

**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)

Courtni 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 CASA<sup>2</sup> (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](http://dialogue.emory.edu) website. A link will be sent to Commission members once the materials have been uploaded.

The July 19<sup>th</sup> 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.