

Request to Resolve Demands 2, 11, and 12

To: CRSJ Executive Committee

From: CRSJ Steering Committee

Process for Rolling Off Demands and Initiatives

The CRSJ Steering Committee will submit a request to the Executive Committee when a demand/initiative working group, in consultation with the CRSJ Co-chairs, determines that a demand or initiative has been resolved. The Executive Committee will 1) approve the request, 2) deny it, or 3) ask that the request be revised and resubmitted. Approved requests may include stipulations, such as a condition that the CRSJ monitor the effect of the work over a period of time.

The President or her appointee will manage the Executive Committee's deliberation process.

Requests to resolve a demand or initiative may be submitted when

1. the work fulfilling the demand/initiative has been completed;
2. the work fulfilling the demand/initiative has been institutionalized sufficiently so that the work can be expected to continue as part of the normal operations of the university;
3. the work fulfilling the demand/initiative has been incorporated into another working group;
4. the demand/initiative has been explored and determined to be unfeasible or unnecessary.

The request will state the related demand/initiative and the reason for the request.

The Executive Committee will be asked to approve the resolution of Demands 2, 11, and 12 at the CRSJ Executive Committee meeting on October 10, 2017. Please come prepared to vote on the request.

Below you will find the original demand, the justification for the request, and the specific conditions supporting the justification.

Demand 2: Bias Incident Reporting

The Bias Incident Reporting at Emory University has not been efficient because they have not thoroughly tended to the concerns of those who have used the reporting system. The microaggressions and macroaggressions that Black students experience which lead to our trauma should not be regarded for the sole purpose of data collection but should be taken seriously and met with the highest level of urgency and care. In order to demonstrate this urgency and care, we demand that the Bias Response Team email a personalized email to the reporter (the person who used the Bias Incident Reporting) within 1-2 days of a Bias Incident Report receipt. Also, we demand that the Bias Response Team send a personalized response (that includes action steps to take for self-care and details on how to properly sanction the

offender to the reporter by the University administration) within one week of the Bias Incident Report receipt.

Request to Resolve Demand

This demand is resolved based on the following:

1. the work fulfilling the demand/initiative has been completed;
2. the work fulfilling the demand/initiative has been institutionalized so that the work can be expected to continue as part of the normal operations of the university; and
3. the work fulfilling the demand/initiative has been incorporated into another working group.

The Bias Incident Response Team (BIRT) was reconfigured in the spring of 2016. This team revised the process and protocols to address the specific concerns in the Demand. In addition, it increased transparency of the process through the BIRT webpage, which now includes an annual report. BIRT and the process are now institutionalized to ensure consistency across the Atlanta and Oxford campuses. Finally, a feedback and assessment process was implemented involving the University Ombudsperson for Students to ensure the process consistently meets the needs of students.

While this is a recommendation to resolve this Demand, there are several aspects of BIRT that will continue to be evaluated. First, there is an ongoing need to communicate the process to students, faculty, and staff. BIRT commits to continue to seek new ways to communicate its process and impact of its work. Second, throughout the Commission's work, both at the retreat and during its regular meetings, another aspect of this demand was identified: education and engagement. Therefore, additional programs that engage the community in dialog in response to bias incidents should be implemented. There are several currently being developed, including the Emory Conversations Project launched in the spring of 2017 by the Center for the Advancement of Student Agency and Advocacy in Campus Life. Additional programs should be considered in coordination with the team overseeing Demand 6: Student Involvement. This team is developing programs with Emory Campus Life's Social Justice Education office. Finally, it is important to note a need identified by constituents at the retreat in January 2017: a faculty/staff ombudsperson.

Demand 11: YikYak

*Acknowledging foremost that all kinds of speech are not protected by the First Amendment to the Constitution of the United States of America which states "Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the government for a redress of grievances," Emory University shall not protect the privilege of students to vocalize hate speech. The social app Yik Yak has been utilized on Emory's campus to post messages similar in sentiment to the following posts: "So Black people can complain about their f***ing microaggressions and whatever but if I as a white person feel unsafe or uncomfortable for any reason, I'm ignorant. F*** that", "I'm about to **** * to ebony porn to help race relations", and "Let's be real. Black lives matter is a sham. It's not*

because you're black. It's because you're selling crack and ran from a police officer." This is hate speech, which is defined by the American Bar Association as "speech that offends, threatens, or insults groups, based on race, color, religion, national origin, sexual orientation, disability, or other traits." Whereas, this fits the description of the aforementioned posts as it did to the Swastika painted on the fraternity house of Alpha Epsilon Pi (which was swiftly removed by the authorities), it is illogical for Emory to remain impartial in the matter at hand. On October 11th 2015, Emily Sacamoto was arrested on Emory's Oxford campus for posting "I'm shooting up the school. Tomorrow. Stay in your rooms. The ones on the quad are the ones who will go first." Though the federal Stored Communications Act (18 U.S.C. § 2701) prevents Yik Yak from disclosing the account information of a user without an official request from law enforcement, it is impermissible to allow racist students to terrorize Black people on any form of media and the anonymity that Yik Yak provides is a breeding ground for behavior of that sort. Hence, we demand that Emory University Information Technology Services formally request that Yik Yak, Inc. install a geofence covering the zip code 30322 in order to protect our students from subjection to intolerable and psychologically detrimental material.

Request to Resolve Demand

This demand is resolved based on the following:

1. the work fulfilling the demand has been incorporated into another working group; and
2. the demand has been explored and determined to be unfeasible or unnecessary.

A partnership between Information Technology Services and the University Senate formed a task force that included students, faculty, and staff to examine the feasibility of a geofence covering the zip codes for Emory University, including Oxford College. It was determined in 2016 that a geofence is not feasible, so the working group recommended that Emory not move forward on this part of the demand. In addition, YikYak went out of business in May 2017.

It is recommended that Emory establish student-oriented program that responds to social media based bias and animus, connecting education around prevention and interpersonal response, support, and action. There are several programs being developed currently, including the Emory Conversations Project launched in the spring of 2017 by the Center for the Advancement of Student Agency and Advocacy in Campus Life. Additional programs should be considered in coordination with the team overseeing Demand 6: Student Involvement. This team is developing programs with Campus Life's Social Justice Education office.

Demand 12: GED Classes

We demand that there be a student led GED program or opening Emory classes to Black workers at Emory (DUC, Cliff, Maintenance). We would like for workers to take classes at Emory but understand that they have limited break time and other restrictions due to their demanding, undercompensated and under-rewarded labor. We, from our own observations, do not like the mistreatment and exploitation of DUC/Cox workers, who are also forced to endure extreme discomfort. We demand that there is better treatment of the DUC/Cox workers and more comfortable conditions for them to work under.

Request to Resolve Demand

This demand is resolved based on the following:

1. the work fulfilling the demand has been incorporated into another working group; and
2. the demand/initiative has been explored and determined to be unnecessary.

The working group determined that Emory will not start a GED program for employees. The number of employees without a high school diploma is very low as Emory requires a high school diploma for employment. Additionally, Human Resources offers recommendations outside of Emory for employees interested in pursuing a GED. Onsite instruction existed in the past and participation was very low, in part because many employees preferred to take classes close to home rather than at work. Staff working quality/conditions are being addressed in Demand 7: Recruitment, Compensation, and Quality of Work Life.