



2021 GICA Diversity, Equity, and Inclusion Idea Exchange

October 21, 2021

**Hurt Building
50 Hurt Plaza, 18th Floor
Atlanta, GA 30303**

AGENDA

8:45 a.m. – 9:15 a.m. Registration and Check In

9:15 a.m. – 10:15 a.m. Session 1: Admission and Enrollment Strategies

Increasing Diversity on Campus: Strategies for Moving the Needle and Overcoming Obstacles

Andy Bressette, Vice President of Enrollment Management, Berry College

Since 2016, Berry College, a liberal arts college in rural northwest Georgia, has increased the number of students of color enrolled by 150%. Our last three recruiting cycles have seen students of color comprise 25 - 29% of our entering student body. While we still have much work to do, a short description of some of the tactics leading to this success will be discussed followed by an idea exchange where participants will share elements of their success in recruiting students of color and help each other overcome obstacles.

10:15 a.m. – 10:30 a.m. Break

10:30 a.m. – 11:30 a.m. Breakout Session 2: Organizational Structure and Financing Models for DEI Work on Campus

Growing Funding for an Office of Equity and Inclusion

Tonya Parker, Chief Diversity Officer & Assistant Dean of Equity & Inclusion, Wesleyan College

Tyler Schwaller, Assistant Professor of Religious Studies, Wesleyan College

Don't think your institution has the budget needed for DEI work on your campus? Think again! Identify the people who can move the work forward, pull resources together, strategize, and go from there! The presenters of this session will share how they are "just doing" the work of DEI at Wesleyan--and it's working!

11:30 a.m. – 1:00 p.m. Lunch on Your Own

1:00 p.m. – 2:00 p.m. Breakout Session 3: Creating a Welcoming and Inclusive Culture

Overview of Mercer University's Minority Mentor Program and Opportunity Scholars Program

Ansley Booker, Mercer University

Tracy Artis, Mercer University

The Minority Mentor Program (MMP) at Mercer University is designed to give Minority students the opportunity to connect and feel a part of the Mercer Community. The purpose of the program is to provide social encouragement and academic support to participants. The program is designed to give first-year students or "mentees" an easier transition into higher education. However, MMP programming and events are open to the entire Mercer Community.

Under the umbrella of TRIO programs, Opportunity Scholars is a grant-funded program through the U.S. Department of Education that provides opportunities for academic development, assists students with basic college requirements, and motivates students toward the successful completion of their postsecondary education. This session will describe the overall program and services provided to participating students.

Spreading the Love (and Work): Using a DEI Work Group to Engage the Campus and Promote Action

Margie Gill, Brenau University

Amanda Lammers, Brenau University

This session will explain Brenau University's process and ideas about how to incorporate, promote, select, and use a DEI work group on your campus.

2:00 p.m. – 2:15 p.m.

Break

2:15 p.m. – 3:15 p.m.

Breakout Session 4: Growing Faculty and Staff Competencies and Representation

Faculty and Staff Diversity: Recruitment, Retention, and Planning for the Future

Laura Renee Chandler, Oglethorpe University

Recruitment and retention of faculty and staff must be thoughtful and intentional processes. Participants will learn best practices for transforming recruitment and retention strategies and ensuring the success of diverse talent within your institution.

Navigating Difficult Dialogues

Jameson Brewer, Assistant Professor of Social Foundations of Education, University of North Georgia

In our increasingly diverse world, various viewpoints may be shared in and out of the classroom setting. As part of a continual effort to prepare faculty and staff to lead civil discussions, an Engaging Difficult Dialogues seminar was hosted in the Spring of 2021 at the University of North Georgia. The training explored how to build environments that foster civil dialogues. University faculty and administrators explored the nuances of various “hot-topic” themes and how to navigate them on campus in a manner that reflects the University’s commitment to dialogue, debate, and education. This session will provide a brief overview of that work while highlighting a key session through the use of interaction with session members.
