**Seasons Greetings From OID!**

I was named Interim Associate Vice President and Chief Diversity Officer for the College of Charleston’s Office of Institutional Diversity (OID) at the start of the 2016-2017 Academic Year. On my list of priorities was finding ways to create a more inclusive campus climate for students, faculty and staff. Since then, OID has built on the department’s existing framework and developed several new initiatives aimed at “building bridges” across campus.

The first edition of our new newsletter The Bridge Builder highlights the department’s accomplishments during the 2016 full semester. We hope you enjoy!

Sincerely,

Dr. Rénard Harris
Interim Associate Vice President
& Chief Diversity Officer for the Office of Institutional Diversity

**Meet The Team**

**Dr. Kendall Deas**
In addition to serving as OID’s new Director of Diversity Training and Grant Initiatives, Dr. Deas is also an Adjunct Professor of Education and Law and Faculty Fellow with the Honors College.

**Kimberly Gailliard**
Kim joined OID during the 2013 Spring Semester. In that time, she has served the department in the areas of assessments, grant writing, event coordination and office management.

**Niki Patel**
Program Assistant
In addition to her work for OID, Niki is the President for the Student Diversity and Inclusion Council (SDIC). She is also a senior Biology major in the Honors College. She has worked for OID since the 2013-2014 Academic Year, and will graduate in May 2017.

**Averyona Gainey**
Marketing Assistant
Averyona has worked for OID since the 2016 Spring Semester. She is a sophomore in the Biology Program and is also a member of the College's SCAMP Program, Membership Chair for SDIC, and recently joined the SCRUBS Program at Roper St. Francis Hospital.

**Mackenzie Geiger**
Special Projects Assistant
Mackenzie joined OID at the start of the 2016 Fall Semester. In addition to serving as OID’s Graduate Assistant, she is currently pursuing her master’s degree in the Graduate School’s Child Life Program. She earned her Bachelor’s Degree from the University of Florida last May.
Programming

September
To dispel misunderstandings about the Islamic faith, OID hosted Religious Diversity: Muslims in America on September 8. Dr. Ghazala Javed, a layperson from the Central Mosque of Charleston, served as the facilitator. During her talk, Dr. Javed highlighted the contributions Muslims have made to the U.S. in the fields of entertainment, education, sports and the arts.

November
Following the 2016 Presidential Election, OID hosted Does the Minority Vote Still Matter? on November 10. Nearly 50 students, faculty and staff attended the open forum where they had an opportunity to share their thoughts and concerns about outcome. Dr. Kendall Deas served as the moderator.

New Initiatives

Seeing the Difference
Hall Art in Cougar Mall
In-line with its new mission to create a more inclusive campus community, OID invited students, faculty and staff to express what “diversity” means to them by painting canvases in Cougar Mall. Painting sessions began on October 4 and wrapped-up on October 25. Over 120 people (mostly students) participated. The completed artwork is now permanently-displayed in OID’s hallway. Students, faculty and staff are welcome to stop by Room 237 in the Robert Scott Small Building to view the art between the hours of 9 a.m. and 5 p.m., Monday-Friday.

Education & Workshops

Dr. Kendall Deas facilitated a diversity workshop for faculty at the Art Institute of Charleston, on September 27, entitled Achieving Diversity and Inclusion in the Classroom. Participants discussed a variety of issues that contribute to negative learning environments like stereotype threat and internal bias. Deas provided faculty members with a variety of teaching techniques such as active participation, group learning, and problem-based learning to equip educators with the tools they need to better-understand their diverse students and peers. To learn how you can schedule a workshop for your organization or department, please visit the Workshops page of OID’s website (diversity.cofc.edu) or email deaskd@cofc.edu.

Network - to - Network Visual
Building Bridges to Break Down Silos
To encourage more cross-campus collaborations between student groups, administrative departments, and academic divisions, OID introduced the Network-to-Network Visual diagram to show where diversity-related partnerships are happening campus-wide. The end goal is for groups and departments to see the vital role they play in the College’s overall success with regard to diversity and inclusion.

Organizations and departments that plan to host, or have hosted, a collaborative diversity-related event during the 2016-2017 Academic Year are strongly-encouraged to send information to oid@cofc.edu to ensure that your work is recognized. We want to hear from you!
New Initiatives Continued

Peer-to-Peer Sensitivity and Civility Workshop Series
TEDU faculty members Drs. Keonna Booker, Ashley Vaughns, and Sophia Rodriguez presented a three-part workshop for faculty on November 28, entitled Promoting Inclusive Classroom Environments: Examining Self, Building Community and Integrating Strategies. Each professor led attendies in a series of exercises and discussions on techniques they can use to enhance their work. Students Monica Mullis, Niki Patel, Erin Day and Alexander Malette were also on-hand to share how some of the suggested techniques have positively-impacted their learning experiences. OID will offer the Peer-to-Peer Workshop Series again in the Spring. Faculty from all academic fields are welcome to submit presentation ideas to oid@cofc.edu. Visit the Diversity Initiatives section of OID’s website to learn more about how to get involved in this new initiative.

Monthly Highlights

Playlist of the Month
Happy Listening and Happy Holidays from OID!

Unity in Diversity
No matter what side of the post-election argument you fall on, we hope you can agree that unity is important. With that in mind, here’s a list of songs we feel represents “unity in diversity.”

- Black Eyed Peas – Union
- Black Eyed Peas – Where is the Love
- Bob Marley – One Love
- Eric Church – Kill a Word
- Hezekiah Walker – I Need you to Survive
- Sly and the Family Stone – Everyday People
- The Beatles – All You Need Is Love
- The O’Jays – Love Train
- War – Why can’t we be Friends
- Zac Brown Band – Remedy

EGDERC Items of the Month
The Eddie Garaway Diversity Education and Resource Center (EGDERC) is named in honor of the College’s first African American graduate. EGDERC houses a variety of books, movies, training materials and artifacts aimed at helping students, faculty and staff become more knowledgeable about all-things diversity.

Each month the EGDERC will feature items of the month to encourage more foot-traffic to the Center. This month’s featured books are focused on conflict resolution.

EGDERC Items of the Month

- The Anatomy of Peace
- Bridging Troubled Waters
- The Art of War

EGDERC Items of the Month

To learn more about the resources available in EGDERC, please stop by the Center in Room 236 of the Robert Scott Small Building or visit the EGDERC web page on OID’s website.

Student Diversity and Inclusion Council

The Student Diversity and Inclusion Council (SDIC) was created during the 2016 spring semester by OID’s student employees as a way to engage a broad group of students in the important work of diversity and inclusion at the College. Since then, SDIC has become a fully-chartered organization under the Student Government Association. The organization is led by College of Charleston senior Niki Patel (president) and a 7-member executive board. There are currently 25 active members.

This semester, SDIC hosted two programs focused on the misrepresentation of Muslims in the media. Next semester, the organization’s focus will be on Middle Eastern Culture, with special emphasis on recognizing and dispelling stereotypes.

To learn more about how to get involved with SDIC visit their webpage at diversity.cofc.edu or email pateln1@cofc.edu.

Spread the Word

Does your department or organization have an exciting diversity-related program or event coming up? Well, we’d love to help you promote it. Simply email a PDF or JPEG version of your flyer to oid@cofc.edu and we’ll help you spread the word! (limited to on-campus College of Charleston organizations, only, please).

Upcoming Events

RENT Auditions – Theatre Department
MLK Alternative Break Weekend – Center for Civic Engagement
Alternative Break – Center for Civic Engagement

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