Dr. Carol Henderson, DEI Strategic Planning Process Report
Report has been on their website since Feb. 1, 2022

- Three Pillars:
  - Professional Development
  - Climate and Culture
  - Accountability

- Soft launch was Feb. 1, 2022

- Common Threads of all seven participating communities:
  - Faculty Diversity
  - Transparency and accountability
  - Belonging and success

- Pillar Four:
  - Atlanta as the gateway to the World

- Staff goals were presented: included goals regarding policy, metrics, performance management, identifying subgroups, transparency around promotion and salary equity, to name just a few.
  - Staff leads were identified for each goal. What priorities need to be tended to and need to inventory the goals: what are we doing and what are we not doing?

- NACCC-National association of collegiate campus climate survey: results will come back late in spring. Will look at the results and plan to report on them in the summer.

- NACCC 2.0 was launched this week. Be on the lookout for the second survey.

- Q&A:
  - Will the survey be given to new employees when they start at Emory? How about retiring employees?
    Would have to speak with HR about feasibility of doing this. Not sure what their procedures are for retirees. There are exit interviews, but not sure if they go to retirees. Could potentially add to the employee life cycle. The survey will, however, be given every 3 years, and perhaps shorter surveys can be given to newer employees. Current exit interviews do not include any DEI questions.
  - Have we been getting any feedback? Yes, have been receiving feedback and it’s being collected and put into an excel document. The feedback will be used in the implementation process.
  - 28-page summary report was divided into the Four Pillars. The consolidated goals for staff and faculty cross all four pillars. How will that be put in practice?
During the implementation process, will attend to:
  ▪ Mentoring and Career pathing
    • Themes identified and attributed to specific groups
  ▪ Employee Resource Groups (ERGs) launched
  ▪ In “One Emory 2.0”, will look to stretch the frameworks, and looking to the community report to help do that.

• Will the DEI teams or staff have access to the findings/data from surveys at other institutions?
  o We can ask for that, and will plan to ask for it.

• Report refers to “Key positions” in terms of HR/staff roles? What does that mean, specifically?
  o More diversity in leadership roles beyond a certain status. Looking at Career Pathways: what does career pathing look like for the larger Emory community?

Chad Ritenour and Tim Cunningham, Co-Chairs: The Office of Well Being, Woodruff Health Sciences Center

• Office opened on January 1, 2022
• EmWell: Emory Office of Well-Being (in Woodruff Health Sciences)
• To support enhance and innovate (go back to see slide)
  o Emory Healthcare, school of medicine, Yerkes, Winship cancer center, Rollins School of Public Health. Woodruff School of Nursing
• Well-being Venn diagram: includes DEI, professional development, education, operational excellence, efficiency at work, finance, discovery/research/innovation
• 12-month objectives:
  o Organizational assessment and reporting of well-being in current professional contexts
  o Catalog well-being interventions programs, research across WHSC
  o Policy review as it affects well-being for staff
  o Supporting partnerships and alignment with well-being metrics
  o Advocating for well-being interventions and structural changes that will enhance staff/team/community well-being

• What to expect in the coming months:
  o Listening sessions
  o Meetings with formal and informal leaders
  o New role: Director, Special Projects (Emory University)
  o Communications and updates from the EmWell office
  o Tim Cunningham: tim.cunningham@emoryhealthcare.org
  o Chad Ritenhour: criteno@emory.edu

Melissa Morgan, EC Membership Committee Chair: ByLaw and Representation Review

• Bylaws link: www.employeecouncil.emory.edu/about/bylaws.html

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EMORY UNIVERSITY

Employee Council
• Proposed Bylaws changes:
  o add in definition Class A members
  o Remove specific dept. names in the divisions
  o Alphabetize List of Divisions
  o Reduce the Human Resources number from 2 to 1, based on size of the office.
  o Create a new seat for The Office of the President
  o Total number of seats remains the same
  o Class B: add definition
  o Adding a seat for Emory Police Dept.
  o Alternates: add “and serve on committees”; do not have voting privileges unless voting on behalf of the absent member

Council Business
Committee Updates:

• Hardship Fund/DEI Committee: Teresa Fosque
  o [http://hr.emory.edu/eu/work-life/financial-programs/hardship-fund/index.html](http://hr.emory.edu/eu/work-life/financial-programs/hardship-fund/index.html)
  o Tier 1: awarded $28,847 in awards over the past year
  o Tier 2: $8,788 in awards over the past year

• University Senate Update: Tramaine Dowell (revisit recording)
  o University President addressed:
    ▪ Moving to Yellow operating status
    ▪ Search for the Dean of Goizueta
    ▪ DEI initiatives-renaming of buildings, safe spaces
    ▪ Capital campaign-have raised $2.6B towards the $4B goal
    ▪ New and innovative approach to research
  o Robert Nobles (Dept.?): status of his dept.
  o Library policy committee report: revised their mission, Spring ’22 reduced hours
  o Honorary degree committee reports
  o Open expression committee report: Law school incident-3 law professors who said the “N” word during class, on professor used a homophobic phrase during class. Students staged a walk-out and a walk-in. determined that there was no violation of the open expression guidelines

ELECTIONS coming next month! Participate in our future as an Officer! Open offices: President-elect, Treasurer, Secretary-elect, and Historian. Indicate to Melissa Morgan, Membership Committee Chair by March 11 if you are interested in running for office. Need a photo and short bio.

Meeting adjourned at 1:25 pm.