



## Embracing a Pedagogy of Care

by John Wiley

The work that we undertake here in the Office of Institutional Equity and Diversity (OIED) is committed to advancing Old Dominion University as an institution that operationalizes **Inclusive Excellence**. We provide guidance, support, and resources to ensure that intentional attention is given to the people, practices, and policies that promote diversity, equity, inclusion, and belonging. We are a team dedicated to the wholistic development of all members of our faculty, staff, and students across the campus community and we strive to create spaces in which everyone feels seen, heard, valued, respected and supported.

One of the ways in which we approach our work is by incorporating a pedagogy of care. This means that we recognize all of our faculty, staff, and students as **people first** and acknowledge the lived and learned experiences they bring to our University community. Caring pedagogies require relationships that can be developed through **dialogue** and the creation of **psychologically safe spaces** in which all **feel welcomed** to exchange ideas freely and in a **civil** manner.

In this newsletter you can expect:

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Embracing a Pedagogy of Care

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Glancing Back:

- Diversity Champion Awards
  - VCIC Diversity Dialogue Days
  - ODU Votes
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Looking Ahead:

- VADOHE Conferene
- Inclusive Monarch Program





Pedagogies of care require that you prioritize **empathy**, **compassion**, and **understanding** in your work and daily life. Another way to foster a pedagogy of care is through **communication**. OIED in collaboration with the Monarch Task Force for Inclusive Excellence has developed a professional learning opportunity called **Inclusive Monarch** which includes resources to assist in fostering **inclusive communication**. The ways in which we communicate can make all the difference between creating psychologically safe spaces or creating environments in which people feel isolated, alone, or as if they don't belong. However, our identities and the many different ways we acquire skills can often get in the way of us communicating in a clear, effective, and inclusive manner. The Inclusive Monarch Program provides skills to foster more inclusive communication. For more on the Inclusive Monarch Program, see our [Professional Learning & Training Webpage](#).

## TIPS ON FOSTERING A PEDAGOGY OF CARE

- **Build Relationships:**

Prioritize getting to know your students, classmates, coworkers and colleagues individually.

- **Create a Safe Space:**

Foster an environment where all feel physically, psychologically, and emotionally safe to express themselves and take risks in their learning and work.

- **Practice Empathy:**

Understand and acknowledge the diverse backgrounds, experiences, and perspectives of others, and show empathy in your interactions and decisions.

- **Cultivate Community:**

Encourage collaboration, cooperation, and mutual respect in your respective workspace or learning environment.

- **Advocate for Empathy:**

Advocate for equitable opportunities and resources whenever possible for all and actively address systemic barriers to access.

- **Lead by Example:**

Model caring behaviors, such as kindness, respect, civility, and compassion in your interactions with all people.

Source:  
<https://researchmethodscommunity.sagepub.com/blog/pedagogies-of-care-in-precarity>





# 2024 Diversity Champion Awards Presentation

Sponsored by the Office of Institutional Equity and Diversity



Pictured from Left to Right Front Row: Brianna Elum, Hollie Kubly, Brandi Woodell, Krystall Dunaway, Vanessa Panfil  
 Second Row: President Hemphill, Shanda Jenkins, Portia Stokes, Sampath Jayarathna, Mitsue Shiokawa, Travis Jacobs, Aine Norris, Najmeh Moradiyan-Rizi, VP September Sanderlin, Judith Wambui Preston.

On March 28th, the Office of Institutional Equity and Diversity honored 16 members of our Monarch community as Diversity Champions. This annual celebration, held each spring, is dedicated to highlighting faculty, staff, students, and community members who encourage and advance the principles of equity, inclusion, and belonging, and through their works promote the positive impact that diversity has on our campus and community.

September Sanderlin, VP for Human Resources, Diversity, Equity and Inclusion, set the tone for the presentation when she quoted author and New York University professor Dolly Chugh. "Diversity is a pathway; inclusion is a gateway," stated Sanderlin. "The Diversity Champion Awards offers us an occasion to show how members of our campus community create pathways and gateways of opportunity that enhance our living and learning communities and ultimately position us in a more forward-focused position to contribute to the economic growth, innovation, and community well-being of Norfolk, and the Hampton Roads area more widely."



Dr. Glenn Cassie, 2023 Overall Diversity Champion Recipient

2024 was a highlight year for the Diversity Champion Awards. "I am humbled by the selections this year," remarked Dr. Veleka Gatling, AVP for Diversity and Inclusive Excellence as she announced this year's winners. "When I think about the areas on campus that are often not recognized I can see that DEI work is spreading and is necessary." Recipients of the 2024 Diversity Champion Awards included members of ODU Global, the School of Data Science, the University Libraries, the Perry Honors College, the College of Arts and Letters, and the College of Health Sciences.



# 2024 OVERALL DIVERSITY CHAMPION OF CHAMPIONS

Angela Wilson, a clinical assistant professor in the College of Health Sciences was pronounced as our 2024 Overall Diversity Champion of Champions. To view all of the recipients, visit our website here: [odu.edu/equity/diversity-champion-award](https://odu.edu/equity/diversity-champion-award).



Angela Wilson, the 2024 Overall Diversity Champion of Champions

## Inclusive Monarch Program

Looking to enhance 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 new skills or deepen your existing knowledge, the modules in Level 1 can provide valuable information to increase your cultural competence.

Upon completion of Level 1, you'll be presented with a certificate and an electronic badge to showcase in your email signature. To get started with the modules, click on this [link](#). If you require any support or have further questions, please reach out to our Trainer for Diversity and Inclusive Excellence, John Wiley at [jewiley@odu.edu](mailto:jewiley@odu.edu).







# Listen, Learn & Lead:

## How I Show Up In Conversations

Listen and preview “Communication for Inclusion” in Vector Solutions.

Learn about communication styles and how they affect your ability to communicate inclusively.

Lead deeper, inclusive communication to promote collaboration, respect, and civility.

May 7, 2024

May 14, 2024

May 21, 2024

June 4, 2024

June 11, 2024

June 18, 2024

June 25, 2024

All trainings will be held from 12:00p-1:00p.

Register using the link below.

For this virtual session experience, there is a limit of 25 people per session.

[REGISTER HERE](#)



**OLD DOMINION**  
UNIVERSITY

Office of Institutional Equity and  
Diversity Old Dominion University





Pictured above: A diverse group of high school students from across Hampton Roads participating in Diversity Dialogue Day

## Centering Inclusive Communication: VCIC Diversity Dialogue Days

One of the foci of our office is community engagement. We seek opportunities to partner with organizations that align with our university core values. Virginia Center for Inclusive Communities (VCIC) has been a community partner for the past 10 years. Continue to read about our recent Diversity Dialogue Days!

## Diversity Dialogue Day: High School Edition

On March 13th, OIED held its annual Diversity Dialogue Day. Over 200 high school students from across the Hampton Roads area participated in this event designed to increase their sensitivity to and their awareness of diversity issues, and to provide them with skills to help them communicate in more inclusive ways. This included learning about dialogue vs. debate, how they can enter into courageous or difficult conversations. They were given tools and strategies to practice constructive dialogue. Before their breakout sessions, Big Blue stopped by for a visit, and motivated the crowd by performing ODU's signature Dance "Ice Cream and Cake."

At the end of the workshop, students created action plans to take back to their respective schools that addressed the ways in which they could foster environments that embrace differences and resolve conflicts in more civil and respectful ways. We look forward to hosting more Diversity Dialogue Days in the future and a continued partnership with VCIC.



High School teachers and administrators discussing ways to create spaces for students to communicate more inclusively.



# Celebrating Diversity: Recap of ODU's Inaugural College Edition of Diversity Dialogue Day

By Dr. Millicent Lee



Pictured above: Students and facilitators from both Norfolk State and Old Dominion participating in the inaugural College Edition of Diversity Dialogue Day.

On March 23rd, Old Dominion University, the Office of Institutional Equity and Diversity proudly hosted the inaugural College Edition of Diversity Dialogue Day in collaboration with Norfolk State University, VCIC (Virginia Center for Inclusive Communities), and VAACC (Virginia African American Cultural Center). This event brought together students from both Old Dominion and Norfolk State University in a dynamic forum aimed at fostering understanding, empathy, and appreciation for diversity in all its forms.

Diversity Dialogue Day served as a one-day platform for students and volunteer facilitators to engage in meaningful conversations, exchange perspectives, and explore the experiences within their academic community. Through group discussions, and interactive activities, participants had the opportunity to dive into the topic of Embracing Freedom of Speech and Understanding the Roles of Advocacy. VCIC's Guide to Constructive and Inclusive Dialogue was used as the framework to develop strategies for increasing awareness and promoting inclusion within themselves. This customized program for students provided a platform for them to engage in constructive dialogue, share perspectives, and cultivate empathy and respect for one another's experiences.

One of the highlights of the event was the collaboration between ODU and Norfolk State University students, who came together in a spirit of unity and cooperation to address and learn how to have diverse conversation through understanding the difference between debate and dialogue. This cross-institutional dialogue not only fostered mutual understanding but also laid the groundwork for future partnerships and initiatives aimed at promoting diversity and inclusion.





In addition to student group sessions with facilitators from both ODU and NSU, Diversity Dialogue Day featured guest speakers Crystal Sessoms, VAACC Director of Programing, Dr. Faith Fitzgerald, NSU Assistant Vice President for Campus Life and Diversity, and Dr. Fred Tugas, ODU Chief of Staff for Student Engagement & Enrollment who gave their insight and perspectives on navigating the complexities of a diverse and ever-changing world through dialogue. Vice President September Sanderlin for Human Resources, Diversity, Equity and Inclusion, Associate Vice President Sarah Jane Kirkland for Corporate Partnerships, Denisse Thillett-Tirado, Associate Dean of Students & Director of Student Outreach & Support, Dr. Ana Luz Williams, Associate Director of Undergraduate Admissions Marketing, and Vince Falzone, ODUPD Communication Specialist were also present and participated in the opening session with student participants and facilitators.

Looking ahead, ODU is committed to expanding the reach and impact of Diversity Dialogue Day by including other surrounding universities and colleges in future editions. By broadening participation and collaboration, we hope to create an even more inclusive and empowering space for students.

As we reflect on the success of the inaugural College Edition of Diversity Dialogue Day, we are reminded of the power of dialogue and community in advancing diversity and inclusion. By coming together to listen, learn, and empathize, we can build a more equitable and inclusive society for all.

We extend our sincere gratitude to our partners at Norfolk State University, VCIC, and VAACC, as well as to all the students, faculty, and staff who contributed to the success of this transformative event. Together, we will continue to strive towards a future where diversity is not only celebrated but embraced as a source of strength and resilience.





# OIED IS ON THE MOVE!

## TAKE BACK THE NIGHT RALLY

April is recognized as Sexual Assault Awareness Month, dedicated to raising awareness about the prevalence of sexual assault, supporting survivors, and promoting prevention efforts. Through education, advocacy, and community engagement, the Women's and Gender Center's initiatives aim to create safer environments and empower individuals to speak out against sexual violence.

The Annual Take Back The Night was held on April 5th. Take Back The Night offers a platform for survivors and allies to access support services, resources, and information related to sexual assault awareness and prevention. From local advocacy groups to counseling services, this event provides a comprehensive array of resources to empower individuals and communities in the fight against sexual violence.

Our colleague and Title IX Coordinator Kate Couch was on site to provide information about the services OIED provides. If you have been sexually assaulted and need to file a report please contact us at 757-683-3141 or email us at [equityanddiversity@odu.edu](mailto:equityanddiversity@odu.edu).



Our colleague Kate Couch, hosting a table at Take Back The Night



## ADMITTED STUDENTS DAY

Held on April 6th, Admitted Students Day provided future Monarchs and their families with an opportunity to celebrate their admission to ODU, attend program-specific information sessions, open labs, and explore nearly everything ODU has to offer.

John Wiley, our Trainer for Diversity and Inclusive Excellence volunteered at this event. We look forward to welcoming our future Monarchs to campus this August!

## ODU Votes

The act of voting is the cornerstone of democracy. It gives citizens a voice in the decision-making process and allows them to have a say in who represents them and what policies are enacted. Ahead of this year's election, Dr. Veleka Gatling and Dr. Millicent Lee, along with other members of the ODU Votes Coalition have been recognized for their efforts to increase nonpartisan civic engagement and voter participation on our campus. To read more follow this link: <https://www.odu.edu/article/odu-recognized-for-campus-voter-participation-and-civic-engagement-efforts>



# Pride Month on Campus and Beyond!

Although Pride Month is celebrated nationally in June, ODU holds its commemoration in April to honor all faculty, staff, and students who identify as LGBTQIA+ during the semester.

Pride is a celebration of generations of LGBTQIA+ people who have fought bravely to live openly and authentically. And it is a reminder that we still have generational work to do to ensure that everyone enjoys the full promise of equity, dignity, protection, and freedom.

Between the 1960s to the present-day, LGBTQIA+ protests, campaigns, and organizations have played a pivotal role in dismantling negative images of the community, supported other liberation movements, and advocated for HIV/AIDS funding and access to equal healthcare.

At ODU, there are several organizations dedicated to supporting LGBTQIA+ students. These include:

- [The Queer Resilience Coalition](#)
- [As\(t\\*\)erisk, the Trans Student Advisory Board](#)
- ODU Sexual & Gender Alliance (ODU SAGA)

This year, the Women's & Gender Equity Center hosted a number of events for Pride, including the annual Rainbow Graduation held on April 30th which celebrated and recognized the achievements of LGBTQIA+ students.

For more information, and other resources visit: [www.odu.edu/equity](http://www.odu.edu/equity)

## VADOHE CONFERENCE

OIED is pleased to announce that we will be hosting the Virginia Association of Diversity Officers in Higher Education (VADOHE) Conference in August. The 2024 VADOHE Conference aims to spotlight the vital intersection of well-being and inclusion within the role of Diversity Officers. Under the theme "Inclusive Well-being: Nurturing Diversity in Action," we will explore how fostering a culture of inclusion not only enhances organizational belonging but also promotes the overall well-being of individuals within diverse communities. Through engaging discussions and presentations, we will lean into strategies for creating environments where everyone feels valued, respected, and supported. From mental health initiatives to intentional methods of inclusion, attendees will gain insights into innovative approaches that prioritize both diversity and well-being. Join us as we champion inclusivity and well-being as cornerstones of effective diversity leadership in 2024 and beyond. For more information, please contact Dr. Millicent Lee at [mdlee@odu.edu](mailto:mdlee@odu.edu).



# VADOHE



# Employee Resource Groups

Employee Resources 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](mailto:HXLiu@odu.edu)
- Association of University Administrators (AUA): Liz Smith, [exsmith@odu.edu](mailto:exsmith@odu.edu)
- Coalition of Black Faculty and Administrators: Harold Williams, [hwilliam@odu.edu](mailto:hwilliam@odu.edu)
- Employees with Disabilities: Vic Nicholls, [vnicholl@odu.edu](mailto:vnicholl@odu.edu)
- Hispanic and Latin Association: Manual Monteilh, [mmonteil@odu.edu](mailto:mmonteil@odu.edu)
- Hourly and Classified Employee Association: [hace@odu.edu](mailto:hace@odu.edu)
- Jewish Caucus: Lawrence Weinstein, [lweinste@odu.edu](mailto:lweinste@odu.edu)
- LGBTQIA Employee Association: [lgbtqa@odu.edu](mailto:lgbtqa@odu.edu)
- Women's Caucus: Nicole Hutton, Jenn Grimm, [jgrimm@odu.edu](mailto:jgrimm@odu.edu)
- Women + Allies in Tech: Urijita Dani, [udani@odu.edu](mailto:udani@odu.edu)

## ADA ACCOMMODATIONS

Are you are a faculty and/or staff member in need of an ADA accommodation and don't know where to go? Contact our office at [equityanddiversity@odu.edu](mailto:equityanddiversity@odu.edu).

Also, the Office of Educational Accessibility works collaboratively with students, faculty, and staff to ensure that students who experience disabilities are able to successfully access and participate in all aspects of University life. If you are a student in need of an accommodation, please contact [oea@odu.edu](mailto:oea@odu.edu)

## Request for Hearing Officers & Advisors

OIED is seeking volunteers to be trained and serve as hearing officers and advisors in the resolution of complaints. We are seeking diverse representation of faculty, administrators, and staff to hear cases of potential discrimination, sexual harassment (including sexual violence), and retaliation. If you are interested in serving as a hearing officer, please contact our office at 757-683-3141 or, email [titleixcoordinator@odu.edu](mailto:titleixcoordinator@odu.edu). Many thanks to all that have served on hearing panels and as advisors this year!



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### Amplify Your News

Do you have a DEI-related event, announcement, article, or recognition that you would like for us to promote through our communication channels? Submit a request by scanning the QR code.



## Thank you for reading!

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