

Equity & Diversity

Office of Institutional Equity and Diversity
Updates



RADICAL SELF-CARE AS SOCIAL JUSTICE

By John Wiley

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

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designed against those very identities. Thus, thriving and surviving in the midst of oppression is a radical act. So what does it mean to care for ourselves as we engage in this work? How can we honor our physical and mental health alongside our colleagues and students? How might we address the work environments and demands that compromise our mental health and overall well-being? How do we remember ourselves, too, on this journey?

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 \(odu.edu\)](https://odu.edu/counseling-services).



50 YEARS OF TITLE IX

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.



Sources: Learning for Justice

Office of Institutional Equity & Diversity

Supporting the campus and community to proactively promote diversity, inclusion, and equity through planning and programming.

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)

<p>Day 1: Read</p> <p><u>Asian American Milestones: Timeline</u></p>	<p>Day 2: Learn</p> <p><u>What is Asian American & Pacific Islander Month?</u></p>	<p>Day 3: Learn</p> <p><u>Fun Facts: Asian American & Pacific Islander Heritage Month</u></p>
<p>Day 4: Reflect</p> <p><u>Dear America (American Dream): A Poem by Virginia Poet Laureate Luisa Igloria</u></p>	<p>Day 5: Learn</p> <p><u>Why Do We Say "Asian American" and Not "Oriental"?</u></p>	<p>Day 6: Engage</p> <p><u>Anti-Racism and Anti-Oppression: Responding to Microaggressions</u></p>
<p>Day 7: Watch</p> <p><u>Kelly Choi: Not Your Model Minority</u></p>	<p>Day 8: Reflect</p> <p><u>Uplifting AAPI Voices: A Time Summit</u></p>	<p>Day 9: Watch</p> <p><u>What is Cultural Appropriation?</u></p>
<p>Day 10: Read</p> <p><u>Schools Rethink History Lessons Amid Anti-Asian Racism</u></p>	<p>Day 11: Learn</p> <p><u>Confronting Prejudice: How to Protect Yourself and Help Others</u></p>	<p>Day 12: Read</p> <p><u>The Fight for Asian American Studies</u></p>
<p>Day 13: Reflect</p> <p><u>Jon M. Chu: The Pride and Power of Representation in Film</u></p>	<p>Day 14: Listen</p> <p><u>The Long History of Sexual and Physical Violence Against Asian Women in the U.S.</u></p>	<p>Day 15: Engage</p> <p><u>Challenging Anti-Asian Bias and Acting as an Ally</u></p>

30 Days of Diversity, Equity, Inclusion & Justice

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<p>Day 16: Read</p> <p><u>What is Pride Month?</u></p>	<p>Day 17: Watch</p> <p><u>History of the Word "Gay"</u></p>	<p>Day 18: Learn</p> <p><u>Stonewall Uprising</u></p>
<p>Day 19: Learn</p> <p><u>Defining Gender Identity</u></p>	<p>Day 20: Reflect</p> <p><u>A Note About Intersectionality</u></p>	<p>Day 21: Watch</p> <p><u>Pronouns: Little Words That Say a Lot</u></p>
<p>Day 22: Reflect</p> <p><u>A Guide to Allyship</u></p>	<p>Day 23: Engage</p> <p><u>LGBTQIA+ Studies: A Resource Guide</u></p>	<p>Day 24: Learn</p> <p><u>Coming Out: Living Authentically as Transgender or Non Binary</u></p>
<p>Day 25: Listen</p> <p><u>Outward Podcast: The Trans Past, Present, and Future</u></p>	<p>Day 26: Read</p> <p><u>Nearly 240 Anti-LGBTQ Bills Filed in 2022</u></p>	<p>Day 27: Reflect</p> <p><u>Pride Month and Censorship: A Resource Guide</u></p>
<p>Day 28: Watch</p> <p><u>Audrey Mason-Hyde: Toilets, Bowties, Gender, and Me</u></p>	<p>Day 29: Learn</p> <p><u>PFLAG National Glossary of Terms</u></p>	<p>Day 30: Engage</p> <p><u>Joseph R. Campbell: Five Steps to Becoming an Advocate</u></p>

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



The Monarch Food Pantry is available to all students and is located in the Suffolk Room in Webb Center

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](#).

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2022 DIVERSITY CHAMPION AWARDS

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

View the ceremony [here](#). You can nominate a Diversity Champion! Nominations for 2023-24 will be announced in the fall.

2022 PATHWAY RETENTION AWARDS

The Pathway Retention Scholarship Award was established to promote the persistence and matriculation of diverse students attending ODU and seeks to recognize the value that diversity brings to the Monarch Community, especially those from underrepresented backgrounds.

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.



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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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