



Advancement & Alumni Engagement- 2022 Year-End Report

AAE's supports the principles and values of diversity, equity, and inclusion through 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 FY22, AAE provided numerous opportunities for the Emory community (staff, faculty, students, and alumni) to advance their learning in topics related to diversity, equity, and inclusion.

Internal Offerings

Internal offerings were organized by Danielle Goeckel, director of Organizational Culture & Effectiveness, in partnership with AAE's [Divisional Committee on Community & Diversity \(DCCD\)](#). In total, 175 AAE staff members (out of ~325) took advantage of offerings over the fiscal year.

- Emory standard programming:
 - Courtesy & Respect Training (2 sessions; 11 attendees total)
 - Implicit Bias (4 sessions; 58 attendees total)
 - Safe Space (1 session with 9 attendees total; this course no longer available for AAE scheduling special sessions, due to the Office of LGBT Life bandwidth)
- Special Emory programming partnerships:
 - **ASK Power Hour: Encounter and Accept- Adults with Autism Spectrum Disorder (ASD): Common Ways ASD Might Present in Adults & How We Can Better Meet People Where They Are**

At AAE, we pride ourselves on having a broad and diverse constituency. In fulfilling one of the missions of DCCD, it is our desire to encourage our division to equip themselves with the necessary skills to be increasingly conscious of intentional inclusion—with our colleagues, our community partners, our vendors, and our



portfolios. This ASK Power Hour contained a short presentation by Emory Faculty member, Dr. Lindee Morgan, followed by a brief time for Q&A.

- **ASK Power Hour: Land Acknowledgments Part 1: The Journey to Today**

DCCD hosted an enlightening session with esteemed Emory guests - Dr. Malinda Lowery, Cahoon Family Professor of American History and Beth Michel, Associate Dean of Undergraduate Admission and Lead for Native American Affairs. In this session, our panelists discussed Emory's history and developing relationship with the Muscogee Nation, explaining what land acknowledgements are and why they are important. This session included a presentation followed by a brief time for Q&A.

External offerings

AAE Leadership Series

AAE secured Equity Consultant, [Christina Chang](#) to deliver special DEI leadership training (4-part foundational series) to the division's leaders, in response to need stated in Culture Project/Gallup feedback. Four sessions offered monthly (Feb-May), with two additional sessions over the summer.

- Cultural Awareness & Humility
 - This session introduced diversity. What does it mean to you? Why is it important? What does it mean for us in AAE and as members of the Emory community? Christina used interactive facilitation that is innovative, inclusive, purposeful, and engaging to guide participants through critical stages of self-awareness. Participants had the opportunity to more deeply engage by gaining skills to see and understand differences through the lens of their own values and belief systems. Workshop outcomes included establishment of norms and a deep dive into terminology and ideas that are foundational to this work.
- Implicit Bias
 - This session took a deeper dive into the scientific phenomenon of implicit bias—with particular attention to racial bias—the automatic, unconscious decisions that people make that are often biased against non-white, minoritized populations. While we may not realize it, we are likely to have attitudes about people or associate stereotypes with them. However, research is emerging that there are ways for us to mitigate against our own biases if we are vigilant and continue to acknowledge that this bias exists.
- Intro to Microaggressions
 - Workshop explored microaggressions: the everyday unconscious, subtle and often automatic put-downs and insults expressed toward a marginalized group by dominant culture. The session identified target,



agent and bystander roles, and role-play ways to mitigate microaggressions with inclusion nudges and micro-affirmations.

- Recognizing & Dismantling White Supremacy Culture
 - Workshop introduced the characteristics of white supremacy culture and how organizations unconsciously use these characteristics as the default way of being (and succeeding) at work. These (unspoken) work norms make it difficult, if not impossible, for other ways of being at work, which forces minoritized communities to adapt or conform to the already existing cultural norms. Naming and acknowledging these traits are the first step to creating a welcoming space for all to feel a sense of belonging.
- Equity in Recruitment & Retention
 - The 5-hour workshop (in two, 2.5-hour sessions) was designed for talent management and hiring managers, and explored tactical, practical, and concrete ways to de-bias and improve processes and decision making, relating to recruitment and retention strategies. Workshops articulated the problem, challenged participants to design a better talent management process, and explored how to intentionally effect more equitable practices and create more equitable outcomes when building and maintaining a diverse, representative, engaged, and empowered workforce.

Results: Almost 70% of people managers were able to participate in 5+ of the six sessions, earning a [digital badge](#) as recognition for their efforts. There were more than 875 hours skill-building around diversity, equity, and inclusion just in that series alone! Overall, feedback for the sessions was excellent.

- ✓ 91% said they learned something new
- ✓ 84% said the course was beneficial to their professional development
- ✓ 87% said the course was a valuable use of their time
- ✓ 83% said that they would likely share their learning(s) with their team

Chronicle of Philanthropy webinars

- How to Make Virtual Events Accessible to People with Disabilities (July)
 - One in four Americans has a disability, but few nonprofits are ensuring that their events are welcoming and accessible to these individuals. This webinar taught us to learn how to create a plan to better include people with disabilities in virtual events and broaden your nonprofit's reach.
- Steps to Take to Diversify Your Donors (Aug)
 - Nonprofit leaders often focus on white supporters and overlook donors of color who would give more if asked. Those who want to better include people of color in their strategies often don't know how to start. Expert guests outlined key steps to take to attract diverse donors and grant makers. Attendees also learned why a diverse staff and board matters,



how to ensure communications are inclusive, and ways to build a broader base of support.

Climate and Culture

AAE's Culture Project

AAE continued its division-wide initiative to transform its organizational culture. This multi-year initiative launched in 2019, 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, the Task Force prioritized two key areas this year, with an additional focus on DEI and internal communications as part of each.

- **Leadership at All Levels** – The Task Force put together an AAE Leadership Development Program proposal, to include DEI programming from Emory's central HR team and ECE, for Leadership Team consideration. Awaiting feedback for next steps and implementation.
- **Role Clarity** – The Task Force worked to clarify roles and responsibilities across teams. They also created a toolkit for impactful 1:1 and team meetings, including guidance on leading with inclusion.

AAE's Community Building

There have been great efforts into creating events that allow both in-person and virtual team building activities this past year. AAE sought to provide different/creative opportunities for our colleagues to get to know one another, increasing staff engagement through connection and support, and adding a sense of "play" into our work.

- Three discussion groups on "[Why Empathy & Allyship Matter in the Workplace](#)"
- A virtual baking class on [National Cupcake Day](#)
- A virtual poetry circle for [Poetry at Work Day](#)
- Black History Month – Three [AAE staff spotlights](#)
- Opportunity on [Random Acts of Kindness Day](#) to spread some cheer to co-workers across the division
- AAE's ERGs (Advancing Women & Black Women Lead) celebrated Women's History Month with an empowering conversation with [Rev. Dr. Teresa Fry Brown](#)
- Tours of the Michael C. Carlos Museum Exhibition "[And I Must Scream](#)"
- Faculty/Staff Assistance Program on Resilience
- Created [Zoom backgrounds](#) in honor of LGBT+ Pride month
- Loving Day [movie screening](#) at Harland Cinema
- AAE/DCCD table at Emory Pride Employee Network's carnival
- Annual summer service project, with 2022 benefitting [Winship Cancer Institute](#)

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 7th 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 and DCCD initiatives, which are ongoing.

Employee Resource Groups

AAE continued to support its Employee Resource Groups (ERGs), which were officially launched at the beginning of 2020. There are three groups: Advancing Women, Black Women Lead, and International Identity. Additionally, AAE staff continue to serve on Emory's Employee Resource Group Steering Committee, which aids the newly launched [Emory-wide ERGs](#), EBEN and EPEN.

Accountability

Division-wide Professional Development Requirement

To support staff in their career and personal growth, AAE continued its 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 inter-cultural professional development options via [AAE's DCCD SharePoint site](#).