

OCTOBER 2021

GICA DIVERSITY, EQUITY, AND INCLUSION IDEA EXCHANGE

GICA is pleased to announce that registration is open for the Diversity, Equity, and Inclusion Idea Exchange, which will be held on October 21, 2021. The meeting will be held in Atlanta at the Hurt Building from 9 a.m. – 3:30 p.m. GICA institutions are addressing DEI issues on their campuses in a variety of ways to recruit, support and retain students, staff and faculty members from historically underserved and/or underrepresented groups. This will provide a forum for all GICA institutions to share effective ideas they have launched and are utilizing that address the following four themes: Organizational Structure and Financing Models for DEI Work on Campus, Enrollment and Recruitment of Students, Student Retention and Culture, and Faculty and Staff Recruitment and Engagement. To register, click [here](#). If you have questions about this event, please contact [Lisa Macke](#).

THE GEORGIA ASSOCIATION FOR WOMEN IN HIGHER EDUCATION PRESENTS EXPLORING THE ETHICAL SELF

The Georgia Association of Women in Higher Education is excited to offer a Building Ethical Leaders program focused on Exploring the Ethical Self. This program is in partnership with the BB&T Center for Ethical Leadership at the University of North Georgia. Participants will participate in the Ethical Lens Inventory (ELI), developed by Dr. Catharyn Baird, CEO of EthicsGames, LLC., and engage in a debrief of the ELI which will include strengths, gifts, and challenges of your ethical lens, as well as blind spots and points of temptation. Participants will also learn how to recognize others' lens and how to develop ethical maturity, how to use the ELI in conjunction with the Baird Decision model and how the ELI affects their leadership

This free Zoom program will take place October 19 from 12:00PM-1:00PM. Click [here](#) to register.

NLRB NEWS: SCHOLARSHIP STUDENT ATHLETES AS EMPLOYEES

On September 29, the National Labor Relations Board General Counsel Jennifer Abruzzo [issued a memorandum](#) providing updated guidance regarding her position that scholarship student athletes are employees under the National Labor Relations Act, and, as such, are afforded all statutory protections. This new memo also reinstates a related one, [GC 17-01](#), which had been rescinded in December 2017.

General Counsel Abruzzo states, “My intent in issuing this memo is to help educate the public, especially players at academic institutions, colleges and universities, athletic conferences, and the NCAA, about the legal position that I will be taking regarding employee status and misclassification in appropriate cases.”

This is the latest in a series of recent developments that recognize that college sports is a profit-making enterprise, rejected the NCAA’s antitrust defense based in the notion of amateurism in college athletics, and expanded permissible types of education-related compensation that had been limited by the NCAA, such as payments for tutoring or scholarships for graduate or vocational schools; and the players’ recent collective actions about racial justice issues and demands for fair treatment, as well as for safety protocols to play during the pandemic, which all directly concern their terms and conditions of employment.

PIN: PARTNERSHIP FOR INCLUSIVE INNOVATION

The statewide organization, Partnership for Inclusive Innovation, is celebrating its one-year anniversary. Their mission is to advance established and emerging innovators for a stronger Georgia with a goal is to make Georgia the East Coast Tech Capital. Former Georgia Tech President, Bud Petersen, chairs the board, which includes leaders from many of Georgia’s largest companies and the Commissioners of the Department of Economic Development and Community Affairs. GICA has recently been added as a “Civic Member,” along with the Georgia Chamber, Metro Atlanta Chamber, Atlanta Regional Commission, TCSG, the Georgia Research Alliance, the Georgia Municipal Association and the Georgia Agribusiness Council.

The project receives \$1.5M/year in recurring state funds. Their work is in three areas: Economic Opportunity, Student Engagement, and Community Research.

Their Economic Opportunity work seeks to amplify the impact of statewide programs and initiatives that improve socio-economic outcomes by expanding inclusive innovation and opportunities. The signature program here is the [“Innovate for All”](#) grant and they currently have two active projects—the Georgia Mesh Network and the Working Farms Fund. You can read more about the current projects [here](#).

PIN also offers an Impact Fund, with a \$35M in early-stage technology impact investment venture capital fund focused on underrepresented communities,

underinvested sectors of the economy and statewide sourcing and participation in the following areas: food systems innovation, energy resilience and adaptation, connectivity and applications, logistics and transport. The state currently supports entrepreneurs through the state incubator, the Advanced Technology Development Center (ATDC), USG and GICA's network of incubators and accelerators, but has limited means to invest in start-ups after mentorship and programmatic support ends. They have connected with Emory, Mercer and Berry's incubator programs. If your institution also hosts an incubator, innovation center or entrepreneurship program, please reach out to [Jenna Colvin](#) who will share that with PIN.

The Student Engagement work develops next generation leaders across the state for public service, innovation and technology through programming, experiential learning, and mentorship. Last year they hired 12 students from four Georgia universities, including GICA member, Morehouse College. PIN is looking to expand next summer and provide paid internships for over 30 students, who will be partnered with a Georgia Tech faculty member to do community-based research projects. Please provide [Jenna Colvin](#) a point of contact for your institution if you would like to hear more about these paid internship opportunities as they develop.

Finally, the partnership works with the Department of Community Affairs, the Georgia Municipal Association and ACCG to identify, fund and execute community research projects. Recent projects include the Warner Robbins Public Safety Digital Twin (using data to model for public safety improvements), Smart Neighborhoods Macon Bibb County (capturing and evaluating kiosk data to improve community services). A signature program in this space is the PIN Research Awards.

CYBERSECURITY AND CYLANCE PURCHASING AGREEMENT

GICA has partnered with ScholarBuys to negotiate a purchasing agreement with Cylance to provide a "Next Generation" solution to help prevent and remedy modern cybersecurity threats. Cylance uses a fundamentally different, signatureless approach (meaning less human effort to manage) to traditional antivirus, leveraging artificial intelligence to deliver prevention-first, predictive security products and specialized security services that change how schools approach endpoint security. Cylance's security solutions provide full spectrum predictive threat prevention and visibility across the enterprise, combating threats such as malware, ransomware, file-less malware, malicious scripts, weaponized docs, and other attack vectors. With artificial intelligence-based malware prevention, application and script control, memory protection, device policy enforcement, root cause analysis, threat hunting, automated threat detection and response, coupled with expert security services, Cylance can protect endpoints without increasing staff workload or costs. Leveraging GICA's collective strength in the marketplace, institutions may acquire Cylance's "Next Generation" EndPoint Security solution to prevent and remedy modern cybersecurity threats- at a cost unobtainable if negotiated on a per

school basis. For more information, please contact [Darren Shahinian](#) at ScholarBuys.

SREB DOCTORAL SCHOLARS PROGRAM

Does your institution participate in SREB's Doctoral Scholars Program? It is a great opportunity to recruit diverse faculty and a wonderful opportunity for connection and support for your graduate students interested in pursuing a career in academia. The program offers more than a check and a handshake. Details can be found [here](#).

STRATEGIES TO MITIGATE CYBER-CRIME RISK ON CAMPUS

Colleges and universities are large targets for cyber-crime. On October 28 at 1 p.m., GICA is co-hosting a Zoom webinar with IMA. Plan to attend to hear about strategies to mitigate cyber-crime risk on campus. Topics that will be addressed include the current cyber-crime environment, risks and challenges facing private colleges, preparing an action plan, and changes in the cyber insurance marketplace. On the day of the webinar, please click [here](#) to join the meeting.

TITLE IX HEARING PANEL MEMBER TRAINING

GICA is hosting in-person trainings created exclusively for Compliance Collaborative members. Join your colleagues for an in-depth training designed to provide Hearing Panel Members, Appeal Officers, Advisors, Title IX Coordinators, Deputy Coordinators, Investigators, HR personnel, and anyone associated with administering Title IX with an up-to-date understanding of current compliance requirements for the live hearing using a scenario-based training.

This training will utilize newly developed training videos detailing an interesting fact pattern. Attendees will watch the hearing panel videos; discuss the burden of proof to be established; make rulings on evidentiary matters; and develop strategies to control unruly participants. The training will conclude with the participants arriving at a written decision based on the facts.

If you attended the Title IX Investigator Training, this webinar will not be a repeat of what was discussed in that training. These are different videos; however, the fact pattern is the same with a few twists.

Presenter is Judy Spain, J.D., CCEP, GICA Compliance Collaborative Consultant.

Attendees only register at one location/date. All trainings are open to any GICA CCP member. POST certification credit is available.

Please note that the schedule below has been modified.

Registration closes two days before each training.

11/9/2021	1:00 to 4:30	Young Harris College
11/10/2021	1:00 to 4:30	Brenau University
11/11/2021	1:00 to 4:30	Oglethorpe University
11/12/2021	10:00 to 1:30	GICA Headquarters
11/15/2021	1:00 to 4:30	Reinhardt University
11/16/2021	1:00 to 4:30	Berry College
11/17/2021	1:00 to 4:30	LaGrange College
11/19/2021	9:00 to 12:30	Wesleyan College
12/7/2021	1:00 to 4:30	Zoom session

DIVERSITY, EQUITY, AND INCLUSION SERIES: BUILDING INCLUSIVE ENVIRONMENTS

GICA is hosting a Diversity, Inclusion, and Equity Series created exclusively for Compliance Collaborative members. This second webinar in the series focuses on building an inclusive environment and will be on Tuesday, October 4 from 1:30 to 2:30 pm. This webinar will discuss how members of a shared space must desire, create, and foster inclusive practices that shape positive relationships and experiences. Our speaker will guide participants through the exploration of the influence and impact of our thoughts, actions, and behaviors as we strive to build and sustain inclusive, supportive, and equitable environments. No matter their role at your institution, all employees can benefit from this session of inclusive-mindedness in everyday service.

The presenter is Tonya Parker, Chief Diversity Officer & Assistant Dean, Title IX Coordinator, Wesleyan College.

Registration deadline is Monday, October 3. For more information and to register, click [here](#).

DIVERSITY, EQUITY, AND INCLUSION SERIES: LOGISTICS OF DIVERSITY, INCLUSION, AND EQUITY

GICA is hosting a Diversity, Inclusion, and Equity Series created exclusively for Compliance Collaborative members. This third webinar in the series focuses on the logistics of Diversity, Inclusion, and Equity and will be on Tuesday,

November 2 from 1:30 to 2:30 pm. This webinar asks the question - do you want to do more with diversity, equity, and inclusion at your institution but are not sure where to start, or you've started DEI work and don't know what to do next? There isn't a straight line from point A to point B in DEI work that is the same for all institutions, but there are components that should be included in the process. Join our speaker as she shares practical guidance for diversity and inclusion strategies that pave the way for equitable processes and practices.

The presenter is Tonya Parker, Chief Diversity Officer & Assistant Dean, Title IX Coordinator, Wesleyan College.

Registration deadline is Monday, November 1. For more information and to register, click [here](#).

UPCOMING EVENTS

[October 5, 2021](#)

DEI Series: Building Inclusive Environment
Webinar

[October 21, 2021](#)

Diversity, Equity, and Inclusion Idea
Exchange
GICA Headquarters

[October 26, 2021](#)

Compliance Series: Who Tells Your
Compliance Story - Part III
Webinar

[October 26 -27, 2021](#)

Fall Board Meeting
Atlanta

[November 2, 2021](#)

DEI Series: Logistics of DEI
Webinar

[November 9, 2021](#)

Title IX Hearing Panel Member Training
Young Harris College

[November 10, 2021](#)

Title IX Hearing Panel Member Training
Brenau University

[November 11, 2021](#)

Title IX Hearing Panel Member Training
Oglethorpe University

[November 12, 2021](#)

Title IX Hearing Panel Member Training
GICA Headquarters

[November 15, 2021](#)

Title IX Hearing Panel Member Training
Reinhardt University

[November 16, 2021](#)

Title IX Hearing Panel Member Training
Berry College

[November 17, 2021](#)

Title IX Hearing Panel Member Training
LaGrange College

[November 19, 2021](#)

Title IX Hearing Panel Member Training
Wesleyan College

[November 30, 2021](#)

Compliance Initiative Series: Who Tells
Your Compliance Story - Part IV
Webinar

[December 7, 2021](#)

Title IX Hearing Panel Member Training
Webinar

Thank you for letting us serve you. It remains our honor to do so.

Jenna, Chip, Lisa, Juliet & Judy
GICA Staff & Consultant



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