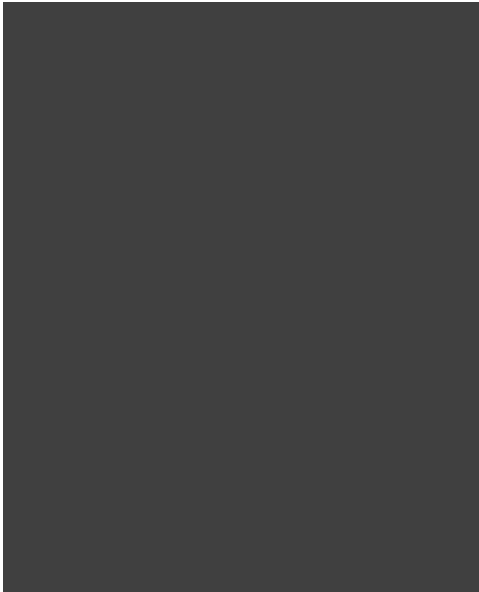


Old Dominion University acknowledges that diversity and inclusion is an indispensable part of the experience for members of our campus community. Over the years, a series of committees and task forces have made recommendations on how to advance diversity and inclusion related issues on our campus. Although the university has a long standing history of diversity related initiatives, prior to 2012 there was no strategic planning for diversity and inclusion that rose to the level of an institutional commitment.

With the reassembly of the President's Task Force on Inclusive Excellence in 2014, Old Dominion clearly signaled that diversity and inclusion is an institutional priority. Throughout the 2015-16 school year, the Task Force worked diligently to develop a strategic and comprehensive university-wide diversity and inclusive excellence plan, also known as the Inclusive Excellence Framework. In the framework's five year strategic plan, 2015-2019, Old Dominion formally affirms its commitment to growing and sustaining diverse and inclusive living, learning and working environments. Thanks to the leadership of The Office of Institutional Equity & Diversity and support of the Task Force, implementation of elements of the framework have been hugely successful in its first year.

By *Advancing Inclusive Excellence*, we seek to fortify our position as a forward-focused metropolitan university and engage deeper with the institution's mission statement to serve our students, enrich the

Commonwealth of Virginia, the nation, and the world through rigorous academic programs, strategic



Since the first conference in 1993, The Compact for Faculty Diversity sponsors the Institute on Teaching and Mentoring, a four-day conference which is the largest gathering of minority doctoral scholars in the country. Now in its 23<sup>rd</sup> year, The Institute, as it is commonly referred to, gives the issue of faculty diversity a national focus

The Faculty Summer Institute on Teaching and Learning (May, 2016). Presented by The Center for Learning and Teaching, the theme of the 2016 Faculty Summer Institute was *Faces of Diversity across our Global Campus*. The Institute was designed to bring scholars, across disciplines, together to explore diversity in the light of an increasingly complex and pluralistic global society. Members of the university community were invited to engage the audience via workshops, paper and poster presentations and panel discussions. Select members of The Task Force participated in a panel discussion that highlighted a step-by-step picture of

the strategic diversity planning process from the formation of the Task Force to the gathering of data from different constituent groups (i.e., *Advancing Inclusive Excellence: Institutional Diversity Planning Efforts*). A discussion of the planning process clearly set forth the institutions aspirations and determination to advance diversity as well as provided a comprehensive and integrated road map for achieving Inclusive Excellence. Panelist included:

Linda Miller-Dunleavy, Senior Lecturer, Darden College of Education

Christopher Osgood, Associate Professor, College of Sciences

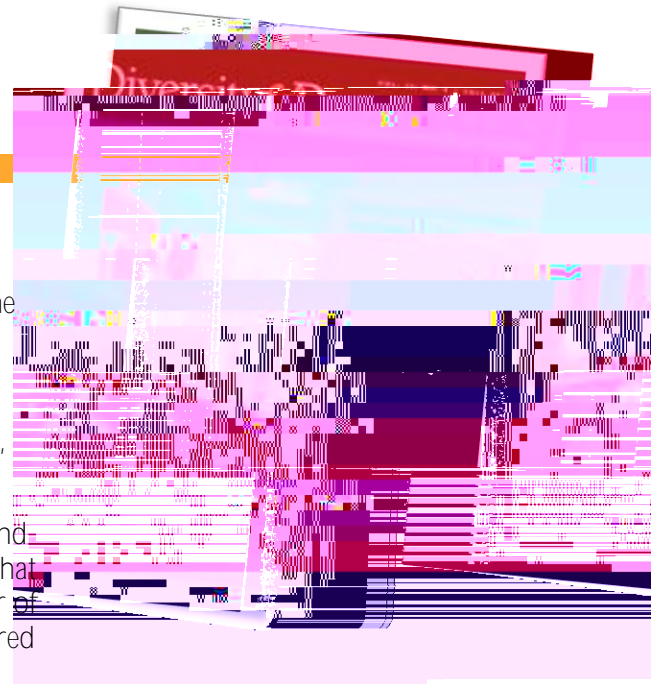
Randale Richmond, Senior Associate Director, Intercollegiate Athletics

Stephanie Sanders, Director, Diversity Initiatives, Institutional Equity & Diversity

Johnny Young, Associate Vice President, Student Engagement & Enrollment Services

One technique used to institutionalize diversity and inclusion initiatives is the strategic planning process, carried out at the highest level of the institution. Although no panacea, strategic planning efforts provide a road map for the institution to follow, which include but is not limited to defining and operationalizing diversity and inclusion at the local level of schools, colleges, units and departments.

To begin the strategic planning process, plan authors discussed challenges and opportunities associated with the strategic implementation of a framework that would result in measurable results across the institution. During the summer of 2015 plan authors met bi-weekly to identify framework content to be delivered to the campus community starting August, 2016. The identified content included a preamble,



## ADVANCING INCLUSIVE EXCELLENCE



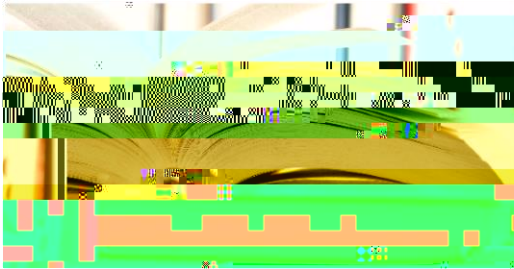
Communicating the Inclusive Excellence Framework to the campus community and obtaining feedback was considered a crucial first step for successful implementation. Since the workplace is ever changing, the Task Force approached the plan rollout with a well-conceived communication plan that invited everyone onboard to the extent possible that maximized plan feedback. To promote transparency, ownership and buy-in, a draft [first iteration] of the Inclusive Excellence framework was presented to the campus community, including students, faculty and staff via open fora:

Thursday, April 16<sup>th</sup>, 2015  
Student Diversity Open Forum  
Friday, April 24<sup>th</sup>, 2015  
Faculty and Staff Open Forum  
Tuesday, June 23<sup>rd</sup>, 2015  
Faculty and Staff Open Forum



The Inclusive Excellence Framework was subsequently reviewed by the president, senior leadership and members of the provost's council. Additional feedback was obtained via on-line surveys to department chairs and faculty diversity leaders. To further promote transparency and plan rollout, presentations were made to individual units and the Faculty Senate Executive Committee. Finally, two campus wide announcements were shared with all members of our university community that provided Task Force updates, member representation and next steps.

Thursday, August 13<sup>th</sup>, 2015  
President's Administrative Retreat  
Tuesday, January 12<sup>th</sup>, 2016  
Auxiliary Services  
Fall, Spring 2015-16  
Campus-wide update



While some elements of the Inclusive Excellence Framework are currently being supported and implemented through Inclusive Excellence Funds, the





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The following initiatives were supported with Inclusive Excellence Funds during the 2015-16 school year:

Black Currency Day, Co-sponsored by Jennifer Kidd and The Darden College of Education, Department of Teaching and Learning. This initiative advanced goals outlined in the Inclusive Excellence Framework related to student diversity, curricular/co-curricular diversity and diversity through engagement. Held April 5<sup>th</sup>, from 12:00-2:00pm, Black Currency Day highlighted persistent racial disparities and meaningful contributions from living and deceased African Americans to minimize structural barriers and advance racial equality. The Department of Teaching and Learning, under the leadership and direction of Dr. Jennifer Kidd, paired ninety 5<sup>th</sup> graders from Jacox Elementary School with 70 ODU student mentors from across the campus to help facilitate this event. This year's theme was, "We have a dream!"

Faculty Summer Institute on Teaching and Learning, Co-sponsored by The Center for Learning and Teaching and Institutional Equity & Diversity. This initiative advanced several goals outlined in the Inclusive Excellence Framework (i.e., faculty diversity, diversity through engagement, curricular/co-curricular diversity). The theme for this year's Institute, held May 17-18, was *Faces of Diversity across our Global Campus*. Over the course of two-days content sought to explore the concept of diversity in

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Private [Discussion Forum](#) for peer-mentoring & problem-solving

Monthly accountability buddy match

Moderated monthly writing challenges

Access to the [Career Center](#) where members can post and search job listings

Access to the member library, which includes past webinar materials, referrals and readings

Discount when participating in the [Faculty Success Program](#)

National Student Leadership Diversity Convention (NSLDC), Co-sponsored by 1ODU Student Inclusive Excellence Advisory Board and Johnny Young. This initiative advanced goals related to student diversity, outlined in the Inclusive Excellence Framework. Held in Atlanta, Georgia, April 22-23, 2016, this convention hosts the largest national gathering of student leaders and advisors convening to address the most critical topics of diversity and social justice challenging college campuses today.