



A newsletter about OEI programs, policies and people | April 2017

MESSAGE FROM OEI'S VICE PROVOST



Happy spring! This is an awesome time of year to work at Emory University. I always look forward to the spring plantings and the organic spring beauty of our campus. The beauty inspires me to continue to work diligently for such a deserving place!

A member of our community asked me about *INCLUSION* recently. He asked, “When you refer to *INCLUSION*, are you speaking about me?” Initially startled, I answered, “Yes, when I speak about *INCLUSION*, I am referring to every single person in this community.” As educators and leaders, we must expand our thinking about *INCLUSION*. It is our moral and professional responsibility to embrace all people, regardless of their differences. We must be open to ideas that we may not necessarily agree with, and we must be able to listen and engage with divergent perspectives. *INCLUSION* is an essential 21st-century ingredient for enhancing the Emory community. We should embrace and engage it in our teaching and learning, in our development, in our research, our scholarship and our institutional excellence. We must work to become the envy of the academy.

We recently received the results of our first university-wide *Diversity Engagement Survey*. This survey allowed us to engage the community in issues related to our common purpose, respect, cultural competence and trust. While participants have identified many areas of strength at Emory, we still have much work to do. Within the next months, we will review the results of the survey with our university leaders. In the fall, we will share the results with our community. During that time, we will invite your feedback and questions and encourage you to engage in conversations. Your input is extremely valuable!

Enjoy spring at Emory!

TRUMP TALK: DIALOGUE SERIES *FIRST 100 DAYS

TRUMP TALK DIALOGUE SERIES *FIRST 100 DAYS opened conversations with Emory’s top scholars on important issues and topics related to religion, health care, immigration, LGBTQ issues, travel bans, race and economics. Approximately 75 community members representing faculty, staff and students joined in these important conversations. Participants left the discussions more educated and empowered on issues that directly impact us individually, as a community and as a nation. The goal of the dialogues was to share knowledge, develop individual strategies and have open, honest conversations grounded in mutual respect.

This is just the beginning of these important topics at Emory. We hope to schedule similar events in the coming semesters.

“It is our moral and professional responsibility to embrace all people, regardless of their differences.”

~ Lynell Cadray

Trump Talk

a dialogue series

OEI PARTNERS WITH SACNAS



The Office of Equity and Inclusion has partnered with The Society for the Advancement of Chicano/Hispanic and Native Americans in Science (SACNAS). SACNAS is an inclusive organization that fosters the success of underrepresented minority scientists, from college students to professionals, in attaining degrees, careers, and leadership positions in STEM. Emory's Chapter of SACNAS is the first SACNAS organization in the state of Georgia, placing Emory University at the forefront of outreach efforts with underrepresented minorities interested in STEM education.

SACNAS will host a variety of activities, including monthly meetings, workshops, speaker events within Emory, and outreach programs across the Atlanta area. The Chapter is also committed to the academic success of the Emory student body and will meet regularly with the Centro Latino at Emory and provide academic mentorship to all students. OEI is excited to partner with SACNAS at Emory. If you are interested in more information, please contact the SACNAS Emory Chapter President, [Edgar Sherman](#).

FACULTY AND STAFF ACCESSIBILITY ACCOMMODATIONS

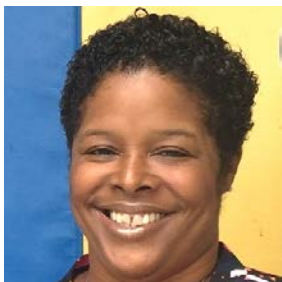


The Office of Accessibility Services (OAS) provides training to managers, faculty and staff on how to handle an *Accommodation Request* and navigate the [interactive accommodation process](#). The workplace accommodation process is an available benefit to all Emory employees. As an Emory employee, if you need a *workplace accommodation* due to a disability, there are [3 Steps to Take](#). The [3 Steps to Take](#) include information on how to request an accommodation, how eligibility is determined, and how the accommodation is implemented.

Learn more about [Faculty and Staff Accessibility Services on our website](#) or contact [Toni Sellers-Pitts](#), Associate Director for Faculty and Staff with Disabilities via email toni.m.sellers-pitts@emory.edu or phone 404-727-4496. Employees who have concerns regarding the determination of appropriate accommodations may contact the Emory ADA Compliance Officer [Allison Butler](#). All calls and requests are confidential.

Disability-related information is confidential and does not become a part of an employment or academic file. All information is secure.

STAFF PROFILE



Toni Sellers-Pitts, JD is the Associate Director of Accessibility Services for Faculty and Staff. Toni's career spans over 18 years of legal experience practicing in the areas of Labor and Employment Law in both the private and public sector. She serves as Adjunct Faculty at several metro Atlanta colleges and universities teaching courses in mediation, dispute resolution, employment and business law. In her role as Associate Director of Accessibility Services for Faculty and Staff, Toni provides reasonable workplace accommodations for employees at Emory University and throughout Emory Healthcare. She works collaboratively with the Centralized Leave Office of Emory Healthcare and Emory's Short and Long Term Disability provider, Unum, in transitioning employees back to work after an extended medical leave. She provides training to management teams and staff members on disability rights and responsibilities under the Americans with Disabilities Amendment Act of 2008.

BOOK CORNER | WHAT WE'RE READING



We Gon' Be Alright: Notes on Race and Resegregation (Picador, 2016) | Jeff Chang, author of *Who We Be: A Cultural History of Race in Post Civil Rights America*, and *Can't Stop Won't Stop*.

TAKE NOTE

- **Faculty and Staff Online Training**
OEI provides an array of training and program opportunities that include a recently expanded list of online course offerings below:



- ✚ Bullying in the Workplace
- ✚ Diversity: Skills for Collaboration
- ✚ Intersections: Anti-Harassment (Supervisors)
- ✚ Intersections: Preventing Discrimination and Harassment (Non-supervisors)

Sign up for FREE today!

Visit us online for [more information and how-to instructions](#)

- **For more information about OEI People and Offices, click to follow links:**
 - [Office of Accessibility Services](#)
 - [Office of Equity and Inclusion](#)
 - [Office of Title IX](#)

Office of Equity and Inclusion

Emory University
Administration Building, Suite 305
201 Dowman Drive
Atlanta, Georgia 30322

Editor-In-Chief: Chaneta Forts, Assistant Director, AA/EO Data Analyst
General email: oei@emory.edu
General phone: 404-727-9867
Website: <http://www.equityandinclusion.emory.edu>

Please feel free to reach out to us with any questions, ideas or suggestions at oei@emory.edu.

You receive this newsletter because you are subscribed to Emory's OEInewsletter-L listserv. You may unsubscribe at listserv.cc.emory.edu.