October 2023 Newsletter

Cultivating a campus community championed by the pillars of diversity, equity, and inclusion

CLIMATE AND CULTURE

October Affinity Highlights

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, October 2023, we recognize Indigenous Peoples' Day, LGBT History Month, and National Disability Awareness Month. In collaboration with campus partners, we have curated resources that highlight, educate, and encourage a sense of community.

Unlearning Columbus Day Myths: Celebrating Indigenous Peoples' Day NATIONAL

Indigenous Peoples' Day

MUSEUM of the AMERICAN INDIAN

National Museum of the American Indian Smithsonian Many students learn the phrase, "In 1492, Columbus sailed the ocean blue". But Columbus was not the first foreign explorer to land in the Americas. Neither he nor those that came

before him discovered America—because Indigenous Peoples have populated the Western Hemisphere for tens of thousands of years. European contact resulted in devastating loss of life, disruption of tradition, and enormous loss of lands for Indigenous Peoples in the Americas. It is estimated that in the 130 years following first contact, Native America lost 95 percent of its population. Indigenous Peoples of the Western Hemisphere immediately experienced enslavement and theft of resources by the explorers turned settlers. Colonies created by the Portuguese, Spanish, French, Dutch, and English grew throughout the Americas and increasingly

encroached upon Native lives and lands. Warfare, enslavement, and forced relocation

disrupted and altered the lives of Indigenous Peoples in the Americas. Celebrating Columbus and other explorers like him dismisses the devastating losses experienced by Indigenous

Peoples of the Western Hemisphere in the past and the ongoing effects of colonialism today. **READ MORE Americans - Virtual Exhibit**

National Museum of the American Indian Americans highlights the ways in which American Indians have been part of the nation's

AMERICANS

connection between Americans and American Indians as well as how Indians have been embedded in unexpected ways in the history, pop culture, and identity of the United States. **Dialogue Toolkit for Educators**

VISIT HERE

5 things to know about Indigenous Peoples Day From Alcatraz Island to a park in New York City, Native American people will celebrate their centuries-long history of resilience on Monday with ceremonies, dances and speeches.

commemorated Indigenous Peoples Day. An increasing number of states and cities have also recognized it — pivoting from a day long rooted in the celebration of explorer Christopher Columbus to one focused on the people whose lives and culture were forever changed by colonialism.

The Land Carries Our Ancestors National Gallery of Art Curated by artist Jaune Quick-to-See Smith (Citizen of the Confederated Salish and Kootenai Nation), this exhibition brings together works by an intergenerational group of nearly 50 living Native artists practicing across the United States. Their powerful expressions reflect the diversity of Native American individual, regional, and cultural identities. At the same time,

these works share a worldview informed by thousands of years of reverence, study, and Through a variety of practices—including weaving, beadwork, sculpture, painting, printmaking,

drawing, photography, performance, and video—these artists visualize Indigenous knowledge of land/ landbase/ landscape. Together, the works in *The Land Carries Our Ancestors* underscore the self-determination, survivance, and right to self-representation of Indigenous peoples.

concern for the land.

ARTIST VOICES

Cox Hall OKM



69C 82G and Barry Baker 81MR 09B have made a planned gift to establish the Aycock-Baker LGBT Scholarship at Oxford College. It is the largest gift to date in support of LGBT students at Emory.

explains. "And now we're taking care of our other family, the LGBT community."

New Emory scholarship focuses on LGBT youth

After years of supporting Emory through service and philanthropy, J. Michael Aycock 66Ox

"We've tried to take care of our family members who needed help along the way," Aycock

READ MORE

#NDEAM | #RehabAct50

Awareness Month

ADVANCING



removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month. Emory is proud to commemorate National Disability Employment Awareness Month and assert that all perspectives are valued, including those of individuals with disabilities. Emory maintains a commitment to continue to take steps throughout the year to recruit, hire, retain, and advance individuals with disabilities and work to pursue the goals of opportunity, full participation, economic self-sufficiency, and independent living for people with disabilities.

NDEAM

National Disability Employment Awareness Month, as well as the 50th anniversary of the Rehabilitation Act of 1973. In carrying

Emory, we strive to eliminate bias in the classroom, the workplace and the broader campus culture. Workplaces welcoming of

The history of National Disability Employment Awareness Month traces back to 1945 when Congress enacted a law declaring the first week in October each year "National Employ the Physically Handicapped Week." In 1962, the word "physically" was

In the month of October, Emory joins a broader nationwide effort to recognize and commemorate the 78th anniversary of

out Emory's mission to create, preserve, teach, and apply knowledge in the service of humanity, promotion of the full and equal participation by all persons, including those with disabilities, is paramount to the success of the university. Here at

the talents of all people, including people with disabilities, are a critical part of our efforts to build an inclusive community.

Many Emory faculty and staff are eligible for reasonable accommodations under the Americans with Disabilities Act (ADA) but are unaware of this right due to a misconception about how disability is defined. Under the ADA, disability is defined as "a physical or mental impairment that substantially limits one or more major life activities." To learn more about how disability is defined and how many people are impacted, please view this brief training: **Defining Disability - Recorded Training** DAS welcomes you to schedule a private consultation by emailing <u>dasemployee@emory.edu</u>,

Workplace Accommodations

if the following circumstances apply:

Department of Accessibility Services provides customized training! Staff Training At DAS, our mission is to guide our Emory community in efforts to reduce stigma and increase inclusive practices to better support our faculty and staff with disabilities. We strive to become

Department of Accessibility Services

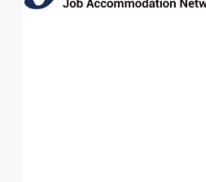
Accessibility Services

Office of Institutional

(X) EMORY

roles and tasks of its employees. We welcome the opportunity to join your staff meeting or training series for a segment in a timeframe of your choice (15 minutes to one hour) and can adapt the content to meet your needs. CONTACT

widely recognized as a disability-friendly employer. Training provided by DAS can help your team be more proactive, rather than reactive in responding to the unique needs of employees with disabilities. DAS can customize a training for any audience, taking into consideration the



Network on Disability Inclusion

2023 Topics Include: Assistive Technology (AT) Update: What's New in 2023 What to Do When Performance and Conduct Factor Into the Accommodation Equation **Accommodation Solutions for Fine Motor Limitations Accommodation Solutions for Neurodivergent Workers** What You Should Know About the Impact of Long COVID in the Workplace

Employer Assistance and Resource Network on Disability Inclusion

<u>Creating a Disability-Inclusive Workplace: The Role of Accommodations</u>

Navigating Mental Health in Skilled Trade and Industrial Occupations

ACCOMMODATION AND COMPLIANCE WEBCAST SERIES LIBRARY

Emory Faculty Staff Assistance Program – According to the National Alliance on Mental Illness (NAMI), one in five American adults experiences a mental health condition each year. FSAP has been serving Emory faculty and staff for more than 30 years and is here for you if you are experiencing compromised mental health. See below for FSAP's October calendar. For Additional Resources on Enhancing Disability Inclusion, please visit: **Enhance Disability Inclusion**

Faculty Women of Color in the Academy inspires support among

A group of Emory women of color gathered last month to celebrate the launch of the new academic year and learn about professional development opportunities, including Faculty Women of Color in the Academy (FWCA). Some attendees were familiar with the national organization and its annual conferences; others were interested in learning more about FWCA, which supports the scholarship and careers of women of color by addressing such topics as the intersection of scholarship and activism and how to expand networks of support

expressed in a number of meaningful ways, including a second teach-in that will take place on

Last fall, the first teach-in delighted a crowd of about 200 who had gathered on the Quad.

Opening remarks from <u>Barbara Krauthamer</u>, dean of Emory College of Arts and

A stomp dance led by Rev. and Mekko (or "traditional leader") Chebon Kernell

Artists bring new perspectives to Emory classrooms through Arts

The Arts and Social Justice (ASJ) Fellows Program enters its fourth year of programming, welcoming seven Atlanta-based artists to classes across the university this fall. The cohort of artists includes Antonio David Lyons, Adán Bean, Bird Harris, Kelly Taylor Mitchell, Meredith

With the support of Emory University's Office of the Provost, ASJ will explore the program's expansion over the next three years with community partners including Art on the Atlanta

In 2019, Pellom McDaniels III, then curator of African American collections at the Emory's Stuart A. Rose Manuscript, Archives, and Rare Book Library, invited Atlanta artist and activist

During her residency, Minniefield found inspiration in the Robert Langmuir African American <u>Photograph Collection</u> and set out to tell a more complete Atlanta history through her work.

"Over these years, I have drawn from the very archives that Pellom helped to increase," says Minniefield, "the Langmuir collection, which frames African American history as far back as when the camera was invented in 1853; and more recently, the collection of my dear friend and elder mentor, now ancestor, <u>Dr. Doris Derby</u>, whose life of service as an artist-activist griot

Charmaine Minniefield to spend a year as artist-in-residence at the Rose.

Her collaboration with Emory continued after McDaniels passed away in 2020.

BeltLine, the High Museum of Art, Midtown Arts Alliance and Spelman College.

Sciences; Carol Henderson, vice provost for diversity and inclusion; and student Tre'

 Storytelling led by Mvhayv (or "teacher") Jordan Squire and Mvhayv Carolyn McNac, along with Elizabeth Rowland, language revitalization project manager, from the

This year's event will be held in the Emory Student Center.

• A conversation with Muscogee artist <u>Johnnie Diacon</u>

Harp III 25C (Muscogee/Choctaw)

and Social Justice Fellows Program

Gordon, Nia Jackson and W.J. Lofton.

Mvskoke Language Program

ACCOUNTABILITY

Noteworthy News

READ MORE Praise House Project public art installation opens at Emory with events beginning Oct. 14

continues to inspire me today."

PROFESSIONAL DEVELOPMENT, EDUCATION

Emory News

READ MORE

motto, "The wise heart seeks knowledge," serves as our guiding principle in fostering a leadership and organizational culture, that prizes learning, curiosity, inclusivity, and the embrace of diverse perspectives.

Aspiring Leaders at Emory Those who supervise others play a critical role in advancing the mission of the University. They have significant responsibilities in formulating and administering policies and programs, as well as managing people and processes. As Emory University endeavors to become the employer of choice, developing people leaders who can shape the future of their organization is essential.

Leaders at Emory will also be available on the Learning and OD website beginning on Monday, October 2, 2023. The submission deadline for all applications and nominations is Monday, November 6, 2023. **Essentials of Leadership at Emory** Leaders play a critical role in advancing the mission of the University. They have significant responsibilities in formulating and administering policies and programs, as well as managing people and processes. As Emory University endeavors to

Ideal Candidates: Any full-time employee currently in an individual contributor role. The employee should be considered high potential and be expected to transition into a position managing people within two years. Selection Process: This program's selection process is different from our other programs. All candidates must be nominated by their department's leadership. Link to Nomination form: https://hr.emory.edu/eu/learning/leadership- development/aspiring-leaders.html

> Link to Application: https://hr.emory.edu/eu/learning/administrative- professionals/index.html

Ideal Candidates: Any full-time employee of Emory University in an administrative

Link to Application: https://hr.emory.edu/eu/learning/mentor-emory/index.html **LEARN MORE**

Ideal Mentees: Any full-time Emory University employee who has clear goals and

aspiration and the willingness to receive one-on-one guidance from another

identity since before the country began. It will surround visitors with images, delve into the three stories, and invite them to begin a conversation about why this phenomenon exists. Pervasive, powerful, at times demeaning, the images, names, and stories reveal the deep

The events across the U.S. come two years after President Joe Biden officially READ MORE

Read More LGBT History Month

lgbt.emory.edu **CALENDAR Celebrate LGBT History Month with these events around Emory** LGBT History Month began Oct. 1 and runs through the end of the month, and there are a variety of events across Emory to celebrate the history of the LGBT community and build connections for the future. From drag shows hosted by the Rose Library and Emory Pride to marching with Emory University and Emory Healthcare in the Atlanta Pride Parade, be sure to mark your calendars on both the Atlanta and Oxford campuses for can't-miss events. READ MORE

Emory's Department of Accessibility Services (DAS) depends on our campus partners to work collaboratively on ways to operationalize accessibility initiatives, both on campus and virtually. Most efforts to enhance accessibility in the workplace come with the unintended consequence of creating a better quality of life for all employees and patrons. No person operates with full capability for every activity for the duration of their lifetime. Since we can all benefit from increasingly accessible workplaces, we encourage shared responsibility and accountability to embrace the spirit of the ADA, not just compliance with During National Disability Employment Awareness Month, we aim to educate our campus community about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities. This year's theme is "Advancing Access & Equity." Disability inclusion at work is about more than hiring people with disabilities. An inclusive workplace values all employees for their strengths. It offers employees with disabilities — whether visible or invisible — an equal opportunity to succeed, to learn, to be compensated fairly, and to advance. Reflecting this year's theme, we encourage you to take some time this month to review the following resources aimed at providing education and outreach to better serve our employees with disabilities and demonstrate ways to enhance your commitment to an inclusive work culture. Joelle Butler, LCSW Associate Director, Faculty and Staff

Department of Accessibility Services Encourages Faculty and Staff to Explore

You are an employee who is experiencing an impairment that impacts your work and

would like to consult with DAS about your eligibility for accommodations or to explore potential accommodation ideas. You are a supervisor with questions or concerns regarding disability in the workplace relevant to your employees. You are a Human Resources staff and have an inquiry relating to the intersection of disability and the workplace. For more information about registering with DAS for workplace accommodations, please visit DAS | Information for Employees. **LEARN MORE**

How You Can I Be More Inclusive Every Day!

Job Acccommodation Network

some of JAN's valuable resources.

And Many More!!!

Barriers people with disabilities face begin with people's attitudes. Those attitudes are often derived from misinformation and misunderstandings about what disability is and what it's like to live with a disability. The aim of this training is to highlight common misconceptions that contribute to discrimination, stigmatization and marginalization of disabled people. You will learn how "Ableism" is defined and how it manifests in the daily lives of people with disabilities, with the ultimate goal of reshaping our attitudes, behavior and language to foster inclusion.

WATCH TRAINING

JAN is a service of the <u>U.S. Department of Labor's Office of Disability Employment Policy</u> (ODEP). JAN consultants and employment specialists are highly qualified and experienced thought leaders and innovators on disability employment issues. The content on this website serves as trusted guidance on the ADA and practical accommodation solutions that benefit employers and individuals with medical conditions and disabilities. Follow the links below for

Dispelling Myths About Disability & Combatting Ableism - Recorded Training

Organization-Wide Accessibility: Everyone Plays a Part **Explore Upcoming Events and Archive of Webinars and Resources** Promote Wellness and Mental Health Awareness for All Employees Healthy Emory: Your Wellness - The Healthy Emory initiative includes a variety of programs, resources and services aimed at improving employee health and wellness. We encourage all employees to participate in these programs and use all of the services that can enhance health and life quality.

Furthering Emory community's education, Muscogee Nation will conduct second teach-in Oct. 27 There is so much yet to learn from the members of the Muscogee Nation. And the fruits of the relationship between the Muscogee Nation and Emory are being

the Atlanta campus Oct. 27.

Programming will include:

Hymn singing

Emory News

READ MORE

Emory women

in the academy.

Emory News

READ MORE

Emory Homecoming focuses on building community Emory Homecoming 2023 is just around the corner and is chock-full of events happening on both the Atlanta and Oxford campuses. Student events start on Saturday, Oct. 14, with activities for students, families and alumni continuing through Homecoming and Reunion Weekend, Oct. 18-22. The entire Emory community is invited to catch the annual Homecoming Parade on Saturday, Oct. 21, at noon. Bring your family or friends and get a great view from the Emory Student Center or from the Quadrangle.

Emory News

Emory News

READ MORE

Office of the University Ombuds Annual Report Office of the **University Ombuds** As we enter our fourth year, we celebrate having facilitated nearly 1,600 sessions with over 1,700 individual visitors. We feel privileged to be trusted by so many seeking constructive conflict resolution across our institution. Although still in our formative stages, we have established ourselves as an integral part of the organizational culture, known for fairness, integrity, and treating all our visitors with dignity and respect. This year has evidenced remarkable growth in our office's utilization, with a 50% increase in new visitors. This dramatic rise in individuals seeking advice, mediation,

and pathways to enhance communication reflects the proactive spirit of our

our interactions this year, including notable challenges related to change management and the evident desire for enhanced feedback mechanisms and psychological safety among many in our community. A prevailing trend has been the pursuit of an organizational climate conducive to candid dialogue and mutual respect, reinforcing the value of every voice being heard and respected. Emory's

Learning & Organizational Development (OD) is Now

Applications for the Essentials of Leadership at Emory Program, Administrative Professionals Program, and Mentor Emory will be available on the Learning & OD website, beginning on Monday, October 2, 2023. The Nomination form for Aspiring

The Annual Report for AY' 2022-2023 highlights significant themes identified during

READ REPORT

AND AWARENESS

ODEI Learning Corner

community in resolving concerns.

Accepting Applications

become the employer of choice, developing leaders who can shape the future of the organization is essential. Ideal Candidates: Individuals in a people management role, regardless of being new to the role or experienced (e.g. supervisors, managers, assistant/associate directors, and directors). This program is also appropriate for faculty and principal investigators who supervise people. Link to Application: https://hr.emory.edu/eu/learning/leadership-<u>development/essentials-of-leadership.html</u>

> **Administrative Professionals Program** The role of the administrative professional has evolved greatly in recent years. Administrative professionals have a wide range of responsibilities that go beyond answering the phone and handling clerical details of the office. Many administrative professionals manage projects and coordinate the daily operations of their department.

role (e.g. Administrative Assistant, Program Coordinator, Secretary, etc.).

Mentor Emory Mentor Emory advances the individual and community through learning from others and giving back. Through structured learning sessions as well as one-onone coaching, mentees learn how to implement strategies to fulfill goals. Ideal Mentors: Any full-time Emory University employee who has the interest and time to provide one-on-one coaching on career development.

Sign up for the ODEI e-newsletter

Office of Diversity, Equity, and Inclusion 201 Dowman Drive Atlanta, GA 30322 odei@emory.edu odei.emory.edu Emory University is an equal opportunity/equal access/affirmative action employer fully committed to achieving a diverse workforce and complies with all applicable Federal and Georgia State laws, regulations, and executive orders regarding nondiscrimination and affirmative action in its programs and activities. Emory University does not discriminate on the basis of race, color, religion, ethnic or national origin, gender, genetic information, age, disability, sexual orientation, gender identity, gender expression, and veteran's status. Inquiries should be

directed to the Department of Equity and Inclusion, 201 Dowman Drive, Administration Bldg, Atlanta, GA 30322. Telephone: 404-727-9867 (V)

2. In the text of the email, write SUBSCRIBE ODEI [your first name] [your last name]. for example: SUBSCRIBE ODEI John Smith

employee.

1. Send an email to LISTSERV@listserv.emory.edu

404-712-2049 (TDD)