

Cultivating a Campus Community Championed by the Pillars of Diversity, Equity, and Inclusion



Building On Our Momentum

2022 was an award-winning year for us as we were one of 103 U.S. colleges and universities to be nationally recognized with the [Higher Education Excellence in Diversity \(HEED\) Award](#). We want to take this space to again thank and champion this work. In January 2023, we will remain steadfast and resolute in this work. A commitment to these principles helps to cultivate a sense of belonging where all can flourish and bring their whole selves with them to learn, work, teach, and innovate.

Building on this momentum, our office will continue to support Emory's institutional mission of justice, advocacy, and academic excellence through its ongoing engagement in signature initiatives and programming. It is in framing our service to humanity, in all of the inspiring splendor and richness of the human fabric that Emory realizes its true educational purpose. Our office is committed to innovate and champion this work. In January 2023, we will collaborate with campus partners to join hundreds of thousands of people around the country in recognition of [National Racial Day of Healing](#) as part of our inaugural Truth, Racial Healing, and Transformation Campus Initiative.

Later in this same month, we will join the Office of Religious and Spiritual Life, the TAM Institute for Jewish Studies, and Campus Life in the launch of ODEI's new initiative, The Inclusion Project. This collaboration seeks to

- Identify opportunities with thought-leaders at Emory and more broadly across the world who can provide education and awareness around topics and issues that create barriers to experiencing a more inclusive Emory.
- Connect our understanding around topics and issues to action as we leverage institutional resources to provide participatory engagement and outreach that is transformative and impactful.
- Provide alliance-building opportunities with key campus, civic and community partners invested in inclusive change that is grounded in our common humanity and educational values.

This work, framed around the three pillars that anchor our efforts in ODEI—education, climate and culture, and accountability—will provide space for each of us in the Emory community to reflect on how individually and collectively might contribute to these efforts as we seek the common good. We look forward to growing this initiative to include more collaborative partners and units across the Emory enterprise.

This spring, we will formalize our institutional DEI strategic goals, and engage the campus community in next steps to realize these goals. In partnership with the Office of Institutional Research and Decision Support, we will also present the results of the University of Southern California's NACCC Being and Equity campus wide survey, and discuss the common themes and interventions recommended to strengthen our institutional efforts around belonging and affirmation, equity, and fairness, for faculty, staff, and students.

ODEI's work joins other transformative institutional efforts (e.g. The President Office's Twin Memorial Project; the Native American and Indigenous Peoples Language Path Initiative; The Provost Office's Socially Engaged Arts Research Initiative; the Cox Hall Renovation; Emory's New Interfaith Center; Human Resources' Employee Resource Group Expansion; Learning and Organizational Development's diversity(EDU) initiative) that continue to advance diversity, equity, inclusion, and justice in sustainable and meaningful ways. As Marian Wright Edelman's beautiful words reminds us, "we must not, in trying to think about how we can make a big difference, ignore the small daily differences we can make which, over time, add up to big differences that we often cannot foresee."

We look forward to taking this journey with you.

Dr. Carol E. Henderson
Vice Provost for Diversity and Inclusion
Chief Diversity Officer
Adviser to the President

CLIMATE AND CULTURE

January Affinity Highlights

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, January 2023, we recognize **Marin Luther King, Jr. Week**, **National Racial Healing Day**, and **International Holocaust Remembrance Day**. In collaboration with campus partners, we have curated resources that highlight, educate, and encourage a sense of community.

Rev. Dr. Martin Luther King, Jr. Week

Emory King Week

January 15 - 22, 2023

King Week at Emory University is a series of programs offered each January by various Emory units to honor the work of The Rev. Dr. Martin Luther King, Jr. and the Civil Rights Movement. Activities include lectures, panel discussions, worship services and meditations, community-service projects, and exhibits.

More information about King Week 2023 will be added as it becomes available, but below are several highlights. For more information, please contact religiousoffice@emory.edu or odei@emory.edu.

[LEARN MORE](#)

King Sunday Worship Service

Sunday, January 15, 2023
Canon Chapel
Office of Spiritual and Religious Life
11:00 A.M. Service
12:00 P.M. Lunch

The Rev. Tolton Ramal Pace 00C 02PH, Speaker

The Rev. Tolton Ramal Pace serves on the clergy team at Impact United Methodist Church. He also serves as manager of strategic partnerships and grant programs for the Home Depot Foundation, where he leads philanthropic strategy and investments in Atlanta and across the country. He was recently appointed by Atlanta Mayor Andre Dickens to the city's Local Workforce Development Board. An engaged Emory alumnus, he recently completed a two-year term as co-president of the Caucus of Emory Black Alumni (CEBA) and previously served as Emory College's assistant dean of admission and director of multicultural recruitment. Sponsored by the Office of Spiritual and Religious Life.

Emory Beloved Community is a weekly ecumenical Protestant worship service planned for the campus community that gathers on Sundays at 11:00 a.m. during the academic year. All are welcome. For more information, please email [Religious Life](mailto:ReligiousLife).

[REGISTER HERE](#)

Oxford Campus Celebration of the Life of Dr. Martin Luther King Jr.

Tuesday, January 17, 2023
Oxford College
7:30 P.M.

Marla Frederick, Ph.D., Keynote Speaker

Oxford's annual MLK Celebration returns to an in-person event this year. Featuring Marla Frederick as the keynote speaker, with student leader remarks and performances by Oxappella (Oxford's a cappella group), a string quartet, and the Newton County MLK Interfaith International Community Choir. This event is free and open to the public and will take place at Old Church, 1011 Wesley Street, Oxford, GA 30054.

For more information about the event, contact [Lyn Pace](mailto:Lyn.Pace), Oxford College Chaplain.

[LEARN MORE](#)

"Call My Lawyer: Fred Gray and Civil Rights Lawyering in the African American Freedom Struggle"

Wednesday, January 18, 2023
Glenn Auditorium
Department of African American Studies
4:00 P.M.

Fred D. Gray, Esq., Keynote Speaker

Attorney Fred Gray is a nationally recognized civil rights attorney, celebrated lecturer, successful author, ordained minister, and former legislator. Elected to the Alabama House of Representatives in 1970, he was one of the first African Americans to serve in the Alabama legislature since Reconstruction. His legal career spans more than six decades, and his landmark civil rights cases can be found in most constitutional law textbooks. He was thrust into the national spotlight in 1955 when he represented Rosa Parks after her arrest for refusing to give up her seat on a Montgomery city bus. The incident sparked the Montgomery Bus Boycott and Attorney Gray went on to serve as Martin Luther King's first civil rights attorney. He also served as counsel in preserving and protecting the rights of individuals involved in the infamous Tuskegee Syphilis Study. In July 2022, President Joseph Biden awarded him the Medal of Freedom. A book signing will follow the lecture.

Sponsored by the Department of African American Studies

[LEARN MORE](#)

MLK Community Service Awards 2023

Thursday, January 19, 2023

Zoom Webinar
Rollins School of Public Health, Goizueta Business School, Emory School of Medicine, and the Nell Hodgson Woodruff School of Nursing
4:00-5:30 P.M.

Rashard Johnson, Keynote Speaker

For more than 20 years, the Rollins School of Public Health and the Goizueta Business School have honored the legacy of Martin Luther King Jr. through the Martin Luther King Jr. Community Service Awards program. Since then, RSPH and GBS have been joined by other Emory schools, Emory School of Medicine and the Nell Hodgson Woodruff School of Nursing, to sponsor this celebratory event. Join us to recognize groups and individuals from the Atlanta area who have demonstrated unparalleled efforts to fight injustice.

This year's awards celebration theme is *The Sword That Heals: Championing Leaders of Peace, Love, and Justice* and is centered on MLK Jr.'s quote "Nonviolence is a powerful and just weapon, which cuts without wounding and enables [those] who wield it. It is a word that heals." Rashard Johnson, CEO of Emory Decatur Hospital, Emory Hilldale Hospital, and Emory Long-Term Acute Care, is the keynote speaker.

Sponsored by the Rollins School of Public Health, Goizueta Business School, Emory School of Medicine, and the Nell Hodgson Woodruff School of Nursing.

[REGISTER HERE](#)

Morehouse King Collection Lecture & Viewing of Documents

Morehouse King Collection Lecture (01/26) Ray Charles Performing Arts Center, Morehouse College, 5:30 P.M.

Join former South Carolina State Representative and national political commentator Bakari T. Sellers in conversation with Andrea Young, executive director of the American Civil Liberties Union of Georgia, and moderator David Wall Rice, Morehouse College professor of psychology. The discussion topic is "Now is the Time: Perspectives on the Continuing Struggle for Justice and Peace." Special music is provided by the Uzee Brown Society of Chorales and the Morehouse College Glee Club Quartet.

Morehouse King Collection Viewing of Documents (01/30) Atlanta University Center Woodruff Library, 5:30 P.M.

To honor Dr. Martin Luther King, Jr. and the 60th anniversary of the March of Washington, the Morehouse College Martin Luther King Jr. Collection, the AUC Robert W. Woodruff Library, and the Emory University Office of Diversity, Equity, and Inclusion have scheduled a viewing session of documents from Morehouse College's Martin Luther King Jr. Collection.

This open house viewing will be held in the Archives Research Center on the upper level of the AUC Woodruff Library. Documents will include handwritten sermons and speeches, research materials, photos, and correspondence that chronicle the life and work of King. This collection also allows insight into King's thoughts, personality, ministerial preparation, organizational skills, and strategic planning during the civil rights period.

Sponsored by the Morehouse College King Collection and the Emory University Office of Diversity, Equity, Inclusion. For more information, contact jordan.dean.ross@emory.edu.

[LEARN MORE](#)

National Racial Healing Day 2023

1700: A Documentary Film from the Mind of Carol Anderson
Tuesday, January 17, 2023
5:00-7:00 p.m.
Harland Cinema
Office of Undergraduate Affairs, Office of Diversity, Equity, and Inclusion, Emory College of Arts and Sciences, Department of African American Studies

In honor of National Racial Healing Day, please join us for a viewing of *1700* and a facilitated discussion with Carol Anderson, Ph.D., Charles Howard Cantler Professor and Chair of African American Studies, and Rose Scott of WASE.

[REGISTER HERE](#)

International Holocaust Remembrance Day

2023 Holocaust Remembrance and Education
January - February 2023
United Nations

Exploring how victims adjusted their ideas of "home" and "belonging" as they faced the violent, antisemitic onslaught during the Holocaust, and what "home" and "belonging" meant to survivors in the immediate post-war years will frame the outreach programme. In 1933, the Nazis and their racist collaborators rendered many millions homeless and stateless before and during the Second World War. We consider how those who sought refuge from 1933 negotiated the meaning of "home" and "belonging". We consider those who survived by hiding and the impact of this experience on their sense of "home". We will examine the ways in which survivors as displaced persons in displaced persons' camps, and the children born in these camps. We explore the post-war world - a world in which the meaning of "home" and "belonging" had been challenged radically by the perpetrators of the Holocaust.

Holocaust remembrance and education that includes opportunities to develop a deeper appreciation of the victims and survivors and their agency, can inform our response to the plight of contemporary victims. Placing the victims and survivors in the centre of historical research, learning and remembrance illuminates the humanity of victims of atrocities today, and the impact of antisemitism fuelled by disinformation and the distortion of history. Focusing on the humanity of the victims prompts us to remember our humanity, and our responsibility to combat hate speech, combat antisemitism and prejudice - to do all we can to prevent genocide.

[CALENDAR OF EVENTS](#)

Identity, Inclusion, and Sense of Belonging Series

KosherSoul: Building Community Through Faith, Identity, and Culture
Friday, January 27
Jones Room, Woodruff Library (Hybrid)
Office of Diversity, Equity, Inclusion, Office of Spiritual and Religious Life, Tam Institute for Jewish Studies
12:00 P.M.

Join us for a special culinary experience and intimate conversation with Culinary Historian [Michael Twitty](#) on faith, identity, and culture. Professor [Miriam Udel, Ph.D.](#), Jewish London Evans Director of the Tam Institute of Jewish Studies, will facilitate a conversation about building community through *inherent* connections and the book's significance.

Immediately following the conversation, there will be a book signing with Michael Twitty.

Kosher food tastings inspired by *KosherSoul* will be available for attendees.

Sponsored by the Office of Diversity, Equity, Inclusion, Office of Spiritual and Religious Life, and Tam Institute for Jewish Studies.

[REGISTER HERE](#)

ACCOUNTABILITY

Noteworthy News

Apply to Co-Chair a New Employee Resource Group

Emory University plans to launch four new [employee resource groups](#) (ERGs) in 2023 to serve:

- Latin/Hispanic employees
- Asian American/Pacific Islander employees
- Veteran employees
- Employees with disabilities

These ERGs will be open to Emory University faculty and staff who identify with the groups or are allies. Applications for serving as a group co-chair are open until Friday, Jan. 13.

To learn more, [watch a recording](#) or [review the PowerPoint](#) from the December 2022 information session. If you're interested in serving as a co-chair, [complete the application form](#) and return it to [Melissa Morgan](mailto:Melissa.Morgan) by Friday, Jan. 13.

[READ MORE](#)

Renowned Scholar in Racism, Social Justice and Public Health to Join Emory

Chandra L. Ford, a leading scholar in the fields of racism, social justice and public health, will join the Emory University faculty in January 2023 as a professor holding joint appointments in the Department of African American Studies at Emory College of Arts and Sciences and in the Department of Behavioral, Social and Health Education Sciences at the Rollins School of Public Health.

Ford joins the university from the Fielding School of Public Health at the University of California Los Angeles, where she serves as professor of community health sciences and founding director of the Center for the Study of Racism, Social Justice and Health. Much of her work is dedicated to studying the impacts of racism and inequities on public health and supporting interdisciplinary research to prevent and combat the consequences of racism.

[READ MORE](#)

Emory Awards Funds for Five Faculty Projects Focused on Arts and Social Justice

Five Emory faculty projects focused on social justice or the socially-engaged arts will join up to \$1.4 million in funding over the next three years through an Office of the Provost [grant program](#) to foster research and scholarly work that advances social justice.

The projects are diverse ventures ranging from the production of digital marketing tools for California coffee farmers to a feature-length film that tells the story of a daughter whose mother is incarcerated. The Office of the Provost is funding the grants in a program inspired by a university-wide commitment initiated in 2020 by President Gregory L. Fenves to address racial and social justice.

[READ MORE](#)

New Grants to Fund Research focused on Racial Justice and Equity

Inspired by a [university-wide](#) commitment initiated in 2020 by President Gregory L. Fenves to address racial and social justice, a new funding opportunity aims to promote racial justice and equity by supporting Emory faculty research projects that will contribute to the eradication of inequities in society.

Standard grants are \$150,000 spread over three years; a small number of special projects will be considered for up to \$300,000 total over three years. The funding, made available by the Office of the Provost, follows a [previously-announced](#) grant opportunity focused on social justice and the socially engaged arts.

[READ MORE](#)

Recent Hires Spotlight

Kumi Lane
Kumi Lane has been named the new Manager of Supplier Diversity for Emory University, starting his new position on November 29.
Kumi holds a Bachelor of Science degree in Business from Purdue University and a Master of Science degree in Information Systems from DePaul University.
Kumi holds a Bachelor of Science degree in Business from Purdue University and a Master of Science degree in Information Systems from DePaul University.

Tanya D. Jones
Tanya joined the Office of Diversity, Equity, and Inclusion as an Executive Administrative Assistant last August.
Tanya has served for the last 14 years as the administrative assistant for the academic area of the Center for Alternative Investments at Georgia Institute of Technology. She comes with nearly 25 years of administrative experience in the medical, design, and higher education fields.
Tanya received her undergraduate degree in Business and Administration from North Carolina Central University. Originally from Brooklyn, NY, Tanya has called Atlanta home for the last 18 years.
She has truly enjoyed her experience at Goizueta Business School and looks forward to further extending that experience in the greater Emory community through ODEI.

Jordan D. Ross
Jordan joined the Office of Diversity, Equity, and Inclusion as a Program Coordinator last September.
Originally from Odenton, Maryland, Jordan is an alumnus and first-generation college graduate who studied philosophy at Morehouse College. At Morehouse, he studied abroad in Port-au-Prince, Haiti, and Santiago de Cuba. Jordan is also a recent graduate of the University of Michigan, receiving a Master of Arts in Higher Education with a concentration in Diversity and Social Justice.
As a higher education professional and diversity strategist, Jordan is always dedicated in building inclusive environments both in and out of the academy. He has developed his professional experience with past positions at the University of Michigan, the United Negro College Fund, and a lover of historical research, Jordan serves as a family archivist and historian on both sides of his family; he traces both sides back almost three hundred years. Whenever he is not working or doing historical research, he's sunny, he's dancing, he's with the camera, Courtney Murray (C'18), and tries new restaurants.

PROFESSIONAL DEVELOPMENT, EDUCATION, AND AWARENESS

ODEI Learning Corner

JEDI Reflections

11:00 A.M. - 12:00 P.M.

The JEDI Reflections program is intended to serve as a forum for knowledge exchange around topics related to Justice, Equity, Diversity, and Inclusion. We hope to develop a community of subject matter experts and data practitioners to share information that will help with the development of key performance indicators, program evaluation, strategic planning, and other initiatives that leverage the expertise of both data and program directors. This arena is designed to be a platform for teaching, support, and lifelong learning for all members of the Emory community interested in utilizing data in a way that helps to tell the story of Justice, Equity, Diversity, and Inclusion on campus.

- January 2023: First-Generation and Socioeconomic Backgrounds
- February: Racial and Ethnic Experiences in Data
- March: The Evolution of Gender at Emory
- April: Emory as a Global Campus
- May: Faculty Availability Analyses and Hiring Goals
- June: Graduation and Pedagogy
- July: Completions and Graduation Rates
- August: Student Characteristics One Year Later
- September: Enrollments and Class Composition
- October: Admissions by the Numbers
- November: Retention and Graduation
- December: Religious Identity

[REGISTER HERE](#)

Sign up for the ODEI e-newsletter

1. Send an email to LISTSERV@emory.edu
2. In the text of the email, write SUBSCRIBE ODEI (your first name) (your last name); for example: SUBSCRIBE ODEI John Smith

Office of Diversity, Equity, and Inclusion
201 Downman Drive
Atlanta, GA 30322
odei@emory.edu
emory.edu/odei

Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities. Emory University does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Inquiries should be directed to the Department of Equity and Inclusion, 201 Downman Drive, Administration Bldg, Atlanta, GA 30322. Telephone: 404-727-8667 (V) 404-712-2049 (TDD)