

**Provost's Council
Diversity Statement**

December 1, 2020



OLD DOMINION
UNIVERSITY

- 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- Replace outdated recruitment and hiring approaches with current best practices for diversifying the candidate pool and the use of national graduation data to identify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