

**Commission on Racial and Social Justice Meeting
Minutes**

Tuesday, December 5, 2017

Jones Room, Woodruff Library

4:00-5:00 pm

ATTENDEES:

Co-Chairs: Dona Yarbrough and Judith Pannell

Executive Committee: Claire Sterk, Chris Augustini, River Bunkley, Chelsea Jackson, Dwight McBride, Deena Keeler, Henry Bayerle, Ajay Nair, Courtni Andrews

Steering Committee: Suzanne Onorato, Tiffania Willetts, James Roland, Del King, Karen Andes, Michael Elliott, Julia Thompson, Wanda Collins, Joanne Brzinski

Social Justice Process Owners: Mekeshua North, Arri Eisen, Chanel Tanner

Interns: Michael Andrews, Faith Singleton

Scribe: Kathy Moss

Guest: Anjulet Tucker

Welcome and Introductions

Retreat Discussion

Dona reported that the SJPO's and retreat committee met and created a retreat proposal (included in packet) that was presented to the steering committee.

Commission Discussion & Feedback:

- Like the small and large group breakouts, could have even more of this
- Could topics in retreat be addressed in regular meeting?
- Consider examining "biggest lessons learned" over the last 2-3 years
- What is the purpose of the retreat for CRSJ at this time...showcasing, student feedback? CRSJi students will be holding a town hall for students in January, where feedback will be presented.
- # of attendees and who to invite
- Too many topics to cover in three hours
- Future of CRSJ? What's next?
- Theme-forecast (interns' project with students to bring to retreat)
- Need to build on creative energy – bringing in more community conversation (interactive talks) from the Emory community. Collect input first then have a retreat on what information/concerns were collected by community town hall.

Dona and Judith will incorporate feedback and send an update to CRSJ.

Feedback on Demands 1, 7, 8, 9a, 13, and 2017-2018 Initiative Community Building in small groups

Tabletop discussions highlights (also see table notes)

Prompts included: What feedback should the SJPO consider as they move forward? What are possible concerns/challenges? Are there additional opportunities/partners the SJP should consider?

Demand 1 – Communication of Injustices

Suzanne Onorato, Claire Sterk, Tiffania Willetts, James Roland, Anjulet Tucker

- Suggestion: updates of bias incidents via emails
- Suggestion: Post open meetings on campus – update community
- Suggestion: demand is ready to be sunsetted.

Demand 7 – Recruitment/Compensation

Mekeshua North, Chelsea Jackson, Christ Augustini, Ajay Nair, Henry Bayerle

- There is a new search process in Campus Life to promote diversity.
- Is this process replicable for other units at Emory?
- Suggestion: Assess effectiveness of process by comparing hiring in years before and after process implemented.
- Suggestion: Evaluate and compare race/gender salary equity with peer institutions.

Demand 8 – Job Security

Del King, Karen Andes, Deena Keeler, Michael Elliott, Michael Andrews

- Supervisor training will be implemented this winter.
- Original language of demand – do current bullet points cover adequately?
- Are student and other staff issues addressed?
- Faculty evaluations correlation

Demand 9a – Conduct Policies

Julia Thompson, Wanda Collins, Faith Singleton, Chanel Tanner

- Suggestion: Focus on helping black organizations thrive on campus
- Suggestion: Talk to transitioning alumni and engage them when they graduate

Demand 13 – GER Requirement

Arri Eisen, River Bunkley, Joanne Brzinski, Dwight McBride

- Spirit of the Demand 13 proposal (included in packet) is good
- Suggestion: Don't just focus on freshmen and sophomore class courses
- Implementation will be challenging
- Draft proposal outline for possible implementation (see attached)

2017-2018 Initiative Community Building

Not discussed

Improvements in CRSJ Structure

Dona reported that the steering committee discussed the possibility of a faculty co-chair to promote the academic/co-curricular effort. Also, the new RACE (Racial and Cultural Engagement) director who will start in January will be included in CRSJ (possibly community liaison to students?) Feedback from CRSJ members included: making sure diversity is considered in faculty selection; how does the work of CRSJ translate to graduate students; make sure communication channels are open and active; onboarding new CRSJ members needs to be intentional.