



2018 MESSAGE FROM THE **President's Task Force on Inclusive Excellence**

Dear Colleagues,

Old Dominion University (ODU) remains committed to diversity, equity and inclusive excellence as an indispensable part of the experience of our campus community members. Over the years, ODU has engaged in various initiatives to demonstrate its commitment. One of those initiatives has been the work of the President's Task Force on Inclusive Excellence (Task Force). Implementing the vision of President John R. Broderick to ensure a diverse and inclusive campus environment, the Task Force, made up of 25 members representing a cross-section of our university community, continues its work by engaging in, sponsoring, and supporting activities, conversations, programming, training, and professional development that align with the objectives and action items of the Inclusive Excellence framework.

TIMELINE

The momentum of the Task Force continues from Phase I to Phase III in the following ways:

Phase I – Focused on development of the Inclusive Excellence (IE) Framework, resulting in four broad areas of focus for the subcommittees.

Phase II – Focused on advancing the work by prioritizing the inclusive excellence goals, developing a timeline for implementation during the 2016-17 academic year, and beginning implementation of efforts.

Phase III – To build upon some key efforts, the Task Force will take a thorough look at its accomplishments to assess effectiveness and impact. The Task Force will use the assessment data to revise objectives as needed, and work to improve awareness of and participation in Task Force initiatives among student leaders and employee resource groups.

The Task Force conducts its work by working proactively in four subcommittees that meet biweekly throughout the academic school year to identify and recommend initiatives that will meet its primary goal. The four working groups include: faculty and staff diversity; student diversity; diversity through community engagement, and curricular/co-curricular diversity.

During the 2016-17 academic year, a few key initiatives sponsored by the Task Force included:

- Professional development opportunities for faculty to support engaging diversity in the classroom with more than 40 participants.
- Sponsored the Celebrating Black Excellence event led by Jennifer Kidd of the Darden College of Education with 180 fifth graders and over 200 ODU students, encouraging higher education opportunities.
- Co-sponsored the inaugural institutional membership with the National Center for Faculty Development & Diversity to offer opportunities to all faculty to participate in online webinars and training for professional development.
- Sponsored a Student Diversity Conversation Series that engaged students in critical dialogue that promotes understanding, unity, and civility.
- Collaborated with the Faculty Diversity Leaders and the Office of the Provost to develop and pilot the “Automatic Thinking” diversity

awareness module designed to enhance inclusive practices.

- Facilitated “Dine and Dialogue” sessions for students and employees through a collaboration between the Office of Institutional Equity and Diversity and the Office of Intercultural Relations.

Next Steps for the 2017-18 Academic Year:

At the opening of the current academic year, the Task Force sponsored by the Office of Institutional Equity and Diversity led the charge of President Broderick to conduct a Dine and Dialogue session titled “Monarch CommUNITY Conversation.” Other collaborators included the Student Government Association and the 1ODU student advisory group. The event engaged more than 200 faculty, staff and students who generated over 400 comments regarding civility, free speech, and inclusion. Key among the comments was to continue the conversations on ODU’s campus. As a result, another conversation on the “Intersection of Free Speech with Diversity and Inclusion” was held with more than 90 ODU faculty and staff in the fall semester. The Task

Force will continue to sponsor other initiatives that include, but are not limited, to:

- Continue Dine & Dialogue events that support critical conversations among faculty, staff, and students;
- Continue curricular and co-curricular professional development opportunities that support faculty and staff to engage students in critical thinking and civility concerning inclusivity;
- Collaborate with the Faculty Diversity Leaders in the academic colleges to support faculty recruitment, retention, and success in promotion and tenure;
- Collaborate with key offices to support community engagement opportunities; and

- Conduct an evaluation of the Task Force's initiatives and co-initiatives to identify key recommendations for moving forward and promoting continuous improvement.

To further promote transparency and inclusion, updates and opportunities to engage in inclusive conversations will be communicated regularly through the Office of Institutional Equity and Diversity's website and the Task Force. Rather than being the responsibility of one office, the Inclusive Excellence Framework becomes the ownership of the ODU community, positioning every member to be more responsible for creating, maintaining and sustaining better working, living and learning communities.

Scheduled meeting dates for the Task Force are:

Friday, January 26	11 a.m. - Noon	Cape Charles Room (Webb Center)
Friday, February 9	11 a.m. - Noon	Virginia Rice Room (Webb Center)
Friday, February 23	11 a.m. - Noon	Virginia Rice Room (Webb Center)
Friday, March 9	11 a.m. - Noon	Virginia Rice Room (Webb Center)
Friday, March 23	11 a.m. - Noon	Virginia Rice Room (Webb Center)
Friday, April 6	11 a.m. - Noon	Virginia Rice Room (Webb Center)
Friday, April 20	11 a.m. - Noon	Virginia Rice Room (Webb Center)

2017-2018 Task Force

Ivanete Blanco

Associate Professor, Department of Art
College of Arts & Letters
757-683-4047 - iblanco@odu.edu

Lesia Clark

Executive Director, Intercultural Relations
Student Engagement & Enrollment Services
757-683-4406 - lclark@odu.edu

William "Beau" Cowan

Student Representative
1 ODU Student Inclusive Excellence Advisory Board
wcowa001@odu.edu

Norou Diawara

Associate Professor
Department of Mathematics & Statistics
757-683-3886 - ndiawara@odu.edu

Elisabeth "Beth Ann" Dickie

Director
Educational Accessibility
757-683-4655 - edickie@odu.edu

Mark Dove

Vice President, Student Activities Council
Vice President, ODU NAACP
Vice President, Class Council
mdove006@odu.edu

ReNee' Dunman, Co-Chair

Assistant Vice President
Institutional Equity and Diversity
757-683-3141 - rdunman@odu.edu

Abdelmageed Elmustafa

Associate Professor
Mechanical and Aerospace Engineering
Batten College of Engineering & Technology
757-683-5576 - aelmusta@odu.edu

George Fowler

University Librarian
University Libraries
757-683-5904 - gfowler@odu.edu

Kaprea Hoquee

Assistant Professor
Counseling & Human Services
757-683-3326 - kfjohnso@odu.edu

Pattama Intavong-Snell

Student Representative
ODU Student Veterans Association
pinta001@odu.edu

Lea Lee

Asian Caucus
Associate Professor, Teaching & Learning
Darden College of Education
757-683-4801 - lxee@odu.edu

Gwen Lee-Thomas, Co-Chair

Interim Director of Diversity Initiatives
Institutional Equity and Diversity
757-683-3141 - gleethom@odu.edu

Ling Li

Asian Caucus
Professor, Information Technology &
Decision Sciences
Strome College of Business
757-683-6455 - lli@odu.edu

Christina Lipuma

Director for Community Engagement
University Advancement
757-683-5759 - clipuma@odu.edu

Garrett McAuliffe

Professor, Counseling & Human Services
Darden College of Education
757-683-5705 - gmcaulif@odu.edu

Linda Miller-Dunleavy

Senior Lecturer, Communication
Disorders and Special Education
Darden College of Education
757-683-6296 - lmillerd@odu.edu

Christopher Osgood

Associate Professor, Biological Sciences
College of Sciences
757-683-6778 - cosgood@odu.edu

Randale Richmond

Senior Associate Athletic Director
Compliance & Student-Athlete Welfare
Intercollegiate Athletics
757-683-3369 - rrichmon@odu.edu

Joe Ritchie

Co-Chair, Safe Space Committee
Director, First Year Academic Enhancement
Advising & Transfer Programs
757-683-3712 - jlritchi@odu.edu

Tonya Shell

Conduct Advisor
Student Engagement & Enrollment Services
tshell@odu.edu

Denisse Thillet

Director of Student Outreach & Support
Student Engagement & Enrollment Services
757-683-3442 - dthillet@odu.edu

Harold Williams

Associate Director of Outreach
Alumni Relations
University Advancement
757-683-5843 - hwilliam@odu.edu

Johnny Young

Associate Vice President
Student Engagement & Enrollment Services
757-683-3442 - jwyong@odu.edu

Betsy Zimmerman, MEd, NCC

Doctoral Student in Counselor Education
& Supervision
Department of Counseling & Human Services
ezimm001@odu.edu

Dan Zimmerman

Assistant Director for Academic Initiatives
Housing & Residence Life
757-683-4283 - jdzimmer@odu.edu