

AUGUST 2020 | ISSUE 1

OFFICE OF INSTITUTIONAL EQUITY AND DIVERSITY UPDATES

OLD DOMINION UNIVERSITY

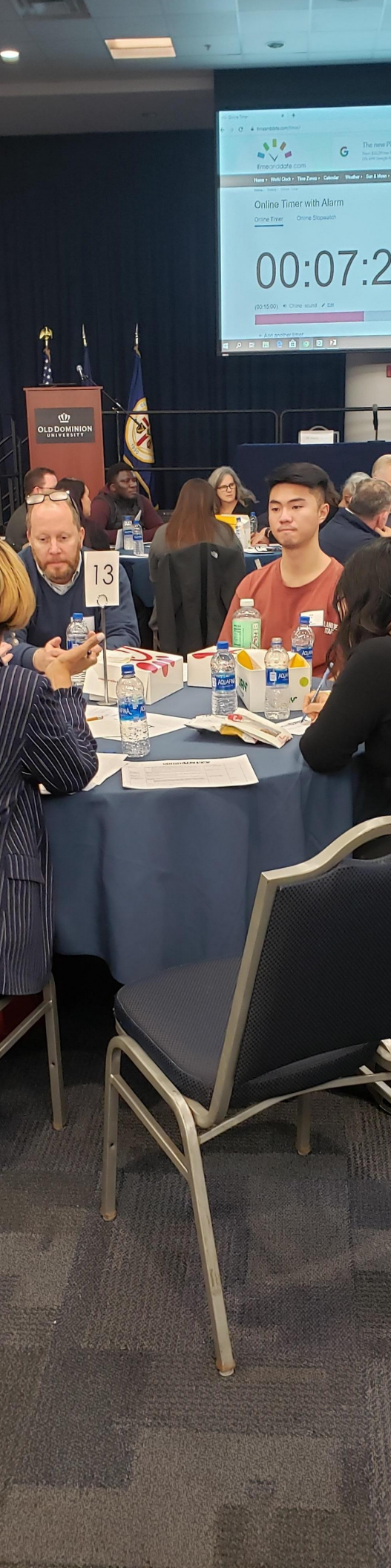


Thank you

On behalf of the Office of Institutional Equity and Diversity, we would like to thank you for the support you provided in continuing to build a more equitable and inclusive Monarch Community during the 2019-20 School Year. Along with the rest of the university, it is no doubt that the support from our office has had to pivot, as we process the current state of our nation--- surpassing 180,000 in the official death count as a result of COVID-19, and the continued frustration of the tragic deaths of Ahmaud Arbery, Breonna Taylor, and George Floyd. Also during this time of crisis we received new mandates on Title IX policies and procedures, thus we have been working collaboratively with other departments to promote equity in this process.

This month's newsletter will provide you with a snapshot of our year and where we are headed. You can look forward to updates in January 2021.

Continue to take care of yourself so you can take care of others,
OIED Team



Take a Look at the Numbers from Academic Year 2019-20

26 academic technical standards reviewed

50 staff members participated in the first session of Listen Learn and Lead Better Conversations Series.

120 members of the Monarch Community participated in CommUNITY Conversations (Topic: Bias and Bigotry faced by our Monarch Military Community)

222 cases were processed related to equity and diversity

227 cases reviewed for salary equity

464 New Employees enrolled in the online sexual harassment training

Welcome New Team Members

Dr. Veleka S. Gatling, Director of Diversity Initiatives

TJ Golden- Office Manager

Heather Fuss- Case Manager & Outreach Coordinator

**Marcus Porter- Title IX/Civil Rights Investigator and
Case Manager**

Farewell to our Team Member

Courtney Kelly

(Best of luck on your new journey.)

Take a Look at the Collaborations

Collaborated with Dr. Janice Underwood, Chief Diversity Officer for the Commonwealth on the statewide diversity plan

Collaborated with SEES staff on Leadership Course for Incoming Students

Moderated "Weathering the COVID-19 Storm" with University Events and the College of Health Sciences

Facilitated the administration of the Intercultural Development Inventory for the President's Task Force

Collaborated SEES, Academic Affairs, Human Resources, and Public Safety to update Title IX Policies/Procedures

Collaborated with Educational Accessibility to develop training regarding accommodations for individuals with disabilities

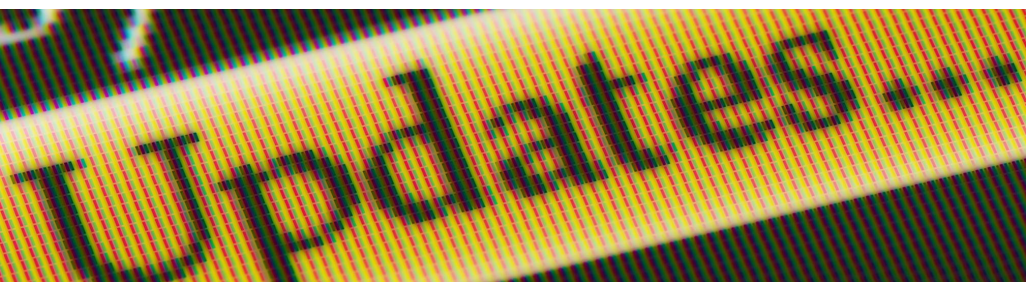
Collaborated with Academic Affairs and Human Resources to update our search committee training

Collaborated with SEES staff to navigate conversations to promote free speech

Collaborated with SEES staff to engage leadership of the Black Alumni Association to promote inclusion

Collaborated with the ROTC programs and university counsel to modify the memorandum of understanding to ensure proper reports falling under the discrimination policy

Led ad-hoc committee to develop and implement a comprehensive emergency planning structure to address the needs of individuals with disabilities who may require assistance during an emergency



Updates...

Title IX

The U.S. Department of Education's Office for Civil Rights has issued Title IX regulations effective, August 14, 2020.

Be on the lookout for:

- A "responsible employee" letter explaining your obligations under Title IX.
- An updated policy on sexual harassment and gender discrimination.
- New training and materials explaining the regulations and how they impact our institution.
- Procedural changes for complaints of sexual harassment and/or gender discrimination.

Contact our office for any questions or concerns.
(757)683-3141 or titleixcoordinator@odu.edu



COMING SOON...

**Understanding and Confronting Racism Campus-Wide
Resource Guide**

Inclusive Excellence Campus-Wide Modules

Virtual CommUNITY Conversations

Redesigned Institutional Equity and Diversity Website