May 16, 2022 Minutes

Greetings
• Dawn welcomed everyone to the meeting
• Melissa thanked volunteers for helping with StaffFest
• Dawn thanked volunteers for helping with Commencement

Dona Yarbrough: Identity Spaces Project
• Dona works for Belonging and Community Justice, which is under Campus Life and includes the Center for Women, LGBT Life, and the Office for Racial & Cultural Engagement. These are spaces that primarily serve students.
• A project to create new spaces for these offices has been in the works for a couple of years.
• The new spaces will be located on the third floor of Cox Hall where the Cox Hall Ballroom is currently located.
• Guiding principles: Identity, Support, and Action
• Purpose is to create functional havens that empower students to express their unique identities and to serve as a hub for taking action.
• AMUC was refreshed and reopened in September 2021
• The new spaces in Cox Hall will open in Fall 2023
• Engaged 71 students in total on the project: 28 for AMUC design and 43 for the Cox Hall design
• Showed floorplan and gave a short tour of where everything will be

Kenya Faulkner: Office of Compliance
• Kenya was a government employee for most of her career. 2013 moved to University of Cincinnati to be their general council. Then did a short stint with a vendor and moved to Penn State to be the chief ethics and compliance officer. Now she’s at Emory.
• Her office is charged with promoting the highest legal and ethical and professional standards for the entire university and what that means is that they collaborate with
everyone and make sure that the university is complying with legal regulatory policies ethical principles across the university.

- Her office reports directly to the chair of the Audit and Compliance Committee as well as the Executive Vice President for Business and Administration.
- If you are responsible for a policy or regulation or law, you have compliance in your area.
- Will soon be kicking off a compliance risk assessment. Also looking at privacy concerns, non-research conflicts of interest, ethics programs, and trust line management.
- Trust line will retain the name, but will be overhauled to look at the concerns and reports they receive to provide better training.
- Looking at a survey that was done years ago to assess safety and treatment of minors on campus. We have a lot more minors on campus than we tend to think.
- Looking at the International Privacy Policy and making sure we’re in line with the rules there.
- Always here to help and answer questions. If you think you should reach out, you should reach out and bring your issues to them.
- Setting up a meeting with Dawn and Shervon to look at issues with minors.

Dr. Greg Ellison and Dean Douglas Hicks: The Twin Memorials Project

- “We sit under shade trees we did not plant and drink from wells we did not dig.”
  - We’re indebted to the unnamed people who built the university.
- Project was started by Task Force on Untold Stories & Disenfranchised Populations.
- 30+ initiatives were suggested to President Fenves and he took up about half of them including this one.
- President’s Charge
  - Draft a request for proposals for architectural firms to design and construct Twin Memorials
  - Develop plans for continues memorialization of Emory’s enslaved laborers
  - Collaborate with various stakeholders to develop initiatives that contribute to making Emory’s past known to internal and external audiences
- Process
  - Check with other universities to see what they have done to honor enslaved persons
  - Started by going to the National Museum of African American History and Culture and talking to one of the curators about the space
  - Met with President and Vice President at Georgetown
  - Met with some descendants as well as the chief architect and some faculty members at UVA
  - Spent some times with a faculty member at University of Richmond
Key takeaway was that these processes can take several years up to several decades and if there isn’t institutional buy in from the board and presidential level these processes can just linger on.

Learned a memorial is not enough – it must be woven into the fabric and education of the institution. The physical structure should be used to teach.

Learned descendant are key to getting this work done.

- **Design**
  - Chose a firm out of Richmond Virginia named Baskerville, which is one of the largest architectural firms in Virginia. They built a memorial at William and Mary to honor enslaved persons there.
  - Baskerville’s goals are to make a design that is emotionally and intellectually evocative. They also insist that no design should happen without significant community involvement.

- Conducted focus groups in February and March, which were highly productive. Their comments and feedback will determine location(s) and design for the memorials.

**Morieka Johnson: Early EPD Survey Feedback**

- Morieka is the communications director for EPD
- Vision: Foster a safe and inclusive campus for everyone
- Survey headline: Build stronger connections before an emergency arises

Focus areas

- Trust and legitimacy
- Policy Review
- Community Engagement
- Problem Solving
- Training and Education
- Officer Wellness & Safety

- Launching focus groups and an advisory committee

Ways to reach EPD

- 404-727-6111
- Download the Livesafe app: https://emergency.emory.edu/livesafe/
- Make sure your Emory emergency contact information is up to date
- See something? Say something.
- Follow @EmoryPolice

**Council Business**

- Kat Shafer: Employee Council Annual Survey for 2022
  - Please provide feedback on what you would like to see in the upcoming term
  - No deadline, but the sooner, the better

- Membership Committee: Melissa Morgan

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**Employee Council**
No updates. Waiting on feedback from survey.

University Senate Update April: Eric Abrams

- Vast majority of the meeting was taken up by Master Planning
  - Phase 1 of graduate student housing expected to be completed in 2024 with 535 beds and then another 500 beds two years later
  - Executive Park development include a hotel and multi-family housing
  - Briarcliff Campus development includes opening a senior living program where the hospital will be demolished and the mansion restored
  - Rollins Building reopens in July this year
  - Winter Break 2022, they will widen Haygood Drive
  - Spring 2023, start on Winship Cancer Tower
  - Wesley Woods and Emory Decatur and Emory Rehab hospital coming in 2023 as well
  - MARTA Clifton corridor looking at a dedicated lane for buses

- Kenya Faulkner spoke on the same topics as above
- Campus Life talked about creating a stronger sense of community on campus with Community on the Quad and Table Talk
- Campus Development Committee spoke on matters which affect the appearance and functional campus environment
- Senate President gave a 2021 year review highlighting different things that have happened on campus

Hardship Fund/DEI Committee: Nina Acosta

- Unable to attend, but passed on information to Dawn
- Both tiers, the total awards in the past 12 months is $38,000. Total donations is $34,500. And the balance as of March 31 is $137,594.
- 36 tier one applications, 15 approved. 17 tier two applications, 9 approved

- Thank you to outgoing officers: Dawn Francis-Chewing
- Passing of the gavel to Kat Shafer
- Welcome: Kat Shafer
  - Summer Plans
    - Update the Employee Council website
    - Look at the division representation to make sure it’s up-to-date
    - Look at ways to reach out to the staff and know they’re here
  - Next Year
    - Moving back to in-person meetings
- Certificates of Appreciation to Dawn and Melissa: Kat Shafer