Welcome - Katrina Shafer, Employee Council President

- Theme: Strengthening Staff Connection
- Congratulations to the Kahoots Winners

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

- Thanks to the individuals who worked with Homecoming
- Acknowledgement that we’re on Muskogee land and benefiting from a community built on the work of enslaved people
- Quote on the wall of the DEI office: “Diversity is a fact, equity is a choice, inclusion is an action, and belonging is an outcome.” – Arthur Chan
- DEI is not just brining someone to the dance, it’s dancing to my music as well.
- Where inclusion meets belonging, that’s where community lives.
- Objective is to get to a point where DEI is institutionalized, and all people can feel they can thrive here

- Staff report
  - 70+ people, 7 communities, 7 reports, 200 recommendations came forth from the process
    - Cannot do all 200 at one time, so Dr. Henderson is engaged with executive leadership in finding 3-7 goals we can focus on and start measuring in the upcoming year.
    - Each goal will have access steps that will portend a measurement of success.
    - Using a measurement tool that will use education, climate, and transformation to measure success.
  - Templates for interviews to ensure consistency and make hiring reflect the demographics and population of the community at all levels of the institution.
  - Working with HR to inventory the 53 recommendations for staff, compare it to the Staff and Labor report of 2013, and look at next steps.

- Q&A
  - Need to do a better job of communicating with each other and being respectful as we communicate with each other as humans, not titles. Need to move away from weaponizing titles.
  - Forgiveness is setting the captive free, only to realize you were the captive.
  - There are options for mediation on campus, including FSAP. There’s a whole pathway for resolving issues.
  - How do you build trust?
    - Workshops for management are good. There are people who can point you in the right direction for that.
    - People start to trust you when they see you’re a person of action. You have to demonstrate a safe space.
Employee Council

- Employee Council could host something like a lunch and learn opportunity along with an implementation plan for individuals in the space that will engage people in their own space.

Center for Civic Engagement

- Personnel
  - Kate Grace, Director, Community Building
  - Christy Bradley, Director, Atlanta Urban Debate League and K-12 Engagement
  - Yasmine Hunt-Strong, Support Specialist, Center for Civic Engagement & Student Involvement, Leadership, and Transitions Project
  - Hannah Gebresilassie, Program Coordinator, Emory Votes Initiative

- Center for Civic Engagement - Yasmine Hunt-Strong
  - Mission:
    - To operationalize Emory’s mission to create, preserve, teach, and apply knowledge in the service of humanity.
    - Connecting Emory to the metro Atlanta community and beyond through established programs, initiatives, and trusted networks.
    - Atlanta Urban Debate League
    - Civic and community engagement round table
    - Community building and social change fellows
    - Emory Votes Initiative
      - Mission: To foster a move civically engaged Emory by helping students and others register to vote, providing reliable, nonpartisan resources and institutionalizing civic participation across the campus.
      - Active on both Atlanta and Oxford campuses, including hosting a polling site
    - Emory Center for Advancing Non-violence (ECAN)
    - Graduation Generation
  - Office deals more with the students but a lot of the work can also be implemented by employees and staff by volunteering with one of their departments

- Emory Votes Initiative – Hannah Gebresilassie
  - Sites where you can check voter status and see what’s on your ballot
    - Georgia my voter page: [https://mvp.sos.ga.gov](https://mvp.sos.ga.gov)
    - Out of state: [https://www.vote.org](https://www.vote.org)
  - John Lewis – “Voting is one of the most powerful, non-violent tools we have in this country”
  - Sign up for TurboVote to allow them to track your voting at [https://emory.turbovote.org](https://emory.turbovote.org)
  - Even if you missed the voter registration deadline, you can still vote in a federal runoff election
  - 2022 Elections
    - Governor of Georgia
    - US Senator & Representative
    - GA Senator & Representative
    - GA Lt. Governor, Attorney General, Secretary of State, Labor Commissioner, Insurance Commissioner, Agricultural Commissioner, etc.
    - Go to [https://branch.vote](https://branch.vote) to see the candidates and learn why these positions matter
    - Still need volunteers if people would like to help
Employee Council

Announcements – Katrina Shafter

- New Communications Chair – Salome Bowes!
- Opening for EC Treasurer position on executive committee
  - This is a replacement for Gretchen Crosby’s second term
  - On person have volunteered, but it’s open to everyone else if someone would like to throw their hat in the ring
- Coffee & Conversation with President Fenves
  - Monday, October 31, Convocation Hall, Room 208
  - In person ONLY meeting