Office of Institutional Equity and Diversity Updates and News at Old Dominion University

EQUITY & DIVERSITY

THE HEART OF DIALOGUE IS SIMPLE - THE PROFOUNDNESS IS TO LISTEN. — LOLLY DASKAL

The Importance of Inclusive Conversations in a Rapidly Changing World

The modern world can feel like a whirlwind of chaos, with its fast pace, constant connectivity, and daily struggles. It's easy to feel overwhelmed by current events, especially when it comes to discussing them with family, friends, colleagues, and associates.

Unfortunately, our society is fueled by discourse that has caused division, making it more important than ever to bring our whole selves into our workspaces, classrooms, and communities. Communication is the key to breaking down these barriers and building understanding, respect, and collaboration. Not only is it a moral imperative, but it is also a practical solution for creating stronger, more innovative, and harmonious communities, workplaces, and societies.

To facilitate inclusive conversations, it's crucial to prioritize dialogue over debate. In this issue, we'll explore the differences between dialogue and debate, and provide you with helpful tips for holding inclusive conversations.

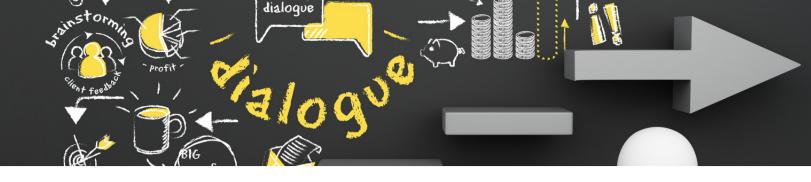
NEWSLETTER HIGHLIGHTS

The Importance of Inclusive Conversations in a Rapidly Changing World

CommUNITY Conversations: An Evening with Heather McGhee

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DIALOGUE

versus

DEBATE

- Dialogue is collaborative. It allows for two or more sides to work together.
- Dialogue works to find common ground.
- Dialogue causes introspection and calls for temporarily suspending one's own beliefs.
- Remains open-ended.

- Debate is oppositional. It affirms one's own point of view and creates a closed mind-set.
- Winning is the goal.
- Debate causes critique of the others position.
- Debate implies a conclusion.



Source: VCIC's

<u>Guide to</u>

<u>Constructive and</u>

<u>Inclusive Dialogue</u>

PERSONAL HABITS FOR INCLUSIVE COMMUNICATION

Prioritize Active Listening:
Active listening avoids evaluating, judging, labeling, or giving advice. Instead, it includes the following:

- Asking open-ended questions
- Summarizing and clarifying
- Stating your perception of the speaker's questions and statements.

Engage in Consistent Self Reflection:
Fostering inclusive communication
requires that we examine our readiness to
engage in the conversation. Ask yourself
the following questions:

- · Who am I?
- What don't I know about you?
- What don't you know about me?
- How do I engage my cultural other?

Address Your Own Unconscious Bias: Unconscious bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

- What pop-ups do you have when you walk into a space?
- What assumptions might you be making about others? What might they be assuming about you?

Acknowledge the Differences Between Dialogue and Debate.

Remember, dialogue takes practice! We were not all born with the skills to communicate effectively. The more you practice, the more capable you become.

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COMMUNITY CONVERSATIONS: AN EVENING WITH HEATHER MCGHEE

On October 26th, *The Sum of Us* author Heather McGhee addressed an audience of over 140 students, faculty and staff members, colleagues of Sentara Healthcare, and community members about the intersections of justice, discrimination, practical change, and the powerful growth that can come from working together.

As an expert in economic policy and having spent a career developing strategies for organizations and campaigns that won changes to improve the lives of millions, McGhee's powerful anecdotes, enriched with data and historical fact, told a story of what we lose when we buy into the zero-sum paradigm, or the idea that progress for some must come at the expense of others. "History shows up in your wallet through wealth," noted McGhee during her keynote.





History shows up in your wallet through wealth. The Sum of Us follows Heather McGhee on a crosscountry journey as she explores the origins of economic inequality in America. Along the way she meets many people who confide in her about losing their homes, their dreams, and their shot at better jobs to the toxic mix of American racism and greed. Despite this, McGhee offers hope and an empathetic view into a multicultural America.

During the Q & A portion of the evening, Heather McGhee drilled home her theory of Solidarity Dividends-or the benefits we gain when people come together across race to accomplish what we simply can't do on our own-as she answered questions from the audience. She also provided tips on increasing our capacities as change agents.

Heather McGhee was hosted by the Office of Institutional Equity and Diversity as part of our CommUNITY Conversations series, held in conjunction with the Monarch Task Force for Inclusive Excellence and Sentara Healthcare's Employee Resource Groups. To view this CommUNITY Conversation, click the <u>link</u>.

OIED UPDATES & UPCOMING EVENTS

OIED Celebrates Indigenous Peoples Day

Indigenous peoples have thrived in North America since time immemorial, building vibrant and diverse cultures-safeguarding land, language, spirit, knowledge, and tradition across generations.

In Virginia, Indigenous communities still thrive and work hard to spread awareness about their tribes and to educate people about the challenges of Native Americans past and present.

In October, members of the office were invited to WHRO to celebrate Indigenous Peoples Day, where Dr. Sheila Elliott, member of the Nottaway Indian Tribe, gave a presentation on the history of the Nottaways in Virginia, their journey to state recognition, and the importance of art within their culture.



In need of inclusive and diverse resources on intersectionality or maybe you want to understand the effects of microaggressions?

Look no further! OIED has got you covered with our new Inclusive Resource Guide, "Cultivating Community." Get excited, this electronic guide will be available campuswide January 2024.

New and Expanded Resource Guide

National Endowment for the Arts: Big Read Grant

ODU's Office of Institutional Equity and Diversity seeks to obtain funding from the National Endowment for the Arts through "The Big Read" initiative. This project offers a unique opportunity to bring the campus and surrounding community together by participating in shared reading experience, programming, and activities centered on a particular book.

If you're interested in collaborating with the Office of Institutional Equity and Diversity or would like more information, please contact Dr. Millicent Lee, Coordinator for Diversity and Inclusive Excellence at mdlee@odu.edu.





Inclusive Monarch Program-Level 1

Enhance Your Communication Skills with Vector Solutions' Curated Courses.

Looking to expand your knowledge on effective and inclusive communication? Vector Solutions offers a range of courses that provide foundational, baseline knowledge on inclusive communication. Whether you're looking to learn a new skill or deepen your existing knowledge, the modules in Level 1 can provide valuable information to increase your cultural competence.

Upon finishing the Inclusive Monarch course, you'll be presented with a certificate and an electronic badge to showcase in your email signature. To get started with the Level 1 modules, click on the provided <u>link</u>. If you require any support or have further questions, please reach out to our Trainer for Diversity and Inclusive Excellence, John Wiley, at <u>jewiley@odu.edu</u>.



INCLUSIVE MONARCH INFORMATIONAL SESSIONS-SAVE THE DATE



Are you interested in learning more about our Inclusive Monarch Program? To register and see available upcoming informational session dates, click the link below:

REGISTER IN ADVANCE FOR THIS MEETING:

ODU.ZOOM.US/MEETING/REGISTER/TJOTCO-VQDMQH9RGFIWSOIIHVVP0F-DYVHS



AFTER REGISTERING, YOU WILL RECEIVE A CONFIRMATION EMAIL CONTAINING INFORMATION ABOUT JOINING THE MEETING.

Prioritizing Community Engagement: ODU's Involvement with VCIC

At ODU, we strongly believe in the value of community engagement. On December 6th, our team members Heather Fuss and Dr. Millicent Lee from OIED, along with Dr. Shanda Jenkins from the Office of Faculty Development, volunteered as facilitators for the Peninsula Diversity Dialogue Day hosted by the Virginia Center for Inclusive Communities. This forum gathered high school students from various regions, encouraging them to create inclusive environments within their schools.



Diversity Champion Awards



Nominate a Diversity Champion Today!

This is your final reminder to submit your nominations for the Diversity Champion Awards. Do you know someone who promotes diversity, equity, inclusion, and belonging? Has their work had a positive impact on the University community? Nominate your favorite faculty, staff member, student, alum, or community member who embodies the true meaning of a Diversity Champion. Simply visit our website and complete the form provided here: odu.edu/equity/diversity-champion-award. Remember, all nominations must be submitted by Friday, January 19, 2024.



Welcome AP Faculty Senate

The AP Faculty Senate, a cornerstone of our institution, comprises a dedicated group of individuals who play a pivotal role in shaping our academic landscape. These faculty members lead with unwavering commitment and expertise, demonstrating excellence within their respective fields. Their commitment to diversity is evident, as they bring a wealth of experience and passion to promote a culture that celebrates and respects the unique perspectives of all members within the academic community. Join in extending a warm welcome to our esteemed AP Faculty Senate Officers.

Grant Deppen (Chair)
Elizabeth Hogue (Vice Chair)
Kate Couch (Secretary)
Todd Byers (Parliamentarian)



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, <u>hxliu@odu.edu</u>
- Association of University Administrators (AUA): 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 Latin 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

ERG Upcoming Events:

- January 29, 2024 AUA will host its annual Vice
 President Panel at 12pm in the North Cafe of Webb
 Center .
- March 1, 2024 In conjunction with the Women's Caucus, AUA will hold a Professional Development Workshop for AP Faculty. More information is forthcoming.
- April 23, 2024 Join AUA for their annual Awards
 Breakfast at 8:30 am in the Hampton/Newport News
 Room of Webb Center

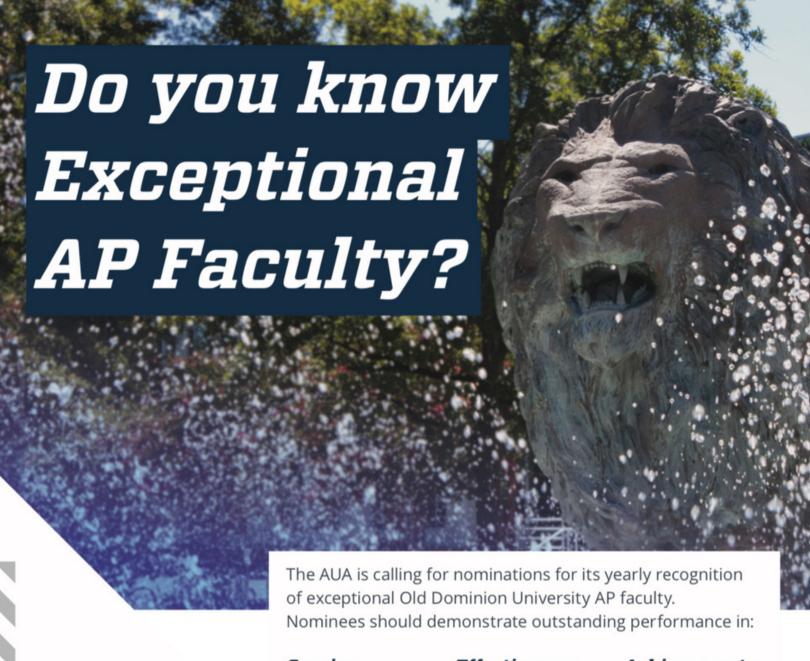


ODU Faculty and Staff

JEWISH CAUCUS

A dynamic and welcoming community dedicated to supporting Jewish employees, cultivating a sense of community with social and professional networking, and providing a forum for Jewish Monarchs to communicate with a unified voice

To join our email list: https://www.odu.edu/jewish-caucus



Service

Major contributions that have made an impact on the campus community.

Effectiveness

Leadership, advocacy, contributions to morale, improvements of processes & procedures.

Achievements

Stand out presentations, research, publications, teaching, or recognition by professional organizations.

(<u>()</u>) OLD DOMINION UNIVERSITY

Visit **odu.edu/aua** to submit a nomination.

These awards recognize ODU AP faculty. Additional eligibility requirements can be viewed online.

Submit your nominations online

J. Worth Pickering Administrator of the Year

Recognizes a professional's exceptional performance and overall body of work at ODU.

Monarch Professional Award

Recognizes a mid-level (director or lower) professional's exceptional performance and developing body of work at ODU.

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Religious Holidays and Traditional Observances

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 <u>click here</u>.



FOLLOW US ON SOCIAL MEDIA

Be a part of the conversation on all social media platforms.

@oduinclusive



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

STAY TUNED:

- MLK, JR. CELEBRATION-JAN. 23, 2024
- PATHWAY RETENTION AND DIVERSITY CHAMPION AWARDS RECEPTION-MAR. 28, 2024
- COMMUNITY CONVERSATION-SPRING 2024