



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

MESSAGE FROM OEI'S VICE PROVOST



Dear Members of the Emory Community:

The legacy of Dr. Martin Luther King Jr. and the Civil Rights Movement prompt me to continue to strive for equality and justice. I certainly would not be where I am today without the struggles of my ancestors, and I do not take these things for granted. "If I cannot do great things," King said, "I can do small things in a great way," and that is my 2017 resolution. I hope to do small things in great ways. For example, I hope to practice kindness and respect for difference. I hope to be more inclusive in my daily interactions. And I hope to promote equity and fairness in the workplace to all constituents, not just a chosen few.

As we publish our first Equity and Inclusion newsletter, I'm excited about this form of communication because it allows me the opportunity to share our work with all of you. Expect relevant and timely news on a regular basis. I hope you will join us as we work to continuously create a spirit of inclusion at Emory University. This work and this spirit are about much more than compliance – they are all about inclusive excellence and building a community where all will enjoy and flourish in learning and working environments.

Happy New Year!

Lynell Cadray

NEW COURSES AVAILABLE ONLINE

One of OEI's goals is to educate and provide consultation to Emory faculty, staff, students and administrators in order to promote awareness of and respect for diversity. Our office provides an array of training and program opportunities that include: Creating an Environment of Courtesy and Respect and Title IX.

Recently expanded course offerings include:

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

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

“If I cannot do great things, I can do small things in a great way.”

-- Martin Luther King Jr.

training
and
programs

accessibility services

NAME CHANGE: ADSR BECOMES OAS

The office formerly known as Access, Disability Services and Resources is now named the Office of Accessibility Services (OAS). The name change is in alignment with trends at colleges and universities across the country that address how “disability” is viewed. It is our goal to emphasize the notion of “access” and “accessibility” rather than focusing on an individual’s disability.

OAS is a division of the Office of Equity and Inclusion and will remain a resource for students, and employees throughout the Emory enterprise. The office works to assist qualified individuals with obtaining a variety of services and ensures that matters of equal access, reasonable accommodation and compliance are addressed. The division works collaboratively to support Emory entities toward the creation of working and learning environments that fully represent the university’s diversity while responding to the needs of the community.

Visit the [Office of Accessibility Services online](#) and follow these links to learn more:

- Vice Provost Lynell Cadray’s [Letter to the Community](#) | January 2017
- [Emory News Center story](#) | January 2017

ALL ABOUT EMORY’S AAP

As a federal contractor, Emory University is bound by federal laws that address affirmative action compliance. Each year, the OEI prepares an Affirmative Action Plan (AAP) in accordance with federal regulations for minorities, women, covered veterans, and individuals with disabilities. The process of maintaining these plans allows us the opportunity to identify areas for growth and change, and that information is shared with key stakeholders at the university.

The AAP is more than a shelf document. Affirmative action must be taken by Emory to recruit and advance minorities, women, individuals with disabilities, and covered veterans. In addition to positive recruitment, outreach efforts, and training programs aimed at recognizing and increasing diversity, the plan allows us to:

- Conduct workforce analyses by department
- Review the demographic breakdown of employees by job groups
- Document best practices and efforts; and
- Establish hiring goals for minorities, women, covered veterans, and individuals with disabilities

Learn more about [Emory’s AAP on our website](#) and contact [Chaneta Forts](#), Assistant Director of Affirmative Action and Equal Opportunity Data Analyst, for more information.

affirmative action

STAFF PROFILE



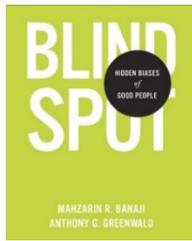
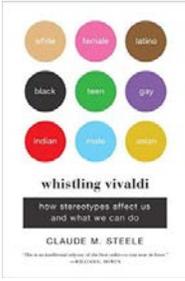
Chaneta Forts joined OEI last fall as Assistant Director of Affirmative Action and Equal Opportunity Data Analyst. Chaneta’s primary focus is preparing and implementing Emory’s affirmative action plan. Since joining the OEI team, Chaneta has presented the plan to university leadership, HR bootcamp participants, and she gave the keynote address at the 2016 Advisory Council on Community and Diversity Symposium.

Chaneta brings more than 20 years of experience in higher education. She has a Bachelor of Science degree in Managerial Sciences/Human Resources Management, as well as professional certifications in affirmative action (Sr. CAAP) and human resources (PHR).

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BOOK CORNER | WHAT WE'RE READING

- *Whistling Vivaldi: How Stereotypes Affect Us and What We Can Do* | Claude M. Steele
- *Blind Spot: Hidden Biases of Good People* | Mahzarin Banaji & Anthony G. Greenwald



TAKE NOTE

- [Inclusive Classroom Dialogues](#)
OEI offered four classroom dialogues designed to encourage conversations that affirm the value of inclusion, cultural diversity and broad accessibility. These sessions were highly recommended for all faculty, and more than 300 participants attended. Videos of each session will be available on the OEI website in late January 2017.
- [Unconscious Bias Training](#)
Training Sessions are available to faculty and administrative staff, particularly recommended for those serving on search and appointments committees. The university faculty facilitators will:
 - Explore best practices for recruiting faculty and staff at Emory
 - Share the latest research on how implicit associations can impact decision making
 - Provide nuts-and-bolts advice on how to serve effectively on search committees
 - Increase our awareness of unconscious biases

To learn more or to schedule a session, please contact Lynn Magee, Project Director, at lynn.magee@emory.edu.

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

“The discussion in the Inclusive Classroom session on teaching international students, revealed faculty’s great interest in learning more about different approaches to teaching a diverse student body.”

--Pamela Scully, AVP for Academic Innovation, Director, Center for Faculty Development and Excellence, and Professor, WGSS and African Studies

“Every faculty member should have Unconscious Bias training before stepping into a classroom.”

-- Ken Ono, Professor, Math and Computer Science

Office of Equity and Inclusion

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

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