

**Provost's Council  
Diversity Statement**

**December 1, 2020**



**OLD DOMINION  
UNIVERSITY**

Old Dominion University is a recognized [international higher education leader](#) for reducing inequality and promoting social mobility among our students and graduates. More than half of our students come from underrepresented populations. The diversity of our students enriches our vibrant community and leads to collaborative innovation. Diversity and inclusion are sources of pride for the University.

While the racial and ethnic diversity of our student body continues to increase, the diversity of our underrepresented faculty has barely changed over the years. As of Oct. 2020, 11% of our 844 faculty and 28% of our 209 faculty administrators in the Division of Academic Affairs come from African American and LatinX populations, while 40% of our classified staff comes from those populations. The lack of racial diversity among academic affairs leaders (chairs, deans, associate deans, vice provosts, and so on) also remains a concern with few Asian, African American, and LatinX individuals holding those positions.

To continue to support our diverse student body and further close the equity gap, we must advance equity, diversity and inclusion among our faculty and faculty administrators. Representation across campus is important in supporting a thriving student body. In the next five years, we will increase the number of underrepresented faculty and faculty administrators. Addressing these disparities and inequities will provide students the same benefits that our diverse student population affords the University community. It is imperative that we strive to employ a faculty that reflects the students we serve. Anything less is a disservice to our community and inconsistent with Old Dominion University's commitment to inclusive excellence and diversity of thought.

To foster diversity and inclusion in Academic Affairs, members of the provost's council commit to the following:

- Demonstrate through actions, fiscal resources, policies, and planning a fundamental and real commitment to anti-racism by removing barriers to equity, diversity and inclusion in our faculty and staff.
- Encourage faculty and staff to participate in programming offered by the Office of Faculty Diversity and Retention.
- Partner with HBCUs, Hispanic Serving Institutions (HSIs) and other institutions to develop a pipeline of underrepresented minority scholars for potential future hires.
- Create an institutional structure, framework and policies designed for diverse learners.
- Identify a network/association (e.g., Southern Regional Education Board) and assign specific faculty/faculty administrators to participate in that network/association with the aim of recruiting diverse colleagues.

- Set and publish goals and objectives regarding the diversification of our specific units and accept responsibility and hold ourselves accountable for achieving them.
- Include the Office of Faculty Diversity and Retention in the early stages of our search efforts to make sure they are grounded in ideals of diversity and inclusion.
- Develop initiatives to retain underrepresented minority scholars at the same rate as majority faculty.
- Replace outdated recruitment and hiring approaches with current best practices for diversifying the candidate pool and the use of national graduation data to identify opportunities for hiring more scholars of color.
- Promote the advancement of multicultural competence and social justice in curricula and coursework
- Participate in ongoing assessment of the success of diversity and inclusion initiatives.
- Advance a positive cultural climate that promotes inclusion with mentorship, support and resources.
- Include diversity goals and objectives in self-evaluation and evaluation of direct reports.
- Provide leadership training opportunities to help minorities advance into higher education leadership positions.
- Hire the most qualified candidates in all searches.
- Implement the [“Six Point Plan Toward a More Inclusive ODU.”](#)

We understand the challenge ahead of us. If diversity and inclusion were simple to attain, our faculty demographics would more closely resemble our student demographics. We are hopeful that as leaders in social change, our commitment to diversity and inclusion, combined with the intellectual capital and entrepreneurial spirit that defines our institution, will help us identify and embrace innovative strategies and initiatives that will transform and diversify our Academic Affairs community. The entire ODU community – students, businesses, partners, alumni, and others – will benefit from our success in building a more diverse, equitable and inclusive Academic Affairs community.