January 2023 Newsletter

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



Building On Our Momentum

and Transformation Campus Initiative.

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 our many campus, civic, and community partners who 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.

justice, advocacy, and academic excellence through its ongoing engagement with our

Building on this momentum, our office will continue to support Emory's institutional mission of 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 honored 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,

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

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

• Connect our understanding around topics and issues to action as we leverage

barriers to experiencing a more inclusive Emory;

- educational values.
- reflect on how we 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 Race 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

Renovation; Emory's New Interfaith Center; Human Resources' Employee Resource Group Expansion; Learning and Organizational Development's diversityEDU 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,

January Affinity Highlights

CLIMATE AND CULTURE

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, January 2023, we recognize Martin 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

community-service projects, and exhibits. More information about King Week 2023 will be added as it becomes available, but below are



odei@emory.edu.

King Sunday Worship Service

Tuesday, January 17, 2023

Oxford College

7:30 P.M

LEARN MORE

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,

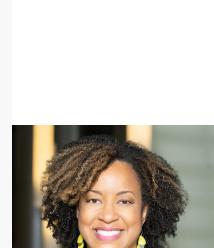
Sunday, January 15, 2023 **Cannon Chapel** Office of Spiritual and Religious Life 11:00 A.M. Service 12:00 P.M. Lunch

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 twoyear 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.

Emory Beloved Community is a weekly ecumenical Protestant worship service planned for the campus community that gathers Sundays at 11:00 a.m. during the academic year. All are

REGISTER HERE



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 Interdenominational community choir. This event is free and open to the public and will take

For more information about the event, contact: <u>Lyn Pace</u>, Oxford College Chaplain.

LEARN MORE

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

place at Old Church, 1011 Wesley Street, Oxford, GA 30054.

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

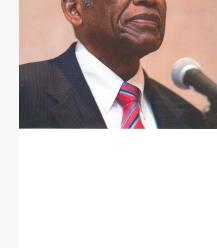
Sponsored by the Office of Spiritual and Religious Life.

welcome. For more information, please email Religious Life.

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

Sponsored by the Department of African American Studies

Fred D. Gray, Esq., Keynote Speaker



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.

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

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

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

This year's awards celebration theme is The Sword That Heals: Championing Leaders of

have honored the legacy of Martin Luther King Jr. through the Martin Luther King Jr.

area who have demonstrated unparalleled efforts to fight injustice.

Medicine, and the Nell Hodgson Woodruff School of Nursing.

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Peace, Love, and Justice and is centered on MLK Jr.'s quote "Nonviolence is a powerful and just weapon, which cuts without wounding and ennobles [those] who wield it. It is a word that heals." Rashard Johnson, CEO of Emory Decatur Hospital, Emory Hillandale Hospital, and Emory Long-Term Acute Care, is the keynote speaker.

and the Morehouse College Glee Club Quartet.

Library, 5:30 P.M.

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

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 Choraliers

Morehouse King Collection Viewing of Documents (01/30) Atlanta University Center Woodruff

Union of Georgia, and moderator David Wall Rice, Morehouse College professor of

Sponsored by the Rollins School of Public Health, Goizueta Business School, Emory School of

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,

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

LEARN MORE

organizational skills, and strategic planning during the civil rights period.

I Too: A Documentary Film from the Mind of Carol Anderson

Tuesday, January 17, 2023

5:00-7:00 p.m., Harland Cinema

governments.

genocide.

Identity, Inclusion, and Sense of Belonging Series

KOSHERSOUL

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 I Too and a facilitated discussion with Carol Anderson, Ph.D., Charles Howard Candler Professor and Chair of African American Studies, and Rose Scott of WABE.

REGISTER HERE

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 Nazi Party took control of the government of Germany and put its ideology into practice,

identifying who could claim Germany as home and who belonged. The process of definition and exclusion went beyond legislation and propaganda campaigns of disinformation and hate

and homes. The definition of who belonged and who did not, soon extended to all who fell within the expanding borders of the Nazi Reich and was reproduced by collaborator

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

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

CALENDAR OF EVENTS

combat hate speech, combat antisemitism and prejudice - to do all we can to prevent

Koshersoul: Building Community Through Faith, Identity, and Culture

speech, to state-sanctioned acts of terror that destroyed people's places of worship, livelihood

2023 Holocaust Remembrance and Education January - February 2023 **United Nations**

International Holocaust Remembrance Day



A Conversation with Culinary Historian, Michael Twitty

IDENTITY, INCLUSION, AND SENSE OF BELONGING SERIES

uary 27, 2023 | 12:00 pm nes Room, Woodruff Library (Hybrid)

in which survivors as displaced persons in displaced persons' camps, and the children born in these camps, navigated 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

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 Miram Udel, Ph.D., Judith London Evans Director of the Tam Institute of Jewish Studies, will facilitate a conversation about building community through inherent connections and intersectionalities.

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

Sponsored by the Office of Diversity, Equity, Inclusion, Office of Spiritual and Religious Life,

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

Apply to Co-Chair a New Employee Resource Group

• Asian American/Pacific Islander employees

form and return it to Melissa Morgan by Friday, Jan. 13.

and Tam Institute for Jewish Studies.

Latinx/Hispanic employees

• Employees with disabilities

Veteran employees

Public Health.

ACCOUNTABILITY Noteworthy News

Emory University plans to launch four new employee resource groups (ERGs) in 2023 to

These ERGs will be open to Emory University faculty and staff who identify with the groups or

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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

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

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

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.

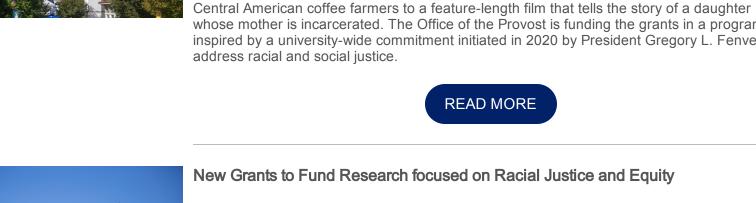
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The projects are diverse ventures ranging from the production of digital marketing tools for

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

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

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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

justice and the socially engaged arts.

Kumi Lane

inclusion.

Tanya D. Jones

Jordan D. Ross

September.

Assistant last August.

Recent Hires Spotlight

Science degree in Information Systems from DePaul University.

Kumi Lane has been named the new Manger of Supplier Diversity for Emory University, starting his new position on November 29. Kumi comes to Emory with extensive supply chain experience having worked with several Fortune 500 companies. Most recently, Kumi served as a principal consultant for several organizations, including Northeast Georgia Health System supporting a software

implementation. Prior to his consulting work, Kumi led the Supplier Diversity program at Cleveland Clinic, leading to improved diverse spend, sourcing best practices, and diversity

Tanya joined the Office of Diversity, Equity, and Inclusion as an Executive Administrative

She has truly enjoyed her experience at Goizueta Business School and looks forward to

Jordan joined the Office of Diversity, Equity, and Inclusion as a Program Coordinator last

graduate who studied philosophy at Morehouse College. At Morehouse, he studied abroad in

Undoubtedly, 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 usually spends time with his fiancé, Courtney

Originally from Odenton, Maryland, Jordan is an alumnus and first-generation college

Port-au-Prince, Haiti, and Santiago de Cuba. Jordan is also a recent graduate of the

further extending that experience in the greater Emory community through ODEI.

Tanya has served for the last 14 years as the administrative assistant for the academic area

Kumi holds a Bachelor of Science degree in Business from Purdue University and a Master of

of Finance and the Emory Center for Alternative Investments at Goizueta Business School. 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.

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 dexterous 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 Morehouse College.

Murray (C'18), and tries new restaurants.

PROFESSIONAL DEVELOPMENT, EDUCATION AND AWARENESS **ODEI Learning Corner**

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

The JEDI Reflections program is intended to serve as a forum for knowledge exchange

 October: Admissions by the Numbers • November: Retention and Graduation December: Religious Identity **REGISTER HERE**

Office of Diversity, Equity, and Inclusion 201 Dowman Drive Atlanta, GA 30322 odei@emory.edu odei.emory.edu 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 Dowman Drive, Administration Bldg, Atlanta, GA 30322. Telephone: 404-727-9867 (V)

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

Provost Office's Social Justice and the Socially Engaged Arts Research Initiative; the Cox Hall 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

several highlights. For more information, please contact religiouslife@emory.edu or

National Racial Healing Day 2023 the Mind of Carol Anderson n honor of National Racial Healing Day, please join us for a viewing of 'I Too' and a facilitated discussion with Dr. Carol Anderson, Charles Howard Candler Professor and Chair of African American Studies, and Rose Scott of WABE.

March 1930. Here she is pictured with her family at the family home. Eva was nine years old when the Second World War began. She did not survive the Holocaust. She was murdered by the Nazis in the Auschwitz Birkenau German Nazi concentration and death camp. Photo Credit: Yad Vashem Archives, Hall of Names

Eva Wachsmann (being held second

in the former Czechoslovakia on 22

from the left) was born in Kosice Mesto,

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 receive 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.

JEDI Reflections 11:00 am - 12:00 pm February 21, 2023 March 21, 2023

April 18, 2023 May 16, 2023 June 20, 2023 July 18, 2023 August 15, 2023 November 21, 2023 December 19, 2023 REGISTER HERE

404-712-2049 (TDD)

 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

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

Sign up for the ODEI e-newsletter 1. Send an email to LISTSERV@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