



Office for Equity and Inclusion

Karen Eley Sanders, Interim Vice President

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OEI Mission

Our mission is to promote, sustain, and advance an environment that supports principles of **equity**, **diversity**, **inclusion** and **community**.



OEI at a Glance

**Conflict
Resolution**

**Diversity,
Education &
Training**

Faculty Hiring

**Harassment &
Discrimination
Prevention**

**Multicultural
Alumni
Programs**

**University
ADA Services**



New Faces in OEI

- Vice President Transition
 - Interim Vice President
 - National search for Vice President in spring 2009
- University ADA Services (*Americans with Disabilities Act*)



OEI supports/provides leadership for university-wide initiatives such as:

- Task Force on Race and the Institution
- Undergraduate enrollment and retention
- Scholarship programs
- Partnerships
- Diversity Strategic Plan
- Cultural celebrations



Task Force on Race & the Institution, *select initiatives*

- **Faculty and Staff**
 - Future Faculty Initiative
- **Graduate and Professional Students**
 - Coordinated School Visits Program
- **Undergraduate Students**
 - Principles of Community Grants

Undergraduate Enrollment

Race/Ethnicity	Fall 2007	Fall 2008	Fall 2009
American Indian/Alaskan Native	69	71	68
Asian	1,655	1,787	1,823
Black/African American	967	916	888
Hispanic of any race	586	659	779
Native Hawaiian/Pacific Islander	--	--	1
White	16,678	17,373	17,456
Two or more races	--	--	160
Not Reported	2,568	2,247	1,873
Resident Alien	464	480	464



Undergraduate Enrollment

Gender	Fall 2007	Fall 2008	Fall 2009
Female	9,555	10,048	10,126
Male	13,428	13,477	13,379
Not Reported	4	8	7

1st to 2nd Year Retention

Race/Ethnicity	Fall 2007*	Fall 2008
American Indian/Alaskan Native	72%	96%
Asian	92%	90%
Black/African American	86%	87%
Hispanic of any race	90%	92%
White	92%	91%
Not Reported	90%	93%
Resident Alien	83%	92%

* Academic eligibility policies were adjusted in the spring of 2007.



Presidential Scholarship Initiative, Fall 2009

- Renewable, four-year financial package
- Virginia high school graduate
- Academic achievement
- Financial need
- Academic and leadership potential
- 50 Scholars selected annually



Presidential Scholars

Race/Ethnicity	Fall 2009
American Indian/Alaskan Native (1)	2%
Asian (11)	18%
Black/African American (16)	26%
Hawaiian/Pacific Islander (1)	2%
Hispanic of any race (6)	10%
White (24)	39%
Not Reported (3)	3%



Presidential Scholars

**57% Female
43% Male**

**Mean high
school GPA
= 3.92**

**57% First
Generation**

**43% Single
Parent Family**

**Average
Family
Size = 5**

**Expected
Family
Contribution
= \$0**

**Fall mean
GPA = 2.95**



Expanding Partnerships

- An Achievable Dream Academy
- Virginia-Nebraska Alliance
- Minority Serving Institutions Council



Diversity Strategic Plan

- **Inclusive Excellence Model**
 - Access And Success
 - Campus Climate and Intergroup Relations
 - Education and Scholarship
 - Institutional Infrastructure
- **Vetting**
 - YOU
 - All key partners in the University community
 - Discussion at March BOV Meeting



Upcoming Events

- Presidential-level Diversity Awards, 10-11
- Annual MLK Celebrations
 - NAACP Community Celebration, January 17 @ 3 PM, Unitarian Universalist Congregation
 - Community Breakfast, K-12 Essay & Poster Competition, January 18 @ 9 AM
 - Dr. Cornel West's Keynote Address, January 18 @ 6 PM, Burruss Hall Auditorium



Upcoming Events

- 13th Annual Diversity Summit, January 29
 - 2-5 PM, Squires Commonwealth Ballroom
- Black Alumni Reunion, March 18-21
- Virginia Tech Days, March/April
 - Richmond, Virginia Beach, Martinsville, & Falls Church
- Gospel Concert, March 20
 - 5-7 PM @ Burruss Hall Auditorium, Featured Artist: Kim Burrell



Contact Us

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 - www.oei.vt.edu
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Thank You!