



PCORE 2008-2009 Annual Report

Our mission this year was “strengthening the Emory community through joint collaboration”

Special Projects Committee (Laura Emiko-Soltice, Sherice Allen-Henry, Co-Chairs)

Successfully partnered with other commissions, community organizations and student groups to help plan and implement programs with the goal of engaging dialogue within the campus community:

- Questions of Race in an Election Year w/Provost Lewis – Nov 2008
- Infinitude: Music & Human Rights in collaboration with the Center for Civil & Human Rights – Dec 2008
- Black in America, Discussion: Moderated by Provost Lewis – Feb 2008
- Human Rights Week – March 30-April 3, 2008

Faculty Initiatives (James F. Scott III, M.D., Chair)

- TCP Dialogues @ Grady (currently in progress) – Marietta Collins, Sheryl Heron
- TCP Dialogues @ Emory Midtown (in planning stages)-- Jim Scott, Sylvia Morris, Sheryl Heron
- A bridge for College Administration’s foreign language temporary staff to ease their transition and overcome hiring barriers (Judy Raggi-Moore)
- First Person Forum – “Knowing your resources for cultural diversity” – Jim Scott
- PCORE Cultural Diversity Proposal to Ozzie Harris – Jim Scott
- SOM- Dept. of Anesthesiology Diversity Education Workshop “History of Black Doctors in the South; Minority Women in Medicine Lecture Series (in planning stages) – Jim Scott

Staff Initiatives Committee (Andrea Neal, Lisa Smith, Co-Chairs)

- Professional Development Awards (11 awardees 2008-2009)
- Staff Sabbatical (Introduced by PCORE Staff Initiatives Committee member, Jamila Garrett-Bell in 2006; currently a joint collaboration issue w/University Work Life Task Force (UWLTF) 2008, Stacey Derico, PCORE Chair 2009-2010 is a member of the UWLTF)
- Andrea Neal recognized for mentoring minority students @ Emory –Delores P. Aldridge Award for Excellence in Mentoring (staff)
- Essence of Emory Award –PCORE representative Andrea Neal assisted with registration

Student Initiatives (Kimbria Brown, Justin Harlow, Co-Chairs)

- Collaboration with NEESH students implemented a diversity dorm in the Clairmont Tower beginning Fall 2009. The idea is to get students of different cultural, social, and economic backgrounds together to discuss and understand differences and commonalities. The students of PCORE also voted to donate their \$200.00 line item allocation to the diversity dorm and will use the funds to plan group outings that focus on various cultural activities.

- Anish Shah and Justin Harlow also received awards and recognition at the Delores P. Aldridge Excellence Awards Ceremony, March 2009

Recruitment & Retention Committee (Jamila Garret-Bell, Nick Fabian, Co-Chairs)

- Preparing recommendation to President Wagner in support of giving a separate and sufficient budget to the Office of Admissions to support recruitment of underrepresented minority students and faculty
- As a show of solidarity and in symbolic support of Office of Undergraduate Admissions the Executive Board of PCORE voted to contribute \$600.00 to OUE budget. (funds donated from Faculty and Staff initiative committees budget line items)
- **PCORE CO-SPONSORSHIPS:**
 - Pakistani Student Association – Jhalak
 - Taiwanese American Student Association
 - Black Student Alliance – Modupe Dayo 2009
 - Unity Month Block Party
 - Muslim Students Association – Art Gala
 - 3rd Biennial National Asian American Student Conference
 - TCP Dialogues @ Grady
 - Emory Chinese Student Association
 - Human Rights Week – the role of student activists in the civil rights movement w/Mayor Franklin
 - Asian American Law Students Assn
 - AAS pre-Kwanzaa Celebration
 - 9th Annual State of the Race Event
 - Black Star Publication
 - Latino Weekend (Admissions)

Other General Body Activities/Representation

TCP Grady Subcommittee Founder's Week – 30th Anniversary of PCORE (Outreach to former PCORE officers, former Emory President Jim Laney (B Burch, N Fabian, J Vanapalli)

University Leadership (B Burch)

University Senate Representative (Bridgette Young)

Joint Commission meetings w/PCSW, PCSGDQE (B Burch, S Derico, N Fabian, A Neal, J Scott)

Member, Selection Committee for Award of Distinction (B Burch)

Representation on Search Committee for Director of Community & Diversity (B Burch, J Scott)

Other/Ongoing

- Joint/Combined Mission Statement – Currently in draft form. TBA in final form September 2009.
- Commission Restructuring Meetings – monthly meetings to continue FY 2009-2010

Note: Detailed year end reports from PCORE committee chairs are attached.

**President's Commission on Race and Ethnicity
Recruitment and Retention Committee, Annual Report for academic year 2008-2009**

Recruitment and Retention Committee (RRC) Goals:

1. Consider ways to strengthen the recruitment of African-American and Latina/o students.
2. Explore Emory's current recruitment and retention initiatives and practices, in light of the themes that came out of the Committee's AY 07/08 review of the Office of Multicultural Programs and Services' (OMPS) 2007 survey on recruitment and retention of underrepresented students of color.
3. Emphasize the importance of recruitment and retention issues in the PCORE general body meetings.

Framework to address the above goals:

The RRC chose to focus on three of the four themes it identified last year in the OMPS survey:

1. **Student Recruitment:** The perception of students surveyed was that there is a lack of outreach to high schools and specific marketing aimed at minority groups; that University PR materials and recruiters do not represent diverse groups and diversity of the institution adequately; and that financial aid is confusing and inadequate.
2. **Academic Advising:** The perception of students surveyed was that there is a lack of personalized, regular advising for first and second year students; and that incoming freshmen need more help adjusting to the demands of college, particularly faculty demands and expectations, differing grading scales, and overall course selection.
3. **Academic Support Programs:** The perception of students surveyed was that academic support programs were inadequate; that these programs were not well advertised and could be difficult to find; and that incoming students were not exposed to the resources available.

Institutional Recommendations:

From discussions of these themes and presentations by Simona Perales, Senior Counselor, Office of Undergraduate Admissions, at the February PCORE General Body meeting and by Dan Walls, Associate Vice Provost for Enrollment Management, and Jean Jordan, Dean of Admissions, at the March General Body meeting, the RRC offers the following recommendations:

- The Office of Admissions should provide **financial support for improved recruitment tools**, including brochures in other languages, particularly Spanish. The Admissions Web site also could include information in translation. Recruiters must attend the college fairs that target Latino/Hispanic and African-American students.
- The Office of Admissions should provide financial support and strongly encourage **targeted outreach to Latino/Hispanic and African-American middle school students**, as well as high school students. This outreach is particularly important because students need to learn about the financial aid and admissions processes as early as possible, preferably before reaching high school.
- The Office of Admissions needs to **target outreach efforts to high school counselors** that advise Latino/Hispanic and African-American students. These high school counselors need to be aware that Emory University is interested in recruiting their students and that attending Emory is possible for their students. The Office of Admissions should consider an annual meet and greet event that brings these counselors to campus.

- The University Administration should support the Office of Admissions' events like Essence of Emory and Latino/Hispanic Visit Day. ***The President and/or the Provost should make it a priority to attend and participate*** in these events.

Proposed action items for next year:

1. There needs to be a ***bridge program*** that ensures students' successful transition into the Emory environment at the academic, bureaucratic and social levels. How can we better package resources that already exist for these incoming students? What resources do these students need that we are not providing?
2. Incoming students need to be aware of ***academic support resources*** as early as possible. How do we make them aware of these resources and set a tone that encourages them to access these resources before they get into trouble? How do we emphasize the importance of strong academic performance from day one?

PCORE Recruitment & Retention Committee
2008-2009 Annual Report
Nick Fabian, Jamila Garrett-Bell, Co-Chairs

President's Commission on Race and Ethnicity
Special Projects Committee, Annual Report for academic year 2008-2009

Special Projects Committee

1. Establish a roster of events to engage the Emory community through unique programmatic opportunities that impact the campus, create open and honest dialogue and spark interest in PCORE.
2. Collaborate with other commissions, the employee council, and student groups to hold brown bag events that bring awareness and understanding to meaningful topics in the campus community.

List the action items done to accomplish the above goals:

This year the Special Projects Committee successfully partnered with other commissions, community organizations, and student groups to plan and implement various programs with the hopes of opening and engaging dialogue within our campus community such as:

1. *Questions of Race in an Election Year: Dialogue with Provost Lewis. November 10, 2008.*
2. *Infinitude: Music and Human Rights, in collaboration with the Center for Civil and Human Rights. December 8, 2008.*
3. *Black in America, Discussion: Moderated by Provost Earl Lewis. February 19, 2009.*
4. *Human Rights Week: Economic, Social, and Cultural Rights Today, with Human Rights Action. March 30-April 3, 2009.*

The co-chairs, Sherice Allen-Henry and Laura Emiko Soltis, were successful in continuing the programming of previous years and extending the focus of race and ethnicity to its inherent relationship to human rights. Specifically, we encouraged the commission to more directly engage in partnering in the formation of programming at Emory's annual Human Rights Week, which is sponsored by the Institute of Human Rights. We strongly encourage the Commission to continue engaging with the full spectrum of race and ethnicity between the traditional black/white focus- in order to highlight and respect the historic and cultural experiences of Hispanic, Asian, Middle-Eastern, and indigenous student communities on campus.

List of proposed action items for next year:

We, the co-chairs, pose a question to the President of PCORE: ***Is there a way the Special Projects Committee can incorporate a more democratic system of incorporating input and ideas of the PCORE commission student members on topics related to Special Projects?*** We have found it difficult to both design and implement programs without the input or assistance of the commission members. Their participation would not only increase attendance at the events, but help create a more vibrant, committed student membership on the committee.

It is our suggestion that the President of PCORE, with the input of the co-chairs, define the scope of the Special Projects Committee's focus. Is this committee intended to support existing and upcoming events in collaboration with other campus committees and groups? Or, is this committee meant to be innovative in implementing new, more visible signature projects?

The hope and goal of this committee was to engage the Emory community with unique programmatic opportunities that would impact the campus and create open and honest dialogue this year, and while we did that successfully in collaboration with various other campus committees, we weren't able to implement our very own signature events due to these pre-existing partnerships and programs. We encourage the committee, once its role has been defined, to think about this goal. Here are some ideas for future programs:

Possible Events:

1. *A series of discussions focused on creating dialogue around the generational gap that is occurring in the Emory Community and nationally. Discussions should be segmented into categories surrounding gender, race, socio-economic status, work-life balance, etc. The dialogue can be presented as a series of brown bags that culminate into a town hall or Classroom on the Quad, which has the ability to reach a large and diverse crowd. This event would be a great catalyst for collaboration across the campus community.*
2. *Brown Bag by invitation only, facilitated possibly by TCP, which engages the white male segment of the Emory Community and gauges that segment's thoughts on race at Emory.*
3. *Find a way to work intentionally with another commission each year (perhaps alternating each year between the PCSW and the PCLGBTC). Consider being intentional with programming doing one active and one passive program each semester.*

NOTE: The chairs should be in frequent communication with the PCORE web-master to make sure that events are on the PCORE site.

Goal of Events: To generate ideas, increase the visibility of PCORE, increase awareness of the campus climate, build community, and generate interest in PCORE.

PCORE Special Projects Committee
2008-2009 Annual Report
Sherice Allen-Henry, Laura Emiko-Soltis, Co-Chairs

**President's Commission on Race and Ethnicity
Faculty Initiatives Committee, Annual Report for academic year 2008-2009**

Chair's Activities/PCORE Representation during 2008-2009 Academic Year:

1. JoNell Usher presented an overview of TCP to the PCORE general body during Fall 2008. PCORE's Faculty Initiatives Committee actively supported and promoted TCP Community Dialogues at Grady Hospital and soon for EUHM. Please see remarks below from Dr. Jody Usher:

***" We at TCP are grateful to Jim Scott for his recognition of our work in last week's Emory Report. Thanks to him and others in Emory Healthcare, we have our first Community Dialogue going on at Grady now and expect a second session at Emory Hospital Midtown in the near future."*(Jody Usher)**

2. Spoke at the Founder's Week panel discussion of the 30th anniversary of PCORE hosted by President Emeritus James Laney 2/09. I remarked how Emory can become a special place where education, cultural diversity and the dreams of so many civil rights pioneers converge to create a center of cultural diversity and enlightenment.
3. Published in Emory Report 3/30/2009 - First Person Forum(Essay)
"Know our resources for cultural diversity" -- The article promotes information on accessing Emory resources if faced with workplace harassment, racism, discrimination or intolerance. The article also promotes cultural diversity, TCP, EOP, and PCORE at Emory University.
4. Presented " PCORE Cultural Diversity Proposal" power point presentation to Senior Vice Provost Ozzie Harris and the PCORE Executive Committee 11/08
5. Organized, coordinated and hosted EUHM lecture in conjunction with the EUSOM , Department of Anesthesiology and the Diversity Education Workgroup; titled: The History of Black Doctors in The South Under Jim Crow (04/08/09)
6. Founding member of EUSOM Cultural Diversity Planning Initiative and EUSOM Diversity Education Workgroup. EUSOM Diversity Education Workgroup, under my direction, is planning a Minority Women in Medicine Lecture Series.
7. Spoke at EUHM Fall '08 Quarterly Staff Meeting with John Fox. I presented two articles from JAMA 2008 ; Achieving Racial Harmony for the Benefit of Patients and Communities. Contrition, Reconciliation, and Collaboration by Ron Davis et al; and African American Physicians and Organized Medicine, 1846-1968. Origins of a Racial Divide by Robert Baker et al. After this discussion, I asked Mr. Fox if he would consider appointing two minority members to the Emory Healthcare Board of Directors for the first time. Subsequently, we exchanged multiple e-mails discussing this topic. To his credit, Mr. Fox and the board chose the board's first African American and Hispanic members.

8. I was active this past year with the Department of Anesthesiology's Cultural Diversity Committee organizing literature discussions, surveys and discussion groups.
9. Assume a leadership role in collaborating between the three Presidential Commission's executive members to form more collaboration, find common ground, develop a mission statement and possibly form a Diversity Executive Leadership Committee uniting the three Presidential Commissions.
10. Planning to bring Disabled and Special Needs Faculty, Students, and Staff more inclusion on the President's Commissions and campus as a whole through the leadership of Pat Kelly, Physicians Assistant in the Department of Anesthesiology and 1996 Atlanta Olympic Summer Games Torch Bearer.
11. Participated in Emory Career Center's 2nd Annual Healthcare Careers Networking Night March 19, 2009

List of Proposed Action Items/Faculty Initiatives for 2009-2010

- Implement TCP Dialogues @ Emory Midtown
- Plan and implement disability/special needs forum in collaboration with Emory Hospitals
- Recruit three faculty members as alternates to PCORE 2009-2010
- Plan Emory night @ Dialogues in the Dark Exhibition Fall 2009

PCORE Faculty Initiatives Committee
2008-2009 Annual Report
James F. Scott, III, MD, Chair

**President's Commission on Race and Ethnicity
Staff Initiatives Committee, Annual Report for academic year 2008-2009**

Mission: *The Staff Initiatives Committee shall research, analyze, address, and propose resolutions and action plans regarding issues/concerns that are pertinent to staff of color and staff with disabilities. It is our goal to enhance the work experience and well-being of the entire Emory community.*

Staff Initiatives Committee 2009 Goals

1. Revise the timeline for the Professional Development Fund (PDF) that will align reimbursement for conferences attended within the entire fiscal year. This will require PCORE to promote the fund in the summer so that awardees are informed of their conference by September 1
2. To continue with the creation/modification and implementation of a Staff Renewal Leave w/Pay Proposal which was also submitted to the Work Life Task Force by incoming PCORE Chair Stacey Derico.

List the action items done to accomplish the above goals:

1. Developed and disseminated advertisement for the 2008-2009 PDF awards in August 2008. The corrected verbiage clearly reflects the conference or seminar must take place between September 1, 2008 and August 31, 2009. In addition the policy was revised to review and award funds bi-annually. We successfully distributed 11 awards.
2. The committee began preliminary draft proposal to request University funding for support staff to take up to four-weeks of paid leave to pursue education, community service activities, or rescue/missions projects. Preliminary draft attached. Due to the current economic state, it is our plan to revisit the submission of the proposal next year in collaboration with the Work Life Task Force.

List of proposed action items for next year:

1. To revisit the possible submission of the Staff Renewal Leave w/Pay Proposal and work in conjunction with the Work Life Task Force to combine our efforts in hope of successful response.
2. Change the verbiage of the Professional Development Fund placing emphasis on staff.
3. Work with the combined commissions' task force in developing administrative policies and procedures for annual reports and annual meetings with the President.
4. Actively recruit hourly wage employees to join and work with the commission
Submit a proposal to enhance the Emory Courtesy Scholarship
5. Professional Development Fund Awards

PCORE Staff Initiatives Committee
2008-2009 Annual Report
Andrea Neal, Lisa Smith, Co-Chairs