



RACIAL  
JUSTICE  
RETREAT

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



# RACIAL JUSTICE RETREAT

**3:00-3:15 PM** WINSHIP

## Check-in

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

**3:15-3:45 PM** WINSHIP

## Retreat Begins

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

**3:45-5:00 PM** WINSHIP

## 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



# RACIAL JUSTICE RETREAT

## DEMAND 9

CONDUCT POLICIES & STUDENT ORGANIZATION FUNDING

**Facilitators:** Julia Thompson, Raj Tilwa

**Faculty, Staff, & Student Leaders:** Alyssa Weinstein, David Watkins, Zachary Hermes, Faith Singleton, Sopen 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



# RACIAL JUSTICE RETREAT

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, Adefolahunmi Adenugba, Justin McCarroll, Sopen 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, Casidy 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, Sariah Benoit, Sopen 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  
(1<sup>ST</sup> 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



# RACIAL JUSTICE RETREAT

TRUSTEES'  
DINING ROOM  
(1<sup>ST</sup> FLOOR)

## 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





# RACIAL JUSTICE RETREAT

## 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** (*Associate 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. **DeLa 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*)



## Invited Students

1. Adefolahunmi 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
26. Bria Jarrell
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