

EQUITY & DIVERSITY NEWSLETTER

Office of Institutional Equity and Diversity at Old Dominion University



Martin Luther King on the steps of the Lincoln Memorial in 1963 after delivering his "I have a Dream" speech to over 25,000 people.

TOWARD A CIVIL CAMPUS COMMUNITY

by John Wiley

On August 28, 1963, a crowd of over 250,000 marched on Washington D.C. in one of the largest protests for human rights in American history. The mostly African American mass of people and their multiracial, interfaith allies converged on the National Mall to demand economic equality and racial justice. This Great March on Washington concluded with a stirring speech by Dr. Martin Luther King, Jr., who eloquently laid out a vision of a post-segregationist America. In his now famous "I Have a Dream" speech, King discussed the "fierce agency of now" and challenged Americans everywhere to act with a *disobedient civility* against the forces of oppression.

Sixty years later and that fierce agency of now is more prevalent than ever. However, the charge to act with a disobedient civility has often been overlooked. But what did Dr. King mean by this? In order to make real the promises of democracy, King understood that he had to delve deep into differences in order to get to a place of reciprocal understanding. To achieve this, systems of domination and oppression had to be disobeyed in order to build a more civil, moral society that embraced inclusion, equity, and belonging. From the top of the Lincoln Memorial, King stated, "but there is something that I must say to my people...In the process of gaining our rightful place, we must not be guilty of wrongful deeds...We must forever conduct our struggle on the high plane of dignity and discipline."



Two women attending the March on Washington in 1963

#Monarchs"ACE"Civility

Last month, the Office of Institutional Equity and Diversity undertook an aggressive campaign to promote several tenets of civility across the campus community: **kindness, empathy, politeness, and respect.** Nationally, August has been designated as Civility Month. Inspired by the principles of Dr. King, this campaign has been utilized to create an atmosphere of understanding and belonging.

At OIED, we realize that because of our unique and diverse experiences, what one deems as civil behavior may differ from someone else. Our task is building a collective understanding in order to find common ground. In this way, we begin to reconcile our differences. And this is why it is important for Monarchs to be **AWARE, CULTURALLY COMPETENT, and ENGAGED** with each other!

Just as the participants of the 1963 March on Washington united against the forces of oppression, we must unite under the moniker of civility to push forward the vision of Dr. Martin Luther King, Jr. The Beloved Community is one of justice, equity, and inclusion.

OIED is committed to promoting civility across the campus community throughout the academic year. And as we continue this pursuit, please join us and the Center for Faculty Development October 31st as we host a panel discussion on "The Importance of Civility and Cultural Humility in the Academic Workplace." Check out our Civility Month campaign here:

<https://www.odu.edu/equity/civility>



Dr. Velaka Gatling AVP for Diversity and Inclusive Excellence, Karen Meier AVP for Strategic Operations, and Dr. Millicent Lee Coordinator for Diversity and Inclusive Excellence showing civility at the first day of Monarch Move-In hosted by Residence Life and Housing.

FROM THE NATIONAL REHABILITATION INFORMATION CENTER

July marked the 33rd anniversary of the signing of the Americans with Disabilities Act which prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications, and access to state and local government programs and services.

The Mid-Atlantic ADA Center has written an amazing article commemorating the anniversary of the signing of this landmark civil rights legislation, and it can be found here.

If you are reading this and need an ADA accommodation, please contact our office at equityanddiversity@odu.edu for faculty and staff and the office of educational accessibility for students at oea@odu.edu.



Disability activist participating in the March 12, 1990 Capitol Crawl

SUMMER REWIND

The last few months have been a whirlwind for OIED, and the articles below are dedicated to some of our initiatives, activities, and programs over the summer.

WELCOME TO OUR NEW STAFF MEMBERS

Over the summer, OIED gained three new members! Dr. Millicent Lee joins us as the Coordinator for Diversity and Inclusive Excellence. Sarah Crowe, JD and Eric Manger, JD both serve in the role of Civil Rights/Title IX Investigators. Welcome!

Welcome To The
TEAM!



Professional learning held for AP Faculty and Classified staff hosted by OIED in partnership with VCIC

LISTEN, LEARN, AND LEAD: LEADING CONSTRUCTIVE AND INCLUSIVE DIALOGUE

In conjunction with the Virginia Center for Inclusive Communities (VCIC), OIED held 3 professional learning sessions for AP Faculty and Classified Staff. Each session was well attended and provided frameworks, tools, and resources, to support dialogues that (re)build relationships and communities both on and off campus. Continue to check in with us as more professional learning opportunities arise.



Kate Couch Title IX Coordinator and Dr. M. Lee Coordinator for Diversity and Inclusive Excellence delivered information to new adjunct Faculty.

HOUSING AND RESIDENCE LIFE TRAINING

Dr. Veleka Gatling, AVP for Diversity and Inclusive Excellence facilitated a training session for all Residence Hall Assistants that focused on their reality to operationalize diversity, equity, and inclusion in their role on campus.



Kate Couch Title IX Coordinator and Dr. V. Gatling AVP for Diversity and Inclusive Excellence preparing our RA's for the start of the semester welcoming our diverse Monarch Community to campus.

NEW ADJUNCT FACULTY MEMBER TRAINING

Last week, our Title IX Coordinator Kate Couch led new adjunct faculty members through the policies and procedures of filing sexual harassment reports and ADA accommodations, and Dr. Millicent Lee, Coordinator for Diversity and Inclusive Excellence, expanded on diversity initiatives throughout the office. We wish our new adjunct faculty a very successful fruitful academic year!

MARK YOUR CALENDARS!



New York Times best-selling author Heather McGhee of *The Sum of Us*
How Racism hurts everyone



On October 26th the Monarch Task Force for Inclusive Excellence, in conjunction with Sentara Medical Center's Employee Resource Groups, we will host educator and New York Times best-selling author Heather McGhee as part of its Community Conversations series.

These days it can sometimes seem like unity and understanding is highly unlikely, if not downright impossible. For Heather McGhee, however, bridging divides is not only a possibility, but a necessity that she works to make a reality every day. With profound truth and grace, she demonstrates how harnessing the potential of embracing diversity in concrete ways, be it in our personal lives or the work world, can strengthen democracy, equity and equality in society.

For more information, please contact the Office of Institutional Equity and Diversity here: equityanddiversity@odu.edu. In the meantime, if you'd like to read *The Sum of Us*, please visit the university library's [eBook central](#) to obtain a digital copy.

HISPANIC HERITAGE MONTH

Hispanic Heritage Month

September

Sept. 14: HHM Kickoff Piñata Smash

12:30 p.m. - 1:30 p.m. | Kaufman Mall

Sept. 15: HHM Walking Tour

Anytime | All Throughout Campus

Sept. 16: HHM Kickoff Tailgate Party

Wake Forrest Football Game

Begins at 11 a.m. | Kaufman Mall/SB Ballard Stadium

Sept. 19: Global Cafe

12:30 p.m. - 2:00 p.m. | Mane Hub, Webb Center

Sept. 25: Yom Kippur and Spain's Hidden Jews

2 p.m. - 5 p.m. | Mills Godwin Building Rm 102

Sept. 30: National African Diaspora Month Celebration

3 p.m. - 7 p.m. | Mills Godwin Building Rm 102

October

Oct. 2: La Voz Poetry Slam

Begins at 6 p.m. | James/Lynn/Potomac Rooms, Webb Center

Oct. 5: Coffee Hour ¡WEPA! Performance

12:30 p.m. - 1:30 p.m. | Barry Art Museum

Oct. 5: Latina Equal Pay Day

12:30 p.m. - 1:30 p.m. | Mane Hub, Webb Center

Oct. 14: Adelante Dinner

5 p.m. - 7 p.m. | North Cafe, Webb Center



Office of Intercultural Relations



Scan for more details!

"Latinos: Driving Prosperity, Power, and Progress in America."

Hispanic Heritage Month is soon approaching! Beginning September 15th, this year's commemoration focuses on themes of prosperity, power, and progress, and recognizes the significant strides of Hispanics in the economic, political, and social growth of the U.S.

The Office of Intercultural Relations has planned many events for the campus community. Check out the calendar here, or visit their website for more information: <https://www.odu.edu/intercultural-relations/latinx>

Also look for updates and our 21 Days of Diversity, Equity, Inclusion, and Social Justice in recognition of Hispanic Heritage Month on our website: <https://www.odu.edu/equity>

HERITAGE



FREE SPEECH WEEK

Free Speech Week takes place during the third full week of October to raise public awareness of the importance of freedom of speech and of the press in our democracy, and to celebrate that freedom.

This year Free Speech Week will be observed October 16-22, 2023.

For more information about Free Speech Week, please visit www.freespeechweek.org.

DIVERSITY CHAMPION AWARD

Soon nominations will open for the Diversity Champion Awards which recognizes the inherent value of equity and diversity in the classroom, workplace, and community. Nominate faculty and staff members, students, alumni, and community members who advance the values of diversity, equity, inclusion, and belonging. For more information and to see a list of last year's recipients, please visit our website:

<https://www.odu.edu/equity/diversity-champion-award>

PATHWAY RETENTION AWARD

The Pathway Retention Award is designed to celebrate and recognize the value that diverse students bring to the university. Each year OIED selects ten students to receive this award which consists of an ODU Bookstore Scholarship AND/OR a specified meal plan as an extension of an on-campus dining meal plan.

Submissions for the 2024-25 academic year will open September 7th. For more information, please visit: <https://www.odu.edu/equity/pathway-retention-award>

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 hope 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
- Association for University Administrators: Liz Smith, exsmith@odu.edu
- Coalition of Black Faculty and Administrators: Harold Williams, hwilliam@odu.edu
- Employees with Disabilities: Vic Nicholls, vnicholls@odu.edu
- Hispanic and Latino Association: Denisse Thillet, dthillet@odu.edu
- Hourly and Classified Employee Association: hace@odu.edu
- Jewish Caucus: Jonathan Leib, jleib@odu.edu
- LGBTQIA Employee Association: lgbtqa@odu.edu
- Women's Caucus: Nicole Hutton, nhuttons@odu.edu
- Women + Allies in Tech: Sheila Carson, scarson@odu.edu



VECTOR SOLUTIONS/SAFE COLLEGES PROFESSIONAL LEARNING MODULES

Although the LinkedIn Learning Portal is no longer with us, Vector Solutions/Safe Colleges offers free professional learning modules on a host of topics. In fact, OIED has curated several DEI courses into the Inclusive Excellence Bundle for all AP and Instructional Faculty and Classified Staff.

NEW

**Inclusive Excellence Bundle For AP
Faculty And Classified Staff**

TRADITIONAL OBSERVANCES AND RELIGIOUS HOLIDAYS



OIED has curated a list of holidays, traditional observances, and religious holidays....This will be updated annually. Please be mindful when planning events and programming. For a list of all events please [click here](#).



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social media platforms.**

AMPLIFY YOUR NEWS

Do you have a DEI-oriented event, announcement, article, or recognition that you would like us to promote through our DEI communication channels?

[Submit a request.](#)