A Year in Review
# Table of Contents

<table>
<thead>
<tr>
<th>Page</th>
<th>Section Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>03</td>
<td>Departmental Overview</td>
</tr>
<tr>
<td></td>
<td>Mission &amp; Vision</td>
</tr>
<tr>
<td></td>
<td>2016-2017 Staff</td>
</tr>
<tr>
<td>05</td>
<td>Overview and Outcomes:</td>
</tr>
<tr>
<td></td>
<td>Programming Unit Summary</td>
</tr>
<tr>
<td>07</td>
<td>Overview and Outcomes:</td>
</tr>
<tr>
<td></td>
<td>Training Unit Summary</td>
</tr>
<tr>
<td>10</td>
<td>A New Endeavor:</td>
</tr>
<tr>
<td></td>
<td>Crossing the Cistern</td>
</tr>
<tr>
<td>11</td>
<td>Looking Ahead:</td>
</tr>
<tr>
<td></td>
<td>Overview of 2017-2018 Plans</td>
</tr>
</tbody>
</table>
Our Mission

The Office of Institutional Diversity (OID) is committed to supporting the College of Charleston in creating and sustaining a vibrant learning, working and living campus community.

OID works independently and collaboratively to create programs, workshops, and initiatives designed to improve or enhance the cultural competency and fluency of the College’s students, faculty and staff.

Our Vision

Our vision is to transform our campus community into an inclusive living, learning and working environment where students, faculty and staff are affirmed regardless of their ethnicity, gender, sexuality, religion, ability or place of origin.
small office. BIG impact.

2016-2017 OID Staff

Dr. Renard Harris
associate vice president & chief diversity officer

Dr. Kendall Deas
director of diversity education & training

Kimberly Gailliard
administrative assistant

Niki Patel
Program Assistant

Mackenzie Geiger
graduate assistant

Averyona Gainey
marketing assistant

22 scholarships awarded to students in-need

9 academic departments and student groups awarded diversity programming funds

3 community outreach projects completed

21 diversity programs and workshops offered (combined)
Programming Unit Summary

1. RELIGIOUS DIVERSITY: MUSLIMS IN AMERICA
A lecture dispelling the misconceptions about Islam and Middle Eastern culture.

2. SEEING THE DIFFERENCE: HALL ART
Open invitation for campus to express what “diversity” meant to them.

3. DOES THE MINORITY VOTE STILL MATTER?
Forum for healthy dialogue following results of the 2016 Presidential election.

4. NATIVE AMERICAN HERITAGE MONTH
Lecture on the impact US policy has had on Native Americans at various points in the nation's history.

5. SELMA SCREENING & SHARE THE DREAM
Celebration of Rev. Dr. Martin Luther King, Jr’s. legacy through a screening of Ava DuVernay’s film Selma and campus invitation to share dreams for social justice in Cougar Mall.

6. THE COLLEGE CARES: WRITE-IN & BOOK DRIVE
Over 60 children's books donated to local hair salons and barber shops. 500 hand-written notes of encouragement dropped off to Sanders-Clyde Elementary School over Spring Break.

7. THE MASK YOU LIVE IN: BLACK MASCULINITY
Film screening of The Mask you Live In and discussion of black masculinity through the lenses of sports, arts and education.

8. DISABILITY AWARENESS
Promotion of the idea that love is universal through film screening and discussion of Autism in Love.
Training Unit Summary

A Conversation on Civil Rights & Higher Education
Interview with local civil rights icon, graduate and former faculty member at the College of Charleston Dr. Millicent Brown and Associate Professor of Educational History Dr. Jon Hale on civil rights and its connection to current issues in higher education.

Workshop Series: Team Building Across Cultures
Over 50 staff persons trained (across three separate units - Business and Auxiliary Services, Marketing and Communications and Human Resources).

Research and Diversity
Discussion pertaining to diversity issues and research for an advanced seminar African American Studies.

Achieving Diversity and Inclusion in the Classroom
For faculty at the Art Institute of Charleston focused on issues that contribute to negative learning environments like stereotype threats and internal bias.

General Diversity Training
Offered to students participating in REU Grice Marine Lab Summer Program.

Cultural Sensitivity
Training offered to Office of Multicultural Student Programs and Services SPECTRA Leaders.
Motivated to Further Engage in Helping to Improve Campus Diversity & Inclusion as a result of Workshop Participation

- Strongly Agree: 47%
- Agree: 45%
- Disagree: 8%

Workshop Participation Improved Relatability to Peers

- Strongly Agree: 30
- Agree: 40
- Disagree: 5
- Strongly Disagree: 1
Crossing the Cistern (CTC) was developed during the 2016 Fall semester as a one-year momentum program designed to provide financial support and create a sense of community for all students, with a particular focus on AALANA students, at the College.

Significant progress has been made since that time in the following areas:

07.14.17: Online application launched
35 applications as of 08.02.17

07.27.17: Selection Committee Confirmed
Domenico Ruggerio, Civic Engagement
Karen Hauschild, Academic Advising
Kenyatta Grimmage, Admissions
Fred Quick, Admissions
Lindy Coleman, CSL
Ann Pryor, Alumni Affairs
Jim Allison, Career Center
Kendall Deas, OID
Renard Harris, OID

07.31.17: Speakers Confirmed
Linda Ketner, President of KSI
Jerme President, Oceanside Academy
Michelle Mapp, SC Community Loan Fund
Peter Turnley, Photojournalist
Ken Riley, ILA Local President 1422
Jerome Maxwell, Personal Chef to CC Sabathia
Richard Harris, Licensing Executive
Vandana Harris, Esq.
Anthony Johnson, Former CofC Basketball Player
Jermaine Johnson, Former CofC Basketball Player
Looking Ahead

In addition to formally launching CTC this fall, OID plans to award more scholarships to students in-need, publish new editions of *The Bridge Builder*, continue building relationships with academic departments, administrative units and student organizations and introduce a Diversity Certificate Series for undergraduate and graduate students.

Programming and training plans for the year are also listed below.

### 2017-2018 Programming Themes

- **08** environmental justice
- **09** celebrating diversity
- **10** transgender in communities of color
- **11** liberia project
- **12** annual holiday drop-in

- **01** MLK Legacy
- **02** Eddie Ganaway Commemoration
- **03** women’s history month
- **04** disability awareness

### 2017-2018 Training Themes

**Fall Workshops**
- Environmental Justice
- Micro-aggressions
- LGBTQ Issues
- Opportunity and Advantage
- Gender and Inequality

**Spring Workshops**
- Faculty and Classroom Inclusivity
- Workplace Inclusivity
- Inclusivity and Disabilities