Advisory Council on Community and Diversity: Employee Council Presentation

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EACCD ORGANIZATION

Executive Committee

The Executive Committee requests information about community and diversity efforts in every major unit. These requests focus a division’s attention by having it address fundamental questions of access, equity and inclusion. The questions and information will cover faculty, staff, student, patients, alumni, local/global, and facilities.

Steering Committee

The Steering Committee is composed of members with expertise in topics related to community and diversity as well as at-large members. The Steering Committee, in consultation with the Executive Committee, designs questions, metrics and templates for large unit discussion and reporting.

Division Committee on Community and Diversity (DCCD)

Liaisons are appointed from each school or division. They are selected by their dean or vice president at the request of the Executive Committee. The liaison then forms a team (a working group of at least 5 other members). These working groups will focus on the five areas below, and they could break into sub-committees. It is important for the divisions to own this process and select challenges and opportunities they believe are priorities, with suggestions from the Advisory Council on Community and Diversity.
Dean/Division Leader will choose a Liaison.
Liaison will develop teams that focus on the areas relevant for their unit.
The teams and liaison will use templates to establish a baseline and mark progress in each area.
Liaison will access Community and Diversity Office and Steering Committee for information and guidance in meeting goals and in preparation for annual presentation/reporting.
1. Name of person responsible for staff information:
2. Please provide an organizational chart for your division:
   List of offices:
3. FY2013 number of searches by grade:
4. FY2013 number of hires by grade:
5. FY2013 number of promotions by grade:
6. FY2013 number of terminations by grade:
   Total Number of Voluntary: __________
   Total Number of In-voluntary: __________
7. Do you conduct annual staff surveys FY2013? If so, please describe briefly.
   Please summarize relevant survey results.
8. FY2013 number of grievances in your division.
   How many grievances were related to Emory's Equal Opportunity and Discriminatory Harassment Policy?
   How are these issues being addressed?
9. In FY2013, how would you characterize your efforts in support of community and diversity?
   What are the best opportunities?
   What are the greatest challenges?
10. What are your goals/plans/aspirations (please list at least three) for enhancing Community and diversity next year amongst staff?
    What measurable outcomes do you propose?
Questions?