

**EMORY COMMISSION ON RACIAL AND SOCIAL JUSTICE
MEETING
WEDNESDAY, SEPTEMBER 21, 2016
3:30 – 4:45 PM**

ATTENDEES:

Co-Chairs - Judith Pannell and Dona Yarbrough

Executive Committee – Claire Sterk, Ajay Nair, Stuart Zola, Peter Barnes, Jon Lewin, Susan Cruse, Stephen Sencer, Allison Dykes, Gary Hauk, Max Zoberman

Steering Committee –Joanne Brzinski, Wanda Collins, Tomika DePriest, Suzanne Onorato, Lolade Oshin, Christine Ristaino (phone), James Roland, Anjulet Tucker, Karen Andes, River Bunkley

Social Justice Process Owners - Lynn Zimmerman, April Flint, Jane Yang, DeLa Sweeney, Lisa Loveall, Michael Shutt

Visitor - Haley Gast- *The Emory Wheel*

Scribe - Kathy Moss

Welcome and Agenda Review

Dona Yarbrough and Judith Pannell welcomed everyone and reviewed the meeting agenda. Dona explained the difference between existing demands and new priorities. New members and guests introduced themselves.

Discussion/Questions after each demand/priority presentation:

See Slide Presentations for each demand/priority recommendations, next steps, and timeline.

Demand 2: Bias Incident Reporting (Presenter: Michael Shutt)

Students have asked for Bias Incident Report Team (BIRT) website to include links to ombudsperson (Dona Yarbrough) and easier access to the BIRT webpage. BIRT has added representation from Oxford, HR, and Equity & Inclusion areas. Deans from Emory College/professional and graduate schools have been included in BIRT.

Michael reviewed the bias incident reporting process and indicated that the response time to a report is within 24 hours. The team is benchmarking other institutions to discover any gaps (i.e. with Student Conduct, HR process).

Demand 3: Counseling and Psychological Services (Presenter: Jane Yang)

- Including Black Lives Matter statements on CAPS website
- More intentional in outreach/communication about student groups' support and availability
- Online screening tools & surveys regarding suicide prevention and mental health
Importance of anonymity for some students
- Survey to be distributed in October/November to students who have self-identified as student of color
- Inclusion of Student Intervention Services (SIS) team support when tragedies occur

- More communication options needed to measure needs and collect feedback
- Student Internship program (led by Tomika DePriest, Senior Director of Campus Life Communications) will be able to help fill social media gaps and increase communication.

Demand 14: Student Organization Funding (Presenters: Lisa Loveall and Max Zoberman)
 Max Zoberman, SGA president, reported that a newly created task force met on Tuesday to begin re-assessing exclusivity of SGA funding policies/procedures. Recommendations/report are due by November with major projects to be approved by winter break. Student activities fee definition will be included in task force charge.

Task force will be created to look at funding opportunities for NPHC. SGA is working with Campus Life Finance Center and other units to determine student organizations' finances, equity issues, and chartering. Report and recommendations will be available by end of the semester.

Full SGA financial disclosure to administration and students will become an annual process.

Implementation of an emergency funds process for student organizations to respond to crisis situations (i.e. vigils) is being reviewed by taskforce. It would be important to have a quick funding approval process (within 24-48 hours of request) by SGA executive branch. As part of the permanent financial structures and SGA adviser's oversight, this procedure will be assured sustainability through future SGA administrations.

Priority 15: Community Building (Presenter: April Flint)

Community map is being created to identify programs/areas where black staff, students, faculty members, and community members can support black students. Office of Multicultural Programs and Services (OMPS) will host a mixer on November 2nd (date incorrect on slide).

Representative from Admissions will be added to the community-building committee.

Additional methods other than surveys to determine needs and collect feedback could include student events' attendance and focus groups. Inclusion of graduate and professional students is needed. There is a concern about how community-building initiatives will be received by black students.

Other Discussion:

Suzanne Onorato reported progress on Demand #6 – Racial and Social Justice Education framework to become part of all programs including Fall Orientation and reach all classes (not just undergraduate). Incorporation of postdoctoral students will be important. Tomika DePriest is working on a communication plan to reach all students.

Selection process of undergraduate and graduate students' representatives for Executive Committee is underway (internship program led by Tomika DePriest).

Next Commission meeting set for Monday, November 7 from 2-4 pm in Winship Ballroom, DUC.