

Commission on Racial & Social Justice Meeting
Wednesday, April 12, 2017
DUC, Winship Ballroom
2:00 – 4:00 pm

ATTENDEES:

Co-Chairs – Judith Pannell and Dona Yarbrough

Executive Committee – Claire Sterk, Ajay Nair, Vince Dollard, Susan Cruse, Stephen Sencer, Peter Barnes, Courtni Andrews, Deena Keeler

Steering Committee – Joanne Brzinski, River Bunkley, Lynell Cadray, Wanda Collins, Tomika DePriest, Irfa Hirani, Del King, Suzanne Onorato, Lolade Oshin, Christine Ristaino, James Roland, Julia Thompson, Anjulet Tucker, Kim Wallen

Social Justice Process Owners – Lynn Zimmerman, DeLa Sweeney

Scribe – Kathy Moss

Student Representation on CRSJ, 2017-2018

Implicit Bias Training for Faculty

River Bunkley presented the proposal created by this year's CRSJ Interns (see powerpoint) that focused on Inclusion, Innovation, and Sustainable Action. He reviewed the Dean's Internship Program's three components: Connect, Create, and Communicate. The interns recommend implementing the Implicit Bias Training program for faculty. *In Action: Training Implementation* would include implicit bias workshops for new hires, scheduled time during regular staff meetings, and other resources for new and existing faculty members.

Commission's Discussion:

- Connection to individual deans will help garner feedback and accountability
- Faculty/staff bias training mechanism is in place; however, no consistency in mandatory attendance (i.e. search committees have mandatory training)

Supporting Undocumented Students and Students from Mixed Status Families

Suzanne Onorato reported on the working group: Supporting DACA, undocumented students, and students from mixed status families at Emory (see handout). She reviewed the purposes of this working group and discussed their priorities/next steps. She indicated that there are two graduate students included in the working group.

Introduction of New CRSJ members

Kim Wallen, President-Elect of Emory College Faculty Senate (Steering Committee)

Deena Keeler, President-Elect of Employee Council (Executive Committee)

Irfa Hirani, Oxford College representative (Steering Committee)

Courtnei Andrews, graduate student representative (Executive Committee)

Discussion/Questions after each demand presentation:

See Slide Presentations for each demand recommendations, next steps, and timeline

Demand 5: Academic Support (Presenter: Joanne Brzinski)

No questions or comments

Demand 6: Student Involvement in Decision-Making, Education of Non-Black Students in Systemic Oppression, Assessment of Current Diversity Initiatives (Presenter: DeLa Sweeney)

DeLa explained his role as Director of Social Justice Education and its connection to the Belonging and Community Justice component of CASA² (Center for the Advancement of Student Advocacy & Agency). His area will create training modules, matrix/roadmap for students, staff, faculty to advance social justice goals and explore new areas for collaboration and communication capitalizing on the opportunities that now exist (with assistance from CRSJ interns).

Demand 10: Faculty Recruitment and Retention (Presenter: Lynn Zimmerman)

Lynn reported that this working group held a retreat in January and have been meeting monthly. Final recommendations will be ready within a week. The working group agrees that the area of recruitment and retention is not a separate unit but core and critical to the center of faculty structure.

Discussion:

- Share successes (possible awards & recognition) for exemplary initiatives (i.e. cluster hires)
- Building the Pipeline – importance in leveraging existing pipelines and identifying/nurturing new ones (Wheldon, Hillel, graduate, postdoc, and Laney programs)
- Student experience has significant impact on recruitment recommendations. Emory's reputation among minority communities is a concern – address cyclical impact
- Faculty's quality of experience at Emory has significant influence on recruitment.
- Gap between masters and phd programs
- Faculty connections with each other across units extremely important (Center for Faculty Excellence)
- Using faculty committees and trainings as mentoring opportunities especially for new hires

Closing

Dona Yarbrough announced that all presentations/handouts and minutes from this meeting will be posted on the dialogue.emory.edu website. A link will be sent to Commission members once the materials have been uploaded.

The July 19th meeting will include updates on Demands 7, 8, 9, 12, and report on the initiatives: Community Building and Supporting Undocumented Students/Students from Mixed Status Families.