The Oce of Business and Administration creates an environment that fosters excellence in people, facilities, infrastructure, and nancial performance across the entire organization. Much work has focused on DEI across the divisions of BA for many years. However, in 2020, amid racial injustice, social unrest, and an unforeseen economic landscape, we have expanded our efforts to embed DEI into the culture of the organization. Our goals are to improve the diversity, equity, and inclusion of our faculty, staff, and students to create a culture that is free of bias, discrimination, and harassment. In support of achieving these goals, the leadership team has established DEIB Committees to provide a platform for faculty and staff to discuss DEI issues. The leadership team has also implemented a three-phased training plan led by the Director of Diversity and Inclusion Education and Outreach, with training available for all HR staff across the university. A new employee orientation is being developed to ensure all new hires receive DEI training. In addition, unconscious bias training will be provided to ensure that all employees are aware of their own biases and the impact they have on others. The Oce of DEI has also established a new Trust Line, which is a toll-free, 24-hour, 7 day-a-week, telephone resource that allows all faculty and staff employed by Emory to report violations of the Code of Conduct. The Trust Line is administered through an independent third-party, and callers may remain anonymous if they choose.

The Oce of Business and Administration has also continued to make progress with its robust supplier diversity program. Expenditures with diverse suppliers continue to increase, and the Oce of Procurement has implemented a process for tracking and reporting diversity data. The Oce of DEI has also continued to support the recruitment of diverse candidates for internal hires (i.e., promotions or transfers) compared to a similar time period. Moreover, the Oce of DEI has continued to work on initiatives to improve the diversity of the faculty, staff, and student body. For example, the Oce of DEI has supported the development of the fall 2021 Return to Campus Guide for University staff. The guide was sent electronically to all Emory University faculty and staff and included information on how to support the emotional well-being of faculty and staff during these challenging times. The guide also included information on how to access mental health resources, including the Emory Trust Line. In addition, the Oce of DEI has continued to support the development of the Emory Black Employee Network (EBEN) and the Emory Asian Pacific American Network (EAPAN). The Oce of DEI has also continued to support the development of the Emory Latin@ employee network (ELEN) and the Emory Native American employee network (ENAEN). The Oce of DEI has also continued to support the development of the Emory Lesbian, Gay, Bisexual, Transgender, and Queer employee network (ELGBTQ+).

Another important area of focus for the Oce of DEI is the development of a culture of inclusion. The Oce of DEI has established a set of Guiding Principles related to DEI, as well as a set of objectives, that will guide this work. These Guiding Principles state:

--We create a culture where we can talk about, are curious about, and choose.
--We create a culture that enables and supports safety to share our experiences of anxiety.
--DEI is embedded in the work we do.

The Oce of DEI will guide this work.