

INCLUSIVE VOICE

Newsletter
Fall 2021



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UNIVERSITY

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▼ **Snow Falling at ODU, 1989**
ODU Photographic Collection

Advisory Committee



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



▶ **Mr. Mekbib Gameda**
Vice President of Diversity and Inclusion
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**
Professor
The Ohio State University



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



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

Excite the Dream 2021

The Office of Faculty Diversity and Retention was thrilled to host the Second Annual Excite the Dream program! This program was developed to provide scholars from underrepresented backgrounds interested in a career in academia with the opportunity to learn more about what our university has to offer. Due to COVID-19, this year's event took place virtually, with 14 scholars from 8 states participating.

On September 26, 2021, Dr. Narketta Sparkman-Key, Director of the Office of Faculty Diversity and Retention, welcomed the 2021 cohort and provided them with a virtual tour of campus. Afterward, Dr. Robert Wojtowicz, Vice Provost and Dean of the Graduate School, shared information on the Graduate School and graduate enrollment at ODU. Then the scholars were able to ask questions, which evolved into an open and honest conversation about ODU's diversity efforts with advice provided by Dr. Royce Burnett, Associate Professor and Chair of the School of Accountancy, on how they should choose an institution to work at as people of color. The visiting scholars appreciated the "open atmosphere to discuss all things pertaining to ODU and hiring" that Dr. Sparkman-Key, Dr. Wojtowicz, and Dr. Burnett created.

2021
Excite the Dream ODU Scholars

Office of Faculty Diversity and Retention

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 Shihua Brazill	 Roshaunda Breeden	 Elizabeth Brown	 Robert Campbell	 Steffon Campbell
 Michael Fleming	 Deborah Hudson	 Whitney McCoy	 Josh McCloud	 Hamid Nadir
 Alexander Nwala	 Faryaneh Poursardar	 Chelsea Smith	 DaShaunda Taylor	

On day two, the scholars were able to meet, ask questions, and receive advice from President Brian O. Hemphill before attending two panels with faculty discussing their experiences at ODU and providing insights on search committees. Scholars found President Hemphill to be very personable, and they valued his candor about ODU. The participants found the panels to be enlightening and appreciated the panelists' transparency and support.

The final day consisted of the participants meeting with the deans and chairs associated with their area of study and presenting their research in departmental seminars. This time provided the scholars a chance to receive advice from award-winning faculty and learn about the department environment.

Participants enjoyed interacting with the faculty and hearing their feedback on their research.

To close the event, the scholars were able to meet with Provost Austin Agho, where he was able to answer any final questions and encourage them to apply for positions at ODU. His engagement with all the scholars and genuine interest in their success was greatly valued.

Overall, Excite the Dream 2021 was a success, with all the participants stating they would apply to faculty positions in the future and tell their friends about ODU.

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. From June to November, Alison Lietzenmayer, Master Lecturer in Communication and Theatre Arts, lead five discussions with 21 faculty members attended these events.

Alison Lietzenmayer will be back next semester to host a new style of Virtual Café. While they will still be informal events, they will now have set topics for each meet-up. The planned topics range from celebrating differences in the classroom to self-care in academia.



Alison Lietzenmayer
Master Lecturer in Department of
Communication & Theatre Arts

Virtual Watch Party

In honor of Native American Heritage Month, on November 16, 2021, the Office of Faculty Diversity and Retention hosted a Virtual Watch Party where 19 faculty members came together to watch and discuss the New York Times' short film "A Conversation with Native Americans on Race." The enlightening conversation highlighted the importance of recognizing and respecting Native Americans and their cultures.



Abbie Basile
Engineering & Physical Sciences Librarian

Town Halls with Provost Agho

On September 29, 2021, the Town Hall with Provost Agho took place in person for the first time. Provost Agho and members of university leadership provided information and answered questions on the transition from Blackboard to Canvas, dean searches, diversity initiatives, salary, COVID-19 impacts, and more. About 43 faculty members participated in the event.



Augustine O. Agho
Provost and Vice President for Academic Affairs

Life In the USA: A Latinx Experience

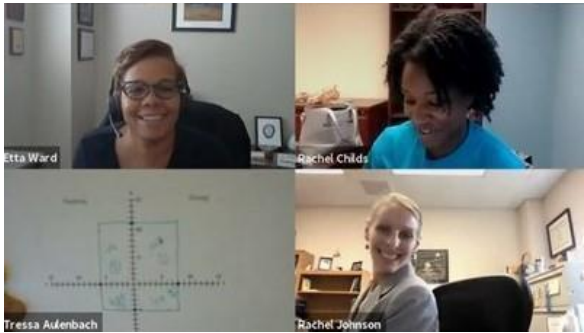
The Office of Faculty Diversity and Retention partnered with the National Polytechnic Institute of Mexico to host a panel of ODU faculty and students to discuss their lives in the United States as Latinx individuals. The panelists included:

- Raúl Briceño, Assistant Professor of Physics
- Giovanna Genard, Assistant Vice President for Strategic Communication and Marketing
- Jose Ramos, Associate Director of Intercultural Relations
- Eduardo Landaeta, Graduate Student
- Alfonso Macias Tapia, Graduate Student

During the event, the panelists discussed their experiences coming to and living in the United States. Panelists, also, took questions from the audience on how they feel about the term Latinx, the similarities and differences of the peoples covered under the Latinx label, and more. In total, 51 individuals from both ODU and the National Polytechnic Institute of Mexico attended this event.



Giovanna Genard
Assistant Vice President for Strategic
Communication & Marketing



Effective Mentorship: Intentional Strategies for Success

The Office of Faculty Diversity and Retention introduced the new Lunch and Learn series titled: Effective Mentorship: Intentional Strategies for Mentoring Success. Host Etta Ward, Assistant Vice Chancellor for Research and Development at Indiana University – Purdue University Indianapolis, discussed a variety of topics designed to facilitate effective mentoring over four meetings. The lunch and learn sessions covered the subjects of establishing common ground, effective communication, aligning expectations, and mentoring across differences.

The 95 attendees practiced what they learned by participating in case studies, worksheets, and other activities.

Bold, Inclusive Conversations Training

The first Bold, Inclusive Conversations Virtual Training took place on August 26, 2021, and was facilitated by Certified Trainers, Kala Burrell-Craft and Tomeka Wilcher. Twelve faculty members representing Strome College of Business, Darden College of Education and Professional Studies, Batten College of Engineering and Technology, College of Health Sciences, College of Sciences, and the University Libraries were trained to have these vital conversations.

Culturally Competent Content Development Program Reports Now Available

During the Spring 2021 semester, eleven faculty reviewed their existing course content for opportunities to infuse multicultural perspectives and to advance the focus on multicultural competence and racial and social justice without compromising academic rigor, academic freedom, or quality of instruction. You can now use the final reports of the program participants as examples of how to review and update your own course materials. The reports are located [here](#).

Academic Affairs Three Point Plan Towards Inclusive Excellence

1. Fostering a Mentoring Culture
2. Striving Towards Inclusive Excellence
3. Improving Recruitment and Retention Efforts


Please review the document on the Academic Affairs Three Point Plan Towards Inclusive Excellence where ODU reaffirms their commitment to diversity and inclusion found [here](#).

Diversity and Inclusion Certificate

The Diversity and Inclusion Certificate is intended to help faculty improve their understanding of the many facets of diversity and inclusion topics. You can complete the program both synchronously and asynchronously by attending/watching at least 10 hours across 4 or more approved diversity training workshops and writing a reflection on each event. For more information on how to complete the certificate, please visit our [Resource Center](#) page.

Blackboard Organization

Please take the time to join the Office of Faculty Diversity and Retention Blackboard Organization. This space allows you to communicate with one another, continue conversations related to our events, review various resources, and complete the Diversity & Inclusion Certificate. If you need help enrolling in the organization, please contact facultydiversity@odu.edu.



“All of us in the academy and in the culture as a whole are called to renew our minds if we are to transform educational institutions – and society — so that the way we live, teach, and work can reflect our joy in cultural diversity, our passion for justice, and our love of freedom.”

~bell hooks, American author, professor, feminist, and social activist





ODU

Faculty Diversity and Retention

Upcoming Events in Spring 2022

- Virtual Cafés with Alison Lietzenmayer
- Virtual Watch Parties
- Two-day Mentoring Workshop
- One-Day Conference for Diversity Committee Members across all Colleges

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. [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 individuals understand what racial trauma is, what the symptoms are, and how it can be treated/managed. [Click here](#)



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