



University of Lynchburg

Office of
Equity and Inclusion

The Voice Newsletter, Fall 2020

Recruitment and Retention Task Force



I want to empower the task force to communicate with the campus community so that everyone is to be involved in the work to help transform the campus community.

— President Alison Morrison-Shetlar

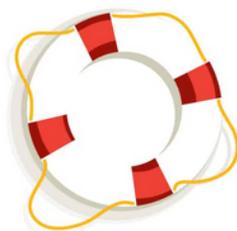
As part of President Morrison-Shetlar's leadership vision, she created the Recruitment and Retention Task Force in August. The purpose of the Recruitment and Retention Task Force is to look at the University's hiring practices, as well as examine the recruitment and retention of employees and students, but specifically faculty, staff, and students of color. Based on institution data, we have work to do to increase the number of faculty, students, and staff on campus. The task force consists of three subcommittees: Staff, Faculty, and Student, with representation from the faculty, staff, students, alumni, and community. The task force will make recommendations to Dr. Robert Canida II, vice president for inclusive excellence, and a final report to President Morrison-Shetlar by April 2021.

Safe Colleges : University of Lynchburg

Safe Colleges, a Vector Solutions brand, is a leading provider of award-winning safety and compliance solutions that help create safer and more inclusive colleges and universities. This brand provides the resources necessary for employee and student training, an anonymous tip reporting system, incident tracking, and SDS management.

Equip faculty, staff, and students with essential information to keep them safe.

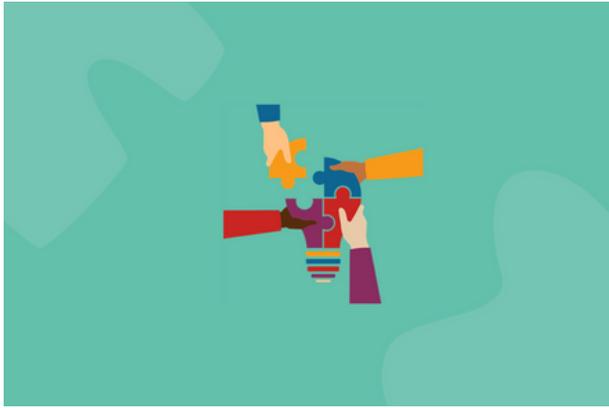
The University of Lynchburg has partnered with Safe Colleges to provide students, staff, and faculty learning opportunities. Faculty and staff are required to complete four diversity modules, as well as a sexual violence module, from Safe Colleges. The different module topics include: Diversity & Inclusion, Implicit Bias and Microaggression, Making Schools Safe and Inclusive for Transgender Students, Diversity Awareness, Sensitivity Awareness, and Creating a Respectful Campus for LGBTQ+ Students.



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The leader in safety and compliance for colleges.

Home for Hornets : Jessie Ball duPont Fund

A \$52,000 grant from the Jessie Ball duPont Fund will help Lynchburg's Office of Equity and Inclusion move forward with a brand new project: Home for Hornets.



Dr. Robert Canida II said that when he came to Lynchburg in December 2019, he quickly realized the need for a thorough audit to create a diverse, equitable environment everyone can call home.

The one-year project will include a comprehensive institutional equity audit and educational programs on diversity, equity, and inclusion to “build a vibrant campus culture of equity and place,” Vice President for Inclusive Excellence Dr. Robert Canida II said.

Home for Hornets will be led by Canida and the Office of Equity and Inclusion, as well as key campus partners, including the President’s Task Force on Diversity, Equity, and Inclusion, the Inclusive Excellence Council, and others.

Canida noted that Home for Hornets will accomplish two crucial pieces missing in the past: a comprehensive equity audit and DEI education at all stakeholder levels.

The University will partner with three leading equity organizations. Diversity & HR Solutions will conduct a comprehensive, six-to-eight-month institutional audit that will focus on all levels of stakeholders, beginning in January 2021. The Racial Equity Institute will host workshops in the spring. The National Coalition Building Institute, an international leadership organization that provides DEI educational sessions will contribute to long-term institutional and social change. Those sessions will begin in spring 2021.

Inclusive Excellence

What is Inclusive Excellence?

Inclusive excellence (IE) is the recognition that a community or institution's success is dependent on how well it values, engages, and includes the rich diversity of students, staff, faculty, administrators, and alumni constituents.

The University of Lynchburg strives to uphold the core values of inclusive excellence for the betterment and well-being of the institution.

Check out these sites for more information on inclusive excellence:

***Inclusive
Excellence***



[AACU Making Excellence Inclusive](#)

[NACE Center](#)

[Toward a Model of Inclusive Excellence
and Change in Postsecondary
Institutions](#)

Always Becoming

Alumni Board Member Carolyn Eubank '67 wrote the article *Always Becoming*. It contains diverse instances that happened over the years at Lynchburg and how they were handled. Each example relates to the University's goal of always becoming better and continuing to create an inclusive and welcoming environment for all faculty, staff, and students.

Examples:

- In 1946, the College was selected to participate in a nationwide project sponsored by the Council on Cooperation in Teacher Education to examine race relations. Inspired by this experience, a committee of faculty and students invited a delegation of students to campus for an exchange of idea. The students were from Virginia State College in Petersburg, an all-Black teachers college. After dinner, the Lynchburg and VSC students gathered to socialize and began dancing with one another. Of course, the very conservative local paper got wind of it and, once again, there was scathing criticism of "liberal" Lynchburg College.
- College students across the nation played an important role in the Civil Rights Movement of the 1960s,

and Lynchburg College students were no exception. In 1960, two LC students joined a Randolph-Macon Woman's College (R-MWC) student and a student from the all-Black Virginia Seminary and College for a sit-in at Patterson's Drug Store in downtown Lynchburg in an effort to integrate its lunch counter. They were arrested and sentenced to serve 30 days in jail. Friends brought them their textbooks and assignments so they wouldn't fall behind in their studies. The students were released early for good behavior and allowed to return to school. Also in the 60s, in an effort to further interracial dialogue and understanding, students from Lynchburg, R-MWC, Sweet Briar College, and Virginia Seminary and College formed an intercollegiate discussion group.

"I am very pleased that President Morrison-Shetlar is placing a high priority on increasing Lynchburg's commitment to diversity, inclusiveness, and equity. The late great Supreme Court Justice Ruth Bader Ginsburg believed that change did not occur with giant steps but by taking one step at a time. There is an adage that says you can't know where you're going until you know where you've been, and it is important for members of the University community to learn about some of the incremental steps in Lynchburg's history that have led to this moment." — Carolyn Eubank '67

Lynchburg will never be perfect, but the important thing is that it never loses sight of that goal.
- Carolyn Eubank '67

Summer Transition Program (STP)

DAY 1 : "WE'RE ALL IN THIS TOGETHER"

DAY 2: "TEAM COLOR DAY"

DAY 3: "ON FRIDAYS WE WEAR RED"

DAY 4 : "ALL THE GOOD THINGS"

Aug. 5-8, 2020, 43 first-year students arrived on campus early to participate in the University of Lynchburg's 25th session of the Summer Transition Program (STP). This year's four-day program was a bit different from past years due to restrictions imposed by pandemic protocols, but it was nonetheless a successful program.

Move-in was staggered and students were assigned a specific move-in time frame on Wednesday, Aug. 5. Check-in was virtual. The opening session was face to face, without handouts, with the STPeeps social distancing and wearing masks in Hall Campus Center's Memorial Ballroom. Sessions were limited to a time frame of no longer than 45 minutes, if virtual, and less than 90 minutes, if face to face. No large gatherings were allowed, so most social events were held in small groups led by eight upperclass mentors (CheckMates) who have continued interacting with their students throughout the fall semester.



Student Spotlight



Andrew Thomas

"Howdy, y'all! My name is Andrew (he/him/his). I am a junior and music education major at the University of Lynchburg. I am from Blacksburg, but have done quite a bit of traveling in my life (nine countries on three continents so far). I am a transfer student from New River Community College, where I earned an associate degree in liberal arts. After I graduate, I hope to use my education to teach music lessons and maybe direct a choir while I study at a theological seminary.

Celebrating diversity, to me, means acknowledging and celebrating the uniqueness and beauty of all humans. I plan to celebrate others through open-minded conversations."

Native American Heritage Month

November is Native American Heritage Month. It's a time to celebrate and honor the cultures, traditions, histories, and contributions of native people. Use this as an opportunity to learn about the multitude of different tribes and cultures, and to raise awareness about challenges native people have faced, historically and in the present.



Photo used with permission from the Monacan Indian Nation.

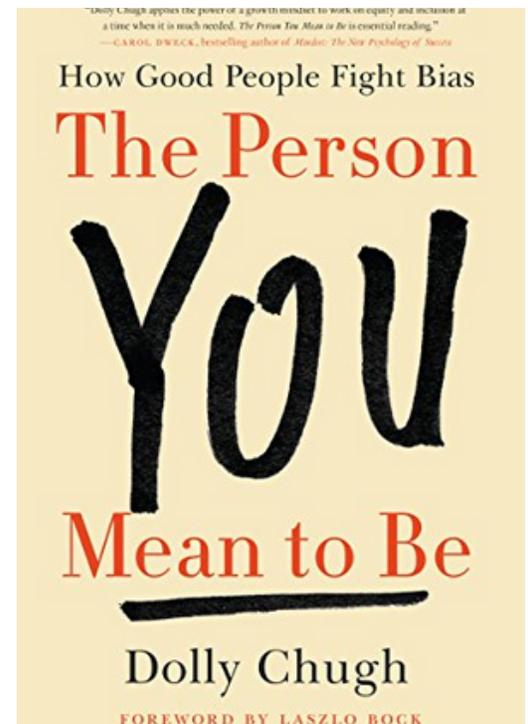
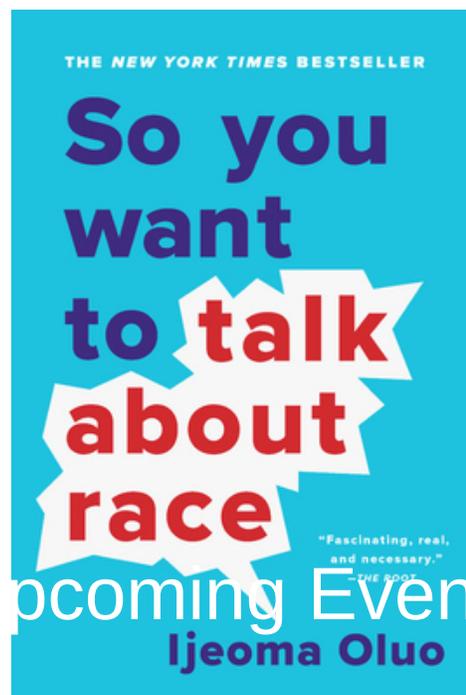
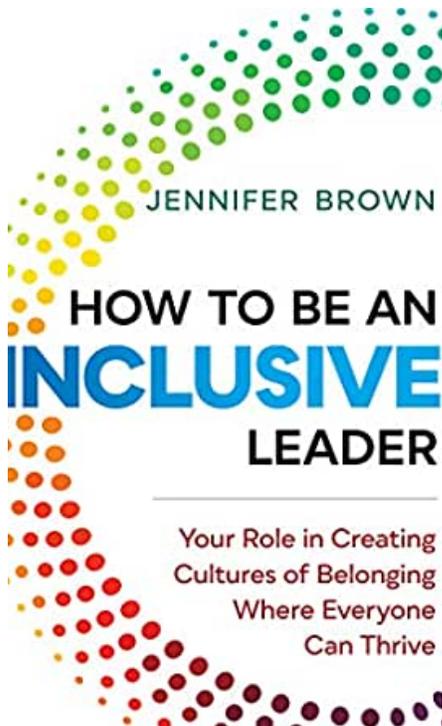
WAYS TO ACKNOWLEDGE THIS MONTH

- LEARN WHICH INDIGENOUS TERRITORY YOU LIVE ON AT:
[HTTPS://NATIVE-LAND.CA/](https://native-land.ca/).
- SUPPORT NATIVE-OWNED BUSINESSES AND CHARITIES.
- READ WORK BY NATIVE AUTHORS.
- TRY A NATIVE RECIPE.
- LEARN ABOUT NATIVE HISTORY AND TRADITIONS.
- APPRECIATE NATIVE ART.



Suggested Readings

Wanting to unwind or looking for a new read? Here are some suggested books that include topics of diversity, race, being inclusive, leadership, etc.



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