

Diversity, Equity, Inclusion, and Belonging

2022-2023 CAMPUS HIGHLIGHTS



Westhampton College and Richmond College student government presidents Penny Hu and Joseph Coyle were part of the Commencement processional. During her tenure, Hu established Spiders Against Bias. Photograph by Jamie Betts.



Shared Goals

REPRESENTATION

Continue to recruit and retain talented and diverse students, faculty, and staff to ensure our campus community reflects the rich diversity of our city, region, nation, and the world.

BELONGING

Cultivate inclusive living, learning, and work environments in which all can fully participate in the life of the institution and experience a sense of belonging.

CAPABILITY

Become a skilled intercultural community that enables and enriches an unparalleled academic experience.

Our distributed leadership model for diversity, equity, inclusion, and belonging (DEIB) at the University of Richmond centers collaboration, alignment, and accountability while expanding the networks of Spiders engaged in this important work. As senior administrative officer, I have the privilege of reporting on a few highlights from across the campus this year. I am grateful for the continued and emerging work of many students, staff, and faculty to advance our shared DEIB efforts, only some of which is captured here.

In support of our capability goal – to become a skilled intercultural community that enables and enriches an unparalleled academic experience – many members of our campus community continued to build knowledge and skills to contribute to a more inclusive campus. From the Office of the Provost’s Interrupting Bias Workshop for faculty and staff to HR’s Creating an Inclusive Work Environment session, to the Student Center for Equity and Inclusion’s Affirming Space and Inclusive Partner Certificate programs to the weekly Intersections discussions, the Community Dialogue Network, and the faculty-led HHMI grant to research and support belonging in the classroom, many Spiders embraced learning and practice in support of DEIB.

Other dedicated colleagues completed an internal review of our bias reporting process. Departments and schools centered DEIB in their planning efforts. New faculty, staff and students joined our Inclusive Community Council (formerly the Institutional Coordinating Council for Thriving, Inclusion, Diversity, and Equity). In the spring, Belonging and Community was identified as one of UR’s five priorities in the institutional strategic plan.

We have more work to do. Please join me in the daily and long-term work to realize a campus community where all members can fully participate and experience a sense of belonging.



Dr. Amy Howard
Senior Administrative Officer, Equity & Community



DISTRIBUTED LEADERSHIP

To learn more about this model and how DEIB work is embedded across the University, visit equity.richmond.edu.

Students gather in the LGBTQ+ Lounge on campus. Photograph by Jamie Betts.



THE ARTS AT RICHMOND

University Museums exhibitions, including *Gee's Bend Prints* and *Jay Lynn Gomez: Domestic Scenes Reconsidered*, and Modlin Center for the Arts performances continued to cultivate an inclusive campus community and engage students in reflective opportunities.

Enriching the Student Experience

A GROWING CENTER

The Student Center for Equity and Inclusion (SCEI), in its second year on campus, welcomed new and dynamic staff members and positively impacted the student experience through programming and events this year.

Through the Thrive Multicultural Experience, multicultural students build community, develop professional skills, explore and embrace their identities, and prepare for life after college. The program begins with an orientation program for first-year students and continues to engage students during their four years at UR.

The updated Affirming Space Training Program (formerly known as Safe Zone) is a two-part series designed for faculty, staff, and students

who want to strengthen their cultural competency as it relates to the lesbian, gay, bisexual, transgender, and queer (LGBTQ+) community.

Formerly called Spider Firsts, Spiders FLI now represents both groups of students that SCEI supports: F (first-generation) and LI (limited-income) and hosted special events this year with local alumni.

In 2022-2023, SCEI also promoted many celebratory opportunities to honor differences in the world and on our campus and continued to support the academic and professional development of our students in significant ways.



Students enjoy a Block Party hosted by the Student Center for Equity and Inclusion at the start of the year. Photograph by Jamie Betts.



Casey Butler, associate director of the Student Center for Equity and Inclusion, meets with a student in their office. Photograph by Jamie Betts.

“This year, the SCEI received an outpouring of support from the Spider community, and we look forward to continuing to create programs that center the experiences of underrepresented students especially at a time where their humanity is being trivialized in society.”

Dr. Morgan Russell-Stokes, Dean for Student Equity and Inclusion and Director of the Student Center for Equity and Inclusion

Left: A multifaith pilgrimage to Berlin explored how Germany has dealt with the moral culpability of the holocaust and how those learnings might translate to our own context.

Right: A multifaith baccalaureate service celebrated the class of 2023.



RELIGIOUS LIFE

In 2022-2023, the Office of the Chaplaincy continued its important work to create structures of inclusion for the diversity of faith traditions present on campus and to animate conversations across religious differences. In addition to hosting regular programming for Christian, Muslim, Jewish, and spiritual but not religious (SBNR) students, Chaplaincy staff supported other traditions (Greek orthodox, Hindu, Buddhist), educated about the University's Religious Observance Policy, and hosted a wide variety of multi-faith dialogues.

Chaplaincy staff led four pilgrimages (two domestic and two international) to foster community and understanding across lines of

religious, spiritual, and cultural differences, and hosted the annual Weinstein-Rosenthal Forum, featuring Pulitzer prize winning author, Isabel Wilkerson, addressing the roots of racism and social discontent in American society.

Chaplaincy staff worked with dining services to expand Halal offerings for Muslim students, and washing stations will be installed in the Wilton Center to allow the UR Muslim community to comfortably prepare for prayer.

In support of Jewish life, Carole and Marcus Weinstein announced this year that they will donate \$3 million to the Office of the Chaplaincy. The gift will support Jewish student

programming and strengthen opportunities for the entire campus to learn more about Jewish tradition.

Students, faculty, staff, and community members gather for the first night of Passover Seder held on campus.





← Student-athletes attend the Black Student-Athlete Summit with Dr. Courtney Hughes, assistant athletics director for academic support and civic engagement.

SPIDER ATHLETICS

Spider Athletics supported multiple DEIB initiatives and opportunities for student learning and development in 2022-2023. Student-athletes participated in a Civil Rights Trail Immersion Tour during fall break, a guided tour of Richmond’s Jackson Ward co-sponsored by the Bonner Center for Civic Engagement, and the Black Student-Athlete Summit hosted by the University of Southern California. The Spider Athletes of Color Alliance (SACA) co-hosted

Welcome Back events and other programming for students of color with the Multicultural Student Union and other campus groups.

Richmond also remained a leading member of the Atlantic 10’s Commission on Racial Justice, Diversity, and Inclusion, hosting viewing events for student-athletes, staff, and coaches of the Commission’s webinars “I’ve Got a Story to Tell” and “Black Fives: The Epic Story of Basketball’s

Forgotten Era” in

Spider Hall. In February, both Spider Men’s Basketball and Spider Women’s Basketball hosted social justice-themed games as part of a league-wide DEI effort.

← Student-athletes traced the route of the 1964 Selma to Montgomery Civil Rights March lead by Dr. Martin Luther King, Jr. during a fall break civil rights tour.



Kitty Maynard, director of the Faculty Hub, was awarded a grant from the Associated Colleges of the South to advance constructive dialogue in the classroom and beyond.



Strengthening Capability

FACULTY RESOURCES

The Faculty Hub continued to center inclusive teaching practices in 2022-2023. Their Inclusive Pedagogy Cohort (IP), co-facilitated by Teaching and Scholarship Hub assistant director Kylie Korsnack and professor of law Tamar Schwartz, brought together twelve faculty from eight different departments. This year, the Faculty Hub expanded the IP initiative to a second cohort which focused on the theme of engaging students as partners in IP and employed five students as Student IP Consultants. Additional workshops, such as the Courageous Conversations Workshop by Dr.

Cynthia Ganote, provided faculty further opportunities for learning and development in DEIB.

The Associated Colleges of the South also awarded funding to UR for the collaborative faculty-focused project, “Facilitating Constructive Dialogue in a Challenging World.” The nearly \$50K grant includes three ACS schools: the University of Richmond, Washington and Lee University, and Hendrix College, and the UR project is led by Faculty Hub director Kitty Maynard.

COMMUNITY DIALOGUE NETWORK

The Community Dialogue Network (CDN), led by the Office for Institutional Equity & Inclusion, develops our campus’s collective capability to engage productively in difficult conversations by training UR students, staff, and faculty in the use of equity-minded group facilitation skills. The foundation of the CDN is an extensive training series. In 2022-2023, CDN graduated 44 faculty

and staff across two cohorts. CDN also brought together network members for ongoing training and dialogue opportunities. Formerly the Community Dialogue Facilitation Network, CDN’s new name emphasizes these ongoing benefits and ways the network will engage the entire campus in equity-minded dialogue.



◀ The spring 2023 cohort of the Community Dialogue Network (CDN), led by the Office for Institutional Equity & Inclusion, gathers with CDN Steering Committee members Ashelle Brown, learning & development specialist; Monti Datta, associate professor of political science; and Theran Fisher, director of talent and organizational effectiveness.



◀ Faculty, staff, students, and community members participated in a series of Community Conversations during the 2023 MLK Celebration, hosted by the Bonner Center for Civic Engagement and the Office for Institutional Equity & Inclusion.

The Student Center for Equity and Inclusion organized a Mid-Autumn Festival program on campus in the fall.



INTERNATIONAL EDUCATION AWARD

EnCompass, Richmond's flagship program for increasing access to study abroad for all Spiders, was recognized with a 2022 IIE Andrew Heiskell Award for Innovation in International Education in the category of "Widening Access for International Education."



Photograph by Jamie Betts.



BELONGING IN THE CLASSROOM

Howard Hughes Medical Institute awarded UR a \$625K grant to support efforts to enhance student belonging. The HHMI Inclusive Excellence 3 grant is a six-year program and will be led by biology professor Angie Hilliker, who will work with ten interdisciplinary UR faculty on the project.

Building Belonging

SYSTEM CHANGES

Gender reporting options for students have been expanded to include non-binary as of earlier this year. Pronouns have been available for students to choose since 2021.

AFFINITY GROUPS

During the 2022-2023 academic year, Human Resources, in collaboration with the Office for Institutional Equity & Inclusion, conducted a pilot program to support three existing faculty and staff Affinity Groups, namely: UR Proud, Faculty and Staff of Color, and Womxn in Leadership. All of the groups held events throughout the year, several of which were marketed to the UR Community. As a result, these groups saw enhanced engagement by existing members and the addition of new members.

DINING OPTIONS

University of Richmond Dining Services strives to meet the culinary needs of every student. Dietary symbols serve as a reference guide to help individuals with allergies and special dietary needs navigate dining menus. Registered dietitians are available for nutritional counseling to all students, staff, and faculty. Dining Services also partners with International Education, the Office of the Chaplaincy, and other campus departments each year to celebrate and honor different culinary cultures and traditions.





Equity & Community

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The Student Center for Equity and Inclusion hosted Lavender Graduation to honor and celebrate LGBTQ+ graduates, students, faculty, and staff, and seniors wore their ribbons at Commencement.