

December 2022

# Equity & Diversity

Office of Institutional Equity & Diversity Updates



## "Forward-Focused": Embracing a Culture of Innovation

By John Wiley

Last year, Old Dominion University earned a Research 1 Classification, indicating "very high research activity," from the Carnegie Classification of Institutions of Higher Education. Less than 5% of all higher learning institutions belong to this prestigious grouping. An R1 designation allows the University to recruit highly skilled faculty and students and enhances partnerships with industry and government agencies. In his inaugural address in October, President Hemphill remarked that "our R1 status showcases the exceptional talent of our researchers, faculty, and students who are seeking answers to challenging questions across disciplines."

Since the announcement of our R1 status, we have been challenged to shift our mindsets to welcome growth and possibility. "Where do we have unique advantages and opportunities?" How can we do this differently?" are now questions we ask as Old Dominion University forges a path ahead into the future. In these uncertain times of higher education, we are now "Forward-Focused" as we embrace a culture of innovation.

Issue 6

## Newsletter Highlights

**"Forward-Focused":  
Creating a Culture of  
Innovation**

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**OIED Celebrates  
Native American  
History Month**

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**The Happenings:**

- AP Faculty Senate
  - Pathway Retention Award
  - Diversity Champion Award
  - FREE Professional Learning/Training
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**Employee Resource  
Groups**

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One of the innovations that will have a profound impact on the Hampton Roads area is the partnership with Eastern Virginia Medical Center and Norfolk State University to establish the ONE School of Public Health. This joint effort would allow the region to combat the uneven health disparities that exist and have deepened since the COVID-19 pandemic.

Embracing innovation would also further our commitment to diversity, equity, and inclusion by providing gateways and pathways for a diverse array of students, faculty and staff. It is a call to making excellence inclusive. According to the authors of *Becoming A Student-Ready College*, this concept "is designed to help colleges and universities integrate diversity, equity, and educational quality efforts into their missions and institutional operations...it is an active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities."

In making excellence inclusive, we can remove the systemic barriers and challenges faced by students, faculty, and staff. When we embrace innovation, we can create inclusive, accessible, intentionally equitable spaces.

Sources: Kennedy, Amber. 2021. Old Dominion University Earns Prestigious Research 1 Designation from Carnegie Classification of Institutions of Higher Education. December 21. Accessed November 2022.  
<https://www.odu.edu/article/old-dominion-university-earns-prestigious-research-1-designation-carnegie-classification-of>.

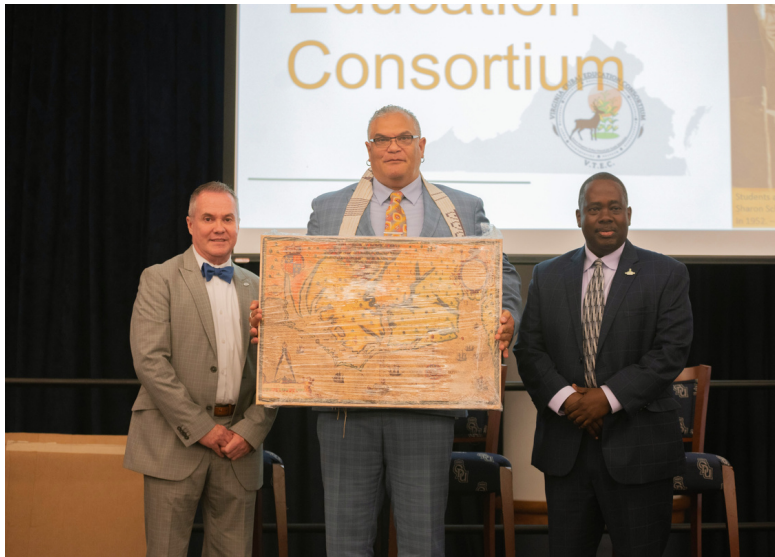
McNair, Tia Brown, Susan Albertine, Michelle Asha Cooper, Major, and Thomas Major, Jr. 2016. *Becoming A Student-Ready College: A New Culture of Leadership for Student Success*. San Francisco: Jossey-Bass.



## The Office of Institutional Equity & Diversity

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

# OIED Celebrated Native American Heritage Month



From left to right: Dr. Don Stansberry, Chief Keith Anderson, and Dr. Leonard Brown (NSU).



Kara Canaday, ODU alum and CEO of VTEC

## Acknowledging Native Presences on the Land

by Drew Lopenzina, Professor of English

In keeping with Native American Heritage Month, Old Dominion University and Norfolk State University partnered to hold a Native American Land Acknowledgement Symposium in the Chartway Arena at ODU, with the idea of educating students, faculty, administrators, and the larger community about some of the educational concerns Virginia's tribes face today. Over one hundred people attended.

Land Acknowledgements are statements made by institutions and organizations, typically at the start of an event, acknowledging the original tribe, or tribes, that occupied that space prior to colonization. Although some may regard this as needless dredging up of old history, the acknowledgement is ideally a forward-looking gesture, recognizing that Native tribes are still with us, still feel a strong connection to their traditional lands, and still have an active investment in how future generations of tribal members will be understood and sustain themselves on lands formerly in their possession. Bringing attention to the fact that tribal nations are still very much here in the 21st century remains a central issue that Native Americans, across the US, would like to keep in front of us.

With that in mind, the symposium focused on work being done by VTEC or Virginia Tribal Education Consortium. On hand were two ODU graduates, Kara Canaday and Hailey Holmes, both of the Chickahominy Indian Tribe, who are currently executive officers of VTEC. **They spoke of their experiences at ODU and how they historically, and how they continue to maintain their culture today.**





From left to right: Dr. Drew Lopenzina, Dr. Laura Eichler, Dr. Andy Fisher (William & Mary), Chief Keith Anderson, Kara Canaday, Hailey Holmes

To say that tribal peoples and histories are broadly misinterpreted by the American public would be a gross understatement. The concerns of Native people get very little media exposure (except when someone wants to build a casino somewhere) and often seem irrelevant to the general public who know so little about them.

Both Canaday and Holmes recalled being compared to Pocahontas in their school days, being asked if they were "full-blooded Indians," and having doubt cast upon their identity, because Native people are so commonly understood to be a thing of the past.

Chief Keith Anderson of the Nansemond Indian Nation, who was also on hand, recalled the prejudice he faced as a child, being brought up in the turmoil of newly desegregating school systems in Virginia where "Indians" were not welcome. He discussed how his parent's generation, segregated from both black and white schools, were given a "one-way ticket to Oklahoma" to receive their schooling there.

Norfolk sits on the traditional lands of the Chesepioco and the federally recognized Nansemond Indian Nation. While the Chesepioco are no longer in existence as a tribal organization, the Nansemond can trace their descent to the very first meetings between the English and Natives in this region, and further back still. Worth noting is that, despite the violent history and romanticized fables that adhere to settler stories here, the actual archival documents from the time suggest how the Jamestown settlers were welcomed up and down the Chesapeake. We know from the accounts of John Smith that the waterways feeding into the bay were lined with villages--this was a heavily populated area with vast fields of corn thriving trade networks, and its own intricate political and diplomatic structure. Smith in his initial 1608 report to English investors, described "people of all places kindly entreating us, dancing and feasting us with strawberries, mulberries, bread fish" and other "country provisions." If this characterization seems unfamiliar to many, it's because there has been little investment, historically speaking, in teaching this narrative.

Today, introducing accurate Indigenous history into Virginia schools can seem an uphill battle and draw the ire of some who feel threatened by such narratives. But in talking with the tribal members who visited ODU on November 10th and listening to their stories, it was easy to see that their message was uplifting and what they wanted was non-threatening. They want to be heard. They want some say in how their history is told. And they want opportunity. From an economic and cultural standpoint, opportunities don't open if the larger community fails to recognize or

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legitimize one's existence. Bringing into focus that Norfolk is built on Nansemond land, and that the Nansemond, the Chickahominy, and other federally recognized tribes of Virginia are still here and still invested in their future as a people helps us recognize the role we might play in being the kind of gracious neighbors that the Nansemond were to Smith and his fellow colonizers when they first arrived here in 1607.

During the Spring Semester, we will be engaging further with OIED, NSU and the Nansemond Tribe to develop a Land Acknowledgment that can be used across both campus communities.

# The Happenings

## COMING SOON: AP FACULTY SENATE

One of the most important tenets of the university is the role in which faculty play in the governance of the institution. We are pleased to announce the establishment of an Administrative and Professional Faculty Senate.

More information is soon forthcoming.



## 2023-2024 PATHWAY RETENTION AWARDS DEADLINE APPROACHING!!

The Pathway Retention Award (PRA), established by the Office of Institutional Equity & Diversity seeks to recognize the value that diverse students bring to the university, including those traditionally underrepresented in higher education.

Students meeting the basic criteria must submit a one-page essay on the following topic: "What does 'visible equity' mean to you and how can we create safe, diverse, inclusive spaces through this concept on our campus? What would your role be in promoting visible equity?"

Those chosen for the PRA will be awarded a specified Meal Plan and/or a Bookstore Award. The deadline to submit essays is Wednesday, December 7, 2022. For more information or to submit an application visit: [Pathway Retention Award - Old Dominion University \(odu.edu\)](https://www.odu.edu/pathway-retention-award)

## 2023 DIVERSITY CHAMPION AWARDS NOMINATIONS OPEN NOW!

The John R. Broderick Diversity Champion Awards honors and celebrates individuals who encourage and advance the principles of equity and diversity and promotes the positive impact diversity has upon our University community.

Last April, Dr. Brett Cook-Snell, a lecturer in the Darden School of Education and Professional Studies, was selected as the Overall Diversity Champion of Champions.

Nominations are due by February 28th. For more information about the Diversity Champion Award, please visit: [John R. Broderick Diversity Champion Award - Old Dominion University \(odu.edu\)](https://www.odu.edu/jrbdiversity).



Dr. Brett Cook-Snell accepting the Diversity Champion of Champions Award from President Hemphill

## Continued Request for Volunteer Hearing Officers and Advisors

The Office of Institutional Equity & Diversity is seeking volunteers for hearing officers and advisors. All those interested will receive training. We're looking for 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 or advisor, please contact our office at (757) 683-3141, or email [titleixcoordinator@odu.edu](mailto:titleixcoordinator@odu.edu). Many thanks to all who served on hearing panels and as advisors this year!



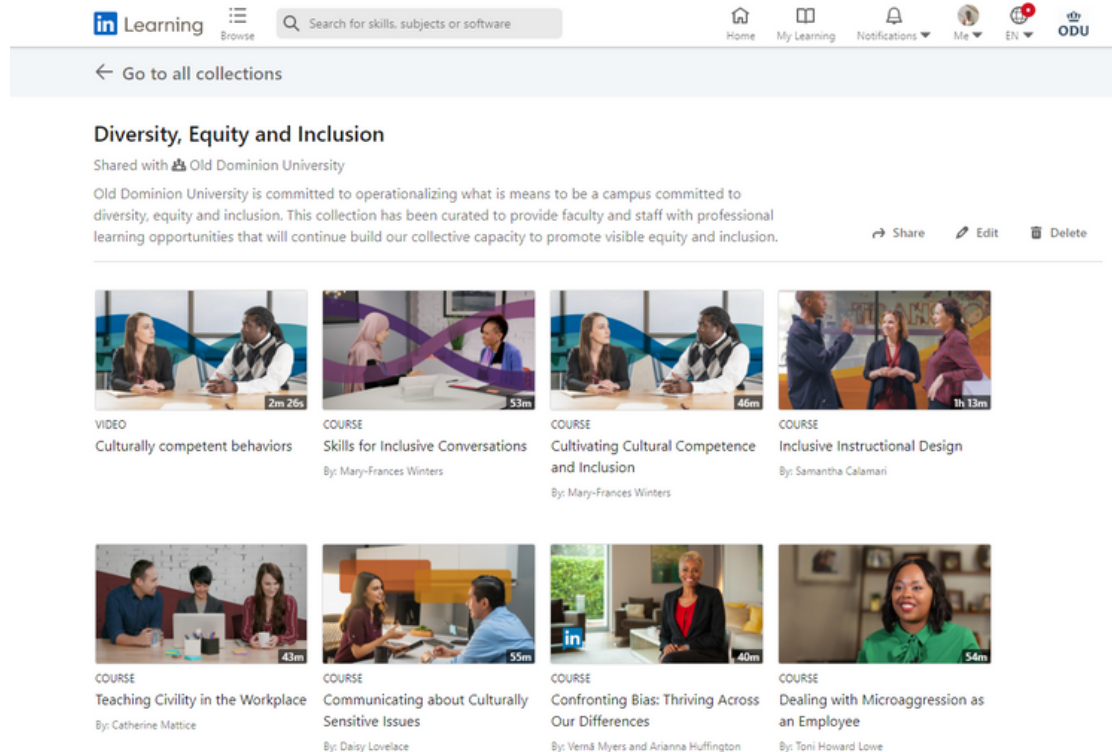
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**Did you know that ODU's LinkedIn Learning has free DEI Courses? A collection has been curated to provide you with professional learning opportunities.**

**[Check out the link here.](#)**



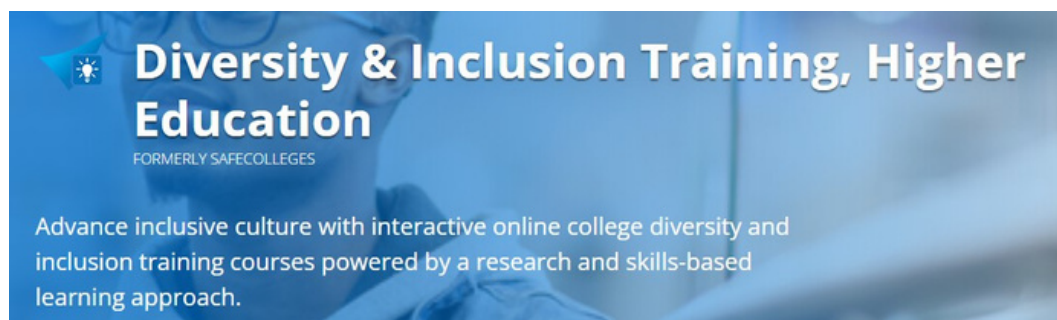
**Diversity, Equity and Inclusion**  
Shared with Old Dominion University

Old Dominion University is committed to operationalizing what it means to be a campus committed to diversity, equity and inclusion. This collection has been curated to provide faculty and staff with professional learning opportunities that will continue build our collective capacity to promote visible equity and inclusion.

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Thumbnail	Course Title	Duration	Author
	Culturally competent behaviors	2m 26s	
	Skills for Inclusive Conversations	53m	By: Mary-Frances Winters
	Cultivating Cultural Competence and Inclusion	46m	By: Mary-Frances Winters
	Inclusive Instructional Design	1h 13m	By: Samantha Calamari
	Teaching Civility in the Workplace	43m	By: Catherine Mattice
	Communicating about Culturally Sensitive Issues	55m	By: Daisy Lovelace
	Confronting Bias: Thriving Across Our Differences	40m	By: Verné Myers and Arianna Huffington
	Dealing with Microaggression as an Employee	54m	By: Toni Howard Lowe

**COMING SOON IN  
Vector Solutions/Safe Colleges  
for Faculty and Staff**



**Diversity & Inclusion Training, Higher Education**  
FORMERLY SAFECOLLEGES

Advance inclusive culture with interactive online college diversity and inclusion training courses powered by a research and skills-based learning approach.

## 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 Resource 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: Weiyong Zhang, [wyzhang@odu.edu](mailto:wyzhang@odu.edu)
- Association for University Administrators: Morgan Morrison, [mcmorris@odu.edu](mailto:mcmorris@odu.edu)
- Coalition of Black Faculty and Administrators: Harold Williams, [hwilliam@odu.edu](mailto:hwilliam@odu.edu)
- Employees with Disabilities: Vic Nicholls, [vnicholl@odu.edu](mailto:vnicholl@odu.edu)
- Hispanic and Latino Employee Association: Denisse Thillet, [dthillet@odu.edu](mailto:dthillet@odu.edu)
- LGBTQIA Employee Association: [lgbtqa@odu.edu](mailto:lgbtqa@odu.edu)
- Women's Caucus: Tancy Vandecar-Burdin, [tvandeca@odu.edu](mailto:tvandeca@odu.edu)
- Women + Allies in Tech (WIT): Urjita Dani, [udani@odu.edu](mailto:udani@odu.edu)

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

**\*\*\*We'd Like To Hear From You\*\*\***



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