*Advancement & Alumni Engagement (AAE) - 2021 Year-End Report*

**Executive Leadership Council**

August 2020-2021

AAE’s supports the principles and values of diversity, equity, and inclusion by its demonstrated commitment to developing its leaders and all staff, so that they may better support the communities they serve.

**AAE’s Mission Statement:**

*Inspire and steward meaningful, lasting relationships that elevate engagement and giving to fulfill Emory’s mission to serve humanity.*

**AAE’s Vision Statement:**

*Distinguishing Emory through excellence in philanthropy.*

As it delivers on the promise stated in its mission and vision, AAE creates a thriving community of excellence, responsible for its part in creating One Emory. In doing so, AAE helps Emory University to achieve its mission ***to create, preserve, teach, and apply knowledge in the service of humanity***.

## Accomplishments & Impacts

# ***Professional Development, Education and Awareness***

In FY21, AAE provided several opportunities for the Emory community (staff, faculty, students, and alumni) to advance their learning in topics related to diversity, equity, and inclusion. Externally, we engaged more than 500 attendees, 396 unique individual Emory community members over six Emory Community Conversation programs. Internal to the division, 178 (out of ~300) AAE staff members participated in 23 formal trainings offered for professional development credit.

* External Offerings:
  + Emory Community Conversations produced by Marche Simpson, AAE’s Director of Diversity & Inclusion, and facilitated by faculty, staff, and alumni.
    - Unconscious Bias
    - Belonging & Inclusive Community
    - Allyship as a Journey
    - Construct of Race
    - Evolution to Latinx
    - Interfaith Community
    - Exploring Asian Identity
* Internal offerings organized by Danielle Goeckel, Director of Organizational Culture & Effectiveness, in partnership with AAE’s *Divisional Committee on Community & Diversity* (DCCD).
  + Emory’s [Social Justice Education](http://socialjustice.emory.edu/) courses (offered Sept-Nov 2020): 37 staff participated in the various sessions. 12 AAE staff completed all four courses and took the tests to receive their Blue Medallions
    - Diversity & Inclusion (3 offerings)
    - Bias (3 offerings)
    - Privilege & Oppression (3 offerings)
    - Humble Intro (3 offerings)
  + Courtesy & Respect (4 offerings)
  + Unconscious Bias (1 offering)
  + Safe Space (1 offerings)
  + ASK Power Hours
    - Resilience in Challenging Times
    - Intercultural Communication
  + Korn Ferry Webinars:
    - In My Shoes: Addressing Systemic Racism Through Structural Inclusion
    - Don’t Talk, DO: Creating a Racially Equitable Future as Inclusive Leaders
    - Power in the Boardroom: What Board Directors Can Do to Eradicate Racism in the Corporate World

In addition to formal trainings offered for professional development credit, AAE also proactively curated webinar/training content related to inter-cultural competency development from Emory sources (such as EAA, ISSS, JWJI, ODEI, OSRL, SOM, SON), as well as from trusted external vendors, such as [Chronicle of Philanthropy](https://www.philanthropy.com/), [Education Advisory Board](https://eab.com/), [EverTrue](https://www.evertrue.com/), [From Day One](https://www.fromdayone.co/), [Gallup](https://www.gallup.com/home.aspx), [Hollaback!](https://www.ihollaback.org/), [Korn Ferry](https://www.kornferry.com/), [National Center for Civil & Human Rights](https://www.civilandhumanrights.org/), [National Museum of African American History & Culture](https://nmaahc.si.edu/); [United Way](https://www.unitedway.org/), and others. These opportunities were posted to [DCCD’s internal SharePoint site](https://emory.sharepoint.com/sites/ADVDCCD), so they were accessible to all AAE staff.

Topics included (but not limited to):

* Addressing Anti-Asian Racism & Violence
* Bystander Intervention
* Employee Engagement
* Inclusive Leadership
* Intercultural Communication
* Race in the Workplace
* Resilience

# ***Climate and Culture***

**Civic Dinners License**

AAE secured a Civic Dinners license that led to the engagement of more than 500 Emory Community members (staff, faculty, students, and alumni) over more than 110 conversations. Civic Dinners shared Emory has set a record for the most conversations in an organization’s first year. AAE chose Civic Dinners because we saw it as an opportunity to unite the Emory community through conversation with a goal of inspiring action. We plan to renew our license for fiscal year 2022.

DCCDlaunched AAE staff’s [Community Conversations page](https://www.civicdinners.com/partners/emory-aae). The Committee hosted several conversations with participation from almost 100 staff members from across the division. Topics included:

* Climate Change
* Gender Identity
* Guts & Grace (Conversation led by AAE’s Advancing Women ERG)
* Inclusive Culture
* Mental Health
* Reckoning with Racial Injustice
* Spirituality & Religion
* Working Moms

**AAE’s Culture Project**

AAE launched a division-wide initiative in 2019 to transform its organizational culture, and the work continues. This multi-year initiative, affectionately known as “*The Culture Project*” is driven by a Task Force comprised of staff from across the division, at all levels of the organization. Its charge is to support the shift to a more collaborative, motivating, supportive, rewarding, and innovative culture. With that goal in mind, that Task Force focused on three key areas this year, with an additional focus on DEI and internal communications as part of each.

* Mission, Vision, Values (MVV) – Worked with ODEI in the creation of AAE’s MVV; implementation is ongoing.
* Leadership at All Levels – Creating a training curriculum for AAE leaders; under development.
* Role Clarity – Working to clarify roles and responsibilities across teams; created a toolkit for impactful meetings, including guidance on pronoun usage and psychological safety. Implementation is ongoing.

AAE’s Culture Task Force won a [2021 CASE Circle of Excellence Award](https://www.case.org/awards/circle-excellence/2021/office-advancement-and-alumni-engagement-culture-project) (Silver) in Spring of 2021.

**Gallup Employee Engagement Survey**

In support of enhancing organizational culture to ensure staff voices are heard, considered, and action is taken, the division participated in its 6th annual Gallup employee engagement Q12 survey. Survey feedback was provided to AAE’s Leadership Team and in informational sessions open to the entire division. Feedback was included in the Culture Project initiatives, ongoing.

**Employee Resource Groups**

AAE continued to develop its Employee Resource Groups (ERGs), which were officially launched at the beginning of 2020. (7 groups total: Advancing Women, Black AAE Professionals, Black Women Lead, International Identity, LGBTQ+ Allies, Remote Employees, and Young Professionals.) Currently, almost 50% of AAE’s staff (approximately 150 people) are involved in AAE’s ERGs.

* This fiscal year, governance documentation evolved to include best practice information; Executive Sponsors were appointed for each group, and the ERGs established charters and goals.
* AAE contracted with an external consulting firm to assess its ERG program. Ongoing enhancements to the program will be informed by the assessment feedback, and a roadmap of next steps and implementation plan is under development.
* AAE staff serve on Emory’s Employee Resource Group Task Force, which is charged with initial planning for an ERG pilot at Emory University.
  + Providing guidance and documentation developed in AAE’s ERG program
  + Assisting with benchmarking with other peer institutions

# ***Accountability***

**Emory Alumni Board DEI Task Force and Alumni DEI Strategic Planning Committee**

As a way to include alumni in the diversity and inclusion work being done at the divisional and university levels, we called two groups together.

* The Emory Alumni Board DEI Task Force is made up President Elects and other members from each school and unit alumni board. The task force was led by current Emory Alumni Board President Steve Greenfield. The group met over six months and made commitments in five areas:
  + Diversity of membership and pipeline for new members
  + Board leadership
  + Workshops and training
  + Programs and outreach
  + Awards and traditions
* The Alumni DEI Strategic Planning Committee was curated to serve on the Office of DEI’s DEI Strategic Planning Committee. Alumni is one of seven communities: Graduate and Professional Students, Post doctorates, Undergraduate Students, Faculty, Staff, Alumni, and Civic and Community Partners. More info on the larger group and its charge can be found here: <https://equityandinclusion.emory.edu/resources/strategic-planning-process.html>. This committee is in the process of producing its final report and recommendations
* Both groups participated in a DEI Framework workshop facilitated by Converge Firm, founded by alumna Valerie Williams.

 

**Division-wide Professional Development Requirement**

In an effort to support staff in their career and personal growth, AAE instituted new division-wide annual professional development requirements. Staff must complete a minimum of four courses each year (three related to Emory performance management competency development and one related to inter-cultural development). Staff can explore their professional development options in the newly created guidebook.

