



# ANNUAL REPORT

Diversity, Equity,  
and Inclusion

2022-2023



EMORY  
UNIVERSITY

Advancement and  
Alumni Engagement

# AAE'S PROMISE

Emory University's Division of Advancement and Alumni Engagement (AAE) supports the principles and values of diversity, equity, and inclusion through its demonstrated commitment to developing its leaders and all staff, so that they may better support the communities they serve.



## AAE's Mission

**Inspire and steward meaningful, lasting relationships that elevate engagement and giving to fulfill Emory's mission to serve humanity**

## AAE's Vision

**Distinguishing Emory through excellence in philanthropy**

As it delivers on the promise stated in its mission and vision, AAE creates a thriving community of excellence, responsible for its part in creating One Emory. In doing so, AAE helps Emory University to achieve its mission to create, preserve, teach, and apply knowledge in the service of humanity.





## CLIMATE AND CULTURE

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AAE currently has two main committees that aim to build a positive culture: The Divisional Committee on Community and Diversity (**DCCD**) and The Staff Thanks, Awards, and Recognition (**STAR**) Committee.

Under the leadership of AAE's Director of Organizational Culture and Effectiveness, Danielle Goeckel, the division created an affinity/celebration calendar to help anchor both committees on key focus points throughout the year.

DCCD engaged in a staff storytelling initiative during various affinity months. This included self-directed videos from staff explaining what a specific affinity month or day meant to them. Some staff wrote an essay about their experiences, which were published on the DCCD SharePoint site. Affinity Month storytelling examples include:

- National Hispanic Heritage Month
  - Testimonials from Bernardo Villasenor, Janet Hoyte, Alex Llerena
- Asian-American Pacific Islander Month
  - Video by Will Tang
- International Day Against Homo/Bi/Transphobia
  - Essay written by Jamie Tobias

# AAE Community Building

AAE's community-building efforts spanned the year. It included a range of activities to engage staff and promote diversity.

## The Winship Caregivers Project

AAE provided Winship Cancer Institute with 623 thank you cards and ribbons for their caregivers. *(pictured right)*



## The AAE Blood Drive

In January, DCCD gave staff the opportunity to donate blood to the American Red Cross while on campus.

## Random Acts of Kindness Day

DCCD celebrated this day by encouraging staff to pick up a flower from 1762 Clifton and hand it out at random. The committee also provided resources with information on various ways to express random acts of kindness throughout the year.

## FSAP Session on Resilience: Embracing Mental Wellness & Self-Care

In May, DCCD held a virtual session on mental health awareness with Emory's Faculty Staff Assistance Program.

## AAPI Heritage Month Celebration

DCCD held an educational session at Emory's [Asian Student Center \(ASC\)](#) featuring a presentation by [Gautham Reddy](#), the South Asian Studies Librarian at Emory Woodruff Library. *(pictured below)*





# AAE Sponsorships

## Georgia Diversity Council

In 2023, AAE served as a sponsor for two events with the Georgia Diversity Council (GDC):

- In June 2023, GDC hosted a LGBTQ+ Unity Summit, in honor of Pride Month. AAE's sponsorship included promotion of our division in the Atlanta community and include seats for staff to join summit. Several staff attended the event both in-person at Inspire Brands and virtually.
- In August 2023, GDC hosted a Business of DEI event. This event featured the Chief DEI Officer of Emory Healthcare, Ildemaro Gonzalez.



## Association of Fundraising Professionals

AAE sponsors the Diversity Fellows and Coach Program for the Association of Fundraising Professionals (AFP) Greater Atlanta Chapter. AFP is committed to the principles of inclusion, diversity, equity and access (IDEA) in the fundraising profession, the philanthropic sector and through all of society. This year, the program welcomed 12 fellows and 12 coaches.



# AAE Employee Resource Group: Black Women Lead (BWL)

Black Women Lead (BWL) envisions a workplace where every Black woman's voice is amplified, her potential is realized, and her unique contributions are celebrated. BWL aspires to be a driving force in promoting equity, inclusivity, and professional advancement within the AAE division. BWL also provides a safe space and network that supports the development of employees who identify as women and Black in AAE.

## **BWL FY23 Leadership:**

Kes Robinson (Co-Chair)  
Tifaney Millwood (Co-Chair)  
Sergine Romeus (Vice Chair)  
Nefertiti Williams (Executive Sponsor)

In FY23, BWL's membership expanded by 12, reaching a total of 52 dedicated individuals. Among them, an impressive 42 have been actively participating in the Black Women Lead Teams Channel. The group's deliberate digital engagement strategy involved resource sharing, updates on both internal and external events, and recognition of members through "shout outs", reflecting BWL's commitment to fostering a connected and vibrant community.



# Black Women Lead Programming

Black Women Lead connected their programming to their values:

- **Open-mindedness:** Embracing diverse perspectives and fostering an environment of inclusivity.
- **Friendship:** Building strong connections and nurturing a supportive community.
- **Personal Growth:** Empowering each member to reach their full potential and excel.
- **Integrity:** Upholding honesty, transparency, and ethical behavior in all actions.
- **Collaboration:** Working together harmoniously and valuing teamwork to achieve common goals.

## BWL Programming included:

Health and Wellness: Walk and Talk through Lullwater Park

Fellowship: Holiday Social Event and "Wine Down Wednesdays"

BWL Service Project: BWL volunteered at Junior Achievement of GA Biztown





# PROFESSIONAL DEVELOPMENT

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AAE provided numerous opportunities for staff to advance their learning in topics related to diversity, equity, and inclusion. This included DEI Immersive learning sessions and virtual ASK Power Hour webinars.

## DEI Immersive

AAE's Director of Organizational Culture & Effectiveness, Danielle Goeckel, organized internal offerings within the division. This included 15 DEI Immersive sessions, held throughout the year. The DEI Immersive sessions were offered in partnership with Emory's Office of Learning and Organizational Development.

## ASK Power Hours

### DCCD Land Acknowledgement: Part 2

This session is a continuation to a Land Acknowledgement session during FY22. It featured the following Emory guests:

- The Reverend Dr. Gregory W. McGonigle, Dean of Religious Life and University Chaplain
- Dr. Malinda Lowery, Cahoon Family Professor of American History
- Beth Michel, Associate Dean of Undergraduate Admission and Lead for Native American Affairs

The panelists discussed what role staff, alumni and donors can play in Emory's commitment to Land Acknowledgements.

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### Accessibility and Disability Series

In partnership with Emory's Department of Accessibility Services, the Divisional Committee on Community and Diversity (DCCD) held three sessions on accessibility. Each session featured Joelle Butler (*pictured right*), associate director, faculty and staff.

- Defining Disability (12/9/22)
- Dispelling Myths and Combatting Stigma/Ableism (5/18/23)
- Americans with Disabilities Act Anniversary To Disclose or Not to Disclose: Legal Rights/Protections vs. Lived Experiences in the Workplace (7/20/23)







## ACCOUNTABILITY

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- More than 200 staff members have completed at least one DEI offering throughout the year.
- Completing the DEI Immersive was a pre-requisite for AAE's Leadership Development Academy.

