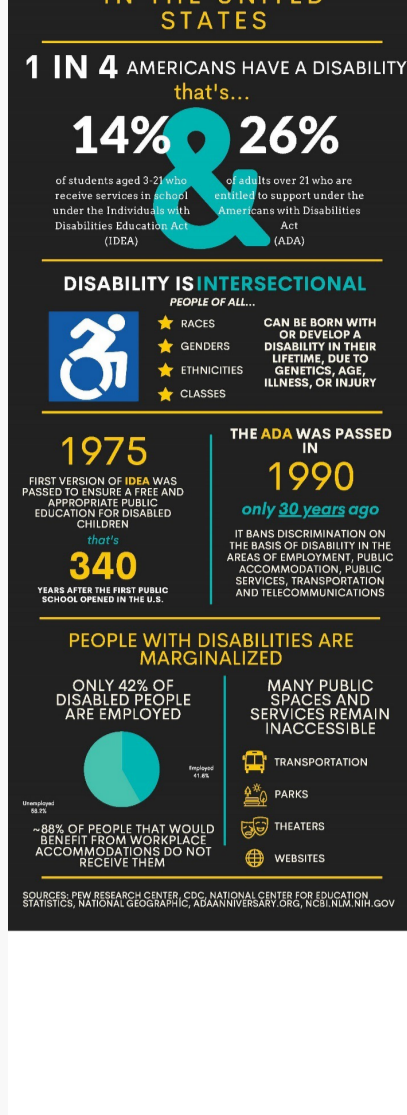


July 2022 Newsletter

Affinity Month

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, we have curated resources that highlight, educate, and encourage a sense of community.

Reflecting on the 32nd Anniversary of the Americans with Disabilities Act



Fostering a culture of diversity, equity, and inclusion benefits all of us. To truly embrace this value and promote full inclusion, it is critical that we include accessibility for people with disabilities in our diversity, equity, and inclusion priorities.

Despite people with disabilities being the largest minority group in the U.S., disability has seemingly been an afterthought amongst civil rights movements occurring in prior decades.

Inclusion of people with disabilities into everyday activities involves practices and policies designed to identify and remove barriers that hinder individuals' ability to have full participation in society.

Joelle Butler, Associate Director, Faculty & Staff, Department of Accessibility Services

WE WANT YOUR FEEDBACK! Improve Disability Inclusion at Emory through the Suggestion Box. By clicking this link, anyone can make anonymous comments or suggestions for ways that Emory can improve disability inclusion and enhance accessibility for students, employees, and visitors.



Upcoming Programs



Celebrate the ADA Anniversary with Emory's Department of Accessibility Services July 14, 2022 2:00 pm - 3:00 pm

Join DAS in celebrating the 32nd anniversary of the passage of the Americans with Disabilities Act by participating in this introductory webinar. We will explore:

- What and Why: ADA overview, history and connecting to the spirit of the ADA
• Who: Orientation on who is protected under the ADA, including an overview of disability categories and incidence of occurrence
• When and Where: Applicability of the ADA to the Emory's campus and its constituents
• How: How the Department of Accessibility Services serves Emory

We will leave time for open Q&A at the conclusion of the webinar

REGISTER HERE



ADA Anniversary Update

Great Lakes ADA Center July 19, 2022 2:00 pm - 3:30 pm

Mark the 32nd Anniversary of the ADA by joining this session as we hear from representatives of the U.S. Equal Employment Opportunity Commission (EEOC) and U.S. Department of Justice (DOJ) provide an update on their litigation, technical assistance, and enforcement efforts.

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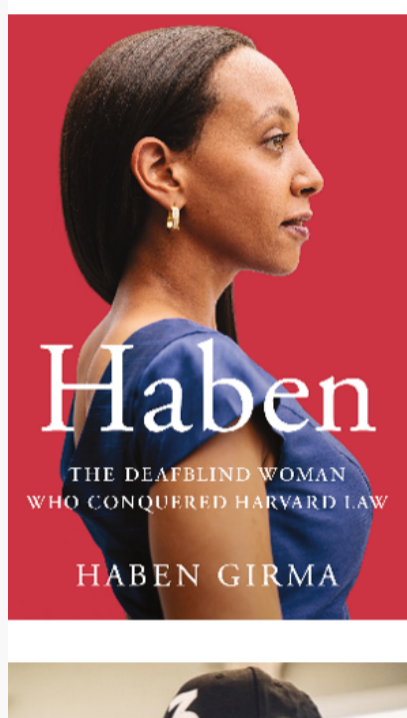


Lessons Learned about Disability Inclusion from the COVID-19 Pandemic Department of Accessibility Services July 26, 2022 12:00 pm - 1:00 pm

Join DAS for this new webinar where we will reflect on the many important lessons learned over recent years as we have navigated the response to the COVID-19 pandemic. The focus of this session will not be on describing what went wrong, but how this unprecedented time catapulted us into critical discussions about disability inclusion that have had and will continue to have a profound impact on students, faculty and staff with disabilities.

REGISTER HERE

Recorded Events Highlighting Disability Inclusion



A Conversation with Haben Girma

The first Deafblind person to graduate from Harvard Law School, Haben Girma is a human rights lawyer advancing disability justice. President Obama named her a White House Champion of Change. She received the Helen Keller Achievement Award, a spot on the Forbes 30 Under 30 list, and TIME 100 Talks. President Bill Clinton, Prime Minister Justin Trudeau, and Chancellor Angela Merkel have all honored Haben.

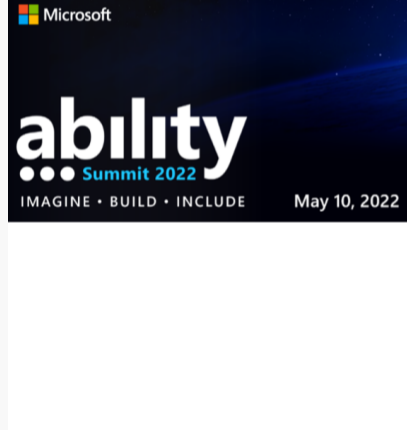
WATCH HERE



Hands-on Communication & Community Building: A conversation with American Sign Language Music Interpreter Matt Maxey

An hour-long conversation with renowned American Sign Language music interpreter Matt Maxey. Mr. Maxey is the founder of DEAFinitely Dope, an organization that seeks to foster understanding between hearing and Deaf communities.

WATCH HERE



Microsoft Ability Summit 2022

Ability Summit is an annual free community event that brings together people with disabilities, allies, and industry professionals to Imagine, Build, and Include the future of disability inclusion and accessibility.

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Office of Diversity, Equity, and Inclusion Executive Leadership Council Spotlight

The purpose of the Executive Leadership Council is to provide support and guidance toward achieving strategic goals for Diversity, Equity, and Inclusion. As a guiding principle, we want diversity and inclusion to achieve its goals of promoting diversity and institutionalizing equity and inclusion as core values by reviewing progress of initiatives through curricular audits.



Disability and community are of highest priority to Emory University and the Laney Graduate School. Disability and community are fundamental to our commitment to graduate education that provides students with deep expertise in their chosen fields, creativity to cross disciplinary boundaries, and courage to take on the most important and complex problems of our time.

We strive to create and strengthen an inclusive, respectful, and intellectually challenging environment that embraces individual difference. We are committed to proactively cultivating and sustaining an academic community that engages diverse intellectual capacity and that values open dialogue, cooperation, shared responsibility, mutual respect, and cultural competence.

2020-2021 Year End Report

DEI Highlights

- Programming
• Community
• Outreach and Recruitment

Learn More

Noteworthy News



Robust community engagement will inform design of twin memorials

"I had no idea." "I knew some of this history." "What do we do next?" These are some of the responses of more than 225 community members during 18 listening sessions.

President Gregory L. Fennesch the working group — co-chaired by Oxford College Dean Douglas A. Hicks and Gregory C. Ellison II 99C, associate professor of pastoral care and counseling at Candler School of Theology — with designing and constructing twin memorials to honor the enslaved individuals and their descendants who lived and worked on Emory's original campus.

Participants included descendants, students, faculty, administrators, staff, alumni and community partners who met on the Atlanta and Oxford campuses as well as at Atlanta and Covington churches.

Emory News

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In Oklahoma, Emory builds relationships with the Muscogee Nation

With a commitment to deepening a new and developing relationship, 15 Emory community members traveled to Okmulgee, Oklahoma, on a journey of learning at the invitation of the Muscogee Nation.

While spending time with Muscogee elected leaders, educators and students, ceremonial leaders and community members, the group expressed Emory's efforts to begin to understand, as President Gregory L. Fennesch said, "a more complete story about where we have been and who we are so we can build a more equitable, diverse, inclusive and vibrant university."

The Emory students, faculty and staff who traveled to Oklahoma during part of spring break are members of the Indigenous Language Path Working Group.

Emory News

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Students soon to be able to select their own pronouns in OPUS

For more than 10 years, Emory students have had the option to designate their preferred name through the OPUS's official student information system.

"This change was really driven by Emory students and their desire to help us be a better community," says Christa Acampora, deputy provost for academic affairs.

Emory News

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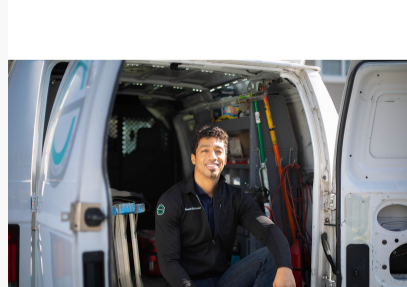


Fun at Emory's LGBTQ+ Pride Celebration

The Emory Pride Employee Network (EPEN) concluded Pride Month by hosting an LGBTQ+ Pride Celebration at Asbury Circle on June 30.

Emory News

WATCH HERE



Supplier diversity program advances Emory's mission

Randy Brown holds fast to research that Forbes published in 2017 indicating that inclusive teams make better business decisions up to 87% of the time.

Through a variety of strategies, he has acted on this principle of inclusivity's value to business, helping departments assess their annual spending and pivot to create opportunities for worthy companies.

Emory News

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ODEI Learning Corner



DISABILITY INCLUSION WEBINARS AND FEATURED ARTICLES

- The Partnership on Employment & Accessible Technology (PEAT) Future of Work Podcasts
• Creating a Truly Inclusive Workplace: A Conversation Between Colleagues with Disabilities
• Neurodiversity and Intersectionality: A Disclosure Challenge
• As COVID-Era Restrictions End, Disabled Americans Want to Avoid a 'Return to Normal'
• Creating an Inclusive Workplace: Lessons From the Pandemic (Global Initiative for Inclusive ICTs, February 8, 2022)
• Neurodiversity in the Workplace Articles & Resources (EARN, 2020-2022)
• Disability and Campus Mental Health: Understanding the Experiences of College Students During the COVID-19 Pandemic (Mental Health America, October 2020)
• Resource Guide for Students with Psychiatric Disabilities (Best Colleges, May 13, 2021)
• What Are Psychiatric Service Dogs? (WebMD, October 25, 2021)
• CIDI Webinar: Creating a Culture of Disability Inclusion and Equity/Disability Rights Fund | Inclusion 101: The How-To of Inclusive and Accessible Communications

Resources at Emory

- Department of Accessibility Services
• Faculty Staff Assistance Program
• Center for Faculty Development and Excellence
• Accessibility in Emory Libraries
• Academic Technology Services
• General Accessibility Resources & Training
• Accession Higher Ground
• Designing an Accessible Online Course
• Disabilities Opportunities, Internetworking, and Technology
• Job Accommodation Network
• The Partnership on Employment & Accessible Technology (PEAT)
• SHRM: Developing Accessible Workspaces

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Emory University is an equal opportunity/affirmative action employer fully committed to achieving a diverse workforce and complying with all applicable Federal and Georgia State laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities.