

# DIVERSITY, EQUITY, AND INCLUSION



## November 2022 Newsletter

Cultivating a campus community championed by the pillars of diversity, equity, and inclusion

### CLIMATE AND CULTURE

#### November Affinity Highlights

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, November 2022, we recognize National Native American Heritage Month, First Generation Week, Veterans Day, and Transgender Day of Remembrance. In collaboration with campus partners, we have curated resources that highlight, educate, and encourage a sense of community.

#### National Native American Heritage Month



##### Native and American Indigenous Studies Emory College of Arts & Sciences

The Native American and Indigenous Studies Initiative at Emory (NAIS) is a group of students, alumni, staff, and faculty from across our campuses who seek to make indigeneity part of the way Emory does things, in every respect.

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##### Smithsonian's National Museum of the American Indian

The Smithsonian's National Museum of the American Indian celebrates Native American Heritage Month (Nov. 1 – 31) with numerous events honoring American Indian, Alaska Native and Native Hawaiian veterans. Visitors can celebrate the diversity and contributions of these Native cultures with a variety of free public events in Washington, D.C., New York City, and online. Programs include festivals, performances, talks and family activities.

[SCHEDULE OF EVENTS](#)

#### First Generation Week



##### Emory First-Gen Week Office for Undergraduate Affairs

Emory celebrates the stories and accomplishments of first-generation college students and alumni.

[FULL SCHEDULE OF EVENTS](#)

#### Veterans Day

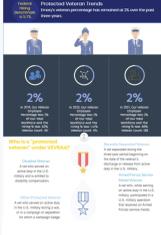


##### 14th Annual Veterans Day Ceremony Emory Veterans Association November 11, 2022 The Quad 11:00 AM

Introductory Remarks: Provost and Executive Vice President for Academic Affairs Ravi V. Bellamkonda

Guest Speaker: Matt Wain, Chief Executive Officer, Emory University Hospital Retired United States Army Helicopter Pilot

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#### AFFIRMATIVE ACTION PLAN: PROTECTED VETERANS DEPARTMENT OF EQUITY & INCLUSION

Emory University is committed to the concept and practice of equal opportunity and affirmative action. Did you know that each year in addition to affirmative action plans for people of color, women and individuals with disabilities, Emory is required by the federal government to prepare an affirmative action plan for protected veterans? Contractors are required by the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) to develop a written affirmative action program (AAP) that reinforces protections from discrimination in employment, and affirmative action in recruitment, hiring, promotion, and retention.

We are also obligated to establish a hiring benchmark as part of the AAP. The current national veteran hiring benchmark is 5.5 percent. Emory's current Veterans AAP reflects a hiring percentage of 66 percent. And according to Emory's 2022 VETS Report, there are 198 protected veterans throughout all job categories. The data reflects those that choose to self-disclose, but also outreach and recruitment can potentially have an impact hiring percentage outcomes.

A few VEVRAA best practices and resources from the U.S. Department of Labor's Office of Federal Contract and Compliance Programs (OFCCP) include:

- Creating veteran "affinity" or employee resource groups (ERGs) that encourage veterans to join and participate.
- Enlist the assistance of individuals and organizations with a mission to help veterans gain employment.
- Enlist the support of professionals in local U.S. Department of Veterans Affairs Medical Center social services offices.
- Develop professional relationships with your local employment service office (aka American Job Centers), veteran representatives at colleges and technical schools, and personnel on military bases involved in the transition of military personnel to the private sector.
- Review employment policies and practices to ensure that protected veterans are not discriminated against.
- Proactively evaluate personnel data of protected veterans, and protected veterans with disabilities-including, hiring, promotions, and compensation data -to determine if any unlawful disparities exist.
- Recruit at veteran job fairs.

The extended list of resources can be found [here](#).

We encourage and ask that employees voluntarily disclose their veteran status by contacting Human Resources, especially during Veterans and Military Families month. The PeopleSoft Self-Service Portal is available for all employees to self-identify at any time. This data helps us to better track our veteran workforce from a diversity, equity, and inclusion perspective, but also helps us to compare our hiring activity against the national hiring benchmark.

Important Terms:

- **Hiring Benchmark:** The percentage of total hires who are protected veterans that the contractor seeks to hire in the following AAP year.
- **Civilian Labor Force:** The sum of people who are employed and those who are unemployed but looking for work in a specified area, e.g., nationwide or in a particular state.
- **Employment Service Delivery System (ESDS):** An employment service office in a state or locality that provides labor exchange services, including employment, training, and placement services, as part of the national One-Stop/American Job Center service delivery network established by the states.

Chaneta N. Forts  
Assistant Director, EO/AA Data Analyst  
Department of Equity and Inclusion

Sources:  
VETS Report: Emory University Human Resources: Recruitment Department  
S. Department of Labor's Office of Federal Contract and Compliance Programs (OFCCP)

#### Transgender Day of Remembrance



##### Trans Awareness Week: Altar-Making for TGNC Loved Ones Office of LGBT Life November 14, 2022 11:00 am - 1:00 pm AMUC132

Stop by and help us in making an altar at the Office of LGBT Life to honor and remember those who have been lost to transphobic violence.

The Human Rights Campaign, in continuing the pioneering work of [trans journalist Monica Roberts](#), keeps track of [fatal violence against transgender individuals](#). Sadly, 2022 has already seen at least 32 transgender people fatally shot or killed by violent means, a number that is more than likely a significant undercount.

Join us from 11am to 1pm on Monday November 14 in AMUC 132 (the Office of LGBT Life) to honor these individuals and contribute to the love and care for our trans and GNC family.

THIS EVENT IS OPEN TO ALL

[REGISTER HERE](#)

### ACCOUNTABILITY

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

The purpose of the Executive Leadership Council is to align unit, school, and college diversity, equity, and inclusion efforts with the institution's core mission to "create, preserve, teach, and apply knowledge in the service of humanity."



At Emory College of Arts and Sciences, we are dedicated to the discovery of knowledge, the creation of new works, and paradigm-shifting research with broad impact. We push our students to learn how to think critically, weigh conflicting evidence, and ask questions that challenge existing orthodoxy. We expect them to communicate with clarity and collaborate within diverse communities. They in turn take these skills into every field as the thought leaders and innovators our complex and fractured society needs.

##### 2020-2021 Year End Report

##### DEI Highlights

##### DEI Centered Recruitment

All faculty searches in Emory College are framed with an explicit faculty diversity goal that aims to expand candidate pools and deepen consciousness about DEI as critical to faculty excellence. In addition to workshops about implicit bias, we hold annual sessions for search committees on inclusive recruitment practices.

##### Race and Ethnicity General Education Requirement

The Emory College faculty, through its Senate, approved the addition of a required undergraduate course focused on race and ethnicity in the College curriculum. Beginning in Fall 2021, all new incoming first-year Emory College students will be required to complete one course before they graduate that fulfills the Race & Ethnicity General Education Requirement (GER).

##### Emory Arts and Social Justice Fellows

The new [Emory Arts and Social Justice Fellows program](#) allows Emory faculty and students to collaborate with Atlanta artists to explore racial injustice and other inequities. Launched in fall 2020, the ASJ Fellows program is a partnership between Emory College of Arts and Sciences, Emory Arts, and the Emory University Center for Ethics. It is open to all Emory University faculty.

#### Noteworthy News



##### 2022 Veterans Day ceremony to focus on community support

For more than a decade, Emory has hosted an annual Veterans Day ceremony to honor those who served in the Armed Forces. All faculty, staff, students and alumni are invited to attend the commemoration on Friday, Nov. 11, at 11 a.m. on the Quad.

Andrew West has worked at Emory since he graduated from Emory with a degree in history in 1993. West, who also served in the U.S. Marine Corps Reserves for 20 years, helped start the university's Veterans Day commemoration in 2009. He recalls being frustrated at the lack of acknowledgment of Veterans Day on campus and enlisted the assistance of former vice president Gary Hauk in getting the first ceremony going. That first year it rained, but the positive impact on the community was apparent.

Emory News

[READ MORE](#)



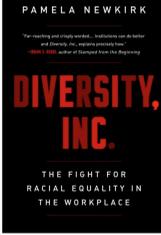
##### Emory establishes first African American studies PhD program in the Southeast

African American studies faculty at Emory University are energized as they begin the rollout of a new PhD program that will be the first in the Southeast and the first at a private university in the South.

"The PhD program in African American studies is something that we have worked so hard for and is so necessary, given the situation where we are right now in terms of understanding the inequities in America, how we got here and how we get out," says historian Carol Anderson, Charles Howard Candler Professor of African American Studies.

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##### The Road to Racial Equality in the Workplace: A Panel Discussion

##### The Road to Racial Equality in the Workplace: A Panel Discussion

Monday, November 14 | 4-5:30 PM | Goizueta Business School | FREE

Goizueta's Diversity, Equity, and Inclusion Council is excited to invite Emory Community (faculty, staff, students, alumni, and community partners) to a panel discussion featuring Pamela Newkirk, the author of the Business School fall's common read book, [Diversity, Inc.: The Fight for Racial Equality in the Workplace](#) on November 14th in W100. A reception will follow. Dr. Newkirk will be joined by the following panelists:

Frank Dobbin, Henry Ford II Professor of the Social Sciences, Harvard University  
Andrew Davis, Executive Vice President & Global Chief People Experience Officer, Sony Music Entertainment (Emory MBA '08)  
June Grading and Pedagogy  
Qaadirah Abdur-Rahim, Chief Equity Officer, City of Atlanta (Emory EMBA '11)

Jill Perry-Smith, Professor of Organization & Management and Senior Associate Dean of Strategic Initiatives, will moderate a panel discussion exploring the key themes of Dr. Newkirk's book such as best types of initiatives. The event will benefit anyone who is interested and we encourage everyone, regardless of whether you participated in this fall's common read to attend!

[REGISTER HERE](#)



##### Connections Exhibit Celebration

Emory Libraries  
Thursday, November 17 | 6:00 pm - 8:00 pm  
Woodruff Library - Jones Room

Please join us for a celebration of Emory Libraries' new exhibit, "Connections: The Power of Objects." This exhibit showcases special collections held or displayed by Emory University and close collaborators — 16 libraries, museums, and other organizations that collect, preserve, or foster the use of objects to increase knowledge, spark curiosity, encourage discovery, and promote creativity.

Guest speakers will include Valeda F. Dent, vice provost of libraries and museum; Henry S. Kim, associate vice provost and director of the Carlos Museum; Kathy Dixon, exhibitions manager; and Kim Collins, associate university librarian of Research, Engagement, and Scholarly Communications.

[REGISTER HERE](#)



EMORY LAW

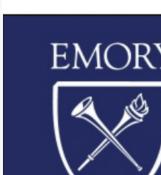
##### Save the Date | LGBTQ+ Rights and Law

Emory Law School  
November 21, 2022 | Noon

Join Emory Law School on November 21, 2022 for a conversation on LGBTQ+ Rights and Law featuring Shannon Minter, Esq. Please stay tuned for additional information.

### PROFESSIONAL DEVELOPMENT, EDUCATION, AND AWARENESS

#### ODEI Learning Corner



##### 2023 - JEDI Reflections: Using Data to Support Programs, Climate, and Culture

Office of Institutional Research and Decision Support

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 leverages 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: Grading 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

##### Allyship Panel Discussion Emory ERGS

Allyship Panel Discussion (Recording) (Include Resource Guide)

This panel discussion will explore the topic of allyship and answer questions such as "What does it look like to be an ally at work?", "How can one go from being a bystander to an upstander?"

[WATCH HERE](#)



#### Sign up for the ODEI e-newsletter

1. Send an email to [LISTSERV@LISTSERV.EMORY.EDU](mailto:LISTSERV@LISTSERV.EMORY.EDU)
2. In the text of the email, write [SUBSCRIBE ODEI@LISTSERV.EMORY.EDU](mailto:SUBSCRIBE ODEI@LISTSERV.EMORY.EDU) [your first name] [your last name], for example: SUBSCRIBE ODEI John Smith

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