As the nation begins to "reemerge" from the pandemic haze of the last two years, I still feel quite overwhelmed, and I know many of you can relate. The added stress of the new normal, and the rising costs of essential household goods and gas has left a majority of us mentally depleted. A changing social climate amid a virulent political landscape has also amplified our feelings of fatigue and overall exhaustion. Mental Health America (MHA), the country's top community-based non-profit dedicated to addressing the needs of those living with mental illness, reported that nearly 50 million adults in America experienced anxiety disorders, depression, and other mental illnesses in 2021.

The last two years have been extremely uneasy and polarizing, and our current reality faces new challenges that, in the days ahead, will require our full selves-healthy in mind and body-in order to create solutions that remove the barriers toward full equity and inclusion. This is why self-care is important. Writer, feminist, and civil rights activist Audre Lorde remarked "caring for myself is not self-indulgence, it is self-preservation and that is an act of political warfare." For Lorde, self-care was inherently tied to the intersectionalities of her collective identity as black, queer, woman, and mother. It was in caring for and honoring those parts of the self which allowed her to actively resist multiple systems of oppression.
This month marks the 50th anniversary of the passage of Title IX, a federal civil rights law that prohibits sex-based discrimination in any school or other education program that receives funding from the federal government.

The Office of Institutional Equity and Diversity will be hosting professional learning events. This summer and early Fall events will be held for current and aspiring advisors and hearing officers. The focus will be on how you as a member of the Monarch Community can assist in advocating and work collaboratively with OIED and our university Title IX Coordinators to protect and advocate for survivors of sexual violence and gender-based violence.

It means beginning to have conversations around boundaries and believing that those boundaries and self-care are not selfish, but self-preservation. It’s OK to pause, take a breath, and regroup. If we are not well, we cannot fight. We cannot be the allies and advocates our students and communities need, and we cannot commit to the work that lies ahead—the work that pushes us one step closer to full equity and freedom.

If you or someone you know are having difficulties with your mental health, please reach out to ODU Counseling Services here: Office of Counseling Services - Old Dominion University (odu.edu)

Sources: Learning for Justice
30 Days of Diversity, Equity, Inclusion & Justice

This section has been reserved for the observances of Asian-American & Pacific Islander Month (May) and LGBTQIT+ Pride Month (June)

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### 30 Days of Diversity, Equity, Inclusion & Justice

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<td>Joseph R. Campbell: Five Steps to Becoming an Advocate</td>
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FeedODU: Tackling Food Insecurity One Student at a Time

In a previous issue, our colleague John Wiley wrote about the politics of food, the Black Panther Party's response to food inequity, and how their programs still serve as a blueprint for others to follow. He also mentioned ODU's initiatives in tackling food insecurity on campus.

A 2021 survey conducted by the Hope Center concluded that 29 percent of students at four-year institutions experienced food insecurity in the past thirty days. This means that they missed one or more meals throughout the week, and amid an on-going pandemic and rising costs, this trend continues to escalate.

Since the spring of 2020, the Monarch Pantry has been offering nonperishable foods, toiletries, bread, produce, and frozen meats to students across campus. In addition to the Monarch Pantry, ODU offers several additional resources to combat food insecurity on campus. The mobile Food Connect notifications are a function of the ODU Mobile app that allows students who opt-in to receive notifications on their phone about free food on campus. Connecting students with food on campus reduces waste and assists in alleviating food insecurity in students. Big Blue's Snack Pantry is also open to any student, and is managed by the College of Business.

FeedODU has several ways in which faculty, staff, students and student organizations, classes, departments, and offices can support the Pantry and help combat food insecurity on campus:

- To make donations of food or toiletry items, contact pantry@odu.edu to receive a list of the most needed items and arrange for a donation drop off.
- The Monarch Pantry also has an Amazon wishlist. This is a convenient way to ship needed items directly to the Pantry from anywhere.
- Monetary donations can be made through the ODU giving website here.

The Monarch Food Pantry is available to all students and is located in the Suffolk Room in Webb Center
The John R. Broderick Diversity Champion Awards honors and celebrates individuals who encourage and advance the principles of equity and diversity and promote the positive impact diversity has upon our University community.

This year seventeen (17) members of our Monarch community (pictured above)-which include faculty, staff, students, alumni, and community members-were honored for their outstanding dedication to upholding the principles of diversity, equity, and inclusion. Dr. Brett Cook-Snell, a lecturer in the Darden School of Education & Professional Studies was selected as this year's Overall Diversity Champion of Champions. 2022-23 nominees include:

- Jenna Ashley
- Dr. Kayla Burrell-Craft
- Sierrah Chavis
- Dr. Natalie Edirmanasinghe
- Dr. J. Christopher Fleming
- Andrew Garber
- Giovanna Genard
- Tyler Miller-Gordon
- Gabriela Igloria
- Mariah Johnson
- Mason Kennedy
- Addie Luciano
- Dr. Tracie Ortiz
- Dr. Jay O'Toole
- Chanel Rodriguez
- Chrystal Trapani

After a virtual event last year, the 2022-2023 face-to-face Pathway Retention Awards Luncheon was held March 23rd. This year, thirteen (13) students received the Meal Plan and/or Bookstore Awards. The event was hosted by John Wiley, Assistant for Diversity Initiatives, with remarks provided by September Sanderlin, VP of Human Resources, Diversity and Equity, and Dr. Veleka Gatling, Interim Associate VP of Equity and Diversity. Pictured are below are the winners.

Students of diverse talents and abilities who are prepared to use their knowledge and experience to advance the ODU community towards a culture of inclusive excellence are encouraged to apply. Deadline for 2023-24 submissions will be announced in the fall.

Office of Institutional Equity & Diversity
Supporting the campus and community to proactively promote diversity, inclusion, and equity through planning and programming.
Request for Volunteer Hearing Officers

The Office of Institutional Equity & Diversity is seeking volunteers to be trained and serve as hearing officers in the resolution of complaints. We are seeking a diverse representation of faculty, administrators, and staff to hear cases of potential discrimination, sexual harassment (including sexual violence), and retaliation. If you are interested in serving as a hearing officer, please contact our office at (757) 683-3141, or email titleixcoordinator@odu.edu.

Many thanks to all who served on hearing panels and as advisors this year!

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Employee Resource Groups

Employee Resource Groups (ERGs or Affinity Groups) affirm employee diversity and offer resources to enhance employee quality of life.

We want to remind you of the Employee Resources Groups that are available on campus, in hopes that you will join one and offer your own skills to assist as we continue to operationalize what it means to be an inclusive campus.

For more information, please contact the leadership of the ERG:

- Asian Caucus: Weiyoung Zhang, wzhang@odu.edu
- Association for University Administrators: Morgan Morrison, mcmorris@odu.edu
- Coalition of Black Faculty and Administrators: Roderick Graham, rgraham@odu.edu
- Employees with Disabilities: Vic Nicholls, vnicholls@odu.edu
- Hispanic and Latino Employee Association: Luis Guadano, lguadano@odu.edu
- Hourly and classified Employees (HACE): Tanya McCown, tmccown@odu.edu
- LGBTQIA Employee Association: lgbtqa@odu.edu
- Women’s Caucus: Tancy Vandecar-Burdin, tvandeca@odu.edu
- Women + Allies in Tech (WIT): Rebecka Hall, rhall@odu.edu

For more information about the ERGs and employee diversity visit: https://www.odu.edu/facultystaff/employee-diversity

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