*Campus Life 2023 Year-End Report*

**ODEI Executive Leadership Council**

August 2022 - August 2023

**Introduction**

**Campus Life Vision Statement**

Emory Campus Life, a community recognized internationally for advancing education into action and delivering world-class programs and services, promotes a healthy and sustainable environment where students live what they learn and learn what they live for self and society. ECL catalyzes a distinctive, caring, inquiry-driven, ethically engaged, polycultural, and socially just community of students, faculty, staff, alumni, families, and visitors who imagine and lead positive transformation in the world. [[1]](#footnote-1)

**Campus Life Mission Statement**

Emory Campus Life cultivates a welcoming and dynamic community committed to developing skills necessary for lifelong success and positive transformation in the world. [[2]](#footnote-2)

Campus Life supports Emory University’s mission “to create, preserve, teach, and apply knowledge in the service of humanity” by promoting healthy and sustainable environments for students to learn, grow, create, and thrive. We define student success as student flourishing, which positive psychologists Corey Keyes and Jon Haidt describe as a life lived with high levels of emotional, psychological, and social well-being. While flourishing is linked to academic success, it goes beyond “surviving” college. As higher education professor Laurie Schreiner has written: “Thriving college students not only are academically successful, but they also experience a sense of community and a level of psychological well-being that contributes to their persistence to graduation and allows them to gain maximum benefit from being in college.” [[3]](#footnote-3)

This holistic view of student success requires us to ground our work in diversity, equity, inclusion, and belonging. We build a welcoming, dynamic campus by placing marginalized and minoritized students at the center of our work and by striving to create an environment in which every student feels a sense of belonging within an Emory community that values equity and justice. In our efforts to carry out our mission effectively, we have chosen the following priorities:

**Campus Life Priorities**

1. Staff Wellbeing: Retention and equity structures
2. Student Flourishing: Wellbeing, community, pathways, and purpose
3. Facilities: Accurate inventories, renovation, and construction priorities
4. Compliance and ERM Consistency: Including resiliency in emergency response structures
5. Diversity, Equity, and Inclusion (DEI): Climate assessments, strategic planning to enhance capacity, ongoing participation in campus initiatives (e.g., Twin Memorial and Language Trail)
6. Campus Life Alignment: Toward functional resource integration

**Pillar Two: Academic Community of Choice**

*Cultivate a thriving campus and a compelling student experience*

**Priority 1) Staff Wellbeing: Retention and equity structures**

Staff Wellness and Professional Development

Reviewed data obtained through a series of listening sessions with senior staff, aimed at gaining a deeper insight into the division's culture, priorities, needs, and gaps. The information gathered served as a foundation for redefining staff development and engagement strategies, shaping programs, services, and professional growth initiatives in alignment with the specific requirements of Campus Life. This approach aims to foster a culture that prioritizes inclusivity, belonging, connection, and engagement, ultimately contributing to improved retention rates within the division.

Throughout the academic year, two teams were instrumental in the creation of purposeful wellness and professional development spaces: the senior staff planning team and the all-staff planning teams. Our Assistant Manager of Staff Development and Engagement played a key role in both of these initiatives.

1. The senior staff planning team concentrated on delivering professional development opportunities tailored to individuals holding Director-level positions and above within the division. These sessions focused on facilitating meaningful discussions about trends within the field, providing a platform for engagement with the executive leadership team (ELT) regarding forthcoming decisions, and fostering collaboration across different areas. Additionally, they aimed to create spaces that encouraged active participation and engagement.
2. The Emory Campus Life planning team, on the other hand, was dedicated to offering engagement and recognition opportunities for all members of the Emory Campus Life team. This encompassed organizing annual class awards and end-of-semester recognition events, ensuring that all team members received acknowledgment and appreciation for their contributions.

Staff Equity and Retention

In August 2022, Campus Life conducted a comprehensive assessment of nearly all job descriptions within the division, primarily focusing on compensation equity. This effort also resulted in the establishment of a systematic review process designed to ensure the routine evaluation of these positions. On average, market adjustments led to a 10% increase in compensation for affected roles.

Moving forward, Campus Life has committed to conducting annual salary reviews for various job categories, with the overarching objective of ensuring that each position within the division undergoes a thorough review every three years. This initiative is underpinned by a central commitment to achieving equity and enhancing staff retention.

During these salary reviews, several critical factors are taken into account, including an individual's educational qualifications and experience credentials, their performance and contributions to the organization, their market value in comparison to industry standards, their retention risk within the organization, considerations of equity, and the availability of financial resources to support these adjustments. This holistic approach ensures a fair and equitable compensation structure while prioritizing the retention and growth of our valued staff members.

**Priority 2) Student Flourishing: Wellbeing, community, pathways, and purpose**

Campus Life is a critical partner in Emory’s [Student Flourishing Initiative](https://provost.emory.edu/work/initiatives/student-flourishing.html), which is focused on three outcomes:

* *Purpose and Pathways* to encourage students to develop their capacity for reflection on questions of purpose and meaning.
* *Community Building* to help students develop deeper, lasting relationships within a diverse and inclusive community.
* *Health and Well-Being* to empower students to advocate for and manage their health and well-being at Emory and beyond.

Increased Support for First Generation Low/Limited-Income Students (FGLI) Students

Campus Life has significantly reinforced its commitment to supporting First-Generation and Low-Income (FGLI) students by maintaining our partnership with the National Association of Student Personnel Administrators (NASPA) Center for First-Generation Student Success and by expanding and establishing a dedicated office tailored to the needs of our FGLI Community. Throughout the academic year, Campus Life has remained steadfast in its dedication to researching and understanding our FGLI community, drawing valuable insights from benchmarking our support against peer institutions.

This commitment has culminated in the expansion of the 1915 Scholars program and the establishment of the Emory First office. The individual chosen to lead this office will assume a pivotal role in aligning all FGLI initiatives across Emory University and will provide direct support for our 1915 Scholars program.

The 1915 Scholars Program remains as a vital resource, providing informational, academic, and social support to our most vulnerable and at-risk FGLI undergraduate students. Its primary goal is to eliminate potential barriers while nurturing and reinforcing students' aspirations for success in their collegiate journeys.

Furthermore, the appointed leader will curate specialized programming for all FGLI students and spearhead initiatives aimed at expanding the undergraduate FGLI student population. This expansion includes forging strategic partnerships with other FGLI organizations such as Questbridge and FLIP, in addition to collaborating closely with the Provost's Office to deliver essential resources and support for students who identify with this unique identity.

Increased Support for Veteran Students

Based on recommendations from Campus Life’s Committee on Student Veterans, Campus Life engaged a part-time coordinator for student veterans support who started August 1, 2022. The coordinator’s responsibilities include:

* Connecting with student veterans and serving as a resource for them.
* Facilitating Committee on Student Veterans meetings.
* Assessing the needs of veteran students.
* Developing content to improve Emory’s veterans support page.
* Coordinating with other staff who support veterans.
* Coordinating with ODEI on Veteran’s Day programming and developing additional programming as time allows and needs are identified.
* Collaborating with other university offices to celebrate and highlight the contributions of veterans within our community and beyond.

Student Fund for Inclusivity and Belonging

In Fall 2021, Campus Life launched the Student Fund for Inclusivity and Belonging, housed in Belonging and Community Justice (BCJ), with the goal of supporting student-led programs that promote diversity, equity, and inclusion, including programs that highlight cultural practices, celebrations, religious holidays, issues, and/or concerns related to populations minoritized in the U.S. Chartered student organizations may apply for two types of Inclusivity and Belonging funding:

* Signature Funding: Awards up to $200,000 per academic year for major (over 150 participants) established student organization events that support diversity, equity, and inclusion at Emory. Awards may range from $500 and $30,000. Events funded in AY 2022-23 include:
	+ 2022 Island Delight
	+ 2022 Diwali
	+ Pride Drag Show
	+ 2023 Moonlight Gala
	+ 2023 Taste of Africa
	+ Noce de Gala
* Mini-Grant Funding: Awards up to $20,000 per academic year to seed fledgling DEI student-sponsored events, especially those that have not yet received official student organization status or funding via SGA or GSGA. Students were not asked to conduct an event survey. Awards may be up to $1,500. Events funded in AY 2022-2023 include:
	+ Student Signature Events totaling $3000

Belonging and Community Justice Programs

Belonging and Community Justice (BCJ) encompasses several essential units, including the Center for Women, LGBT Life, the Office for Racial and Cultural Engagement (comprising the Asian Student Center, Centro Latinx, and Emory Black Student Union), the 1915 Scholars Program (supporting first-generation college students), and the Mariposa Scholars Program (serving DACA/undocumented students).

The number of students actively engaged in the 1915 Scholars Program has risen significantly, nearing a total of 100 participants. It's important to note that the Mariposa Scholars Program keeps membership information confidential to safeguard the privacy and security of the students involved.

In the 2022-2023 academic year, the 1915 Scholars Program operated independently of BCJ. However, with the introduction of Emory First in 2023-2024, this program will once again become an integral part of the BCJ unit.

Despite encountering staffing challenges in the 2022-23 academic year, BCJ's student programming remained robust and flourishing. Participation rates in BCJ-sponsored identity-based graduation celebrations, including Modupe Dayo, CARAS, APIDA Graduation, and First-Gen Low-Income Graduation, have consistently increased. Initially intended to recognize undergraduate students, these ceremonies have expanded to embrace a growing number of graduate and professional students, underscoring their heightened significance and inclusive nature.

BCJ collaborated with more than 30 Emory units and organizations to execute these programs. While the participant counts mentioned above include data from Corq, an app used for program reservations and check-ins, several figures are based on estimations.

For the 2022-23 academic year, BCJ's objective is to maintain the utilization of Corq for all programs and enhance our assessment strategies. This will enable us to gain a more precise understanding of BCJ's usage, ensuring greater accuracy in attendance numbers. Moreover, it will enable us to effectively demonstrate the impact of BCJ on the overall student experience.

In addition to these programs, BCJ accomplished the following:

* Established a stronger partnership with Dooley After Dark (DAD) in their programming for students. This lead to the ability to take students to the Battle of the Bands and partner in a screening of Black Panther 2.
* Collaborated with Residence Life and Housing in plans for the future of the Black Student Alliance (BSA) House and revamp of the Black Male Initiative (BMI) and Black Women’s Initiative (BWI) Immersion Experiences.
* Participation in the final stages of construction planning and grand opening of the Cox Hall Identity space project, slated to celebrates its grand-opening during 2023 Homecoming and Family Weekend. for the opening. See Priority 3 for further information about this multi-million-dollar construction project designed to enhance support for marginalized students at Emory.
* BCJ staff delivered over 20 presentations and workshops (some with multiple sessions) for university departments and student groups, including *Emory Essentials 2: The Wise Heart Seeks Belonging*, an online orientation module taken by all first-year students, as well as Orientation Leader and Resident Advisor trainings.

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Ignite: Expanding Pre-Orientation

In the Fall of 2022, Campus Life made significant enhancements and extensions to its pre-orientation programs, aiming to offer an immersive and interactive five-day experience for incoming first-year students, dedicated to fostering a sense of community before the official Orientation begins. As part of this initiative, four innovative "Ignite" pre-orientation programs were introduced, each incorporating JEDI (Justice, Equity, Diversity, and Inclusion) topics as integral components:

* **Ignite Intersections:** Students explore topics such as intersectionality, social identities, and inclusive leadership. Hosted by Belonging Community Justice (BCJ), this track is for students interested in diversity, equity, and inclusion.
* **Ignite Innovation:** The Hatchery, Invest Atlanta, and Axon Collective co-host a social good Hack-a-Thon in which students work together to develop innovative solutions to increase economic mobility for Atlanta youth.
* **Ignite Community Engagement:** Students develop and apply skills to foster a kinder and more socially just world. Hosted by Emory's Center for Civic and Community Engagement (CCE), this track offers ways to learn more about the communities surrounding Emory, including programs that help students channel their passions for social justice, education, health care and more into purposeful impact in the metro Atlanta community and beyond.
* **Ignite Leadership:** Students explore leadership topics and think critically about what it means to practice leadership as an Emory student. This track focuses on the history of Emory University and explores ways in which our understanding of leadership has evolved over time.
* **Ignite Creativity:** Explore your creativity as Emory Arts welcomes you into the fold with activities in the visual, performing, and literary arts. Get hands-on experience both on campus and in Atlanta where you will discover all that your new creative community has to offer. Any level of arts and creativity experience welcome.
* **Ignite Sustainability:**Part of what allows us to thrive as humans is the interconnectivity, we share with each other and with the natural world. Interconnectivity is also at the root of sustainability, which we will explore in the Ignite Sustainability track. Join us as we dive into life in the Chattahoochee River watershed - experiencing the ways water shapes our region, seeing technologies Emory is employing to preserve this critical resource, meeting some of the local watershed champions, and tracing paths from the Emory Dining facilities to the farmers in our watershed who grow food that nourishes our community.
* **Ignite Athletics:**A pre-orientation program supporting varsity student-athletes in their transition to Emory. Participants will learn what it means to be a student-athlete at Emory and how the Emory Eagle values can help student-athletes make an impact during their college experience. Student-athletes will explore campus and Atlanta to learn more about how to maximize their athletic experience.
* **FirstSTEM:**A pre-orientation program providing support to natural science and mathematics students who are the first generation in their families to attend college, or are in identity groups underrepresented in STEM fields.

Ignite will be continue to be assessed and expanded with the goal of providing all students some sort of pre-orientation experience.

Student Characteristics Project

Campus Life advocated for and advised the Provost’s Office Student Characteristics Project, which uses the Online Pathway to University Students (OPUS) to offer students the option of self-disclosing characteristics including gender identity, sexual orientation, first-generation status, military affiliation, religious/spiritual identity, ethnicity, and designated pronouns. Collecting this information will enable Emory and Campus Life to actively engage in inclusion by, for example, using designated pronouns and identifying gaps in support.

Mental Health Support for Marginalized Students

Counseling and Psychological Services (CAPS) held the following counseling groups to address the needs of students of color and international students in 2022-23:

* Black Grad Interpersonal Process Group (Fall & Spring)
* Students of Color Interpersonal Process Group (Fall & Spring)
* International Student Drop-In Support Group (Fall, Spring, & Summer)
* Black Grad Drop-In Support Group (Summer)

CAPS continued to advise the Black Mental Health Ambassadors, a student group, which hosted wellness programs focused on Black students’ mental health. In addition, CAPS collaborated with campus partners to provide one-time DEI-related programs, including:

* Two programs for Asian women in partnership with the Office for RACE
* A stress management program for Kappa Alpha Psi Fraternity
* Training on how to support students in distress for Queer Discussion Group leaders in LGBT Life.

DEI Initiatives in Athletics and Recreation

In 2022-23, Athletics and Recreation applied for and received an NCAA Division III Women’s and Ethnic Minorities’ Internship Grant. This two-year internship position will assist with implementing a comprehensive career readiness program to assist student-athletes with support in areas such as personal brand management, marketability, leadership, and general skills development.

Athletics and Recreation also created an LGBTQ+ Inclusion Policy that will be implemented over the 2022-2023 school year. The policy was established to commit to safety, fairness, and respect for all participants in Emory athletic spaces. Included in the policy are expectations for the Emory Athletics and Recreation Department to adopt inclusive language, dress codes/uniforms, facility access, and media confidentiality to protect the needs of LGBTQ+ student-athletes, participants, staff, officials, fans, and facility patrons.

In the fall of 2022, the Athletics department established its inaugural Emory Black Student Athletic Group (BSAG). This group serves as a purposeful and inclusive space for Black athletes, who represent 10% of the NCAA Division III and comprise a total of 35 students out of the over 400 student-athletes at Emory.

**Priority 3) Facilities: Accurate inventories, renovation, and construction priorities**

Identity Spaces Project

Campus Life began the renovation of the third floor of Cox Hall to support a centralized location for all five BCJ identity spaces: the Asian Student Center, Emory Black Student Union, Center for Women, Centro Latinx, and LGBT Life. This multi-million-dollar, 8,000-square-foot facility will include larger and more useable identity spaces, a full kitchen, meeting rooms, gender-inclusive restrooms, a lactation room, and common areas and lounge spaces. When the facility opens in the Fall of 2023, it will mark the first time since 2019 that BCJ staff offices will be adjacent to the identity spaces they serve, thus improving student access to resources, advising, and support.

Construction has been completed, and the professional staff have successfully relocated to their new space in August 2023. The grand opening of this facility is planned to coincide with the Homecoming and Family Weekend on October 21, 2023.

**Priority 4) Compliance and ERM Consistency: Including resiliency in emergency response structures**

Student Case Management and Intervention Services

Student Case Management and Intervention Services (SCMIS) continues its collaborative efforts with campus leaders throughout the University to offer additional support to students facing various challenges. These challenges encompass issues such as housing or financial insecurity, assistance with insurance payments, and referrals for crisis intervention, among others.

Recognizing the importance of proactive support, SCMIS introduced a new role, the Assistant Director, with the specific aim of providing focused oversight for the Student Intervention Services (SIS) team. The SIS team operates 24/7, offering on-call resources for our students. Under their guidance, there has been a significant expansion in the recruitment and training of SIS responders, coupled with a broadened scope of on-call responsibilities. This expansion has enabled SCMIS to serve as a reliable backup to the SIS team.

Expansion of this service ensures that students, the Emory community, and our external partners have the means to facilitate access to necessary offices and support during crisis situations, both on and off-campus, thereby providing vital assistance to those in need.

To enhance our support for students in distress and crisis, SCMIS initiated efforts to benchmark their practices against peer institutions and actively engaged with national associations dedicated to their field of work. In the summer of 2022, SCMIS became a member of the Higher Education Case Management Association (HECMA) and attended its conference.

During the spring of 2023, SCMIS conducted a campus visit, and in the summer of 2023, they not only attended but also presented at the HECMA Conference in Portland, Oregon. Additionally, they participated in the Association for Student Conduct Administrators (ASCA) Dr. Donald D. Gehring Institute Case Management Track in Detroit, MI. These engagements are geared towards assisting SCMIS understand their work, and the intersectional identities that they serve.

Six Sigma Review

Campus Life collaborated with Critical Event Preparedness and Response (CEPAR) and the Emory Police Department (EPD) to engage in a Lean Six Review of our crisis response protocols. This review involved participation from various offices, including Housing and Residence Life, the Office of Respect, Student Health Services, Counseling and Psychological Services, Student Conduct, and the Department of Title IX.

As a result of this review, there has been a significant alignment of our protocols to enhance support for student health, well-being, and access to support offices during and after crisis situations. This proactive approach ensures that we are better equipped to assist students in times of need and reinforces our commitment to their safety and welfare.

Respect for Open Expression and Bias Support Services

Another critical focus within Campus Life pertains to Open Expression and Bias. Throughout the 2022-23 academic year, we made a concerted effort to realign our resources in accordance with Enterprise Risk Management (ERM) Standard 5, which addresses bias reports on an annual basis. To tackle this challenge effectively, specific individuals were assigned to oversee each of these areas.

For Open Expression, there was a deliberate effort to expand the recruitment and training of the Open Expression Observer (OEO) program. Additionally, the OEO request was integrated into the room reservation process for the Emory community, enhancing accessibility and visibility.

Regarding Bias Support Services (BSS), we streamlined our processes to ensure that complainants promptly received notifications confirming the receipt of their reports. We also facilitated connections to University support resources and provided clear guidance on the subsequent steps in the process, including necessary referrals for adjudication when alleged violations may have violated Emory policy.

Both of these areas have initiated the incorporation of data capture mechanisms, enabling us to generate more comprehensive reports regarding their work and its impact on the community. This data will not only aid Campus Life and the University in evaluating the effectiveness of these programs but will also contribute invaluable insights to our Enterprise Risk Management (ERM) process. These insights will further our efforts in addressing bias and fostering open expression within our community.

Current Events and Campus Climate Committee

The Current Events and Campus Climate team within Campus Life leadership is a collaborative cross-campus initiative comprising various spaces dedicated to supporting the diverse experiences and intersecting identities of our campus community. This team serves as an essential resource to proactively address and mitigate potential crises that may affect the intersecting identities within our community.

**Priority 5) Diversity, Equity, and Inclusion (DEI): Climate assessments, strategic planning to enhance capacity, and ongoing participation in campus initiatives (e.g., Twin Memorial and Language Trail)**

University DEI Planning and Assessment

 Campus Life supported university-wide DEI planning and assessment in the following ways:

* Campus Life participated in providing feedback to the results of the National Assessment of Collegiate Campus Climates (NACCC) survey to understand Emory’s current racial climate.
* Campus Life staff participated in President Fenves’ Racial and Social Justice advisory committees and working groups, including the Twin Memorials and Indigenous Language Path Working Groups and the University Committee on Naming Honors.
* Campus Life staff led the Undergraduate Strategic Planning Community that produced the Undergraduate DEI Strategic Planning Report, part of ODEI’s strategic planning process for the university.
* Campus Life staff advised the student co-chairs of the Graduate and Professional Students Strategic Planning Community, which produced the Graduate and Professional Student DEI Strategic Planning Report.

Keeling Review

Campus Life has been working with Keeling & Associates to review and facilitate the collaborative development of vision, a shared sense of purpose, and plans for optimal operations and functioning within two newly integrated portfolios: the Dean of Students and Health, Well-being, Access, and Prevention. Keeling’s Health, Wellbeing, Access, and Prevention report was completed in February 2022, and the Dean of Students’ report was completed in April 2023.

Dean of Students Portfolio Strategic Planning

In Fall 2022, offices under the new Dean of Students’ Portfolio will engage in strategic planning focused on culture, communication, and capacity in service to student flourishing. Questions to be examined include:

* How are we supporting opportunities for global citizenship and experiences?
* How are we continuing to expand programs, particularly those serving underrepresented populations, both on an ongoing basis and in times of crisis?
* How are we creating a range of community-building and class-year-based rites of passage with a specific focus on campus activities?
* How are we able to establish programs and metrics which will lead to higher retention, graduation, and student satisfaction rates?
* How are we building engagement with alumni?

**Priority 6) Campus Life Realignment: Toward functional resource integration**

Campus Life is in the process of realigning itself for functional resource integration through the following initiatives:

Health, Well-being, Access, and Prevention Portfolio

Campus Life hired Dr. James Raper to be the inaugural Associate Vice President for Health, Well-being, Access, and Prevention with oversight of Counseling and Psychological Services (CAPS), Office of Health Promotion (OHP), Office of Respect, and Student Health Services (SHS). This position is responsible for the development and implementation of a university-wide strategy for comprehensive well-being that works for all Emory students and allows them to flourish.

Dean of Students Portfolio

In the 2022-2023 academic year, Campus Life took significant steps to enhance its organizational structure. Dr. Kyle R. Williams was hired as the Special Advisor to the Senior Vice President (SVP) and Dean of Campus Life, tasked with facilitating the realignment of student engagement, community, and belonging functions.

During this period, Campus Life initiated and successfully concluded its recruitment process for the Associate Vice President for Belonging, Engagement, and Community, and Dean of Students. This strategic move aimed to elevate support for several critical areas, including Belonging and Community Justice, support for First-Generation Low/Limited-Income Students (inclusive of 1915 Scholars Program), Student Case Management and Intervention Services (SCMIS), Student Conduct, Student Involvement, Leadership and Transitions (SILT), Civic and Community Engagement (CCE), Student Centers, and the Barkley Forum for Debate, Deliberation, and Dialogue.

At the close of the spring semester, Campus Life made an important announcement regarding the appointment of Dr. Kristina Bethea Odejimi. She joined Campus Life in June 2023, where she will take on the role of Associate Vice President for Belonging, Engagement, and Community, and Dean of Students. Dr. Odejimi will assume leadership over the aforementioned areas, further strengthening Campus Life's commitment to fostering a sense of belonging and community among students.

Identity Spaces Campus Visits

During the 2022-23 academic year, Campus Life undertook a series of campus visits to enhance benchmarking efforts with cultural and First-Generation Low-Income (FGLI) cultural centers. These visits also encompassed other offices that provide dedicated identity spaces, particularly focused on race, ethnicity, and the FGLI community. This proactive approach aimed to ensure that our initiatives were well-aligned as we prepared for the opening of Cox Hall in the upcoming fall semester.

**Pillar Four: Atlanta as a Gateway to the World**

*Unleash Emory and Atlanta's shared future to mobilize change for the world*

**Priority 2) Student Flourishing: Wellbeing, community, pathways, and purpose**

Civic and Community Engagement JEDI Programs

At Emory, Center for Civic and Community Engagement (CCE) efforts within Campus Life intersect with those of hundreds of community-based and Emory partners focused on justice, equity, diversity, and inclusion (JEDI). In many respects, CCE's best practices provide tools, strategies, and tactics to reach beyond the Emory bubble and connect with communities and civic processes that can inform JEDI practices and infrastructure. CCE programs operating at the intersection of civic and community engagement and JEDI include:

* **Atlanta Urban Debate League**
* **Argumentative Speech Bowl**, The AUDL expanded the Argumentative Speech Bowl, a virtual speech competition introduced during the COVID-19 lockdown. AUDL Student Interns played a more prominent role in creating the curriculum and topic areas for the five sessions offered throughout the year. This year was the inaugural year of the Congressman John R. Lewis Argumentative Speech Bowl Student Showcase, where the top-performing students and their families from across the league were invited to Emory for an in-person event. Students delivered speeches to a large audience and with evaluations by a panel of experts.
* **AUDL Tournaments**, The AUDL continued the tradition of offering Friday and Saturday debate tournaments for elementary, middle, and high schools during the debate season spanning September through March. This year was notable in returning to communal gathering spaces for our students, teachers, and volunteers, which was not possible with the necessary COVID-19 safety measures implemented last year. The importance of communal gathering spaces cannot be understated in creating space for non-competitive interactions in the AUDL’s diverse population and community.
* **Community Building and Social Change (CBSC) Fellowship Program**
	+ **Whitefoord, Inc., in the Edgewood community**, A CBSC team will work to document community barriers and interest in Whitefoord, Inc.'s early childhood center and usage of their federally qualified health center. The early childhood program has dramatically shifted enrollment demographics in their younger classrooms while their health center is underutilized overall. The team will be working to determine the factors impacting these trends by engaging with residents on their awareness, opinions, and current needs in these areas.
	+ **City of Decatur**, The Climate Resiliency Plan team (including David Nifong a former CBSC Fellow now leading the energy work at the City of Decatur!) hopes a CBSC team can document the needs of low and moderate-income residents of the city – owners and renters - around energy efficiency and heat resiliency. With existing and new federal resources, the planning group can better target efforts around the implementation of programs and drive their grant requests.
	+ **We Love Buford Highway** , In 2023, CBSC is building on the work of the 2022 CBSC team that interviewed over 50 small, primarily immigrant-owned, businesses to assess needs following the COVID-19 pandemic. The 2023 CBSC team will document the resources that on paper can support the businesses but are not yet making the connection. The end product will be a resource guide that will be accessible to that business, including format, language, and topics.
* **Emory Votes Initiative (EVI)**
	+ Throughout 2022-23, EVI spearheaded impactful nonpartisan programming, including the inaugural Emory Black History Month Day at the Capitol, while supporting volunteer efforts at DeKalb County’s first-time polling site located on Emory’s campusin collaboration with the Office of Government and Community Affairs. Alongside dozens of student-led orgs and community partners, EVI and collaborators impacted thousands of people across Emory.
	+ During the 2022 midterm election cycle, EVI hosted several successful get-out-the-vote (GOTV) celebrations around civic holidays including National Voter Registration Day, National Voter Education Week, Vote Early Day as well as Election Day initiatives. EVI also worked in collaboration with dedicated volunteers and the Emory community to hold voter registration drives and various educational events to raise awareness and provide people with the information they needed to properly register and vote informed.
* **Graduation GenerationRAM HIGHLIGHTS**
	+ **GradGen Roundtable,** The Graduation Generation Roundtable is an event meant to showcase the incredible work that GradGen is doing with our K-12 partners, Emory University campus leadership, and everyone that has partnered with GradGen. In addition to showcasing our work, the roundtable is an opportunity for our partners and Emory campus leadership to foster connections and engage with both GradGen and each other on a deeper and more personal level. The event also functions as a check-in between K-12 and Emory partners to have an opportunity to voice their thoughts, concerns, praises, and questions to Graduation Generation leadership so that we can continue to improve and expand on our goals and functions.
	+ **GradGen College Exposure Trips,** The College Exposure program collaborates with K-12 schools and community partners to support students in their pursuit of higher education. Through campus visits, students learn about campus life, academics, and the college application and selection process. The program aims to increase general knowledge about the resources and opportunities available to students at academic institutions so that students feel prepared to pursue post-secondary education.
* **SHINE: Education. Engagement. Partnership.**
	+ **Introspective Summit,** SHINE continued its historical practice of convening community members over a meal, featuring a captivating gathering of students, community members, and civic and engagement practitioners during the Fall and Spring semesters. Each dinner welcomed more than sixty participants. These events served as a creche of community knowledge, fostering deep introspection and exchange of ideas and best practices while indulging in a truly exquisite culinary experience.
	+ **Lunch & Learn,** Over the course of the academic year, SHINE hosted four enlightening lunch-and-learn sessions, where esteemed community partners collaborated with SHINE participants and student leaders to conceptualize, evaluate, and assess community best practices for supporting refugees, immigrants, and new Americans. These sessions covered a wide range of topics, including effective strategies for engaging in the ESL classroom and adeptly navigating the intricacies of afterschool homework assistance settings. Through these gatherings, participants had the opportunity to acquire profound insights and enhance their expertise in this work.
* **Volunteer Emory**
	+ **VE Leadership Luncheon and President's Meeting,** In the Fall 2022 semester Volunteer Emory’s Community Connections Sr. Director Cosette Drook and team wanted to connect student organizations participating in the annual service fair to university leadership. A group met with Campus Life Dean Enku Gelaye immediately following the service fair. The meeting led to a follow-up invitation to meet with President Fenves in November to provide feedback on civic and community engagement at the university level.
	+ **Alternative Fall Break 2022,** Volunteer Emory’s Alternative Fall breaks inspired students to engage more deeply with social justice issues in Knoxville, Atlanta, Chattanooga, and Asheville. These regional break trips challenge students to bring their experiences in Atlanta to bear on exploring another locale and its context and then bring insights and experiences back to campus and their day-to-day. For many Emory students who participate in Alternative Breaks, these trips function as transformative learning experiences that shape personal and academic paths for years to come.

**Priority 5) Diversity, Equity, and Inclusion (DEI): Climate assessments, strategic planning to enhance capacity, and ongoing participation in campus initiatives (e.g., Twin Memorial and Language Trail)**

Supplier Diversity

The following are examples of ways in which Campus Life has strived to increase the diversity of vendors in 2022-23:

* Campus Life worked with Emory Supplier Diversity to create an RFP to solicit certified women and minority owned business enterprises (MWBE) for the Fall 2023 grand opening of BCJ’s new identity spaces in Cox Hall and six identity-based graduation ceremonies in Spring 2022 (i.e., Women of Excellence Awards and Senior Pinning Ceremony, Pride Awards & Lavender Graduation, Modupe Dayo, CARAS, APIDA Graduation, and FLI Graduation).
* Emory Dining expanded its relationships with retail dining MWBE’s Kaldi’s and Highland Bakery at Chemistry and, though Bon Appetit, expanded partnerships with MWBE third-party operators Blue Donkey, Nom, Maru and Faraya. Residence Life engaged Just Add Honey, a local Black-owned tea business to cater their study breaks and Mother’s Day event.
* Supplier diversity is a core goal for Emory’s Farmers Market: this year, 75% of market vendors were MWBEs.

**2023-24 Goals**

Below are Campus Life DEI goals we have outlined for the upcoming academic year:

* Enhance the assessment of students' engagement within identity spaces and the programs offered.
* Foster ongoing partnerships with campus entities such as The Pathways Center to support the professional development of historically underrepresented students, including our First-Generation Low-Income (FGLI) community.
* Expand the staffing structure within BCJ to further strengthen our support capabilities.
* Launch the new Emory First office, dedicated to aligning and supporting the entire FGLI community at Emory.
* Improve alignment of Campus Life's efforts in open expression, bias education, and support, as well as civic-mindedness.
* Continuously assess and enhance crisis support services within Campus Life.
* Implement an LGBTQ+ Inclusion Policy within Athletics and Recreation.
* Increase capacity and foster collaborations to better serve veteran students.
* Enhance the utilization of Corq to enhance the accuracy of attendance tracking for BCJ programs.
* Ongoing assessment and expansion of Ignite pre-orientation programs.
1. https://campuslife.emory.edu/about/index.html [↑](#footnote-ref-1)
2. https://campuslife.emory.edu/about/index.html [↑](#footnote-ref-2)
3. https://www.wellesley.edu/sites/default/files/assets/departments/studentlife/files/thriving\_overview.pdf [↑](#footnote-ref-3)