



OFFICE OF FACULTY DIVERSITY AND RETENTION

NEWSLETTER

THE INCLUSIVE VOICE

Spring 2024



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ODU

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SPRING 2024 OVERVIEW

FROM

THE OFFICE OF FACULTY DIVERSITY AND RETENTION

Spring is usually associated with renewal and beginnings, but it is also the second half of the academic year which is just as exciting. The weather gets warmer and there is an eager anticipation for summer!

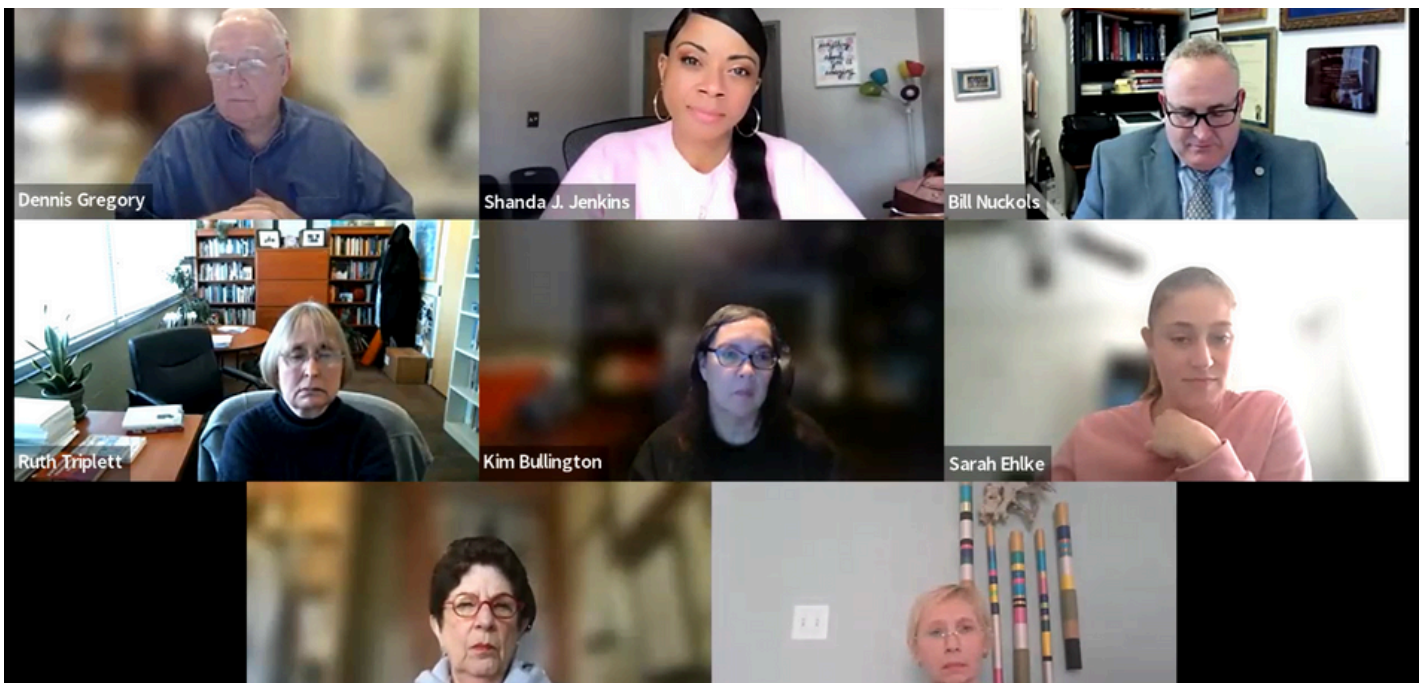
During Spring 2024, the Office of Faculty Diversity and Retention hosted several key events related to the importance of having a diverse faculty population at Old Dominion University. In this edition of the office's newsletter, ***The Inclusive Voice***, news about the Spring semester's workshops, virtual cafés, and events are highlighted.

The Office of Faculty Diversity and Retention hopes you will have an inspiring and productive summer.

WORKSHOPS



On January 18, 2024, a special guest, Dr. Dennis Gregory of ODU spoke about freedom of speech on college campuses, particularly at ODU. Born in Virginia, Dr. Gregory is an Associate Professor in the Department of Educational Foundations and Leadership. Dr. Gregory has twenty-five years of service to ODU as both an administrator in student affairs and as a faculty member.



**“Until we get equality in education, we won’t have an equal society.”
Sonia Sotomayor**

Microaggressions and Implicit Biases are real concerns on university campuses, and ODU is no exception. This Spring, the Office of Faculty Diversity and Retention hosted workshops and discussions on Microaggressions, Microinterventions, and Implicit Racial Bias.

OFFICE OF FACULTY DIVERSITY AND RETENTION

WORKSHOP

MICRO INTERVENTIONS

Strategies to Disarm and Dismantle Bias

Microaggression devalues individuals and groups. Let's talk about strategies to address this issue.

In Observation of Black History Month

The Office of Faculty Diversity and Retention

Presents

IMPLICIT RACIAL BIAS

WORKSHOP

FEAR
RELIGION
SCARY
SMART
LIGENT
REJUDICE

RELIGION MAN
SEX BOY
OLD
CAR

Shanda Jenkins

Jackie STEIN

Dan Barshis

Megan Mize

"Diversity in all its forms is the path to greatness."
James D Wilson

VIRTUAL CAFÉS



Virtual Cafés are great opportunities for participants to reflect on and discuss the topics presented in workshops. This semester, Dr. Shanda Jenkins and Ms. Alison Lietzenmayer continued the conversations about Freedom of Speech, Implicit Racial Bias, Microaggressions, and Microinterventions. At these events, faculty are able to speak openly, share their own experiences, and ask the uncomfortable questions.



The Virtual Cafés allow for personal and professional growth, fostering inclusivity, and a culture of continuous learning. By providing a space for open dialogue and self-reflection, these sessions empower faculty to confront challenging topics, embrace discomfort, and strive towards creating more equitable and inclusive learning environments.



Dr. Shanda Jenkins and Ms. Alison Lietzenmayer



**"Strength lies in differences, not in similarities."
Stephen R. Covey**

EXCITE THE DREAM



The Office of Faculty Diversity and Retention was excited to continue the Excite the Dream Program this Spring. The program was developed to provide scholars from underrepresented backgrounds interested in a career in academia with the opportunity to learn more about what our university has to offer. This year, we hosted eleven scholars from eight different universities.



Dr. Shanda Jenkins and Allison Barber from the OFDR



**"Diversity doesn't look like anyone. It looks like everyone."
Karen Draper**

EXCITE THE DREAM'S STUDENT SCHOLARS FOR 2024



Jose Capa Salinas
Purdue University



Tiffany Quash
Indiana University



Jenay Willis
University of
Pittsburgh



Natasha Claxton
University of Virginia



Chartese Jones
Mississippi State
University



Zhenman Ye
Louisiana State
University



Steve Essi
Virginia
Commonwealth
University



Solomon Sima
University of
Gondar, Ethiopia



Bria Young
Mississippi State
University



Daishan Johnson
Virginia
Commonwealth
University



Ibukun Phillips
Purdue University

**Congratulations
to these
scholars.
ODU welcomes
you!**



NOTEWORTHY EVENTS



Town Hall

On March 28, Dr. Yvette Pearson, Professor and Interim Vice Provost for Faculty Affairs, hosted a Town Hall for faculty. During this event, she shared information and answered questions posed by the faculty in attendance.

National Conferences

This Spring, our office represented ODU at the Conference for the National Association of Diversity Officers in Higher Education (NADOHE). The theme was: How We Persist: Advancing Diversity, Equity, and Inclusion Through Advocacy, Collaboration, and Transformative Liberation.

Dr. Jenkins also graduated from the Standards of Professional Practices Institute provided by NADOHE. The certificate was presented by Dr. Clyde Wilson Pickett (pictured with Dr. Jenkins), Chair, Author, and Vice Chancellor for Equity, Diversity, and Inclusion at the University of Pittsburgh.



Faculty Women of Color in the Academy

Dr. Shanda Jenkins and Dr. Vukica Jovanovic attended the 2024 Faculty Women of Color in the Academy National Conference held in Arlington, VA. This pivotal event served as a platform for indigenous people and women of color within higher education to convene, forge connections, and glean insights from colleagues across the nation.



Diversity Champion Award

Congratulations to Dr. Shanda Jenkins who was recognized with a Diversity Champion Award at the 2024 John R. Broderick Diversity Champion Awards at Chartway Arena on March 28. It was hosted by the Office of Institutional Equity and Diversity. These awards acknowledge those who are committed to promoting diversity and equity in the classroom, workplace, and community.



FACULTY MENTORING WEBSITE

Connecting Faculty with Mentors across ODU.



The Faculty Mentoring Website was designed and launched to connect faculty members with mentors across the University. The goal is to make connections, enhance knowledge, and provide professional development. This semester several mentoring connections were made!

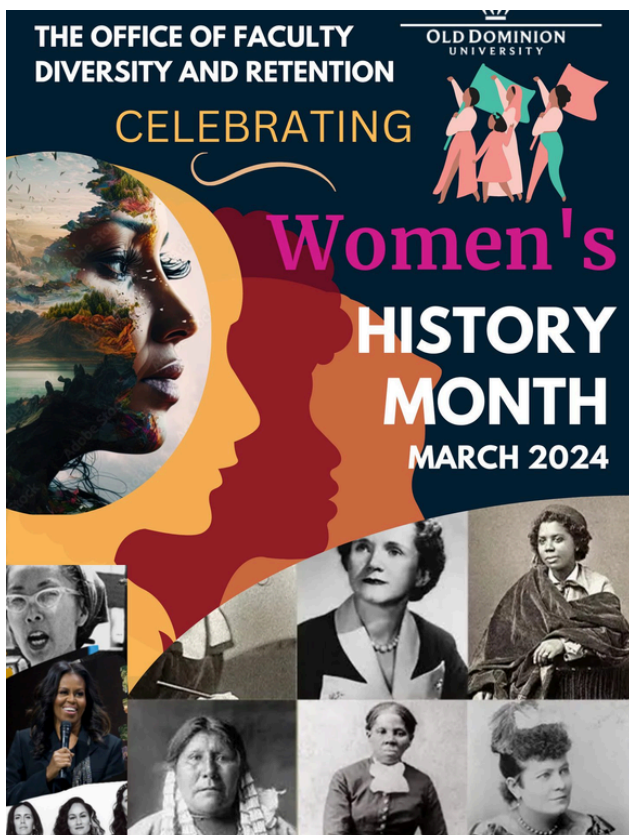
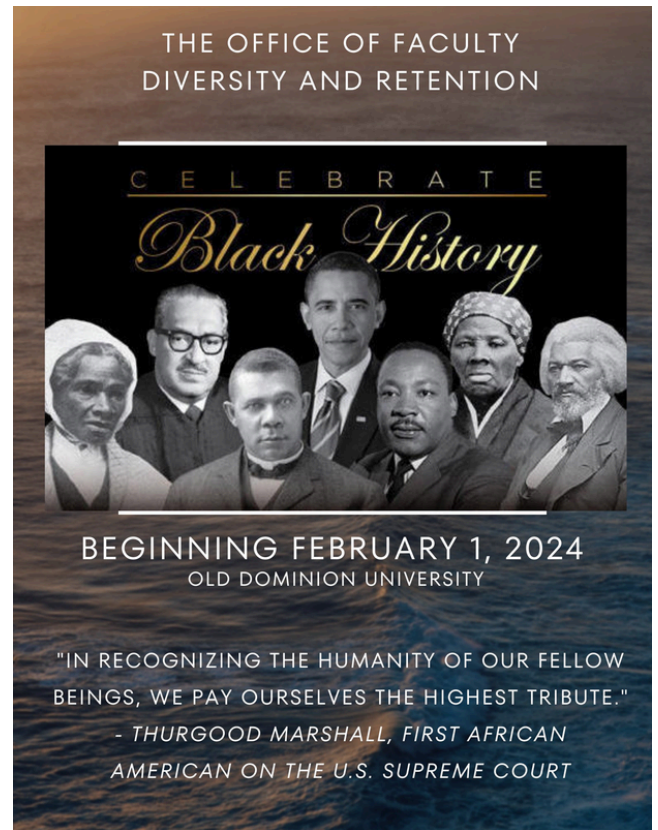
[Click Here for More Information](#)

SOCIAL MEDIA


The Office of Faculty Diversity and Retention's Social Media Presence

In February, we celebrated Black History. In March, we recognized Women's History. April is Celebrate Diversity Month!

This semester, the Office of Faculty Diversity and Retention significantly increased our social media presence thanks in large part to our new graduate student assistant, Quinn Jackson. We dedicated postings to monthly observances and holidays. We also connected with several other Social Media Accounts from Old Dominion University and the surrounding community. We hope to expand our online presence in the coming years.



For More Information Click the Links Below:

[Twitter \(X\)](#) 

[Instagram](#) 

[Facebook](#) 

[LinkedIn](#) 

[Office of Faculty Diversity and Retention](#)



WOMEN'S HISTORY AT OLD DOMINION UNIVERSITY

During the Spring semester, the Office of Faculty Diversity and Retention crafted a timeline commemorating the influential endeavors of women faculty at ODU.



This timeline illuminates pivotal moments and showcases a selection of extraordinary women who broke barriers and played integral roles in shaping the Monarch community.



We extend our heartfelt thanks to Allison Barber who conceived and lead this project and Steven Bookman for his help with this endeavor.



[Click Here and Take the Journey!](#)



**“Diversity is the mix. Inclusion is making the mix work.”
Andres Tapia**



*Have a Great
Summer!*

**FROM THE OFFICE OF FACULTY
DIVERSITY AND RETENTION
OLD DOMINION UNIVERSITY**