concerns about the model (*see right*): seems top-down; executive committee needs faculty and student representation; the process will determine if the committee is sustainable

Other feedback on the model:

- multiple levels of investment to support institutional memory while being flexible enough to accommodate individual and community needs as they arise;
- must have people that have the time and are invested in the process and issues

LINGERING QUESTIONS

- **Authority:** At what level have these groups been empowered to make real and substantive changes?
- **Priorities:** language raises questions around who determines/defines priorities and extends invitations mentioned in the SJPO

Proposed Structure



Current Next Steps Proposed Committee Members

Student Representatives

1. Adefolakunmi Adenugba
2. Michael Gadson
3. Lolade Oshin
4. Olutisefunmi Taiwo
5. David Watson
6. DeVonnae' Aprilia Woodson-Heard
7. Max Zoberman
8. Student Government Association VP of Diversity and Equity*

Faculty, Alumni and Administration Representatives

1. Peter Barnes, Vice President, Human Resources
2. Joanne Brzinski, Senior Associate Dean, Emory College
3. Lynell Cadray, Associate Vice Provost, Office of Equity & Inclusion
4. Wanda Collins, Assistant Vice President for Counseling & Psychological Services
5. Clifton Crais Professor, History; ECAS Faculty Senate President
6. Tomika DePriest, Sr. Director of Communications, Campus Life
7. Robert Franklin, Professor, Candler School of Theology
8. Marlon Gibson, Director of Sorority and Fraternity Life
9. Jaffar Khan, Associate Professor, School of Medicine; University Senate President
10. Ed Lee, Executive Director, Barkley Forum
11. Ajay Nair, Senior Vice President and Dean of Campus Life
12. Suzanne Onorato, Assistant Vice President for Community
13. Judith Pannell, Special Assistant to the Senior Vice President
14. Michael Rich, Professor, Political Science & Services
15. James Roland, Senior Director of Debate Programs, Barkley Forum
16. Claire Sterk, Provost; Executive Vice President for Academic Affairs
17. Julia Thompson, Director of Student Conduct
18. Anjulet Tucker, Special Assistant to the President
19. James Wagner, Emory University President
20. Dona Yarbrough, Senior Director/Senior Associate Dean for Learning and Innovation, Campus Life
21. Emory Alumni Association representative*

*To be determined

Committees

The committees will create a more racially just community. The committees will ensure that attention is given to long-term opportunities and issues, and facilitate better university decision-making through the benefit of collective experience and thinking.

The Executive Committee will:

- Serve as a final point of accountability for timeline, structure, and outcomes.
- Provide guiding principles that outline governance.
- Represent a cohesive, integrated, and compelling vision for Emory to integrate diversity and inclusion as deeply held university values.

The Steering Committee will:

- Identify and select Social Justice Process Owners (SJPOs) to develop strategies and tactics that meet our social and racial justice goals.
- Represent and be accountable for the collective work of the SJPOs.
- Serve as a body to provide counsel and advocacy.
- Contribute to and report on progress in achieving the university's racial and social justice goals.
- Facilitate sustained dialogue through collaboration and communication to the university community to improve transparency.

The Social Justice Process Owners will:

- Develop and advance strategies to achieve racial and social justice outcomes.
- Assess and report progress and overall impact of strategies.
- Support continued integration of racial and social justice strategies into day-to-day operations that support progress toward outcomes.
- Rotate off committee upon completion of work. (New members will be invited based on the priorities identified by the committees.)