

MAY 2023

# Equity & Diversity

Office of Institutional Equity and Diversity Updates



## FORWARD FOCUSED

By John Wiley

What does it mean to be a forward focused university community? It means that we are embracing a culture of innovation. This has been the charge of President Brian O. Hemphill, PhD, and has been infused throughout the university's new strategic plan.

Last issue, I wrote about what it means to embrace a culture of innovation. It means that we are shifting our mindsets toward growth and possibility. I also wrote that it would further our commitment to diversity, equity, and inclusion. In the wake of efforts to diminish the work of committed institutional and community stewards across the nation presently, Old Dominion University has adopted Inclusive Excellence as its moral compass.

This framework, with empathy and intercultural competency skills at its core, allows our institution to operationalize what it means to be an intentionally inclusive, equitable, and accessible community.

This issue will feature some of the progress towards the Monarch Task Force for Inclusive Excellence.

VOLUME 12



## Newsletter Highlights

Forward Focused

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VCIC Diversity Dialogue Day

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2023 Pathway Retention & Diversity Champion Awards

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Monarch Task Force Summer Read: The Sum of US

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Free Professional Learning/Training

# Community Engagement: ODU Hosts Diversity Dialogue Day



On Tuesday, March 8th, the Office of Institutional Equity and Diversity and the Monarch Task Force for Inclusive Excellence hosted Diversity Dialogue Day, programming created by the Virginia Center for Inclusive Communities (VCIC). 60 students and educators from across six high schools across the Tidewater region came together to participate in workshops focusing on "Stopping Stereotypes in Schools."

The day opened with a visit from ODU's very own Big Blue who greeted, danced, and took photos with the students as they entered the Webb Center. A representative from the Office of Admissions extended a welcome to the campus and provided information on why ODU should be their university of choice. Serving as a collaboration partner, a representative from Dominion Energy also welcomed the group and explained the importance of this type of programming to the workforce.

Led by facilitators representing Tidewater Community College, the YWCA, and ODU, students participated in activities that challenged them to think critically about their own environments and where they see stereotypes show up in their schools. While in breakout groups, students were encouraged to identify situations in which they or someone they knew had been left out, excluded, or discriminated against because of stereotypes. This led to a conversation around bystanders, upstanders, and allies, the difference between the three, and how they could create communities of upstanders and allies. At the end of the day, students came back to the North Cafe to share what they learned and to devise an action plan for their respective schools.



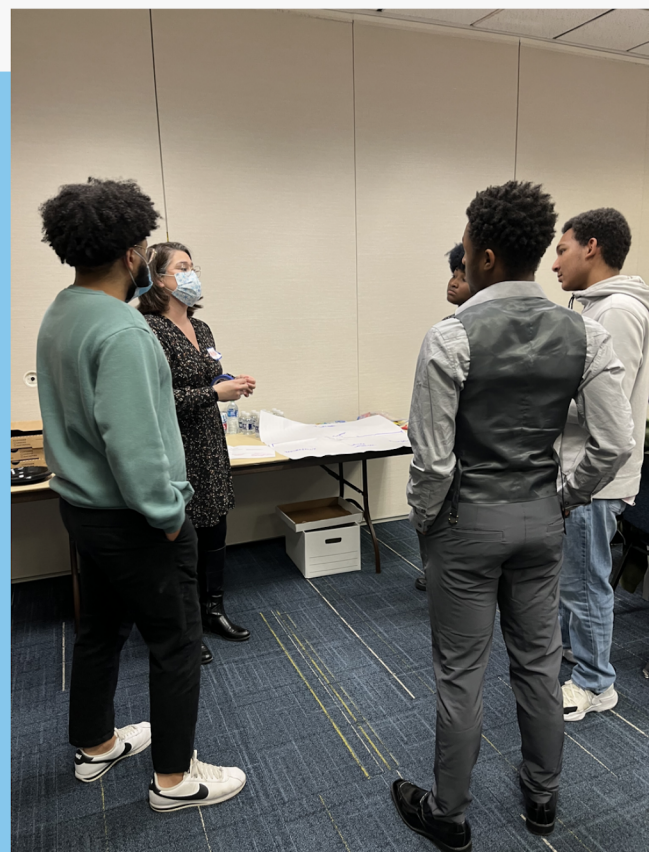
Two members of the Monarch Task Force for Inclusive Excellence served as group facilitators: Dr. Mitsue Shiokawa and Christina LiPuma. This task force is a group of highly skilled faculty and staff members who work together to advance diversity, equity, and inclusion throughout all aspects of the campus community. "I was impressed with the passion these students possess, the richness of their perceptions concerning stereotypes and diversity, and the ways in which they shared what actions are needed for change," remarked Dr. Shiokawa. As a former middle and high school English teacher, she felt it was important to be involved with Diversity Dialogue Day to help the youth not only identify stereotypes, but also aid in finding their voices to speak out, to share their experiences, and to brainstorm solutions.

Diversity Dialogue Day is hosted four times a year throughout various regions within the Commonwealth. Old Dominion University and VCIC have been in collaboration for over 10 years. In fact, the Fall 2022 session of Diversity Dialogue Day was held at the ODU Peninsula Center. For more information on VCIC and their programs, please visit their website: <https://inclusiveva.org/>.

VCIC has come a long way from promoting interfaith understanding, to responding to the racial, religious, and ethnic changes throughout the Commonwealth for nearly nine decades. Their one day youth seminars, summer teacher workshops and student institutes, as well as middle and high school programming have become pivotal in forwarding their mission of "achieving success through inclusion." This organization realizes that constructive and inclusive dialogues don't just happen, but require careful planning, intentional design, and clear communication.

## From Humble Beginnings

For 88 years, VCIC has continued to evolve with the changing social and political climate of the Commonwealth of Virginia. Founded in 1935 on the campus of Lynchburg College (now the University of Lynchburg), a multi-faith cohort met to respond to the Anti-Semitic, Anti-Catholic feelings of the era. Local Protestant, Catholic, and Jewish leaders organized to develop educational programs of communication and understanding. This founding group called itself the Lynchburg Roundtable, and soon local chapters were established across the state, including right here in the city of Norfolk.



# Access and Success: 2023 Pathway Retention and Diversity Champion Awards

On April 19th, the Office of Institutional Equity and Diversity (OIED) celebrated seven student recipients of the Pathway Retention Award as well as 20 faculty, staff, students, and community members as Diversity Champions.

Since 2015, OIED, in partnership with Auxiliary Business Services, has provided a specific meal plan as an extension of the on-campus dining plan and/or an ODU Bookstore Award to help cover the costs associated with textbooks and supplies. To date, over \$55,080 has been awarded through this partnership. Our student recipients are:

- Taaron Albergottie
- Florenda Amponsaa
- Xavier Bervine
- Blaizen Bloom
- Brett Darlington
- Braileigh Modica
- Breoyna Williams

Dr. Cassie Glenn, Assistant Professor of Psychology, was named Overall Diversity Champion of Champions. Applications for the PRA and nominations for the DCA will open in the fall.



VP September Sanderlin with Dr. Cassie Glenn 2023 Overall Diversity Champion, John Wiley, and Dean Gail Dodge.



Your 2023 Diversity Champions are (from left to right): Lee Golembiewski, Dr. Jori Beck, Dr. Kevin Muchiri, Dr. Cassie Glenn, Dr. Priya Vashist, Dr. Stacie Ringleb, Rachawan Wongtrirat, Dominique Pierce, Saige Hill, Courtney Gipson.

Back Row (from left to right): Ikram Mokdadi, Crystal Willis, Dr. Mitchell Williams, Kristal Kinloch-Taylor, Dr. Ingrid Whitaker, Blaizen Bloom, Jenn Sloggie, Ann Kumm. Not Pictured: Dr. Natalia Pilato, Dr. Emily Goodman-Scott, Dr. Michele Weigle.



# Climate and Intergroup Relations: Task Force Summer Reading!



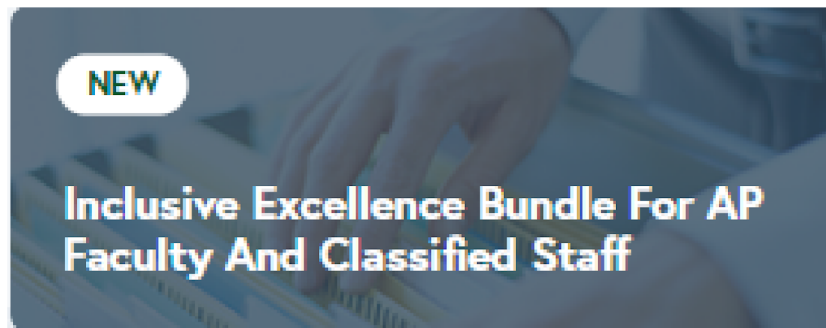
Over the summer, the Monarch Task Force for Inclusive Excellence will read Heather McGhee's *The Sum of Us: How Racism Hurts Everyone*. We invite you to join us as we explore how damaging racism is, not only to people of color, but to all people. The future can be prosperous for everyone, but only if we address the problems of racial and economic inequality.

McGhee believes that all people, of all ages and backgrounds, need to rethink their attitude toward race and strive together to create opportunities that benefit everyone. Ultimately, *The Sum of Us* provides hope that with understanding and open-mindedness, the world can be more united and equitable than it is today. If you are interested in joining us for the summer read, please contact John Wiley at [jewiley@odu.edu](mailto:jewiley@odu.edu).

## The Office of Institutional Equity & Diversity

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

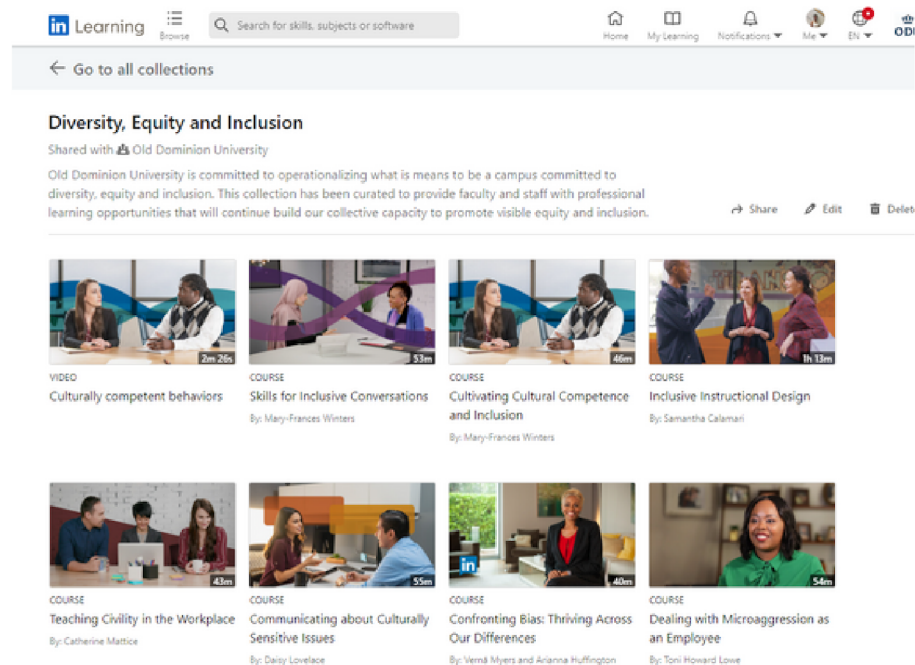
# CLIMATE AND INTERGROUP REALTIONS: VECTOR SOLUTIONS/SAFE COLLEGES



The summer is a great time to refresh or even learn a new skill. Check out our new curated collection of DEI courses for your professional development in Vector Solutions/Safe Colleges. Together we can build our collective capacity to promote inclusive excellence.

## LinkedIn Learning Portal

ODU's LinkedIn Learning portal also offers opportunities to sharpen your DEI knowledge and skills. Check it out [here](#).



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# CLIMATE AND INTERGROUP RELATIONS: 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: Hua Liu, [hxliu@odu.edu](mailto:hxliu@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, [vnicholls@odu.edu](mailto:vnicholls@odu.edu)
- Hispanic and Latino Association: Denisse Thillet, [dthillet@odu.edu](mailto:dthillet@odu.edu)
- Hourly and Classified Employees: Tanya McCown, [tmccown@odu.edu](mailto:tmccown@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: Sheila Carson, [scarson@odu.edu](mailto:scarson@odu.edu)

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We'd like to hear from you! Want to write a piece for the newsletter? Need any training sessions? Want us to share any DEI related events? Let us know! Email us at [equityanddiversity@odu.edu](mailto:equityanddiversity@odu.edu).

