



The Voice Newsletter, Summer 2020

Dr. Canida Appointed to VP Role



***"The time is
always right
to do what is
right."***

— Dr. Martin
Luther King Jr.

Dr. Robert L. Canida, II was appointed to the role of vice president of inclusive excellence by President Alison Morrison-Shetlar on August 3, 2020. Canida, who previously served as the diversity and inclusion officer at the University, will help support the Lynchburg's commitment to student, faculty, and staff success

within an equitable, inclusive, diverse, and supportive campus culture. In her email to the University community, Morrison-Shetlar noted, "Since Dr. Canida's arrival, he has been actively engaged in providing courageous and wise leadership on issues involving diversity, equity, and inclusion." The Office of Equity and Inclusion is very excited to see what Dr. Canida has planned to continue moving the University on the path to becoming an institution of inclusive excellence. Join OEI in congratulating him on his new position!

Inclusive Excellence Team Becomes More Inclusive

The Inclusive Excellence Council, originally named the Inclusive Excellence Team, is a collaborative group consisting of students, faculty, staff, alumni, and community volunteers striving toward making Lynchburg an institution of inclusive excellence. The IEC will shape the Inclusive Excellence Strategic Plan, along with other diversity, equity, inclusion, social justice, and liberation initiatives.

Inclusive Excellence



The six groups involved in the IEC:

- Student Diversity Council
- Faculty Committee on Diversity, Equity, and Inclusion
- Staff for an Inclusive Community
- Staff Advisory Committee
- Alumni Committee
- Community Committee

Each of these groups work both independently and collaboratively to ensure the University of Lynchburg is living up to its values of community, diversity, and integrity. For more information, or to join the IEC, please contact Dr. Robert L. Canida II, vice president for inclusive excellence at canida_rl@lynchburg.edu.

"When I dare to be powerful, to use my strength in the service of my vision, then it becomes less and less important whether I am afraid."

— Audre Lorde

OEI Hosts Summer Webinar Series

OEI, the Inclusive Excellence Council, the Presidential Task Force Diversity Committee, and the Teaching and Learning Center hosted the summer webinar series *Diversity Thrives During Trying Times*. The series consisted of seven one-hour sessions presented by experts in various fields. Topics include:

Learning Tools

- Implicit vs Explicit Bias;
- Difficult Course Content when Teaching Online;
- White Privilege and Entitlement Culture;
- Leading Inclusively During Uncertain Times;
- A Bigger Box to Include All of Us;
- LGBTQIA Student Engagement & Intersectionality in Higher Education;
- Confronting Race in the Classroom.

Courageous Conversation...



Lynchburg Past Events
lynchburg.edu

A screenshot of a video player interface. The video title is "DEI Summer Workshops - A Bigger Box to Include All of Us |...". The video content shows a poll from PollEv.com with the question "Would you rather be included or accepted?". The poll results are displayed as a horizontal bar chart: "Included" (A) at 5%, "Accepted" (B) at 37%, and "There's no inclusion without acceptance." (C) at 58%. The video player includes a "Watch later" button, a "Share" button, a "MORE VIDEOS" button, and a progress bar showing 33:00 / 52:56. A small video inset in the bottom right corner shows a woman speaking.

Brave & Bold Dialogues: Diversity, Equity, and Inclusion Education Module

Learning Tools

As we continue our commitment to being an institution of inclusive excellence, the Student Government Association, Residential Student Organization, and the Office of Equity and Inclusion are excited to introduce a new course requirement for our students, ***Brave & Bold Dialogues: Diversity, Equity & Inclusion – College Edition***. This one-hour awareness course is designed to educate, inspire, prepare, and empower you to have constructive dialogues around the areas of diversity, equity, and inclusion. We ask that you complete the course in its entirety. At the end of the course, you will receive a Certificate of Completion.

In September, you will receive an email with instructions on how to access the Brave & Bold Dialogues Module.



Grant Opportunitites

OEI is proud to announce the University's first Diversity and Inclusion Innovation Grant (DIIG) Program, which will start accepting applications in September. The DIIG award will be up to \$1,000 for project resources, professional development, and/or student presentations. Students, faculty, and staff in good standing with the University will be eligible to apply. We welcome proposals for projects and programs that advance diversity, equity, and inclusion in one or more of the following areas:

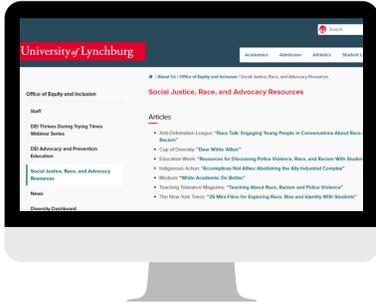
- Recruitment and retention.
- Dialogue and civil discourse for social equity
Curricular/co-curricular collaborations.
- Enhanced student learning within and beyond the classroom.
- Integration of local/global diversity.
- Faculty research and teaching in the area of diversity and inclusion.
- Workplace inclusion.
- Social justice.
- Equity.
- Students' understanding of collaboration and inclusion
- Faculty, student, and staff partnerships.
- Other related topics.

Questions or inquiries about the proposal process can be submitted to oei@lynchburg.edu or 434.544.8540.



Resources At Your Fingertips

A Social Justice, Race, and Advocacy Resources page has been added to the OEI website. This page houses links to various resources that help educate learners and support people and causes. Resources come in various formats, such as books, articles, presentations, podcasts, movies and more. There are also links to health services resources and financial support funds.



Social Justice, Race, and Advocacy Resources



Articles Anti-Defamation League: "Race Talk: Engaging Young People in Conversations About...

University of Lynchburg

Upcoming Events

Dialogue on the Dell: Transitioning Back to Campus Life, An Opportunity for Connection

Wednesday, Aug. 26 at 7 p.m., Virtual

As we transition back to life and learning on campus, we want to provide a space for you to share, discuss, and connect around issues that are impacting your life. The primary topic of this initial dialogue is how pandemic and social injustice-related stress is impacting your experience as you return to campus. Faculty from the Counselor Education Program will facilitate this dialogue. The goal of the program is for you to share your experiences and connect with others in our campus community so that the conversation is meaningful to you.

<https://lynchburg.libcal.com/event/6939145>

***Courageous
Conversations***

Upcoming Events Cont.

Real Talk: Black and Brown Officers Speak

Tuesday, Sept. 1, 6 p.m., Virtual

Join a panel of Lynchburg Police Department officers, University of Lynchburg campus safety officers, and Chief Eric English of the Harrisonburg Police Department, as they speak about their experiences as officers of color, building better partnerships with communities of color, and police brutality. Facilitating this conversation will be Dr. Owen Cardwell, assistant professor of leadership studies at the University of Lynchburg.

<https://lynchburg.libcal.com/event/6940392>

University of Lynchburg
Office of Equity and Inclusion

DIALOGUE ON THE DELL

Dr. Daniel Hall Dr. Sara Bailey

Transitioning Back to Campus Life

An Opportunity for Connection

The world is a different place today than it was when we left campus in March. As we transition back to life and learning on campus, we want to provide a space for you to share, discuss, and connect around issues that are impacting your life. The primary topic of this initial dialogue is how pandemic and social injustice-related stress is impacting your experience as you return to campus. Faculty from the Counselor Education Program will facilitate this dialogue with the goal being for you to make the conversation what you need it to be, sharing your experiences and connecting with others in our campus community.

Wednesday, August 26th @ 7:00pm
Virtual Event Link:
<http://meet.google.com/vwa-mqce-bmb>

Real Talk: Black and Brown Officers Speak

University of Lynchburg
Office of Equity and Inclusion

Officer Tarah Pyles Officer Liary Polanco

Officer Dee Brown Chief Eric English Officer Tereika Grooms

Officer Crystal Garrett Dr. Owen Cardwell Officer Joe Tucker

Join a panel of Lynchburg Police Department Officers, University of Lynchburg Safety Officers, and Chief Eric English of the Harrisonburg VA Police Department, as they speak about their experiences as officers of color, building better partnerships with communities of color and police brutality. Facilitating this conversation will be Dr. Owen Cardwell, Assistant Professor of Leadership Studies at the University of Lynchburg

Tuesday, September 1, 2020
6:00 pm | Virtual
<https://meet.google.com/fqn-vyoq-pbm>

Get Involved

Student organizations and affinity groups that work in conjunction with the Office of Equity and Inclusion:

Student Involvement

- Alpha Psi Lambda
- Asian Pacific Islander Student Association (APISA)
- Black Student Association (BSA)
- Latino Student Association (LSA)
- Man2Man (M2M)
- Native American Student Association (NASA)
- Sexuality And Gender Acceptance (SAGA)
- Student Diversity Council (SDC)
- Woman2Woman (W2W)

If you would like more information about any of these groups, please email fmc@lynchburg.edu!



Get Involved

Employee organizations and affinity groups that work in conjunction with the Office of Equity and Inclusion:

Employee Involvement

- **African American Affinity Group (AAAG)**
 - The African American Affinity Group at the University of Lynchburg provides an organized support system that fosters a collegial campus climate and a culture of unity, equity, respect, and mutual support among African American and black faculty and staff.
Email: aaag@lynchburg.edu
- **Lynchburg Q**
 - Lynchburg Q is a safe space for LGBTQIA+ faculty and staff to celebrate their identities while simultaneously finding ways to uplift LGBTQIA+ students on campus.

If you would like more information about either of these groups, please email oei@lynchburg.edu.



Student Spotlight



Tell us about yourself.

Hello! My name is Rochelle Barasona! I am a senior health promotion major with an emphasis in public health and a minor in business. I was born and raised in Herndon, Virginia, into a family consisting of my mother, father, and older brother.

What does equity and inclusion mean to you?

Equity and inclusion are terms that I am constantly learning more about. I see equity as being able to bring every person to the table and giving them the necessary means to voice their stories. Inclusion is making sure that no person gets left behind, and everyone is acknowledged for who they truly are.

What have you been involved with that contributes to making a more equitable and inclusive environment at the University of Lynchburg?

I am one of the founders of our Asian Pacific Islander Student Association (APISA) on campus and I have participated as a leader for the Summer Transition Program (STP) for the past three years. The goals of APISA are to create a comfortable and safe environment for our Asian Pacific Islander students as well as promote and educate Asian culture on campus. Though the program only lasts about a week, STP is designed to help students transition into the university life from high school by creating lasting bonds with the first-years and becoming a source of guidance.

What advice would you give to a student who wanted to get involved with the campus' equity and inclusion efforts?

Our school has many affinity groups catered to the promotion of equity and inclusion. The best way to learn more about each organization is to talk to current members or visit the Office of Equity and Inclusion. If there is not a group that is specific to your needs or interests, the office can help you create one! If you simply want to know more information without committing to an organization, the staff and students within the office are also open to having conversations about equity and inclusion! Take the first step and we will be there to guide you!

Employee Spotlight



Dr. Daniel Hall

What is your role on campus and how long have you been with the University?

I am the director of the Counselor Education Program in the College of Education, Counseling, and Leadership Studies. We are a graduate program with specializations in Clinical Mental Health and School Counseling. I came to the University of Lynchburg in 2018.

Tell us about your background.

I have provided counseling services in a variety of settings, including private practice, community outpatient services, hospital outpatient services, a college counseling clinic, and a retirement community. I also served as an adjunct facilitator of leadership

development for the Center for Creative Leadership in Greensboro, North Carolina. Prior to entering the counseling field and academia, I worked as a human resource manager in the manufacturing sector and an event manager in the entertainment sector.

What does equity and inclusion mean to you?

At a broad level, I think equity and inclusion are about taking active approaches to building communities where diversity is not simply welcomed but is intentionally sought and developed as a means of enriching our lives and work. As a highly privileged white male, I also give much thought to the inverse relationship between privilege and oppression. If equity is the goal, this inverse relationship means we simply cannot address systemic oppression without addressing systemic privilege. I see this as one of the major barriers to achieving equity, as it can be a very uncomfortable idea for those who, like me, hold immense privilege.

In what ways are you a part of promoting equity and inclusion on campus?

Within the Counselor Education Program, our entire faculty, which is an awesome group of individuals, hold equity and inclusivity at the foundation of the work we do as counselors and educators and it is infused throughout our curriculum.

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Outside of our program, I serve as an equity advocate through the Office of Equity and Inclusion for faculty and staff employment searches across campus. I also serve on the Faculty Committee on Diversity, Equity, and Inclusion, which is working on issues related to diversity within our curriculum and the recruitment and retention of diverse faculty at the University.

Dr. Hall is the chair of the FCDEI of OEI's Inclusive Excellence Council

Alumni Spotlight



Nikki Kawalec '01

Tell us a little about your University of Lynchburg experience.

Lynchburg was the only school I applied to during my college search. I walked onto that campus and I knew with every inch of my being I was going to be a Hornet. I am a proud member of the Class of 2001 where I received a Bachelor

of Arts in history, a minor in philosophy and, due to the nature of things, a healthy concentration in political science. I tried to make the most of my four years at LC; I wanted to meet and talk with as many different people that were willing to talk with me. I had hard discussions (because at that time that is what I knew) with fellow classmates, professors, etc. to better educate myself about any and all topics. I also completely threw myself into campus life:

SGA:

Class treasurer, freshman/sophomore years

Class representative, junior/senior years

Student judiciary boards:

Honor Board 1997-1998, 2000-2001

Appeals Board 1999-2000

Alpha Sigma Alpha Sorority

- Founding member, 1998
- Standards chairman 1998-1999
- VP of Programming and Ritual 1999-2000

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Greek Service Organization Council:

- Secretary 1999-2000

"Shades" theater production (fuzzy on the years: 1999, 2001 I believe)

Lynchburg Ally (I believe 2000-2001)

LC Dance Company, 1999-2000

Model UN Delegate, 1998

History Department student worker, 4 years.

Honor Societies and Awards:

- Outstanding Greek Woman of the Year (1999 or 2000)
- Phi Alpha Theta, National History Honor Society, president 2000-2001
- Order of Omega, National Greek Honor Society
- Omicron Delta Kappa, National Leadership Honor Society

What does equity and inclusion mean to you?

I think of these two words, I look at them separately as you cannot have inclusion without first addressing the equity of the situation. Equity is giving people the opportunity to "help level the playing field" where existing inequalities have prevented people from an opportunity that is available to everyone else. Inclusion is where every person is accepted as part of the bigger group. In the Disney movie, Lilo & Stitch, they say "Ohana means family, and family means that no one is left behind or forgotten." Every time I hear of the

word inclusion, I think of that one phrase, "no one is left behind or forgotten."

The other week, I heard a great concept regarding DEI/J from Flo King, of Thriving Inclusion, that deeply resonated with me:

- **Diversity** asks, "Who is in the room?"
- **Inclusion** would also ask "Has everyone's ideas been heard? Is the environment safe for those ideas to be heard?"
- **Equity** responds "Who is trying to get into the room but can't?"
- **Justice** responds "Whose ideas won't be taken seriously because they aren't in the majority?"

For me, this helps to place these two words in a better context when discussing DEI/J with others. It makes people stop and think about what is being discussed and if equity and inclusion are mindfully being practiced.

As an alumna, why is having a campus of inclusive excellence important to you?

I had a great experience while at Lynchburg, but I understand that not everyone had the same understanding as me. Lynchburg has the ability and the responsibility to offer its students, staff, faculty, and alumni to grow and learn about equity and inclusion. The obligation of the school needs to be to create a safe space for those who need the opportunity to be heard. Lynchburg needs to practice what it preaches — until then, just saying you want inclusive excellence without doing the work are just buzz words to make people feel like the school understands and is providing those services. I want to be
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proud of my alma mater for truly wanting to do the right thing for the campus community. I would want any person to walk onto that campus and not only feel that they belong but also seen, heard and validated.

Since graduating from the University of Lynchburg, what have you been involved in that promotes equity and inclusion?

I will be completely transparent, my voice for equity and inclusion started with the LGBTQ community over the years and slowly, as my own self-education evolved, my voice has including support for the Black Lives Matter movement. I have a big mouth and I am not

afraid to use it. Some people may find my big mouth off-putting when I am willing to talk about difficult subjects, but if something needs to be said, I have no problem saying it (respectfully of course). To speak out for DEIJ is a commitment to a way of life. I know it will not be easy, I know it will be frustrating, but at the end of the day every person needs to be allowed a seat at the table to be able to fully embrace all the opportunities that life offers.

Nikki Kawalec is the secretary for the Alumni Committee of OEI's Inclusive Excellence Council

Community Spotlight



Tremayne Edwards

Tell us about yourself.

I work at the Academy Center of the Arts where I serve as the director of community engagement. Each day I have the pleasure of working with various community partners, organizations, institutions, and individuals in an effort to make the arts, and our facilities, accessible to our community. I work hard to ensure the entire community sees themselves in what we present. I grew up in Hampton Roads (Suffolk, Virginia), but moved to Lynchburg in 2009 to attend Liberty University to study English literature and fine arts.

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How long have you been a part of the Lynchburg community and what is your favorite aspect of being involved in the community?

I have lived in Lynchburg for 11 years now and I have enjoyed the journey and growth our city has had. My favorite aspect of being involved with community work in Lynchburg is that people truly do care. Everyone wants to collaborate when there is an opportunity and truly is committed to making things better for all. It's refreshing to see and work with so many who put service above self.

What does equity and inclusion mean to you?

To me, doing the true work of equity and inclusion means bringing integrity. Seeing a barrier and being fully committed to breaking down every factor that helped to even create that wall. It is far more than just having a seat at the table, but also being able to speak, be heard, and have your thoughts/suggestions be implemented at that table as well.

Why is promoting equity and inclusion important to your role with the Academy Center of the Arts?

The arts pride themselves on being an inclusive community/space for those who enjoy it. It is so important to us here at the Academy Center of the Arts to create policies that keep us inclusive and equitable because our mission each day commands it. We are to "serve our community through arts and culture" regardless of varying backgrounds, economic status, sexual orientation, etc. We create programming that is for our community, so it is important each day that we are putting systems in place so that we can best serve our community.

Tremayne Edwards is the chair for the Community Committee of OEI's Inclusive Excellence Council.

"There's really no such thing as the 'voiceless'. There are only the deliberately silenced, or the preferably unheard."

— Arundhati Roy

The OEI Team



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Vice President for
Inclusive Excellence



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Title IX Coordinator



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