

Mission and Vision

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.

Our mission is clear: Through our dedication to the creation and dissemination of knowledge, Emory College of Arts and Sciences leads Emory University in setting the standard for what a liberal arts research university can achieve.

To fulfill our mission and achieve our goals for academic excellence, Emory College upholds a campus culture in which students, faculty, and staff from a wide variety of backgrounds and identities are valued, respected, and actively engaged. We fully integrate and practice the values and principles of diversity, equity, and inclusion, as outlined in the [University's Institutional Statement on Diversity](#), which states that our community is “open to all who have a commitment to the highest ideals of intellectual engagement, critical inquiry, and integrity. We welcome a diversity of gender identities, sexual orientations, abilities, disabilities, ethnic, cultural, socioeconomic, religious, national, and international backgrounds, believing that the academic and social energy that results from such diversity is essential to advancing knowledge, addressing society’s most pressing issues, and attending to the full spectrum of human needs in service to the common good.”

These values and principles guide every aspect of our work in Emory College, from our recruitment, support, and mentoring of faculty, students, and staff, to the development and expansion of our curricula, advancement of our research mission, and collaborative engagements across the University, the city of Atlanta, and the world.

In recent years, we have demonstrated that academic excellence can – and must – be achieved by deliberately diversifying our faculty and student body, which we continue to advance by adapting new approaches to recruitment, outreach, and inclusion. Our community is enhanced by increasingly diverse cohorts of scholars and students working at the highest levels of academic excellence across all fields. This deliberate work to diversify our faculty has doubled the overall percentage of underrepresented groups among our faculty in the last seven years, from 7% to nearly 15%.

The eminence and diversity of our faculty also directly impacts the education and experience of our undergraduate students. By every measure, Emory College continues to attract a highly competitive applicant pool, sustaining Emory University’s trajectory as an academic community of choice for exceptional students. With 33,179 applicants for the Class of 2026, Emory College had another extraordinary year. As part of the Class of 2026, we continued to attract record

numbers of African American and Latinx students. Among the currently enrolled first year students, 13% identify as Black or African American, 12% as Latinx, 25% as Asian, and 17% as international. Ten percent identify as first-generation college students.

As our classes become increasingly diverse ethnically, geographically, culturally, and socioeconomically, we must continually examine our existing advising and mentoring strategies to meet the needs of our students and to ensure every student has access to all of Emory's exceptional resources that will allow them to flourish and reach their fullest potential.

Recruitment is only the first step to building the equitable and inclusive community we are determined to foster. As our successful recruitment efforts to diversify our faculty, staff, and student populations continue, we are also focused on fostering a community where all can flourish through new efforts to build connections after the isolation of the pandemic.

Our 2022 Year-End Report on DEI Initiatives and Accomplishments below details the impact of our work, as well as the strategies and tactics we are using to push our mission forward and establish the richly diverse, equitable, and inclusive community we know is both possible and essential for Emory University.

Professional Development, Education and Awareness

EMORY FACULTY

Emory College Faculty Recruitment, Retention, and Professional Development Initiatives

The ECAS Office of Faculty has embraced the idea that change is possible. Under the leadership of both Dean Michael Elliot and now Interim Dean Carla Freeman (who both previously served as Senior Associate Deans of Faculty), the Office of Faculty has been thoughtfully and systematically implementing DEI-related efforts throughout all college activities over the last several years.

We have demonstrated that academic excellence can – and must – be achieved by deliberately diversifying our faculty, a goal we have advanced with new methods that foreground diversity, equity, and inclusion throughout our recruitment and hiring processes. As a result, we have experienced a dramatic increase in the hiring of incredibly diverse cohorts of scholars in all fields who are working at the highest levels of academic excellence. This deliberate work to diversify our faculty has doubled the overall percentage of underrepresented groups represented in our faculty at large in the last seven years.

Achieving our DEI goals does not end with successful recruitment. All faculty, especially our under-represented members, must have the resources and support they need to flourish as scholars, teachers, and citizens of the University. Viewing faculty recruitment and retention as inextricable, and investing in faculty mentorship and a campus culture of dynamic inclusivity is central to our mission.

Emory has an opportunity and an obligation here to become a better version of itself. We know change can be hard and that there are challenges involved in reorienting an institution with an exclusionary history. The Emory College Office of Faculty is one of many units across the university that is committed to translating the idea of “diversity as excellence” into our everyday practices and results.

DEI-Centered Recruitment and Retention

Key elements of our approach to DEI-centered recruitment and retention include:

- 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 regarding implicit bias, we hold annual sessions for search committees on inclusive recruitment practices.
- The Emory College Affirmative Action Committee, made up of faculty leaders from each division within the College, vets and approves all search plans and works closely with Dean's office and search committee chairs to ensure diverse representation on committees, outreach to diverse candidate pools, and successful recruitment.
- Under the leadership of Dean Freeman, Emory College has created an extensive mentoring network for both tenure-track and lecture-track faculty. (More below)
- Supporting DEI principles across the College also requires an understanding and engagement with these differences and meeting the unique needs of individual faculty and individual departments. To further the fine-grained and critical work needed, Ed Lee, EdD, formerly senior director of the Barkley Forum, has joined the College leadership team as the new Senior Director of Faculty Inclusivity. (More below)

Overview of Faculty Hiring in AY 2021-2022

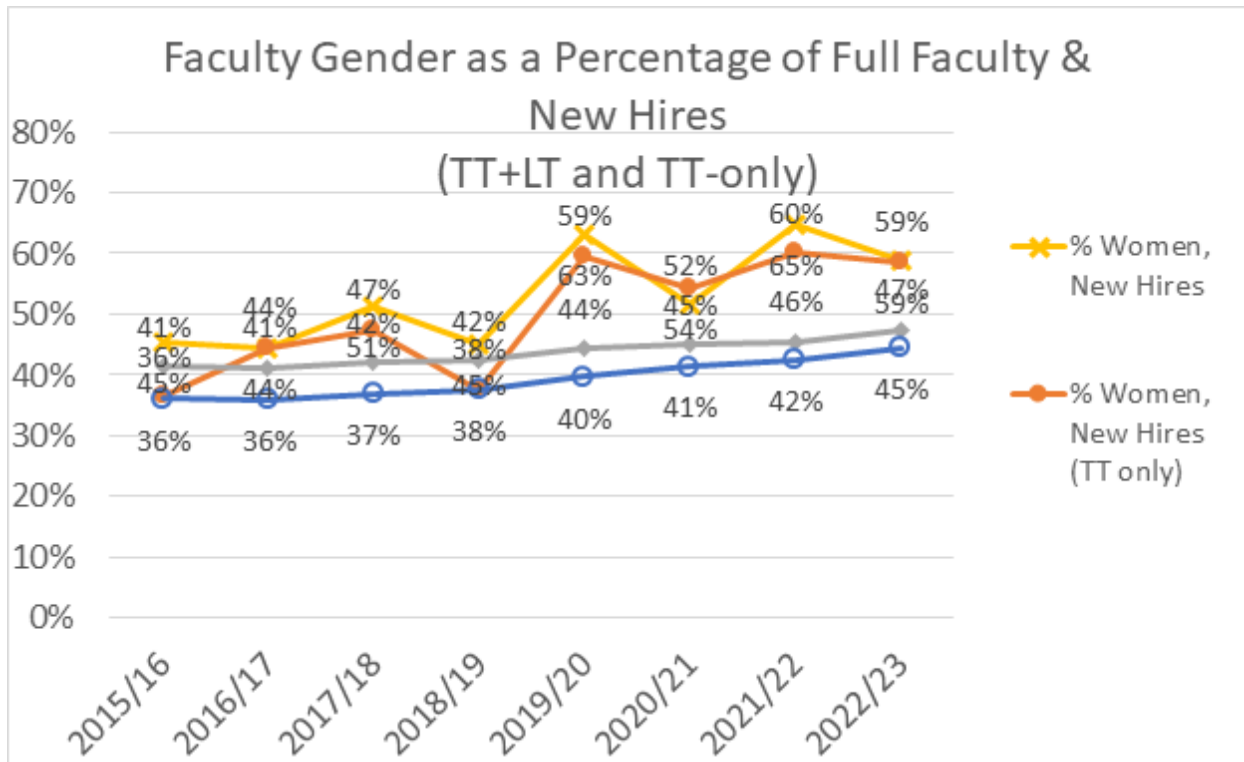
- 56 new hires
 - Faculty of Color: 28
 - HUGs Faculty: 10
 - Female Faculty: 33
 - Female Faculty of Color: 16
 - Male Faculty of Color: 17

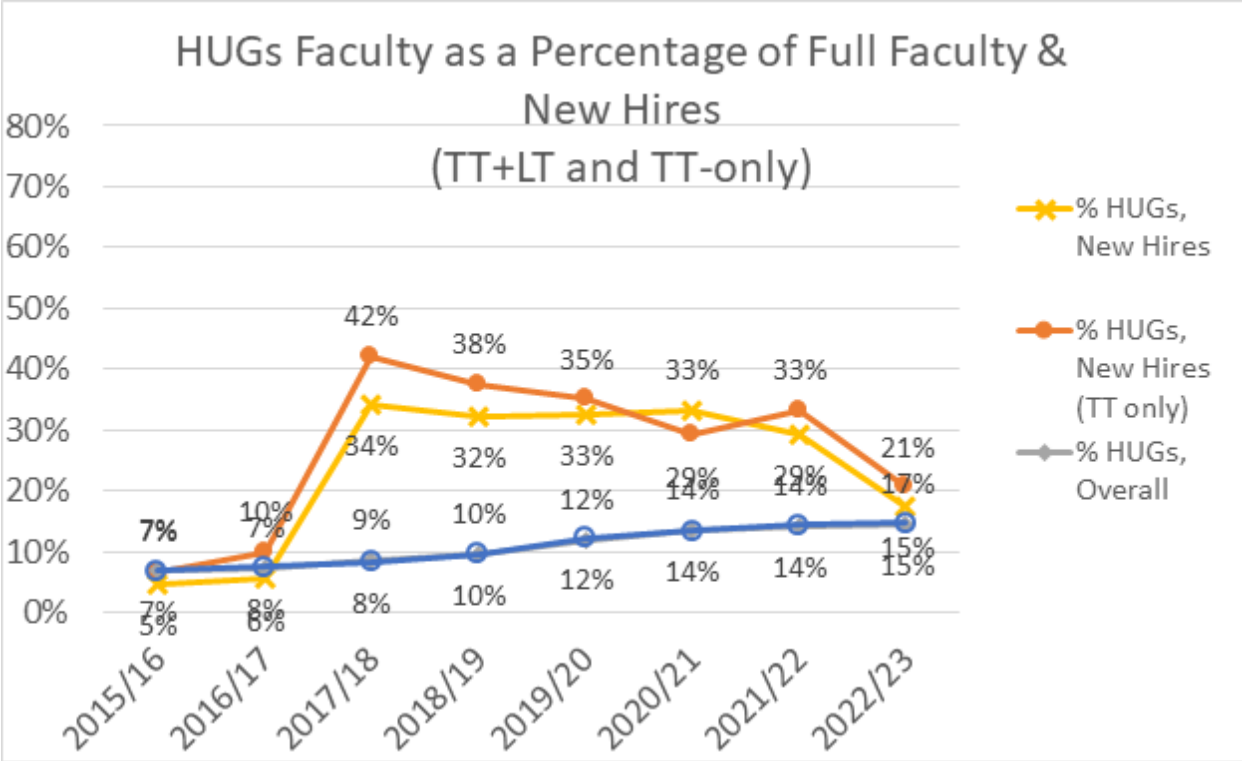
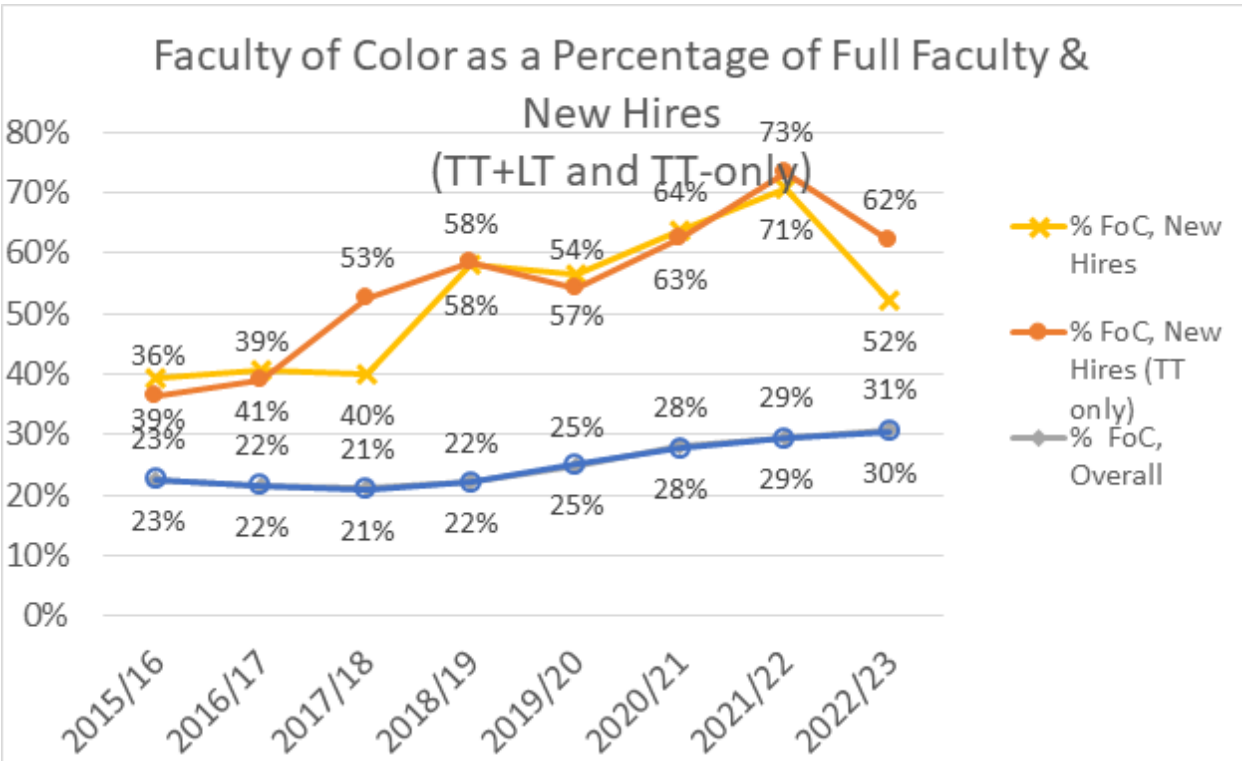
Hiring Strategies and Goals for AY 2022-2023

- The Office of the Provost has approved 41 tenure-track and lecture-track faculty searches this year
- As last year, all searches are dedicated to enhancing scholarly excellence and meeting our college goals of diversity, equity and inclusion
- Departments have been explicit in the past few years about these hires and their contributions to DEI initiatives (i.e., faculty who can develop courses on race, ethnicity, and social justice as it relates to the discipline; goals of diversifying faculty; connecting to Atlanta and Southeast, etc.).

DEI-Centered Hiring Practices

- Departments are notified of their approved searches
- Department chair assembles search committee and outside member in consultation with dean of faculty
- Search committee members attend a “Faculty Recruitment Workshop for Excellence and Diversity” and hear from the College Dean, Dean of Faculty, Chaneta Fort and David Goetsch (Provost’s Office of Diversity, Equity and Inclusion) and Robert Liu (Emory College Affirmative Action Committee)
- Search Committee members attend “Implicit Bias Workshop”
- Submit Recruitment Plan





Fostering Faculty Inclusivity

Faculty cultures are formulated in local microclimates. Each program and department has its own particularities, history, and unique organizational communication needs. Each unit is steeped in disciplinary and inter-disciplinary traditions as well as generational and demographic specificities. Supporting DEI principles across the College requires an understanding and engagement with these differences and advancing programs to meet the unique needs of an individual department.

To further the fine-grained and critical work needed, Ed Lee, EdD, formerly senior director of the Barkley Forum, has joined the College leadership team as the new Senior Director of Faculty Inclusivity. Lee and Interim Dean Carla Freeman are working with department chairs to help them advance department and program level 'culture /climate' analyses and interventions.

With an emphasis on organizational communication, culture formation, and enhanced collaboration, their work seeks to cultivate faculty workspaces that are more highly participatory and engaging. Their efforts supported a wide range of departments and programs including Anthropology, Chemistry, Music, Quantitative Theory and Methods, and Theater. Each encounter is tailored to focus on the particular challenges and opportunities of the academic unit.

A significant portion of their early work has focused on developing qualitative and quantitative assessment instruments that will assist department leaders as they analyze and reform the microclimates of their unit. The goal is to gain a better understanding of department-level policies, practices, and procedures that inform a faculty member's sense of belonging within the university.

Department Chair Leadership Workshops

Each year, the College Office of Faculty offers our department chairs professional leadership development through a series of sessions that includes: inclusive approaches to meeting structures, supporting faculty mentorship, interpersonal skill building for work with faculty and staff, merit review, etc., all anchored in the principles of DEI.

This work expands the enhanced structures within our faculty search process to yield diverse, excellent faculty hires, and extends within a multi-pronged approach to faculty mentorship. Like all other appointments for College-level leadership roles, active engagement and support for diversity, equity, and inclusion is understood to be a key element in all chair appointments made by the Dean of Emory College.

Faculty Mentorship

Under the leadership of Dean Freeman, Emory College has created an extensive mentoring network for both tenure-track and lecture-track faculty. All junior faculty are assigned to join a mentoring group led by Full Professors or Professors of Pedagogy who have previously demonstrated a commitment to mentoring. We have also created a mentoring cluster for HUGs faculty, led by a senior faculty member in African American Studies.

These groups meet on a regular basis and cover topics related to tenure and promotion, reappointment and review, annual reviews, the impact of COVID on their professional development, strategies for teaching excellence, service obligation, and more.

Faculty Governance: Anti-Racism and Social Justice

The Emory College Faculty Senate established a Working Group on Antiracism in 2020-2021 and voted to formalize this group as a senate standing committee. The Anti-Racism and Social Justice Standing Committee promotes anti-racist and social justice policies on campus with regard to Emory College faculty. The charge of the committee is to ensure that meaningful anti-racist change is an outcome of Emory's pursuit of diversity, equity, and inclusion.

With that in mind, the first major task was to support the DEI Strategic Planning Report by presenting the administration with concrete policy proposals on how to implement the report's recommendations so as to concretely benefit Black, Indigenous, and people of color (BIPOC) College faculty. It generated data for its implementation recommendations by anonymously polling self-identified BIPOC College faculty and holding a Zoom Town Hall in Spring 2022.

In Fall 2022, the committee reelected Kadji Amin, associate professor of women's gender, and sexuality studies, to serve as its chair. Ed Lee, Senior Director for Faculty Inclusivity, joined the committee as an ex officio member. The committee will continue to work with the chair of the faculty Senate and the Emory College administration (Carla Freeman, Deboleena Roy, and Ed Lee) to ensure that its proposals are feasible and align with the liberal arts mission of Emory College of Arts and Sciences.

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 in spring 2021. Beginning in Fall 2021, all incoming Emory College students are now required to complete one course before they graduate that fulfills the Race & Ethnicity General Education Requirement (GER). The new GER developed over a five-year period, initially in response to activism by Black Students at Emory and other groups that pushed Emory to reestablish a required diversity education course in the areas of race, ethnicity, and diversity.

These courses ground the values of DEI firmly within the Emory College curricular experience. In the three semesters these courses have been available, 140 course sections have been offered in 27 subjects across all disciplines, enrolling 1,747 students.

These GER courses provide students with a variety of holistic opportunities to consider racial, ethnic, and cultural dynamics; political, economic, and social exclusions; and social difference, inequality, and identity. More generally, they help students gain increased awareness of structural and systemic inequality among individuals and communities while giving students new tools to communicate effectively about race and social justice issues.

Race & Social Justice as a Pillar of Intellectual Life in Emory

First Fridays at 4: Emory Scholars on Race

The Emory College administration, in partnership with the James Weldon Johnson Institute, launched in Spring 2021 an open lecture series and campus ritual entitled “[First Fridays at 4: Emory Scholars on Race](#).”

This monthly speaker series features Emory College faculty presenting their cutting-edge research on issues of race, social justice, and issues related to diversity, equity, and inclusion. In addition to sharing the pathbreaking scholarship of our own faculty, these events are conceived as a community-building occasion in which faculty and other constituents from across the College and University gather every month for intellectual and social engagement, with a reception following the talks to allow faculty to socialize and build community. The inaugural series launched virtually, with broad participation. The monthly events have now moved to in-person, with three programs taking place in Fall 2022, and planning underway for programs this spring. .

Emory Arts and Social Justice Fellows

The [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.

Inspired by the power of art to open spaces for conversation, community-making, and collective action, the Arts and Social Justice Fellows program brings six Atlanta artists into Emory classrooms to help students translate their learning into creative activism in the name of racial justice. Each artist is paired with an Emory faculty member to co-teach an existing course and design a relevant creative project for their students to produce throughout the semester. The third cohort of Fellows started in Fall 2022.

EMORY COLLEGE STAFF

Promotion of Staff

The percentage of historically underrepresented minorities who were the recipients of approved reclassifications effective September 1 jumped significantly within the College between 2021 and 2022, from 25 percent to just under 45 percent. This is due, in part, to Emory College Human Resources proactively notifying supervisors where natural job title progression seemed possible for staff who had been in the same classification for several years.

Lead Staff Mentorship

Professional development for staff is an important dimension of Emory's Affirmative Action goals and our efforts to build community. Lead staff are expected to ensure that each new employee receives training in the tools, policies, and procedures relevant to their position and assigned duties. Existing employees may be recommended by supervisors for training during the performance evaluation process (or at any other time) as a means to address a skill gap, in response to expanded job duties and new roles, or to offer professional and personal enrichment.

To support lead staff in this critical role and foster community, Emory College HR established the Lead Staff Mentoring Program to provide general guidance and instruction to employees who are new to the lead staff role. A new lead staff member is assigned an experienced Emory College department manager as a mentor to provide support and guidance over a one-year period. Mentors and mentees are interviewed at the end of the year to assess impact and make further improvements to the program.

UNDERGRADUATE EDUCATION

The Emory College offices devoted to undergraduate education have established multiple initiatives and programs in recent years to better meet the needs of our highly diverse student body. The following are among such efforts:

- **Launch of the Pathways Center**

Emory's new [Pathways Center](#) launched this year with the arrival of Branden Grimmett, Emory's new vice provost for career and professional development and Emory College associate dean. The Pathways Center, an integral part of the university-wide Student Flourishing Initiative, unites for the first time existing resources and programs from Emory College of Arts and Sciences and Campus Life — including career services, experiential learning, national scholarships and fellowship, pre-health advising and undergraduate research — under one "roof."

That integration will help remove barriers to access these resources and help students make better connections to the opportunities offered at Emory. The Pathways Center is committed to

empowering all students to bring their full selves to the career discernment process, pursuing meaningful work that aligns with their values, and using their experiences, background, and voices to become agents of change in the workplace. Programming and planning to support underrepresented and first-generation students are underway, including alumni mentorship and direct funding for research, internships, and other experiential opportunities where costs can be a barrier.

In particular, the work of the Pathways Center will help us amplify the excellent liberal arts education in our classrooms that has always been our hallmark with a more holistic experience for our students. By ensuring greater connections between what happens in the classroom and the experiences students have beyond the classroom, from experiential learning to more deliberate career development, we can provide a more fully integrated educational experience that will better prepare all students for personal and professional lives of achievement, meaning and purpose.

- **Academic Advising and DEI**

The Office for Undergraduate Education Academic Advising team has assigned all undergraduate students to a specific advisor this year to encourage the development of advising relationships over students' four years. To ensure that advisors are responsive to the different needs of students, Academic Advising had summer training about relationship-based advising, and about the needs of underrepresented students. Many of the advisors attended a conference on Students in Transition, sponsored by the National Resource Center. This conference focused on meeting the needs of students who are beginning their college studies or transferring from one institution to another.

- **Undergraduate Research**

The Undergraduate Research program introduced the First-Year Research Experience (FYRE) program in Spring 2021. The goal of this program is to help a diverse set of students enter research early in their Emory career. The population of students for this program have been identified as either students who have earned AP Capstone Credit or from the Pre-orientation Program, STEM Pathways.

- AP Capstone students have completed two years of research experience in high school and earned AP credit. The AP Capstone program is a fairly new program and most institutions including Emory have not accepted these AP credits from students.
- STEM Pathways provide support to natural science and mathematics students who are the first generation in their families to attend college, or are in identity groups historically underrepresented in STEM fields.

These students begin their participation in the program starting the Spring semester of their first-year with the expectation of identifying their research interests and faculty mentor. The students have the option to conduct research over the summer at Emory through the Summer Undergraduate Research Experience (SURE). In their second-year, the students participate in weekly workshops geared towards professional development and assessment of how research fits into their larger life, academic, and career goals.

- **Honor Council**

The Honor Council practicum training course (ECS 300) for student members included a class session on “Social Justice and Academic Integrity.” The class reading was a selection from Bryan Stevenson’s *Just Mercy: A Story of Justice and Redemption* (2015), and the learning outcomes included:

- Reflection on how the academic misconduct process may engender questions about equity, inclusion, and fairness.
- Consideration of how social justice initiatives, such as the trend toward restorative justice, can inform the work of the Honor Council.
- Recognizing the potential for implicit bias and consider ways to address this.

The Honor Council continues to reengage with these themes with ongoing discussions.

Title IX

The Deputy Title IX Coordinator for Emory College routinely meets with new staff about Title IX at Emory and how it connects with our work (beyond the required training offered for all University staff). The coordinator also regularly updates OUE staff on changes to Title IX policies and processes when needed at the OUE staff meetings. Several staff members also serve as volunteers for the Title IX process. The coordinator also participates in DUS trainings to support faculty and provides assistance to faculty when implementing supportive measures in the classroom

Summer Programs/Pre-College: Title IX Diversity and Inclusion Training and Orientation

Resident Assistants and Community Mentors who are hired to work with the Emory Pre-College Program are required to participate in a training session and program led by the University Department of Title IX, Office of Diversity, Equity, and Inclusion.

Emory Pre-College Program – College 101 Series

The Emory Pre-College Program College 101 series serves to introduce program participants to offices, programs, and resources at Emory and typically other higher education institutions. One program offering with campus partners and offices (Offices of LGBT Life, Accessibility Services, Religious Life) arranges panel discussions to acquaint students with the assorted services, resources, and support.

- **Education Abroad Gilman Scholarship Promotion and Support**

The Education Abroad team promotes the Gilman scholarship, which is open to Pell recipients/US citizens with the goal of increasing the number of underrepresented students participating in education abroad. The scholarship gives preference to racial/ethnic minorities, students with disabilities, and first-generation college students. Education Abroad holds various info sessions/writing workshops, partners with Financial Aid to advertise the scholarship, and provides support to help students with their applications.

- **Education Abroad Campus Partnerships**

The Education Abroad team also partners with the Office for Racial and Cultural Engagement (RACE), the 1915 Scholars Program, LGBT Life, and Questbridge each year to offer programming that highlights traditionally underrepresented students in education abroad and allows them to share their experiences with prospective study abroad students. Programming as included student/alumni panels, info sessions, mentorship, and more.

- **Emory Pre-College Program: Foundation Partnerships**

The Emory Pre-College Program works closely with community-based organizations (CBO) and foundations from throughout the US to identify and offer admission and scholarship opportunities to under-represented high school students to attend the program. CBO partners include Questbridge Scholars, Minds Matter, Schuler Scholar Program, Noble Network, and OSSE.

Enhancing Climate and Culture

New Student DEI Programs

Emory College's Office of New Student Programs seeks to foster an inclusive community with all of our new students, starting before they even get to campus and continuing throughout their first year and beyond. Below are multiple examples of programming provided to new students.

- **STEM Pathways Pre-Orientation Program**

STEM Pathways targets undergraduate students in Emory College who identify as first-generation and come from racial/ethnic groups traditionally underrepresented in STEM fields. The program began as a four-day pre-orientation program and has expanded into a year-round support program. This year 31 students were selected from the first-year class along with juniors and seniors as mentors for the program. Programming includes wellness, mental health, research options, faculty panels, academic support, and community building for students.

- **Accommodations Summer Webinar**

New Student Programs hosts an ongoing webinar series for incoming students and parents to ensure they have the information they need before they step onto campus. During this Accommodations webinar, we team with OAS to share information and resources for students/families on how to request accommodations and what that process looks like at Emory.

- **First-Generation Welcome Reception**

First-Gen students are invited, along with their families, for a kick-off event designed specifically to connect them with people and resources to them reach future milestones at Emory.

Students and families have the opportunity to hear from a panel comprised of faculty, staff, and current students who share their experiences and resources.

- **Orientation Emory Essentials II: Diversity, Equity, and Inclusion**

This portion of the Orientation Experience helps students acclimate to a community that cares about difference and values diversity, equity, and inclusion.

- **International Student Welcome Pre-Orientation Program**

The OUE International Advising team provides academic and general advising services for all F-1 international students enrolled in Emory College. Staff are trained to provide support that is culturally sensitive and immigration-status sensitive to create a caring community for F-1 students within Emory College.

- **ECS 101**

We offer identity-specific sections of ECS 101, a required one-hour, first-year class that helps new student acclimate to college and Emory. Students who are members of these communities have the option to enroll in targeted sections for black men and women or STEM Pathways participants.

The goals for these specific sections of ECS 101 are to continue to support the communities built during pre-orientation. While class goals are the same and curriculum the same for all ECS 101 sections, facilitators are those who led/participated in the pre-orientation programs. They can provide additional resources to these groups based on their campus engagement.

- **Reference Pages**

All new students are provided a comprehensive digital Reference Pages guidebook to introduce them to information and resources that are fundamental to their full participation in the Emory community, including important DEI processes and resources available such as the Belonging and Community Justice Office, campus prayer spaces, Sexual Misconduct and Harassment policies, resources for Veterans, Respect Program, Bias Incident Support Services, Spiritual and Religious Life offerings, and Accommodations.

Woodruff Scholars Equity Work

The Scholars Program began intensive efforts to understand and improve outcomes related to diversity of race, ethnicity, gender, sexual orientation, nationality, and socio-economic status in 2020, and to date those efforts have produced a variety of changes in the program. Work has been done to reduce bias in the recruitment and selection process and to improve inclusiveness and belonging within the Scholars community. One such effort has been the creation of a small team of Scholars employed by the program as Justice, Equity, Diversity, and Inclusion (JEDI) fellows.

JEDI fellows are responsible for fostering a comfortable environment for all scholars, creating community space and place for discussion, designing JEDI-related programming, and working towards equity-based efforts that meet the expressed needs of scholars. Community-building, access to

resources, self-care, and societal impact continue to be the focus of all programming created by JEDI fellows, including identity mixers, peer office hours, and justice volunteer opportunities.

Accountability

Recognizing and Rewarding DEI Work

It is well known that faculty from historically underrepresented groups and female faculty are often in high demand as local experts on matters of race and equity. One concrete step we are taking to capture these often-hidden labors is the provision of a special DEI designation faculty can attach to efforts to support diversity and inclusivity via research, teaching, mentoring, public scholarship and other service in any part of their annual faculty activity report (FACET/Faculty 180). These efforts are noted and considered as part their merit reviews, and offer an occasion for chairs to evaluate and ensure more equitable service loads across faculty by rank. In AY 2021-22, 390 College faculty (about three quarters) reported 3,700 unique activities as contributing to DEI objectives.

Institutional Research and DEI

Emory College's Director of Institutional Research is one of a dozen members of the "Data-Driven DEI" academic learning community hosted by the Center for Faculty Development and Excellence in Fall 2022. The stated goals of this ALC include:

- To understand what DEI (Diversity, Equity, and Inclusion) data are being collected at Emory and how these data are being used;
- To identify what necessary or useful DEI data are not being collected;
- Identify standardized or systemized data collection methods and practices that can facilitate the monitoring, collection, management and accessibility of DEI-relevant data across the institution.

This work will help guide the ongoing development of Emory College's analytic infrastructure, including pipelines for the regular monitoring, analysis, and reporting of faculty and student demographics, bias in student evaluations of teaching, and faculty salary equity.

Serving All Students Equitably

The Office for Undergraduate Education (OUE) aims to serve diverse students equitably and include all students in our programs. One way OUE holds itself accountable to this goal is through annual reports. For the last six years, all academic programs in OUE produce annual reports, including a summary of their participants.

The OUE leadership evaluates whether those tables show that programs are serving students representative of the whole populations, and we share population demographics of Emory College students with program leadership every year. Some specialized programs (like

International Student Orientation) are focused on subsets of the student body, and have developed alternative ways to evaluate the diversity of their clientele. These reports allow the OUE leadership to identify when and where groups of students are underserved among our programs.

In 2021, the OUE released a [Year In Review](#) website, which will be updated annually, that highlights key programs and services available to students, including information on various initiatives designed to enhance DEI goals.

Emory College Communications and DEI

The Emory College Office of Communications consistently features and covers the accomplishments and work of our underrepresented faculty, staff, and students. DEI principles are embedded in our strategies to ensure that the full breadth and depth of our diversity is represented and visible on our websites, social media, and news coverage, in addition to coverage of ongoing DEI initiatives such as highlighting new faculty hires.

Emory College communications also partners with units across the university in these efforts, including the Office of Undergraduate Admissions, Office of the Provost, Campus Life, Communications and Marketing, and Alumni Advancement and Engagement. Through Emory College's social media channels, where we have strong student engagement, we work especially hard to build a sense of personal community where all members are seen and heard.

Communications Staff Professional Development

The office's associate director who oversees Emory College's social media and editorial planning completed a DEI certification program in 2021 through the University of South Florida, which the team's senior web developer/analyst is also taking this year.

Enhancing Visibility of Diversity, Equity, and Inclusivity Resources

Emory College Communications, in collaboration with interim Dean Carla Freeman launched the [Emory College DEI website](#) in late fall of 2021 to highlight all of the College's converging DEI efforts including faculty recruitment and inclusion, academic programming related to DEI, student resources, and affinity celebrations.

The College Staff Consortium (CSC)

The Emory College Staff Consortium was created to provide three primary functions: to pursue concerns of interest to College staff and make recommendations to the Dean of Emory College; to sponsor programs of interest to College staff; and to provide a sense of community among College staff.

The CSC maintains a list of staff mentors who are available to provide information and act as a resource person in specific areas to new and current staff members. The consortium is

supported by the Dean of Emory College and receives annual funding to sponsor programming such as the Employee of the Year Award.

Alumni Engagement and Fundraising

Emory College of Arts and Sciences fully embraces and advances the DEI vision of the University at large. A commitment to diversity, equity, and inclusion is embedded in our fundraising and alumni engagement priorities and approaches.

Emory College's fundraising priorities align with the mission of the University and the College to recruit and support undergraduates from a wide variety of backgrounds, with particular attention to scholarships, experiential learning, and enhanced funding opportunities for first generation, low-income students.

Fundraising priorities for academic areas also allow the College to invest in new scholarship and research that interrogates race, gender, and equity. We seek to elevate scholars who are on the frontlines of new scholarship and research exploring all aspects of race and difference -- a priority in the University's 2036 campaign. Specific priorities within the College include increased support for African American Studies and the arts, including the Social Justice Arts Fellows and our dynamic Creative Writing program. Representing these priorities externally is a powerful way to illustrate that diversity, equity, and inclusion are woven into our mission and day-to-day work in Emory College.

Emory College's AAE office is focused on ensuring that alumni leadership, both formal and informal, is diverse and represents a wide variety of backgrounds and perspectives. Particular attention has been made in recent years to ensure that the Emory College Alumni Board (ECAB) and Dean's Advisory Council are representative of the Emory College alumni population. A subcommittee of ECAB was formed this year to conduct an assessment of our current recruitment practices and create a framework that defines diversity, equity, and inclusion in the context of board leadership, and make recommendations for future ECAB membership that takes into account those considerations.

In partnership with Emory's DEI Office and the Emory Alumni Association, College AAE formed a task force on elevating and invigorating the MLK Scholars program, offering programming around MLK Day/Week and ongoing engagement opportunities for alumni and current students. We also strive to represent diverse perspectives as alumni interact with students. A series of panels, part of the Mellon Humanities Pathways grant, were shaped precisely to represent diverse identities as well as professional paths.

As embedded and strong partners with the University's Advancement and Alumni Engagement division, Emory College's AAE office fully supports and shares in AAE's diversity, equity, and inclusion priorities as it pertains to staff, alumni, and donor relations, including participation in:

- Multiple employee resource groups and independent study groups;
- Professional development related to DEI required of ALL staff in the division;
- Management participation in Equity in Talent Management: Recruitment with an Equity Lens (2-part training), and Diversity, Equity, and Inclusion (DEI) 4-part training focused on Cultural Awareness and Humility, Intro to Implicit Bias Workshop, Intro to Microaggressions Workshop, Recognizing and Dismantling White Supremacy Culture at Wor
- Assessment of representation as we shape panels, events, etc.;
- Support and participation in a robust network of interest groups, programming, and events based on race, ethnicity, gender, other demographics; and
- Engaging in new approaches to fundraising by creating collective giving groups around ethnicity and gender.