

Annual Compliance Letter

Fall 2021



Dr. Carol E. Henderson
Vice Provost for Diversity and Inclusion
Chief Diversity Officer, Adviser to the President

Dear Members of the Emory Community,

I hope this academic year finds you in a good place. The Office of Diversity, Equity and Inclusion strives to provide a safe environment that is conducive to intellectual engagement, learning, and working in positive ways. We focus our work on systemic issues by addressing policy and procedural concerns.

In furtherance of our efforts to provide a safe environment, we seek to move beyond compliance and impact the climate and culture of the enterprise through routine assessment of our policies, processes and practices, and provide education and awareness regarding matters impacting diversity, equity and inclusion. Our reassessment of climate and culture reminds us of the intentional work of inclusion, which is: The ongoing engagement with the principles of diversity—in our scholarship, in our curriculum, co- curriculum, business operations, and infrastructure of our institution. It is interwoven into the intellectual, social, cultural, geographical, local, regional, and institutional communities with which individuals might connect—in ways that increase awareness, content knowledge, perspective taking, and empathetic understanding of the complex ways individuals interact within societies organizations, and institutions, and systems.

At its foundation, our mission depends upon having an inclusive and accessible campus free of discrimination, harassment, and sexual misconduct. As such, I'm writing to ask you to take an active role in creating and maintaining this environment by focusing your attention on Emory's policies related to Title VII (Harassment and Discrimination) and Title IX (Sexual Misconduct), as well as practices related to the Americans with Disabilities Act (ADA). By taking the time to understand these policies and practices, you are taking the first step toward eliminating the barriers that prevent our community members from fully engaging in and enjoying all the benefits offered by our University.

[Read More](#)



In the Wake of Slavery and Dispossession Emory, Racism and the Journey Towards Restorative Justice

Many universities are examining their histories and discovering their connections to slave labor and Indigenous dispossession. This symposium will highlight the ongoing efforts and research in the areas of slavery, dispossession, and restorative justice, with a focus on the legacy of racism and its enduring effects at Emory University.

The sessions will include creative interpretations and dialogue, with a primary focus on the perspectives of Black, Native American, and Indigenous peoples. For a complete list of sessions and speakers, see our online [program schedule](#). You can also [sign up](#) for symposium updates.

[Fall symposium connects activism to Emory's history of slavery and land dispossession](#)
[Emory issues call for proposals for fall symposium on slavery and dispossession](#)

[Register Here](#)



Diversity strategic planning process fueled by a 'ready' campus

Even as she has set in motion the most ambitious diversity strategic planning process in Emory's history, Carol Henderson, the university's first chief diversity officer, recognizes that this moment is larger than that. Our nation's recent history has made it so.

Henderson, who also serves as vice provost for diversity and inclusion and adviser to the president, arrived in August 2019, then watched as the events of 2020 brought the university to what she terms a "beautiful tension between the movement of diversity, equity and inclusion undergirded with the tenets of social justice."

President Gregory L. Fennes and Henderson agree that a diversity strategic plan cannot be top-down but instead must reflect broad community engagement.

"The diversity strategic plan is an expression of our values as a university and it will help lead Emory forward while reminding us that diversity, equity and inclusion are truly embraced when they are woven into the fabric of how we engage, teach, learn and discover," says Fennes.

[Read More](#)



Russell T. Griffin
Director of Diversity and Inclusion Education and Outreach

Emory hires new director of diversity and inclusion education and outreach

Emory Human Resources Learning and Organizational Development announces that after a thorough search, Russell T. Griffin has been selected as the new director of diversity and inclusion education and outreach (HR). Griffin joined Emory on May 17, reporting to Wanda Hayes, assistant vice president for learning and organizational development.

"This new position was created as one of the actions announced by President Fennes in his August 2020 [letter to the Emory community](#), to "improve the Emory experience and live up to our values so that everyone feels a sense of belonging and shared purpose," Hayes says.

"We are particularly excited to have Russell join the HR: Learning and Organizational Development team, where we will be able to integrate his initiatives in diversity and inclusion into our larger body of work, such as employee and leadership development and talent management."

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New roles increase support for Jewish life at Emory

Campus resources expand with hiring of Rabbi Jordan Braunig in the Office of Spiritual and Religious Life and Paul Entis in the Tam Institute for Jewish Studies

Starting a new job during a pandemic isn't easy, especially if your goal is to bring people together. By being creative, [Paul Entis 92C](#) and [Rabbi Jordan Braunig](#) are off to a running start, each contributing substantially to Jewish life at Emory.

[Jewish High Holidays](#)

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Paul Entis
Executive Director
Tam Institute for Jewish Studies



Rabbi Jordan Braunig
Jewish Chaplain
Office of Spiritual and Religious Life

National Hispanic Heritage Month

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, September 2021, we recognize National Hispanic Heritage Month. In collaboration with campus partners, we have curated resources that highlight, educate, and encourage a sense of community.

International Community Friday Lunch - Hosted by Office for Racial and Cultural Engagement (Centro Latinx)
Office of Spiritual and Religious Life (OSRL) and International Student and Scholar Services (ISSS)

September 17, 2021
11:30 am - 12:30 am

[Register Here](#)



Aquí Estamos: Yehimi Cambrón on Being #HereToStay
Office for Racial and Cultural Engagement and Centro Latinx

September 23, 2021
4:00 p.

[Register Here](#)



La Teología de mi Abuela: Learning from Women in our Latino Community
Aquinas Center at Candler School of Theology

September 30, 2021
7:30 pm

[Register Here](#)



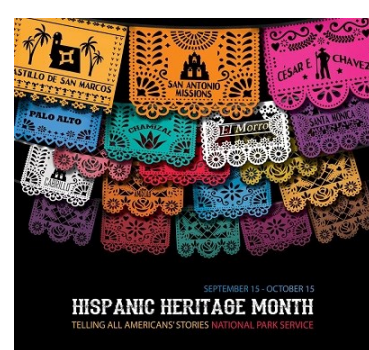
Library of Congress

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988, on the approval of Public Law 100-402.

The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30 day period.

[Learn More](#)



National Park Services

September 15 to October 15 is celebrated nationwide as National Hispanic Heritage Month. It traditionally honors the cultures and contributions of both Hispanic and Latino Americans as we celebrate heritage rooted in all Latin American countries. During this month and throughout the year, we, and our partners, share history, heritage, and accomplishments of Hispanic and Latino Americans of past and present.

Hispanic refers to a person who is from, or a descendant of someone who is from, a Spanish-speaking country.

Latino/a or *Latinx* refers to a person who is from, or a descendant of someone who is from, a country in Latin America.

[Learn More](#)

External Resources

[Books to Read for Latinx Heritage Month](#)
[PBS - Celebrate Hispanic Heritage Month](#)
[Smithsonian - Latino Center](#)
[U.S. Department of Education - National Hispanic Heritage Month](#)

ODEI Learning Corner



Cultivating Cultural Competence and Inclusion

Inclusive work environments can yield greater bottom line. But even as a slew of modern companies make strides towards true workplace inclusivity, many still miss the mark. This is often due to a lack of cultural competence, or the ability to engage and adapt across cultural differences. In this course, instructor Mary-Frances Winters explains why cultural competence is key to the success of any diversity-related initiative, as well as how to assess and grow your own cultural competence.

[Begin LinkedIn Learning Course](#)

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