

# Inclusive Voice-Newsletter

## Spring 2020

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**OLD DOMINION**  
UNIVERSITY



**EXCITE THE  
DREAM ODU**



[Please take our survey on faculty recruitment](#)

## Message from Dr. Key

This semester began with much excitement and success. We launched our first ever “Excite the Dream Program”. As a campus we worked together to make sure our guests felt welcomed and experienced our ODU pride. Many faculty were in attendance and some presented on very important topics that would ensure success at ODU. Departments hosted our guests, listened to presentations and provided insight on everyday life as a faculty member. The event was truly a success. Then our semester changed radically in response to the coronavirus and now we are all at home practicing social distancing and adjusting to our new normal. We are dealing with the feelings and emotions that come with living in a pandemic. We are supporting our students and helping them navigate challenges. We are managing our families while also moving completely online. I must say that even during this crisis you all have continued to attend and support our workshops, share your expertise with one another and genuinely support our university. You all have been so amazing, and you made these adjustments look easy. We all know easy is not the case. So, thank you for all the things we see you doing every day and for all the things we don’t see. Thank you for committing to making our campus inclusive by continuing to participate in efforts that help you grow. Thank for committing to the goals you have for yourself despite our current circumstances. Thank you for going above and beyond in this time of change and challenge to keep things running smoothly and for keeping our students grounded. I am truly proud to be a Monarch just because I am associated with such amazing people like you. Our present circumstance is not permanent. This will pass and we will be so much stronger because we took this journey together. Continue to tap into that Monarch Pride and thrive.



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## Meet Our Advisory Committee



**Dr. Mary Kate Andris**  
President and CEO  
YWCA South Hampton Roads



**Mr. Mekbib Gameda**  
Vice President of Diversity and Inclusion  
Eastern Virginia Medical School



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



**Dr. Dorothy Jones**  
Faculty  
Norfolk State University



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



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

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## Welcome Dr. Khym Isaac De Barros to Diversity Team

Dr. De Barros holds a Ph.D. in Counseling Psychology from Indiana University with a specialization in Multicultural Counseling. Dr. De Barros is a seasoned mental health professional, with experiences in a middle school, Community mental health centers, and the psychiatric wing of hospitals including the United States Department of Veteran’s Affairs. Additionally, she has worked in the in the academy for more than 20 years and has directed two University/College counseling centers where she has helped students find relief from developmental disorders, anxiety disorders, depressive disorders, trauma, grief and loss and other serious psychological disorders. Dr. De Barros has experience in the supervision of administrative and clinical staff and interns. She has also taught on the undergraduate and graduate levels. Dr. De Barros is particularly skilled in fostering relationships with faculty, staff and campus partners to help students find some relief from challenging and often disruptive symptoms. We are happy to have Dr. De Barros and welcome her to ODU.



## Excite the Dream Program

Excite the Dream is a new and exciting program geared toward recruiting new racially diverse faculty of color. Dr. Key invited 7 young scholars to visit and explore ODU, get acquainted with ODU and provided them an opportunity to share their research.

Scholars who accepted this offer were: Dr. Natasha R. Howard, Miss Elisha Fogle, Miss Ashley Gray, Dr. Lorise Grey, Dr. Baltazar Cortez, Dr. Lekeah Durden and Dr. Abubakarr Jalloh. The scholars arrived here in Norfolk on Sunday February 9, 2020 and were housed at the SpringHill Suites for the 2-day event. The scholars were welcomed by the campus community with a cocktail reception followed dinner at the Broderick dining room. On Monday February 10, 2020, there was a full day of events beginning with breakfast with Provost Agho. At noon, the scholars had a luncheon with ODU Deans. This intimate setting gave the scholars an opportunity to speak with the Deans and to further assess what ODU has to offer in terms of building a career. The Deans then escorted

the scholars to their respective colleges where the scholars presented their research. Presentations were well attended with some sessions drawing crowds of as many as thirty five people. Excite the Dream 2020, came to a close with a reception hosted by Provost Agho. Scholars left Norfolk on Tuesday morning.



## Women's Caucus Career Ownership Workshop

In collaboration with The Women's Caucus, Dr. Narketta Sparkman-Key, presented to a group of female faculty and staff on ways of Owning One's Career. Dr. Sparkman-Key opened her presentation with a quotation from Confucius, "Choose a job you love, and you will never have to work a day in your life.". This session included opportunities for participants to work together, to document their career goals and then to established three possible plans of action that can move them toward the achievement of their stated goals. Dr. Sparkman-Key stressed this process as a method to achieve enjoyment and advancement in one's career. Dr. Sparkman-Key encouraged participants to be proactive and to continually invest in their professional/career development. [Read more](#)



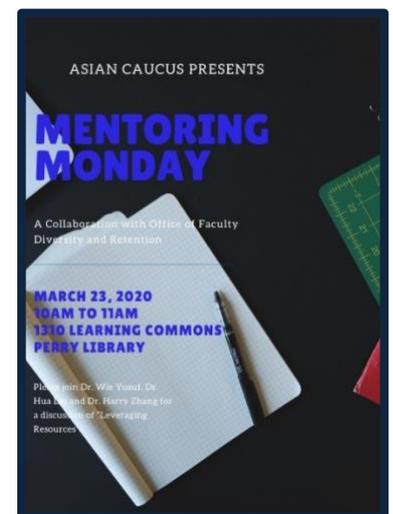
## Mentoring Monday with Coalition of Black Faculty



At the Perry Library, on Monday February 17, the Academic Affairs Office of Faculty Diversity and Retention in collaboration with CBFA and SEES presented a panel on professional success in Higher Education. Ms. Monica Taylor introduced the facilitators. Dr. Tomeka Wilcher and Dr. Khym Isaac De Barros chaired the distinguished panel that was comprised of Mrs. LaWanza Lett-Brewington, Mr. Reneldo Randall, and Dr. Shuntay Tarver. In the well-attended and inspiring conversation, the panelists fielded questions related to their choice of career, their career path in Higher Education, resilience and empowerment, and how these qualities are related to their continued success at ODU specifically and Higher Education more broadly. [Read more](#)

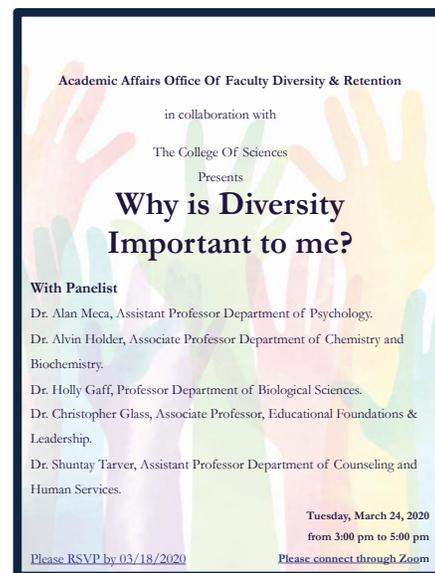
## Mentoring Monday with Asian Caucus

This was our first ever virtual Mentoring Monday in collaboration with the Asian Caucus. The topic was Resource Recognition, Utilization, and Integration. Our panelist included: Dr. Harry Zhang, Dr. Wie Yusuf, Dr. Hua Liu and Dr Weiyong Zhang. This event was hosted completely online via zoom and 29 faculty and staff joined us. Dr. Liu talked about ODU's in-house grants and resources that she secured as a junior faculty through the Faculty Resource program. Then, Dr. Weiyong Zhang stated that in coming from a large department, he has encouraged many to use the CLT resources on campus, "not that you are bad... there are new tricks that you can learn...and incorporate into your teaching." When it comes to resources Dr. Wei Yusuf talked in terms of social resources or informal resources. She dubbed herself the research connector and relationship builder and encouraged the audience to network, to ask for help, to be open to people saying no, to consider pooling resources for a greater impact and to be generous. Dr. Harry Zhang rounded out the group of panelists. He stressed having an open mind and personality, to be able to learn from students and colleagues, to be patient, to work towards long-lasting relationships, to be generous and gentle, and to give the resources to the people in need. [Read more](#)



## Diverse Conversations

Dr. Key introduced the panelists Alan Meca, Alvin Holder, Christopher Glass, Holly Gaff, Shuntay Tarver, and Stacie Ringleb. Then, she posed the topic question to them: Why is diversity important to you? A stimulating discussion ensued, and panelists shared their insightful experience and expertise. Dr. Holder marveled at the way that people of different identities existed together in harmony while he taught at the University of the West Indies in Jamaica. Dr. Alan Meca spoke from a developmental psychological perspective indicating that when marginalized groups are not represented “it is an issue of morality.” Dr. Holly Gaff earned an advanced degree in Mathematics to honor her grandmother who was barred from such an achievement hence her commitment to diversity and woman in higher education. Dr. Shuntay Tarver stated that a lack of diversity is oppressive, she pursues social justice for all, that is inclusion in the academy, community, work, and practice. Dr. Christopher Glass reported that diversity is a complex understanding at the heart of advancing knowledge and making global connections. Diversity “is not a luxury, it is a necessity, and we need it more than ever.” Dr. Stacie Ringleb stated that diverse ideas and perspectives are not the answer to solving the problem but helps in identifying the problem.



Academic Affairs Office Of Faculty Diversity & Retention  
in collaboration with  
The College Of Sciences  
Presents  
**Why is Diversity Important to me?**

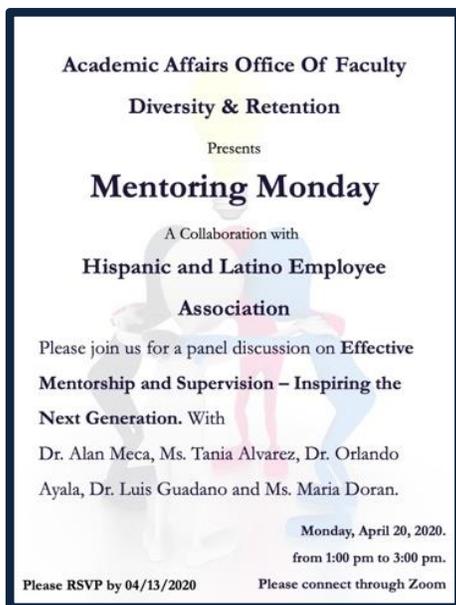
**With Panelist**  
Dr. Alan Meca, Assistant Professor Department of Psychology.  
Dr. Alvin Holder, Associate Professor Department of Chemistry and Biochemistry.  
Dr. Holly Gaff, Professor Department of Biological Sciences.  
Dr. Christopher Glass, Associate Professor, Educational Foundations & Leadership.  
Dr. Shuntay Tarver, Assistant Professor Department of Counseling and Human Services.

Tuesday, March 24, 2020  
from 3:00 pm to 5:00 pm

Please RSVP by 03/18/2020 Please connect through Zoom

## Mentoring Monday with Hispanic Latino Employee Association

In our final Mentoring Monday of the spring 2020 semester, we collaborated with the Hispanic Latino Employee Association (HLEA). Dr. Alan Meca, Ms. Tania Alvarez, Dr. Orlando Ayala, Dr. Luis Guadano, served on a panel to discuss Effective Mentorship and Supervision – Inspiring the Next Generation. Panelists opened the discussion exploring the terms, supervising, advising, and mentoring and how they navigate these roles. Panelists discussed how each of these roles overlap over time. In general, the panelists understood advising to be more of an academic role in which students are assigned the advisor. While supervision involves expectations and compensation. Mentorship involves a closer relationship. There is the notion of choice. Panelists indicated that usually a mentee seeks you out and chooses you, however it is different in a supervisory or advisory role where students tend to be assigned. The group discussed the concept of 21st Century advising as a holistic approach in advising where issues that are not exactly academic can affect the academic performance. Members talked about what happens when they wear all three hats: supervisor, advisor and mentor. The group discussed how they each prioritize and establish boundaries and expectations while engaging with students. For example, who gets your cell phone number or access to the work calendar. Overall, the panelists expressed their commitment to “Inspiring the Next Generation”. [Read more](#)



Academic Affairs Office Of Faculty  
Diversity & Retention  
Presents  
**Mentoring Monday**  
A Collaboration with  
Hispanic and Latino Employee  
Association

Please join us for a panel discussion on Effective Mentorship and Supervision – Inspiring the Next Generation. With  
Dr. Alan Meca, Ms. Tania Alvarez, Dr. Orlando Ayala, Dr. Luis Guadano and Ms. Maria Doran.

Monday, April 20, 2020.  
from 1:00 pm to 3:00 pm.

Please RSVP by 04/13/2020 Please connect through Zoom

## Virtual Café

Virtual Café is specifically in response to Social Distancing that resulted from the Coronavirus – Covid 19 pandemic. Dr Key came up with this idea for a supportive forum to help faculty, to remember that we are a part of a community, and that in this challenging time we are not alone. Virtual Café meets every Wednesday morning at 9 a.m. Attendees are invited to share their experiences. Participants talk about their adjustment to life working at home, sharing space with their family members who are also working at home, and explaining to children of varying ages the reason for practicing social distancing. [Read more](#)



## Diversity and Inclusion Training Certificate of Completion Program

**Purpose** – To create a more diverse and inclusive ODU.

### **How to obtain the certificate?**

- ❖ Attend/Complete at least 10 hours across 4 events of approved diversity training workshops.
- ❖ Complete these workshops within a 2-year timeframe.
- ❖ Remember to get documentation from each training/workshop that you attend and turn it into the Office of Faculty Diversity and Retention.

### **What will you get?**

- ❖ Be able to define Diversity and Inclusion.
- ❖ Gain an understanding of implicit bias.
- ❖ Accessibility and familiarity to diversity related resources.
- ❖ Training that is uniquely geared to you as a multicultural being/individual.
- ❖ Learn about diverse mentoring opportunities.
- ❖ Become a proactive diversity champion.

[Read More](#)

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## Resource Center

Check out our new Resource Center on our website. Here you can find recordings of our workshops. [Click here](#)

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## Upcoming Events

- Virtual Café - Join us every Wednesday at 9 am for a supportive forum designed to establish community in response to social distancing, to help faculty to remember that we are a part of a community, and that in this challenging time we are not alone.
- May 21, 2020 @ 1 pm - In Collaboration with The Center for Faculty Development, we present a workshop Online Discussion: Engaging Faculty and Staff with Disabilities. Our panel will include, Dr. Annette Findley-Croswhite, Dept of History, Dr. Nicole Hutton-Shannon, Dept of Political Science and Geography, Ms. Beth Ann Dickie, Director, Educational Accessibility and Dr. Nancy Badger, President, Employees with Disabilities Association. [Please RSVP](#)
- May 23, 2020 @ 12 noon - Are you Biased? Unconscious Bias and Online Teaching with Dr. Narketta Sparkman-Key. Dr. Key will discuss how to identify and address personal biases while teaching online. [Please RSVP](#)