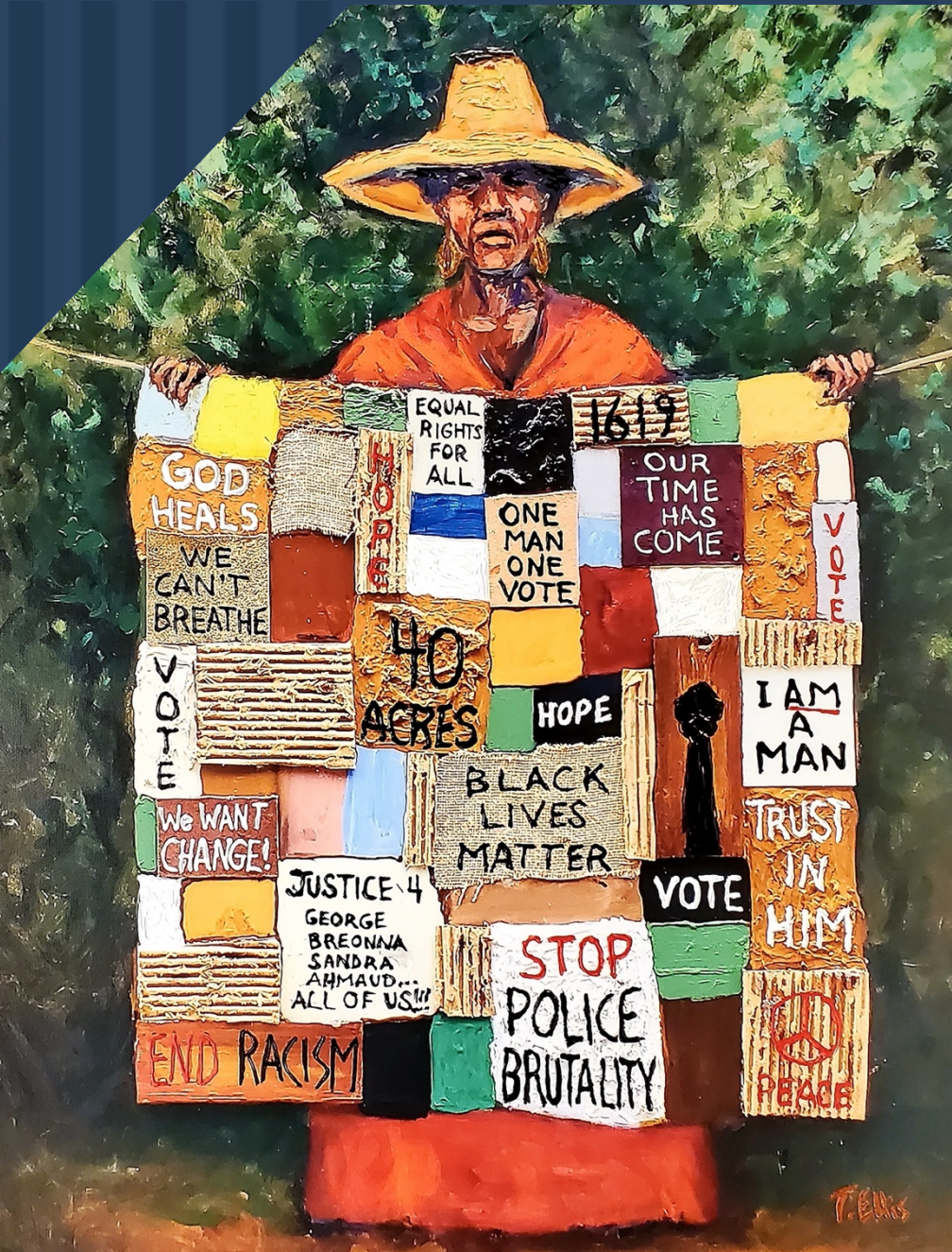


INCLUSIVE VOICE

Newsletter-Spring 2021



OLD DOMINION
UNIVERSITY

Dr. Narketta M. Sparkman-Key
(Academic Affairs Director of Faculty
Diversity and Retention)

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“Our Story, Our Struggle, Our History”

Artist: Ted Ellis, Scholar-in-Residence, College of Arts & Letters



Dr. Narketta M. Sparkman-Key
(Academic Affairs Director of Faculty Diversity and Retention)

Message from Dr. Key

This academic year has been both trying and exceptional. We have embarked on a journey of growth, development, and understanding while in the height of a pandemic. I thank you all for partnering with me and trusting me with your powerful experiences. We were able to learn from one another, strategize about issues and really grow. We have had some great accomplishments. Many of our faculty and staff have been trained in various areas of diversity and equity in order to increase cultural competence and seven of our faculty have received the diversity certificate. Eleven individuals have embarked on the journey to enhance their curriculum to include more cultural perspectives. Together we explored linguistic justice with 34 reading the text, 44 people engaging in the meetings, and 54 attending April Baker-Bell's lecture. In addition, at least one person in each college will be certified as a trainer of Bold and Inclusive Conversations. These individuals will work to train representatives in each department to navigate difficult conversations. The work we all have done this academic year falls in line with our 6-point plan and improves how we teach, how we interact with one another, and our ability to check our own biases. Thank you for doing the work and I encourage you all to continue to partner with me as we just launched some videos from faculty that will assist in how you make the classroom experience more culturally focused. We have so much work to do but you all have contributed in support and ideas on how we can strive towards inclusive excellence. In my role, your support and dedication are invaluable.

Advisory Committee

We would like to thank Dorothy Jones from Norfolk State University for the time she spent with the committee and the valuable service she provided since Spring 2020. The time and work she offered was greatly appreciated. Please join us in welcoming Karina Rufino from the University of Virginia's College at Wise to the committee. We look forward to working with her.

Advisory Committee



▶ **Dr. Mary Kate Andris**
Director Council Leadership Consulting
Girl Scouts of the USA



▶ **Mr. Mekbib Gemed**
Vice President of Diversity in Education
Eastern Virginia Medical School



▶ **Ms. Karina Rufino**
Coordinator of Diversity Initiatives
University of Virginia's College at Wise



▶ **Ms. Shené V. Owens**
Associate Director for the Center for Student Diversity
William and Mary



▶ **Dr. Kaprea Johnson**
Associate Professor
Co-Chair at the Department of Counseling & Special Education
Virginia Commonwealth University



▶ **Mr. Ronnie Parker**
Community and Diversity Engagement Program Manager
Blue Cross Blue Shield



▶ **Mr. Christian Strange**
President
Hampton Roads Business Outreach (HRBOR)

Virtual Café

Virtual Café is an open and safe forum for faculty to discuss whatever they want whether it be challenges they are facing or the joys of coffee. Between January and April, this supportive community met 5 times with a total of 68 participants. During this time there were two special Virtual Cafés. The first tackled the difficult subject of moving forward and healing after the horrific events of the Capitol insurrection. The Coalition of Black Faculty and Administrators and the Hispanic and Latino Employee Association co-sponsored the second special Virtual Café that focused on making the application process for the SCHEV Outstanding Faculty Award more transparent and encouraging people of color to participate.



Roderick Graham, Associate Professor
Department of Sociology & Criminal Justice

Virtual Watch Party

During the Spring semester, we hosted a Virtual Watch Party with Luisa Igloria, professor of English and Poet Laureate of Virginia, to watch and discuss Amanda Gorman's poem "The Hill We Climb" delivered at the inauguration of President Joe Biden. The 48 attendees had an insightful discussion on not only the meaning of the poem, but the historical importance of having a young, Black woman being selected to present her work at such an important event.



Luisa Igloria
Professor in the Department of English

Workshops

There have been five workshops covering a variety of subjects this semester. The first workshop Faculty Forum on the Capitol Insurrection was co-sponsored by the Center for Faculty Development. At this event, a panel of faculty experts provided various perspectives on the Capitol insurrection to better understand and contextualize what happened and to underscore ODU's dedication to inclusive values. The second workshop, Racial Trauma and Battle Fatigue, attendees heard from panelists on understanding racial trauma and battle fatigue and how they show up in the classroom. This event was co-sponsored by ODU Counseling Services and the Office of Intercultural Relations. In the third workshop, Excellence, Joy, and Resilience, we celebrated members of our Black faculty as they shared their individual talents to create an image of what black excellence, joy, and resilience mean to each of us. The Darden College of Education and Professional Studies co-sponsored the event Race-Based Trauma: Coping Skills to Reflect, Release, and Restore where Nikissa Craig, CEO and Owner of Whole Journey Services, introduced strategies to cope with the impact of microaggressions, race-based stress, and trauma experiences and provided tools to promote resilience individually, within interpersonal relationships, and the work environment. For more information on the Linguistic Justice Workshop with April Baker-Bell, go to the Linguistic Justice Book Club section. A total of 368 individuals attended these workshops.

Linguistic Justice Book Club

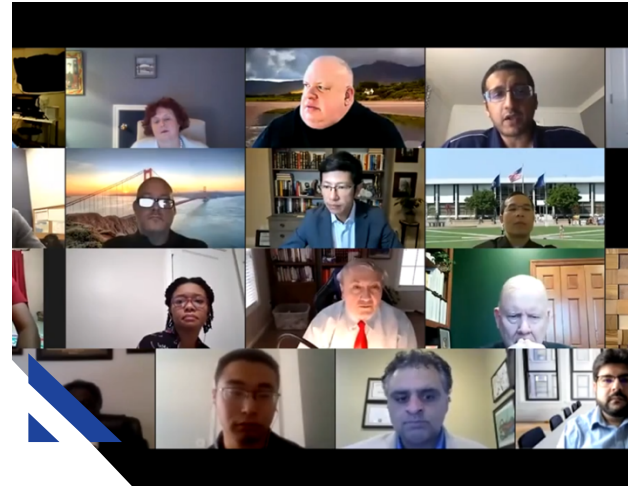
A total of 84 faculty members attended the three-monthly Linguistic Justice Book Club meetings co-sponsored by The Center for Faculty Development with Bridget Anderson, Kevin DePew, Michelle Fowler-Amato, and Kole Matheson from the English Department to discuss the book *Linguistic Justice: Black Language, Literacy, Identity, and Pedagogy* by April Baker-Bell. To top off the book club series, award-winning author Dr. April Baker-Bell presented on topics covered in her book at the Linguistic Justice Workshop with April Baker-Bell.



Bridget Anderson,
Associate Professor in the Department of English

Cybersecurity Faculty Recruitment Event

On February 11, 2021, representatives from the School of Cyber Security shared their perspectives on the culture and working environment at ODU, provided information on the interviewing process, and answered questions from the audience. A total of 55 people attended this event with several expressing their appreciation of the clarity of the information shared by the faculty representatives.



▼ Nakia Madry-Smith,
Director of ODU Peninsula Center

Dance and Destress (Feat. Nakia Madry-Smith)

On March 31, 2021, the Office of Faculty Diversity and Retention hosted a Dance and Destress event with music from the talented Nakia Madry-Smith, Director of Peninsula Center, and Ruth Triplett, Professor of Sociology and Criminal Justice, serving as the DJ. This event provided 21 faculty a half an hour to take a break and simply relax.

Stop AAPI Hate

In recognition of Asian American Pacific Islander (AAPI) Month, the ODU community joined together for two special events to speak out against AAPI hate. In the first event, Sharing Our Stories to Speak Up Against AAPI Hate, community members were invited to share their stories of lived experiences as AAPIs in today's culture and to discuss ways in which we keep moving forward. At the next event, Stronger Together: An AAPI Solidarity Reading, ODU faculty and students read original short poems and prose or shared a short story in response to the recent heightened attacks against AAPI communities. In total 128 individuals attended the events. These events were sponsored by the Office of Faculty Diversity and Retention, Office of Intercultural Relations, Center for Faculty Development, College of Arts and Letters, Department of World Languages and Cultures, ODU Asian Faculty Caucus, and the MFA Creative Writing Program.



Town Halls with Provost Agho

In accordance with the Six Point Plan, the Office of Faculty Diversity and Retention hosted a Town Hall with Provost Agho. During this event, Provost Agho and a panel of university leadership provided information and answered questions on commencement, enrollment, COVID-19 testing, in-person instruction, budgets, tenure, program prioritization, and more. A total of 214 people attended this event.

Augustine O. Agho,
Provost and Vice President for Academic Affairs

Culturally Competent Content Development Program

Congratulations to the faculty selected to participate in the Culturally Competent Content Program. In this program, faculty members were encouraged to review existing course content for opportunities to infuse multicultural perspectives and to advance the focus on multicultural competence and racial and social justice in support of the Six Point Plan without compromising academic rigor, academic freedom, or quality of instruction. Let us all congratulate the hard-working faculty below:

- Lindy Brown, Adjunct Instructor, Department of STEM Education & Professional Studies
- Kristi Murray Costello, Associate Professor and Associate Chair of Writing Studies and General Education, Department of English
- Katherine Hammond, Associate Chair of Department of Communication & Theatre Arts
- Carla Harrell, Master Lecturer in Department of Communication & Theatre Arts
- Kole Matheson, Lecturer in Department of English
- Benjamin Melusky, Assistant Professor, Department of Political Science & Geography
- Jacquelyn Mohan, Adjunct Instructor, Department of English
- Alexis Swendener, Adjunct Assistant Professor, Department of Sociology & Criminal Justice
- Rachel White, Assistant Professor, Department of Educational Foundations & Leadership
- Lucy Wittkower, Adjunct Instructor, Department of STEM Education & Professional Studies
- Brandi Woodell, Assistant Professor, Department of Sociology & Criminal Justice

Introducing Inclusive Conversations Trainers

An Inclusive Conversations Trainer is a full-time faculty member who participated in the Engaging in Bold, Inclusive Conversations Facilitator Certification Program offered by The Winters Group, Inc. to learn how to engage in effective communication across differences. Once certified, the selected faculty members will be responsible for hosting programs to train individuals to have bold, inclusive conversations and assist in leading conversations. Please see the new trainers below:

- Bridget Anderson, Associate Professor, Department of English*
- Bruce Rubin, Associate Professor and Chair, Department of Finance**
- Rachel Johnson, Associate Professor, Department of Communication Disorders & Special Education
- Kala Burrell-Craft, Lecturer, Darden College of Education & Professional Studies
- Carole Considine, Associate Professor, Department of Engineering Technology*
- Linda Bennington, Clinical Associate Professor, School of Nursing
- Shannon Wells, Senior Lecturer, Department of Ocean & Earth Sciences**
- Miriam Bridges, Business Librarian, University Libraries**
- Narketta Sparkman-Key, Director, Office of Faculty Diversity & Retention
- Tomeka Wilcher, Educational Program Developer, Center for Faculty Development

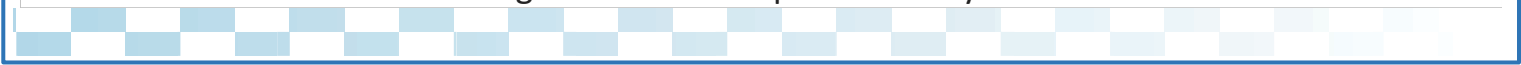
*On the waitlist to attend training.

**Will attend training in May 2021



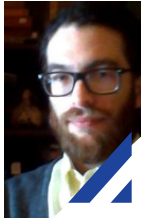
SREB Institute on Teaching and Mentoring

On April 16 through April 17, Dr. Narketta Sparkman-Key, Director of Office of Faculty Diversity and Retention, and faculty representatives from the colleges and the Graduate School attended the SREB Institute on Teaching and Mentoring. Due to COVID-19 the institute was virtual this year creating the unique opportunity in the way of interacting with the scholars. On this platform, scholars were able to view the virtual booths where they could find relevant resources on ODU and sign up for one-on-one meetings with representatives. In addition, representatives were able to reach out to scholars for meetings. Overall, there were many connections made and we look forward to attending the institute in person next year.



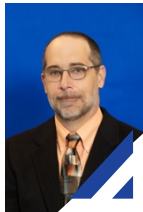
Faculty Members Complete Diversity and Inclusion Certificate

Congratulations to the five faculty members who completed the Diversity and Inclusion Certificate. They each attended a minimum of 10 hours of approved events and wrote reflections on them in order to complete the certificate. When asked why they wanted to complete the Diversity and Inclusion Certificate they each provided their own unique answers as seen below.



Kole Matheson
Lecturer in Department of English

"I completed the Diversity and Inclusion certificate because I wanted to interact with and learn from colleagues in ways that support my teaching and service to ODU's diverse student body. I appreciated the opportunity to learn about issues of diversity in the process of developing a culturally competent pedagogy and worldview." – Kole Matheson, Lecturer in Department of English



Dale Miller
Professor and Associate Dean for Research and
Graduate Studies for the College of Arts and Letters

"Attending the sessions and writing the reflections has been very valuable as a way to think through what being committed to diversity and inclusion requires from us in practice." – Dale Miller, Professor and Associate Dean for Research and Graduate Studies for the College of Arts and Letters.



Andrew A. Bennett
Assistant Professor in Department of Management

"I wanted to complete the Diversity & Inclusion certificate because diversity is at the heart of who we are at ODU, and it is important for me to continue to learn about and understand the perspectives and experiences of others to become a better professor and a better person." – Andrew Bennett, Assistant Professor in Department of Management



Cheryl Champagne
Adjunct Instructor in Department of English

"I completed the Diversity and Inclusion Certificate training to further personal growth, awareness, and understanding. As an instructor, I want to foster a safe, respectful environment for all students to promote successful learning and for each student to reach their full potential. I am proud to be a part of such a thriving and diverse community as ODU." – Cheryl Champagne, Adjunct Instructor in Department of English



Gwendolyn Perkins
Adjunct Instructor in Darden College of Education and Professional Studies

"The program has inspired me to expand my humanistic approach as an education professional, leader, instructor, and trainer in each diverse learning community. I believe this experience has advanced my understanding of relevant teaching practices to empower and support the professional growth of adults." – Gwendolyn Perkins, Adjunct Instructor in Darden College of Education and Professional Studies



Dr. Narketta M. Sparkman-Key
(Academic Affairs Director of Faculty Diversity and Retention)

Dr. Narketta Sparkman-Key recognized with Mary Helen Thomas Racial Justice Award!

Congratulations to Dr. Narketta Sparkman-Key on being recognized as this year's Mary Helen Thomas Racial Justice Award from the YWCA of South Hampton Roads. This award honors individuals who have made significant contributions toward racial equality and inclusiveness in South Hampton Roads. ODU faculty submitted her name for nomination for her efforts at creating a more inclusive culture and building partnerships within the University and Hampton Roads through her work as the co-founder of the Darden College of Education and Professional Studies Diversity Center and podcast "Making It Plain." Dr. Sparkman-Key accepted the award during the Stand Against Racism: Louder Together event on April 22, 2021

New Resources on Blackboard!

We are excited to announce the Culturally Competent Classroom Practices Diversity Modules! In these six videos, faculty members discuss the topics of experiences of people of color, protecting students and trauma, diverse conversations, multicultural content, student experiences, and advice to faculty. They can be located in the Office of Faculty Diversity and Retention Blackboard Organization under the Diversity Modules tab. If you need help enrolling in the organization then please contact facultydiversity@odu.edu.

Thank you to all of the departments, colleges, and associations that collaborated with us over the Spring semester. Your continued support is greatly appreciated.

Center for Faculty Development | Coalition of Black Faculty and Administrators | College of Arts and Letters | Darden College of Education and Professional Studies | Department of English | Department of World Languages and Cultures | Hispanic and Latino Employee Association | MFA Creative Writing Program | ODU Asian Faculty Caucus | ODU Counseling Services | Office of Intercultural Relations | School of Cybersecurity



ODU

Faculty Diversity and Retention

Upcoming Events in Summer 2021

- Faculty Summer Writing Program Collaboration
with Center for Faculty Development
- Faculty hosted Virtual Cafés
- The Color of Law Asynchronous Book Read in
collaboration with Department
Educational Foundation and Leadership

**Excite
the Dream
ODU**



Save the Date
October 3rd - 5th

For More Information Visit Us At:
<https://www.odu.edu/acadaffairs/faculty-diversity/excite-the-dream>

Resources Center

Check out our Resource Center on our website. Here you can find recordings of our workshops.

[Click here](#)

Resources for Departments

Departments can begin making strides towards becoming more inclusive by doing some of the activities listed that are based on the 6 Point Plan. Reference Document [Click here](#)

Racial Trauma Resources

After the events of this year, it is even more important to be mindful of racial trauma. The Office of Faculty Diversity and Retention created a document with a list of resources to help individual's understand what racial trauma is, what the symptoms are, and how it can be treated/managed.

[View Document](#)



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