Dear Colleagues,

Old Dominion University (ODU) acknowledges that diversity, equity and inclusive excellence is an indispensable part of the experience of our campus community members. Over the years, a series of committees and task forces have made recommendations on how to advance these issues on our campus.

Formerly known as The President's Advisory Committee (PAC) on Equal Opportunity/ Affirmative Action and Diversity, PAC served in an advisory capacity to the president and assistant vice president of Institutional Equity and Diversity on programs, services and policies affecting protected classes.

In recognition of the extensive nature of PAC’s work, it was renamed The President's Task Force on Inclusive Excellence in fall, 2012. The appointment of Task Force members sought to reflect broad representation of ODU faculty, staff and students as well as representation from various campus units.
In the same year, the Task Force adopted the Inclusive Excellence framework, which lends itself to comprehensive, intentional and collaborative integration of diversity and inclusion related initiatives.

The Inclusive Excellence framework has been adopted by professional organizations and institutions alike, as a catalyst to develop and implement multi-layered processes towards institutional and educational excellence (i.e., Association of American Colleges and Universities, American Council on Education).

At ODU, the development and implementation of this framework positions us to engage deeper with our mission and vision statements and to develop initiatives that value, welcome and affirm differences in the experiences of our faculty, staff and students.

Beginning fall, 2014, President Broderick charged the Task Force to develop objectives and a series of recommended and measurable action items that support progression of the Inclusive Excellence framework for the next five years. To this end, the Task Force met bi-weekly during the 2014-15 academic school year and identified four [framework] goals related to faculty and staff diversity, student diversity, diversity through engagement and curricular/co-curricular diversity.
Recognizing that successful implementation and sustainability of the framework required intentional communication with members of our campus community, the Task Force began the gradual unveiling of the framework in spring, 2015 - spring 2016. To date, the Task Force has received collective plan feedback from members of our campus community that continue to shape the living document (i.e., Faculty Senate Executive Committee, on-line survey for Department Chairs and Faculty Diversity Leaders, President’s Executive Committee, Provost’s Council, university wide open forums for faculty, staff and students).

To further engage the university community in meaningful dialogues (e.g., open forums, town hall meetings, panel discussion, diversity lecture series, workshops), this semester the Task Force seeks to identify and mobilize campus faculty “experts” to provide intellectual and practical perspectives on diversity as well as review and support Inclusive Excellence proposals that advance the framework.

To further promote transparency and inclusion, updates will be regularly communicated through the Office of Institutional Equity & Diversity’s website. Rather than being the responsibility of one office, the Inclusive Excellence framework becomes the ownership of 1-ODU, positioning every member of our community to feel more responsible for creating, maintaining and sustaining better working, living and learning communities.
TASK FORCE SPRING MEETING DATES

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JANUARY 15TH
11:00am-12:00pm • Virginia Rice Room
Webb University Center

JANUARY 29TH
11:00am-12:00pm • Virginia Rice Room
Webb University Center

FEBRUARY 12TH
11:00am-12:00pm • Virginia Rice Room
Webb University Center

FEBRUARY 26TH
11:00am-12:00pm • Virginia Rice Room
Webb University Center

MARCH 17TH
11:00am-12:00pm • Virginia Rice Room
Webb University Center

APRIL 1ST
11:00am-12:00pm • Virginia Rice Room
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