



We are Emory

We are Emory is a university-wide initiative launched by the Office of Community and Diversity. This initiative aims to recognize individuals who cultivate and build a sense of community at Emory. We are Emory seeks to establish a common language, centralize information, and increase awareness about programs and initiatives dedicated to access, equity, and inclusion.

The creation of We are Emory is the result of a series of conversations, working groups, and collaborations by the Office of Community and Diversity. The Office of Community and Diversity, since its founding in 2007, supports faculty, staff and students' goals of building and enhancing our learning, working and living community. These discussions and events improved understanding and coordination of our scholarly and community-based resources.

In listening to the community, we noticed a common theme – we do not fully appreciate the number of programs focused on community formation and cohesion and do not provide enough opportunity for recognition for individuals responsible for providing us with a shared purpose.

We are Emory acknowledges our culture of service and strong foundation of human and scholarly resources. It pays tribute to individuals who comprise advisory bodies such as the President's

Commissions and the Student Government Association, which have consistently addressed issues focused on gender, sexuality, race and ethnicity.

We are Emory identifies faculty and staff initiatives, such as the Transforming Community Project, and applauds participants and facilitators for coming together to address lived experience and provide an analytical model to examine Emory's history. It recognizes the members of the National Coalition Building Institute, the Race and Difference Initiative, and the Emory Facilitators' Network for increasing our capability to have difficult conversations on campus. These are just a small sample of the many resources available on campus that improve our capacity to live, learn and work.

In addition to acknowledging structures already in place, We are Emory will introduce print and web-based resources such as the Community and Diversity Brochure and the Diversity Profile, both of which present information and statistics intended to inform and broaden our sense of Community at Emory. Events and programs associated with We are Emory will be listed on a We are Emory calendar. Additionally, 100-Person Poster Campaign is already underway to showcase some of the many wonderful people here at Emory who committed to diversity and strengthening the Emory community.



The We are Emory initiative was announced at "The Many Flavors of Emory" a diversity-themed Wonderful Wednesday event on Sept. 2.

Handbook geared to help faculty navigate Emory

The Emory University Faculty Handbook was revised by the Office of the Provost during the 2007-2009 academic years. Designed to serve as a resource for faculty in all of the schools and colleges, the Handbook includes information relevant to new faculty on campus, as well as faculty who have been part of the Emory community for many years.

The Faculty Handbook revision was chaired by Nadine Kaslow, PhD, ABPP, Special Assistant to the Provost, with active input from the Provost's Office, the Faculty Council, key administrators in the various schools and colleges, and a broad array of faculty.

The Handbook is divided into seven sections. Part A focuses on Emory University and includes an Overview of Emory University and a description of University Governance.

Part B addresses Faculty Life at Emory and includes an Orientation to New and Ju-

nior Faculty and information about Faculty Structure, Faculty Titles, Faculty Promotion, Faculty Recognition, and Faculty Reviews; Faculty Development; Scholarship and Research, Teaching, and Service; Faculty Awards; and the Work-Life Initiative.

Part C includes a series of chapters on Faculty Policies, including a chapter that details the Statement of Principles Governing Faculty Relationships ("The Grey Book").

Part D focuses on Benefits (health and dental; retirement; disability; insurance; and education, training, and career development).

Part E delineates relevant services, facilities and resources, with attention paid to Emory Card, eating on campus, discounts, and mail and print services; transportation and parking; academic resources; information technology; university communications; creativity and arts; athletic facilities; mental health and wellness;

diversity initiatives; religious life; sustainability initiatives; dependent care and housing; catering and conference planning; and the Office of the General Counsel.

Part F addresses security and emergency procedures: emergency contact information, critical event preparedness response, Threat Assessment Team, and Enterprise Risk Management.

The final section of the Faculty Handbook, Part G, articulates the Process for Handbook Approval, Updates, and Dissemination.

Given the prominent role that diversity initiatives play in the Emory community, it is essential that the Handbook informs faculty about these programs.

Thus, the chapter on Diversity Initiatives begins with a description of relevant offices and Centers including the Office of Community and Diversity, Office of Equal Opportunity Programs, Office of Multicultural Programs and Services, Center for Women at Emory, Office of Lesbian/Gay/

Bisexual/Transgender Life, Office of Disabilities Services, and the Transforming Community Project. The three commissions under the auspices of the President that address key diversity issues are then reviewed: President's Commission on the Status of Women; President's Commission on Sexuality, Gender Diversity, and Queer Equality; and the Presidents' Commission on Race and Ethnicity. Key international resources are then presented, such as the Office of International Affairs, Claus M. Halle Institute for Global Learning, Office of International Student and Scholar Programs, and Institute for Human Rights. Finally, information on the Faculty Equity Report is provided.

The Faculty Handbook will be available in Fall 2009. We welcome community members' input on ways to ensure that this living document is most useful, usable, inclusive, and accurate.

What's in a name?

We are Emory

The name “We are Emory” was chosen in the spring of 2009 by a campus-wide vote of over 600 members of the Emory community. It was chosen amongst a number of other names submitted by Emory community members. Such other names included: “One Emory,” “I am Emory,” and “Emory for Equality (E2).” Of “We are Emory” one respondent commented that the slogan “implies unity amongst the different participants in the institution, and it also implies a difference between the people which exposes the diversity of the campus. Emory serves as the unifying unit that brings all the differences into one.”

The Office of Community and Diversity felt that it was not only important but necessary for the name for this initiative to come

from the Emory community. If we hope to encourage a stronger degree of collaboration through this initiative, such collaboration had to exist in the outset of this initiative.

We hope to encourage programs, groups, and organizations that work toward furthering equity, access and inclusion to pledge the use of “We are Emory” so that it becomes part of the common language we all share.

By using “We are Emory” in materials and presentations, talking about “We are Emory” in lectures and workshops, and including “We are Emory” in your mission and goals, we can slowly begin to understand the broader ways in which we are all connected and share common experiences, despite our differences.

We hope that everyone will take full of advantage of the possibilities that “We are Emory” presents. Please feel free to contact Alex Christian, Office of Community and Diversity at ajchris@emory.edu.

Snapshot of Our Community's Diversity

Pose for the camera... now say EMORY!



A We are Emory demographic census will provide a “snapshot” of Emory University from many different angles.

At Emory, we embrace the concept of diversity. That means maintaining a healthy appreciation for ourselves and the unique qualities of those around us. With that said, the Office of Community and Diversity is embarking on an innovative, sociological quest to develop a comprehensive Diversity Profile of the Emory University community. The publication will compile data and statistics relating to Emory's composition and makeup based on key measures of diversity.

This “demographic census” is the first of its kind at Emory.



Measures such as race, gender, and age are used to provide an in depth analysis of Emory faculty, staff and students.

This analysis includes, but is not limited to, information about individual academic and staff divisions, ten year trends in faculty, staff and student composition and a detailed narrative highlighting the different types of individuals one is likely to see on campus at any given moment. It is indeed capable of providing an impromptu “snapshot” of Emory University from many different angles.

‘We are Emory’ Resources

Calendar

We are Emory Calendar hopes to highlight the great diversity of events that happen at Emory and encourage Emory staff, faculty, students, and alumni to participate at these events. This calendar takes events from Emory divisions, departments, offices, and organizations to create a calendar filled with activities for Emory faculty, staff, students, and alumni. Feel free to visit the Office of Community and Diversity website to take a look at this calendar (www.emory.edu/PROVOST/communityanddiversity/index.php). Submissions for the calendar can be sent to mmli@emory.edu.

Brochure

As part of We are Emory's goal of recognizing individuals and programs dedicated to bettering the Emory community, the Community and Diversity brochure presents an overview of the Office of Community and Diversity—its structure, its initiatives, and its collaborations. Within the brochure you will find information about the Center for Women, Office of Disability Services, Office of Equal Opportunity Programs and the Office of University-Community Partnerships. Additionally, the brochure contains information about resources for faculty, staff and students in every area and division of the University who endeavor to sustain and renew practices and policies that foster a more inclusive, fair, and cohesive community. More than information sharing the brochure showcases how these resources are in conversation with one another in their efforts to facilitate access, strengthen equity, and enhance inclusion.

Posters and Postcard

An integral part of “We are Emory” is the 100-Person Poster Campaign, in keeping with the “We are Emory” mission of recognizing members of the Emory community are working to cultivate a sense of community at Emory. Nominations were solicited from Emory's medical installations throughout Atlanta, and to all nine of Emory's schools: the School of Law; the Goizueta Business School; the Rollins School of Public Health; the School of Medicine; the Nursing School; the Candler School of Theology; the Graduate School; Emory College; and Oxford. Then comes the hard part—cutting the almost 200 nominations received down by half to fit on the poster.

Preceding the release of the poster and the unveiling of the 100 honorees will be the distribution of postcards with information about the overall campaign and the Office of Community and Diversity's mission. Designed to closely mirror the poster, the postcards will function as extensions of the poster. Besides there being strong visual continuity between them the postcards will possibly even feature some of the nominees.

More than 1000 postcards and posters will hit campus this Fall. Be on the lookout for yours!