

EQUITY & DIVERSITY

Office of Institutional Equity & Diversity Updates

On the Side of Equity by John Wiley

What does it mean to be on the side of equity? It means that individually and plurally we are continuing the work to better understand one another, to lead with empathy whenever possible, and to hold ourselves accountable when we error. I am reminded of the words of the Reverend Doctor Martin Luther King Jr., who held as a central pillar of his beliefs the interconnectedness of the world. Time and time again, Dr. King prompted that "all life is interrelated. We are all caught up in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly. We are made to live together because of this interrelated structure of reality." It was Dr. King's ultimate vision for us to achieve what he called the "Beloved Community," a society in which social and economic inclusion, justice, and love for all humankind triumphed over discrimination, bigotry, poverty, and other social ills.

At the time, especially toward the end of Dr. King's life, many believed the Beloved Community to be a nonsensical utopia. But this concept is not farfetched, and the reality of achieving such a society is possible.

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Beloved community is formed not by the eradication of difference but by its affirmation, by each of us claiming the identities and cultural legacies that shape who we are and how we live in the world.

bell hooks

In the last few issues, the Office of Equity and diversity has challenged the Monarch Community to think **BIGGER** and **BOLDER**, to sit in that **UNCOMFORTABLE** space, and has introduced you to Dr. Veleka Gatling's concept of **VISIBLE EQUITY**. When it is utilized, visible equity pushes all one step closer to achieving Dr. King's vision of the Beloved Community.

Although we are still in the grasp of a global pandemic, and our everyday lives have been affected tremendously, I am again reminded why Dr. King's Beloved Community is relevant today. The disparity in healthcare within the United States is unevenly balanced with black, people of color, and the poor all receiving inadequate and at times culturally incompetent health care services. We now know that one's social status is a powerful determinant of health, and things like high blood pressure, cardiovascular and pulmonary diseases, and some cancers are products of systemic racism, oppression, and poverty. Food deserts restrict a neighborhood or community's access to fresh produce, while pollution from factories and industrial sites contaminate the air and water. When these factors are combined with a lack of access to quality healthcare people suffer tremendously.

The racial and economic disparities within healthcare must be addressed lest we risk societal disfunction. The only way to achieve the Beloved Community is by tackling the root causes of disparity and systematic oppression. **TALK** about racism. **TALK** about bigotry and biases. The more these conversations are had, the more we begin to understand one another. So, I ask, do you stand on the side of equity?

Please join us later this month for **CommUNITY Conversations: Making Equity Visible in Healthcare**.

Office of Institutional Equity & Diversity

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




OLD DOMINION
UNIVERSITY

Please join the
**President's Taskforce
on Inclusive Excellence
and the Office
of Institutional Equity
and Diversity**

**Wednesday, February 23rd
12:00 p.m. - 1:30 p.m.
Via Zoom**

commUNITY
Building an inclusive commUNITY one conversation at a time
Topic: Making Equity Visible in the Health Care of African-Americans

RSVP by Monday, February 21 to
odu.imodules.com/cuc22

Co-Hosted by:

EVMS
Eastern Virginia Medical School

 American Red Cross

Questions?
Please call
757-683-3141

This conversation will focus on Making Equity Visible in the Health Care of African-Americans. Participants will gain insight on the impact, marginalization, and lack of cultural sensitivity to African-Americans in healthcare. They will also be provided with information that will assist in them being allies and advocates for their own health and the health of African-Americans. Finally, participants will be provided with ways they can lead from their respective roles in the community to promote visible equity in the healthcare of African-Americans.

Panel Guests:

Dr. LaConda Fanning, Director | Graduate Medical Education | EVMS
Dr. Janice Hawkins, Clinical Associate Professor | ODU School of Nursing
Rev. H. Patrick Cason, Senior Pastor, Bethany Baptist Church (Chesapeake, Virginia)
Iris Lundy, Director, Senior Director of Health Equity | Sentara | ODU Alumni
Katie Niehoff, Executive Director | American Red Cross

[Click here to submit your RSVP](#)

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Retrospect: A Glance Back Over the Fall

**Congratulations to the winners of the
Employee Learning Week Raffle
YOUR ODU SWAG IS ON THE WAY!!!**

- Ardena Jordan
- Carolina Rodriguez-Ospina
- Dorothea Harris-King
- Jhenifer Melton
- Michele Mitchell
- Sandra Brown



Congratulations!

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21 Days of Diversity, Equity, Inclusion & Justice

February is Black History Month. This section has been dedicated in celebration of this observance

Day 1: Read Black History Month: How it Started and Why It's in February	Day 2: Learn Bell Ringer: Carter G. Woodson	Day 3: Watch 1619: The First Africans in Virginia and the Making of America
Day 4: The 1619 Project and the Long Battle Over U.S. History	Day 5: Listen Teaching Hard History: Resistance Means More Than Rebellion	Day 6: Read Introduction to Diversity, Equity, Inclusion & Justice
Day 7: Engage Separate is Not Equal	Day 8: Listen Dismantling Microaggressions Through the Power of Connection	Day 9: Read Five Things Not to Do During Black History Month
Day 10: Reflect MLK: The Other America	Day 11: Watch David R. Williams: How Racism Makes Us Sick	Day 12: Learn The Black Panther Party: Service to the People Programs
Day 13: Engage National Museum of African American History and Culture	Day 14: Read We Need to Change How We Teach Black History	Day 15: Reflect Common History, Shared Liberation: Understanding Black LGBTQ History
Day 16: Listen Nina Simone: I Wish I Knew How It Would Feel to Be Free	Day 17: Watch Stephanie Briggs: Developing Empathy as Practice	Day 18: Read Black Lives Matter is Not a Hate Group
Day 19: Read The Many Sounds of Black Lives Matter	Day 20: Learn Confronting Prejudice: How to Protect Yourself and Help Others	Day 21: Engage Learning for Justice: Black History Month is Over. Now What?

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DIVERSITY & INCLUSION IS THE MONARCH WAY!

UPCOMING EVENTS

Salary Equity Review

Old Dominion University is committed to equitable compensation practices. In as much, an annual salary equity review is conducted to identify and address possible inequities in salaries of faculty and administrators on the basis of gender and/or ethnicity. Cases for review are identified by the Office of Institutional Equity and Diversity, the Asian Caucus, the Association of University Administrators, the Coalition of Black Faculty and Administrators, the Hispanic/Latino Employee Association, and the Women's Caucus. Faculty and administrators may also self-identify. More information will be available via email and University announcements beginning in February.

Request for Volunteer Hearing Officers

The Office of Institutional Equity and Diversity is seeking volunteers to be trained and to 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.



Employee Resource Groups

Employee resource Groups (ERGs or affinity groups) affirm employee diversity and offer resources to enhance employee quality of life.

We wanted 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, wzhang@odu.edu
- **Association for University Administrators:** Sherri Watson, sl1watso@odu.edu
- **Coalition of Black Faculty and Administrators:** Roderick Graham, rgraham@odu.edu
- **Employees with Disabilities:** Vic Nicholls, vnicholl@odu.edu
- **Hispanic and Latino Employee Association:** Luis Guadano, lguadano@odu.edu
- **Hourly and Classified Employees (HACE):** Tanya McCown, tmcown@odu.edu
- **LGBTQIA Employee Association:** Brian Dunn, bdunn@odu.edu
- **Women's Caucus:** Stacie Ringleb, sringleb@odu.edu
- **Women + Allies in Tech (WIT):** Rebecca Hall, rhall@odu.edu

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

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Calling All Applicants: Diversity Champion Award

The John R. Broderick Diversity champion Award is designed to honor and celebrate individuals who encourage and advance the principles of equity and diversity to promote the positive impact diversity has upon our University community. You can nominate a Diversity champion! Nominate faculty, administrators, staff, students, or community members for this honor. Submit your nomination form online at odu.edu/equity/diversity-award.

SUBMISSION DEADLINE: February 28, 2022



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odu.edu/equity

Connect with us via our office
email at
equityanddiversity@odu.edu

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