Inside this Issue:

• OIED becomes OIE
• National American Indian Heritage Month
• EEOC Training
• Effects of Symbolism
• Upcoming November Events
Hello and thank you for reading the Diversity Dispatch. This edition is the first Diversity Dispatch under the new Office of Inclusive Excellence (OIE). As of Oct. 1, 2015, the Office of Institutional Equity and Diversity (OIED) transitioned into the OIE. The new Office of Inclusive Excellence supports the Georgia College Diversity Action Plan and other strategic planning initiatives to create an inclusive living, learning and working environment that supports varying ideas and perspectives, cultures and backgrounds, and opportunities. The Office of Inclusive Excellence will work with Georgia College, the greater Milledgeville community and other Middle Georgia communities to develop and foster inclusive excellence within the institution.

As a part of this transition, the Cultural Center and the SOAR program, Women’s Center and LGBT’ Resources and Programs are now housed within the division of Student Affairs. All Equal Employment functions including searches and investigations currently reside in the Office of Human Resources. We are really excited about the new role of our office and we look forward to working with everyone to make our university truly one of inclusive excellence. Thank you.

Dr. Veronica Womack
Chief Diversity Officer

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Celebrating National American Indian Heritage Month

November is National American Indian Heritage Month. Celebrate with the Cultural Center by attending the following events:

**Nov. 3**
LeAnne Howe
The Depot
6 p.m.
LeAnne Howe, the Eidson Distinguished Professor at the University of Georgia, will discuss her work and the legacy of Thanksgiving. Read more about Howe at https://www.english.uga.edu/directory/776/detail.

**Nov. 5**
“Black Indians”
Arts and Sciences 270
6 p.m.
Celebrate National American Heritage month with “Black Indians: An American Story!” This film brings to light a forgotten part of American history– the racial and cultural fusion of Native and African-Americans. Join us to learn more!

**Nov. 12**
“Indian Relay”
Arts and Sciences 270
6 p.m.
“Indian Relay” is the story of contemporary Indian horse racing. Bring your questions and an open mind!

For more information on events, contact the Cultural Center at 478-445-8155.
EEOC training for manager and supervisors

The Office of Inclusive Excellence will host EEOC Training for Managers and Supervisors on Nov. 12 from 9 a.m. – noon in MSU Donahoo Lounge. Initially, the training was scheduled for Oct. 14. However, the training had to be rescheduled to Nov. 12 due to reasons beyond our control.

The training will include an overview of federal EEO laws, and address what constitutes employment discrimination, including harassment, managers’ responsibilities, common mistakes employers’ make, and effective EEO practices for prevention and correction. The interactive training provides scenarios/exercises to engage the participants. Event registration for the training can be accessed at http://tinyurl.com/o855mkt. All Oct. 14 registrants do not need to re-register for the training.

Effects of Symbolism

Nov. 17| 12:30 p.m. | MSU Donahoo Lounge

Everywhere we look in society we see forms of symbolic representation which identify and illustrate our cultural ethos. Symbols that we use carry multiple meanings depending on the context and culture in which they appear. In the wake of the Confederate flag debate as well as the use of columns for branding Georgia College, a panel of experts will discuss the relevance and the controversy surrounding symbolisms as well as the dynamics by which symbols influence our feelings, behaviors, and choices in a multi-cultural society.

Panelists:
- Dr. Tsu Ming Chiang, Psychology professor, Department of Psychological Science
- Dr. Tina Yarborough, Art professor, Department of Art
- Diane Lucette, co-chair, Baldwin County Family Connection

This event is presented by OIE’s Division of Education and Outreach and the American Democracy Project. This is a part of the Georgia College 3Rs Civility Initiative. For more information, contact the Office of Inclusive Excellence at 478-445-4233 or oie@gcsu.edu.

Upcoming November Events

“The Ballard of Emmitt Till”
Nov. 11-14 at 8 p.m.
Nov. 15 at 2 p.m.
Nov. 17-20 at 8 p.m.
Nov. 21 at 2 p.m.
Campus Black Box Theatre

MOVE General Meeting
Nov. 18 at 12:30 p.m.
Chappell Room 102

The Group
Every Friday at 11 a.m.
The Women’s Center