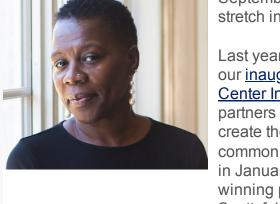
## September 2023 Newsletter

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



Writing Our Next Chapter... September is always a good time to reflect on the previous academic year as we

Last year was a busy year for our office, and a year of firsts. In July, we welcomed our inaugural director of the Truth, Racial Healing, and Transformation Campus Center Initiative, Sharon Stroye. She will work collaboratively with key campus partners across the enterprise to build upon the work already being done at Emory to create the next generation of leaders who will advance justice and promote the common good in our society. Our inaugural National Day of Racial Healing program in January, as a prelude to this initiative, featured a facilitated discussion with awardwinning professor Carol Anderson and celebrated journalist and WABE host Rose Scott, following a viewing of the moving documentary "I, Too."



stretch into the promise of the new.

In that same week, in partnership with Tam Institute of Jewish Studies, the Office of Religious and Spiritual Life, and Campus Life, we extended our <u>Inclusion Project</u>

programming to welcome culinary historian Michael Twitty to Emory to speak on faith, the intersections of identity, and culture in conversation with the Judith London Evans Director of the Tam Institute, Miriam Udel. Following this conversation, attendees were treated to a book signing, and Kosher food tastings inspired by Twitty's book, Koshersoul.

In February, we collaborated with Human Resources on a leadership event for managers, directors, and additional members of administration. Steve Pemberton's

Academic Leadership Excellence series extends our climate and culture conversation at Emory to include important and intentional ways to embrace and embody inclusive leadership. Our co-sponsorship with the Office of Faculty Affairs helped to support the Georgia Association for Women in Higher Education (GAWHE) annual conference at Emory in February. Under the amazing leadership of Tyrese Hinkins-Jones, GAWHE's vice president of programs, attendees were inspired, challenged, and encouraged to

consider issues facing women in higher education. In June 2023, we released Towards a More Inclusive Emory: Building Blocks of <u>Transformation</u> to guide our DEI efforts for the next 4 to 5 years. We also shared our community results for the University of Southern California's National Assessment of <u>Collegiate Campus Climates' Race and Equity Survey</u>. These results acknowledge that there is work yet to do to ensure that students, faculty, and staff flourish in a

campus community that is equitable and inclusive. This same assessment also demonstrates that work has already begun. The Emory ethos is strengthened when

we all work to create a sense of belonging for each other. That is how community thrives, and what makes Emory such a special place to be. We have much to be grateful for at Emory. Our laser-like focus on our educational mission affords us the opportunity, each day, to reflect on what it means to "create, preserve, teach, and apply knowledge in the service of humanity" emboldened by the principles of diversity, equity, and inclusion. As we look to write our next chapter in this work, aware of the national conversations that challenge the merits of this work, Emory is committed to a One Emory mind-set that is guided by these

principles—tenets that are vital for a thriving and transformative intellectual community. For it is when inclusion meets belonging that we have community. May we seek wisdom for the journey. In gratitude, Dr. Carol E. Henderson Vice Provost for Diversity and Inclusion | Chief Diversity Officer Adviser to the President

**CLIMATE AND CULTURE** 

encourage a sense of community.

September Affinity Highlights

The Office of Diversity, Equity, and Inclusion celebrates the rich tapestry of human experiences at Emory University. This month, September 2023, we recognize Hispanic Heritage Month. In collaboration with campus partners, we have curated resources that highlight, educate, and

'You Belong Here' exhibit honors photography of Latinx artists across the Opening Sept. 9 at the Michael C. Carlos Museum, "You Belong Here: Place, People, and Purpose in Latinx Photography" celebrates the dynamic photography of

#### "Elyse Regehr and Javier Orosco, Downtown LA" is one piece in the Carlos



Artists in the exhibition contribute to a vast visual archive of the Latinx experience as pluralistic, nuanced and fluid. They illustrate a range of histories and geographies, contextualize and reinterpret watershed social and artistic movements, stake space for queerness and articulate the importance of photography within the larger field of Latinx art.

and emerging artists who tackle themes of political resistance; family and

Latinx artists across the United States. The exhibition brings together established

community; fashion and culture; and the complexity of identity in American life.

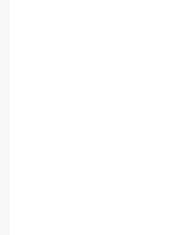
from negative.

READ MORE ¡Vamos to the Carlos!

scavenger hunt through the Art of the Americas galleries, and make your mark on a community mural with GPB. Snacks and supplies are available on a first come, first served, basis. This event is a free drop in program for all families and includes admission to the galleries. Parking is free on Emory's campus on Saturday and Sunday.

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**HISPANIC HERITAGE** 

MONTH **CELEBRATION** 

> Join Oxford - ODEI, Oxford International Student Programs, and OLA as we celebrate Hispanic Heritage Month by bringing a keynote speaker to campus to discuss the impact of her culture pushing her towards greatness after suffering great loss almost 30 years ago.

Thursday, September 28, 2023

Phi Gamma Hall (Oxford)

7:00 pm - 8:30 pm

**Hispanic Heritage Month Keynote Speaker** 

Oxford Office of Diversity, Equity, and Inclusion

Sunday, September 17, 2023

Michael C. Carlos Museum

**Ackerman Hall** 

12:00 pm - 4:00 pm

**Latino Community Fund Georgia** Since 2017, we have aggregated nonprofit, local, county and state celebrations honoring Latino contributions in one calendar accessible to all. Our annual Georgia Hispanic/Latinx Heritage Month Calendar is issued on Sept. 1 every year. You can follow us on social media to get all our updates!

event you are interested in and contact the organizer directly.

**Hispanic / Latinx Heritage Month Community Events** 

**SMITHSONIAN** We celebrate Hispanic Heritage Month from September 15 through October 15 with Smithsonian events, resources, exhibitions, and podcasts. The Smithsonian is

building the National Museum of the American Latino to recognize the

accomplishments, history, and culture of the Latino communities.

LCF Georgia is not responsible for changes of schedule or location. Make sure you click the

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# **LEARN MORE**

Join us in celebrating Latine and Hispanic authors, creators, and trailblazers whose stories are redefining identity and shaping today's culture, from music to politics and

everything in between. Share these incredible stories year-round using the hashtag

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**Upcoming Events** 

Emory Law's Center for Civil Rights and Social Justice (CCRSJ)—in partnership with <u>The Carter Center</u> — will offer a symposium, "Advancing the Rule of Law in US Elections," on September 14-15. Capitalizing on the existing relationship between Emory University and The Carter Center, this symposium will launch a partnership

between the CCRSJ and the Center that aims to increase support for civil rights and

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ADVANCING THE RULE OF LAW

NAISI Fall Keynote with Jourdan Bennett-Begaye Editor-in-Chief ICT Diné citizen of the Navajo Nation

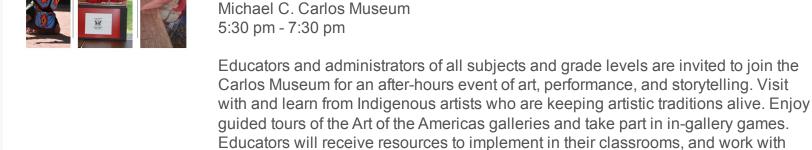
The Native American and Indigenous Studies Initiative

REGISTER HERE **Evening for Educators: Living Traditions** Saturday, September 30, 2023

artists and museum staff to feel empowered to teach about Indigenous cultures in

LEARN MORE HERE

innovative ways, valuing and prioritizing accuracy and cultural awareness.



Food and beverages will be served on a first come, first served basis. Attendees are welcome to bring two additional guests. This program is free, but registration is

>>>> WEEK

A COMMITMENT TO ONE EMORY:

ACCOUNTABILITY IN THE FACE OF CHANGE

DIVERSITY

**SAVE THE DATE** OCTOBER 2 - 6, 2023

### an in-country pre-departure orientation program called Passport to Emory. This year's events took place in Mumbai, India, and Seoul, South Korea. Passport to Emory is an annual program for newly admitted international students with F-1 or J-1 visas who will begin their undergraduate, graduate or professional programs at Emory during fall semester. Students from all nine of Emory University's schools were invited to participate. **Emory News READ MORE**

in Mumbai and Seoul

honor the enslaved

community members.

'Calls for Justice'



**Noteworthy News** 

features original, interactive works of art that explore themes such as identity, class and privilege; environment and food justice; and issues affected by public transit. **Emory News READ MORE** 

the PBS and NPR affiliate of metro Atlanta.

benefit their communities

ever-broader communities.

efforts, and publishing independent research.

Introducing Quinn Foster, Sr. Training Consultant, Diversity & Inclusion, Education & Outreach Quinn Foster (they/them) is the newest member of the Diversity & Inclusion, Education & Outreach team in Central HR's Learning and Organizational Development unit. Quinn is

**AND AWARENESS** 

Healing and humanity with our shared history

Launch of the Truth, Racial Healing and Transformation

As Emory continues to actively engage in examining its own racial history,

higher education institutions to prepare the next generation of leaders in dismantling institutional and systemic racism through a shared humanity

expanding the historical narrative of all voices, and envisioning a future where "out of many, there is one Emory." The Emory and greater Atlanta community are invited to participate in the implementation process of the Truth, Racial Healing,

Beginning Fall 2023, Emory University will serve as host and join a national effort with the American Association of Colleges and Universities and seventy-one other

perspective. To gain a better understanding of the TRHT Initiative @ Emory, please

Truth, Racial Healing, and Transformation (TRHT) is a comprehensive, multi-year national community-based process launched in 2016 by the American Association of Colleges and Universities to bring about transformative and sustainable change on 150 college/university campuses. The TRHT framework was designed in partnership with hundreds of leaders, scholars, and organizations under the

leadership of Dr. Gail Christopher, Executive Director for the National Collaborative

It began in January 2023 with the soft launch and recognition of The National Day

The extended and official launch of the TRHT Initiative @ Emory University will begin during the Fall 2023 – Spring 2024 semester to introduce the framework to

information session and learn about the TRHT framework during the 2nd Annual

through political and legislative mandates; the ability to connect people through our

The TRHT framework in collaboration with the Emory community will create spaces and places to preserve our authentic voices for teaching generations of leaders that we can apply knowledge from all communities in the service of humanity.

the community. Participants will have the opportunity to participate in an

Diversity Week on Tuesday, October 3, 2023 – 11:00 am – 12:00.

How can we become involved in the TRHT Initiative efforts?

The pillars of narrative change, racial healing and relationship building, law, separation, and economy provide a foundation for participants to engage in authentic dialogue while utilizing an interactive process called Racial Healing

responsible for the design and delivery of DEI programs for all staff and faculty. Prior to joining Emory, they were responsible for DEI engagement with students at Georgia Tech. They're currently pursuing a Doctor of Education in Learning, Leadership, and Organizational

Development from the University of Georgia. We are excited to have Quinn join Emory in this

ODEI Learning Corner

Who is invited to participate in the TRHT Initiative? The Emory University community - executive leadership, faculty, staff, students, alumni, and community partner organizations from the Atlanta and Oxford campuses. This initiative is open to all human beings with their diverse intersection of identities, values, and belief systems. What is TRHT?

review the following FAQ's.

for Health Equity.

of Racial Healing.

Circles.

and Transformation (TRHT) Initiative.

Where will the TRHT Initiative be located? The Truth, Racial Healing and Transformation Initiative is a collaborative effort within the Office of Diversity, Equity, and Inclusion. Why is the TRHT Initiative needed? In a climate where individuals are still dealing with the effects of a global pandemic, a country willing or not willing to reconcile its historical truths, the global economic uncertainty for most families, and the intentional silencing of voices and stories

shared humanity is needed.

Resources

Confront Systemic Racism and Engage in Collective Healing by Dr. Anneliese A. **New Diversity, Equity, and Inclusion Coursework** 

and Religious Life

Select Major Religious Observances in Academic Year 2023-24 Members of the Emory community observe many diverse religious holidays. According to the university Religious Accommodation Policy (Policy 10.17), faculty, staff and students should receive reasonable accommodation for any required work scheduled on their religious holidays. In order to avoid the need for many accommodations, it is best to avoid scheduling major assignments, exams, meetings, and events on the dates below that are

**Employee Resource Groups** Join Emory's Employee Resource Groups (ERGs) to connect with your colleagues and

**LEARN MORE** 

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

**Hispanic Heritage Month** 

Let's go! Join the Carlos and Georgia Public Broadcasting to celebrate the beginning of Hispanic Heritage Month with Raúl the Third, the award-winning author and illustrator of the bilingual *¡Vamos!*series. Create your own 3-D character from the ¡Vamos! books with Raúl, find more bilingual books in reading nooks throughout the galleries, enjoy Helados Mexican ice cream, learn from docents about works of art in You Belong Here: Place, People, and Purpose in Latinx Photography, embark on a

**Books to Read for Latine & Hispanic Heritage Month** 

social justice in the legal community.

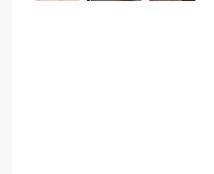
Thursday, September 21, 2023

2:00 pm - 3:15 pm

**Ackerman Hall** 

#IAmLaCultura.

Advancing The Rule Of Law In U.S. Elections Symposium September 14 - 15, 2023 Center for Civil Rights and Social Justice The Rule Of Law Co-sponsored with the Carter Center Emory University School of Law



**ACCOUNTABILITY** 

Passport to Emory welcomes new international students and families

welcomed incoming international students and their families to the Emory community through

Acclaimed design firm selected to create Emory's Twin Memorials to

After years of engagement with the Emory community, the **Twin Memorials project** will be brought to life by <u>Hood Design Studio</u> and its team of scholars and creatives.

In 2021, Emory University announced plans to develop memorials on its Atlanta and Oxford campuses to honor the enslaved individuals who are part of Emory's history. These Twin Memorials will create space for contemplation and learning for students, staff, faculty and

Science Gallery Atlanta and WABE unveil new interactive podcast,

At the heart of Science Gallery Atlanta's "JUSTICE" exhibition, a special new phone booth awaits visitors, inviting them to share voice-recorded reflections on the exhibition and

"JUSTICE" invites visitors to reimagine the way they think about justice through interactive exhibits co-created by Emory researchers and more than a dozen artists. The exhibition

Emory's newest Woodruff Scholars pair intellect with leadership to

The 23 incoming Emory Woodruff Scholars arrived this fall on Emory University's Atlanta and Oxford campuses with experience running businesses, leading local and statewide volunteer

As the latest cohort of Emory's signature Robert W. Woodruff Scholarship, they plan to continue that tradition of fusing their intellectual drive and leadership skills to engage with

perspectives on justice. This phone booth is home to a new interactive podcast series, "Calls for Justice," hosted in partnership by Emory University's Science Gallery Atlanta and WABE,

This summer, International Student and Scholar Services (ISSS) and campus partners

**Emory News READ MORE** 

**Recent Hires Spotlight** 

meaningful work!

PROFESSIONAL DEVELOPMENT, EDUCATION,

**Initiative at Emory** 

**Emory News** 

**READ MORE** 

Racial Healing Circles are opportunities for people from diverse backgrounds to come together and connect their shared humanity through story telling. It is a safe, brave, and responsible space—a place where people recognize they have more in common than different. It is the beginning process of dismantling our bias beliefs system through a shared humanity perspective - <a href="https://www.youtube.com/watch?">https://www.youtube.com/watch?</a> v=n1FNvCs Q5M When will the TRHT Initiative begin?

What are Racial Healing Circles (RHC)?

As the inaugural director is becoming familiar with the Emory community, and key campus partners who engage this work in divergent and direct ways, we will build on the important and ongoing work of Campus Life, Interfaith Center, and Rose Library to name a few. We are also looking forward to being collaborative thought partners with the upcoming Twin Memorial Project. For further information on how to integrate the TRHT framework in your respective area, please contact to learn Sharon Stroye.

Rx Racial Healing: A Guide to Embracing Our Humanity by Dr. Gail C. Christopher -

The Racial Healing Handbook: Practical Activities to Help You Challenge Privilege,

New Course: Introduction to Diversity, Equity, and Inclusion Learning and OD is launching a new course: Introduction to Diversity, Equity, and *Inclusion*. Learn how your identity, and the identity of your peers, impacts your daily work and experiences. Explore the value of diverse perspectives and understand the positive impact of an inclusive environment. Through interactive exercises and discussion, you'll gain practical knowledge on how to support Emory's commitment

to diversity, equity, and inclusion and make meaningful change in your own sphere

Diversity Edu is a collection of online courses focused on Diversity, Equity & Inclusion. These courses were designed specifically for higher education. Once logged into Branier, you can search for classes by title. Please see attached list

Resources

EMORY |

observed by large numbers in the Emory community. There are more religious

For more detailed information or for consultation, please contact the Emory

University Office of Spiritual and Religious Life (OSRL) at religiouslife@emory.edu.

**LEARN MORE** 

of influence. Log into **Branier** to register.

**Diversity.EDU in Branier** 

of Diversity. Edu classes.

traditions and holidays than are listed here.

coworkers and make a difference in enhancing our community. About ERGs Employee Resource Groups (ERGs) are voluntary, employee-led groups established

Sign up for the ODEI e-newsletter 1. Send an email to LISTSERV@listserv.emory.edu 2. In the text of the email, write SUBSCRIBE ODEI [your first name] [your last name]. for example: SUBSCRIBE ODEI John Smith

> Office of Diversity, Equity, and Inclusion 201 Dowman Drive Atlanta, GA 30322

around common interests, purpose, and/or characteristics, typically underrepresented identities and their allies. These groups provide opportunities for: networking and social connection; enhancing community, engagement and inclusion; and • giving voice to marginalized or underrepresented communities.

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) 404-712-2049 (TDD)