

# Inventory of Inclusion and Diversity Activities

The following is a list of inclusion and diversity activities that are taking place around Virginia Tech. Descriptions have been gathered directly from university program websites and a brochure developed by the Division of Student Affairs. If you have suggestions or edits to this inventory, please contact Marcy Schnitzer ([mhs@vt.edu](mailto:mhs@vt.edu)).

## Colleges

### Agriculture and Life Sciences

The College of Agriculture and Life Sciences encourages faculty, staff and students to create new opportunities that increase the understanding of, appreciation for, and advocacy of diversity issues <http://www.cals.vt.edu/diversity/index.html>

#### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: Inclusive Teaching Practices</b>	CALS Associate Deans will work with the CALS Faculty Association and CALS Diversity Council to develop a classroom inclusivity-training workshop for CALS faculty and staff. Nationally recognized speakers will be identified to participate in the initial workshop. Faculty members will self-identify to participate in a pilot program to incorporate inclusivity practices into their teaching practices. CALS will partner with CIDER to observe and peer review these pilot courses. <i>Academic and Success; Campus Climate and Intergroup Relations; Education and Scholarship</i>
<b>InclusiveVT Initiative: Civil Rights Training and Compliance</b>	Based on research and consultation with USDA, peer Land-Grant institutions, and the VT office of Equity and Access, training modules and other resources were developed, and procedures were put into place. Due to the distributed nature of VCE and VAES, an online training approach was created as the primary delivery method. It was supplemented by face-to-face trainings. All VCE and VAES faculty and staff are expected to avail themselves to training every three years. New modules are currently being developed as the first three year period is coming to an end. Internal compliance reviews are scheduled for every CALS unit once every 5 years. <i>Campus Climate and Intergroup Relations; Education and Scholarship.</i>
<b>InclusiveVT Initiative: Leadership Training and Communications</b>	Leadership diversity training: The Dean will issue a series of statements encouraging the college's leadership to become Diversity Allies through existing UOPD courses throughout the year. The college will also work with UOPD to set up a series of concentrated classes during a specific time to make it possible for off-campus leaders to pursue a Diversity Ally certificate. Unit leaders can then serve to promote similar training for others within the department. The dean will also encourage "diversity/inclusion" to be a standing agenda item on unit meetings; Communications: The Diversity Council will work with the Office of Communications and Development

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	<p>to create a strategic communications plan that uses press releases, photos, videos, etc., to promote and educate people about our inclusion programs. It will include a series of reminders and encouraging stories about the leaders going through the diversity-training program in hopes of motivating others.</p> <p>Campus Climate &amp; Intergroup Relations; Education &amp; Scholarship; Institutional Infrastructure</p>
<p><b>InclusiveVT Initiative: Virginia Cooperative Extension Diversity and Inclusion Fellows</b></p>	<p>Faculty and staff were asked to apply as Fellows to represent their districts. Using a Train-the-Trainer approach, 11 faculty and staff will come to campus the first week of December 2014 to participate in 32 hours of training in a Diversity Development Institute. Michele Deramo and other D&amp;I trainers will serve as the trainers. Each district-based team will be expected to provide at least two D&amp;I training sessions for the faculty and staff in their district each year for three years. These training sessions will include curriculum that the Fellows are exposed to as part of the Diversity Development Institute, as well as new training efforts that address specific D&amp;I issues in their districts. Fellows can use other resources, including peers, to meet the needs of their district co-workers. Fellows will also be expected to evaluate their training efforts and track the impact of their efforts.</p> <p><i>Education and Scholarship</i></p>
<p><b>College Diversity Council</b></p>	<p>The College Diversity Council provides college-wide leadership to promote diversity, guides the recruitment and retention of employees, and supports the inclusion of all people in educational programs and services</p> <p><a href="http://www.cals.vt.edu/faculty-staff/diversity-council/index.html">http://www.cals.vt.edu/faculty-staff/diversity-council/index.html</a></p> <p><i>Institutional Infrastructure</i></p>
<p><b>Diversity Enhancement Award</b></p>	<p>The Diversity Enhancement Award was established in 2006 to recognize outstanding diversity accomplishments of faculty, staff, and students in the college. Individuals should exemplify excellence in advancing the college's mission of promoting. In 2013, the award was changed to create separate categories for faculty, staff, and students. The award includes a letter of commendation, a plaque, and a monetary award of \$500. Award recipients are recognized at a reception in May.</p> <p><a href="http://www.cals.vt.edu/diversity/diversity-award.html">http://www.cals.vt.edu/diversity/diversity-award.html</a></p> <p><i>Education and Scholarship</i></p>
<p><b>Diversity Incentive Fund</b></p>	<p>The CALS Diversity Incentive Fund is specifically designed to provide support for new, innovative and creative approaches to raise awareness, engage learners, and change behaviors about diversity and inclusion within the academic community as well as the broader communities that the College serves</p> <p><a href="http://www.cals.vt.edu/diversity/diversity-incentive-fund.html">http://www.cals.vt.edu/diversity/diversity-incentive-fund.html</a></p> <p><i>Education and Scholarship</i></p>
<p><b>Diversity Roundtable</b></p>	<p><a href="http://www.cals.vt.edu/faculty-staff/diversity-council/news/roundtable-international-service-learning.pdf">http://www.cals.vt.edu/faculty-staff/diversity-council/news/roundtable-international-service-learning.pdf</a></p> <p><i>Education and Scholarship</i></p>
<p><b>MANNRS (Minorities in Agriculture, Natural Resources, and Related Sciences)</b></p>	<p>MAOP provides support to the Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) student chapter at Virginia Tech.</p> <p><a href="http://www.maop.vt.edu/Student_organizations/student_organ_manrrs.html">http://www.maop.vt.edu/Student_organizations/student_organ_manrrs.html</a></p> <p><i>Access and Success</i></p>
<p><b>MAOP (Multicultural</b></p>	<p>The Multicultural Academic Opportunities Program (MAOP), founded in 1993, is an</p>

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<p><b>Academic Opportunities Program)</b></p>	<p>academic success community founded upon the principles of self- efficacy, mentoring, and peer support  <a href="http://www.maop.vt.edu/index.html">http://www.maop.vt.edu/index.html</a>  <i>Access and Success</i></p>
<p><b>MAOP: Opportunity Scholarship Program</b></p>	<p>The Opportunity Scholarship Program enables students with financial need by funding educational enrichment experiences that enhance their cultural experience at Virginia Tech.  <a href="https://www.maop.vt.edu/Undergraduate_programs/undergraduate_scholars.html">https://www.maop.vt.edu/Undergraduate_programs/undergraduate_scholars.html</a>  <i>Access and Success</i></p>
<p><b>MAOP: My Sister’s Keeper (MSK)</b></p>	<p>My Sister’s Keeper promotes networking and professional development opportunities for graduate and faculty women of color, and seeks to enhance scholarship, positive thinking, and social and academic adjustment within the Virginia Tech Community. Through a series of discussions and informal social gatherings, MSK intends to recognize, celebrate and develop a support network for women of color. maop@vt.edu.  <a href="https://www.maop.vt.edu/Student_organizations/sisters_keeper.html">https://www.maop.vt.edu/Student_organizations/sisters_keeper.html</a>  <i>Access and Success</i></p>
<p><b>MAOP: Virginia-North Carolina Alliance for Minority Participation at Virginia Tech (VT-AMP)</b></p>	<p>The Virginia-North Carolina Alliance for Minority Participation is part of the Louis Stokes Alliance for Minority Participation, a project funded by the National Science Foundation that promotes the graduation of underrepresented undergraduates in the Science, Technology, Engineering, and Mathematics fields (STEM). VT-AMP contributes to the project’s the long-term goal of increasing the number of students who earn doctorates in STEM fields, particularly students from populations underrepresented in science and technology disciplines.  <a href="http://www.maop.vt.edu/Documents/13-14_VT_AMP_App.pdf">http://www.maop.vt.edu/Documents/13-14_VT_AMP_App.pdf</a>  <i>Access and Success</i></p>
<p><b>Student Ambassador Program</b></p>	<p>The Student Ambassador Program develops professional leadership skills. Students represent the department to prospective students, parents, employers, government leaders, and the livestock and poultry industries. Typically, there are 12 undergraduate student ambassadors with four students coming from each of the sophomore, junior, and senior classes. Each year, four rising sophomores are selected and they serve until they graduate. Individuals are selected based on their scholastic standing and extracurricular involvement. Student ambassadors receive training about the department's teaching, research, and Extension programs, the about faculty and staff, the livestock and poultry centers, research laboratories, and related industries.  <a href="http://www.apsc.vt.edu/people/ambassadors/ambassadors.html">http://www.apsc.vt.edu/people/ambassadors/ambassadors.html</a>  <i>Access and Success</i></p>
<p><b>VT-PREP (Post Baccalaureate Research and Education Program</b></p>	<p>The VT-PREP is supported by the NIH through the National Institute of General Medical Sciences and the National Human Genome Research Institute (NHGRI). This program is a 12-month mentored research experiential work and educational program. 75% of each scholar's time will be in a mentored research program while the other 25% of the time will be in enrichment programs like VT undergraduate and/or graduate course work. We provide academic seminars off-site and technical workshops to gain additional laboratory skills, Graduate school preparation and survival as well as a GRE preparation program. Eighty percent of our PREP scholars go on to graduate school.</p>

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	<a href="http://www.prep.apsc.vt.edu/">http://www.prep.apsc.vt.edu/</a> <i>Access and Success</i>
<b>VT-IMSD (Initiative for Maximizing Student Development Program)</b>	<p>The mission of the VT-IMSD Program is to use developmental and experiential learning activities to support doctoral as well as undergraduate students from historically underrepresented groups who want to pursue a Ph.D. and a research career in biomedical or behavioral fields in science or engineering</p> <p><a href="http://www.apsc.vt.edu/academics/vtimsd/index.html">http://www.apsc.vt.edu/academics/vtimsd/index.html</a>  <i>Access and Success</i></p>

## Architecture and Urban Studies

### Diversity Web Page

The purpose of the CAUS Diversity Committee is to provide leadership, direction, and assistance in strengthening and sustaining a diverse environment with a supportive, nurturing climate for the college community.

<http://www.causdiversity.arch.vt.edu/>

### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

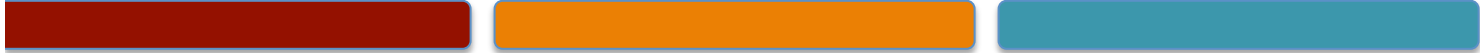
COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

NAAB Accreditation (National Architectural Accrediting Board) data

Activity	Description
<b>InclusiveVT Initiative: University- Wide Diversity Awareness Competition</b>	<p>Diversity and inclusion have different meanings for different people. The CAUS competition is designed to invite a university-wide dialogue on the creative interpretation of diversity and inclusion. The project will be widely publicized (via CAUS website, social media, exhibition and celebratory event) in order to raise the profile of diversity and inclusion, hence improving campus climate and intergroup relations and spurring new ideas on diversity and inclusion that can be used in education and scholarship.</p> <p><i>Campus Climate and Intergroup Relations; Education and Scholarship</i></p>
<b>InclusiveVT Initiative: Focus on Faculty Mentoring</b>	<p>In the past, women and minorities were excluded from the built-environment professions. For years, CAUS has striven to increase the participation of these historically underrepresented groups as students, faculty and staff. Today, just over half of the college students are female. The share of junior female faculty has also increased substantially (48% of Assistant Professors), but remains lower at the senior ranks (37% of Associate Professor and 27% of Full Professors). The share of minority faculty is in need of greater attention, as the share of minority students and those of mixed race has increased. With the goal of improving faculty development, CAUS is launching a series of steps to enhance the quality of mentoring and thus help faculty, especially female and minority faculty, succeed in scholarship, promotion and tenure. These steps should also help enhance overall faculty satisfaction with college</p>

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	<p>mentoring as expressed, for example, in the COACHE survey. In the long term, a successful faculty with substantial representation of women and minorities will help further diversify the composition of the student body and will also help diverse students succeed (i.e., since the faculty can serve as role models to the students). It will also enrich all scholarship, design-build, instruction and engagement activities at CAUS.</p> <p><i>Access and Success; Education and Scholarship</i></p>
<p><b>InclusiveVT Initiative: The International Archive of Women Architects</b></p>	<p>Women’s contributions to the built environment have been profound, yet underdocumented and understudied. The IAWA has made great strides in collecting materials that reflect women’s achievements and making them available to interested students, professionals and faculty in the university and around the world. The IAWA began at a time when the share of CAUS’s female students and faculty was very small. Today, over half of the college students are female. However, further progress must be made in attracting female faculty (especially at the senior level) and promoting them. The current composition of the tenure-stream faculty is as follows: Professors (73% male, 27% female), Associate Professors (63% male, 37% female) and Assistant Professors (52% male, 48% female). The IAWA is an important venue that helps shift college culture and campus relations in ways that would promote gender equality and make female, minority and international faculty and students feel included and appreciated.</p> <p><i>Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i></p>
<p><b>Diversity Committee</b></p>	<p>The purpose of the CAUS Diversity Committee is to provide leadership, direction, and assistance in strengthening and sustaining a diverse environment with a supportive, nurturing climate <a href="http://www.causdiversity.arch.vt.edu/committee.html">http://www.causdiversity.arch.vt.edu/committee.html</a></p> <p><i>Institutional Infrastructure</i></p>
<p><b>National Organization of Minority Architect Students (NOMAS)</b></p>	<p>NOMAS’ mission is to create diversity within the design professions by promoting the excellence, community engagement, and professional development of its members. <a href="https://gobblerconnect.vt.edu/organization/nomas">https://gobblerconnect.vt.edu/organization/nomas</a></p> <p><i>Education and Scholarship</i></p>
<p><b>Student Ambassador Program</b></p>	<p>The College of Architecture and Urban Studies Ambassador Programs supports the recruitment of high school seniors from under-represented groups and provides qualified College of Architecture and Urban Studies students with an extracurricular leadership and public service experience.</p> <p><a href="http://www.causdiversity.arch.vt.edu/ambassadors.html">http://www.causdiversity.arch.vt.edu/ambassadors.html</a></p> <p><i>Access and Success</i></p>

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## Engineering

Diversity web page

<http://www.eng.vt.edu/diversity>

### Data Available:

Statistical Information (on Engineering Diversity website)

<http://www.eng.vt.edu/overview/coe-statistical-information>

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Activity	Description
<b>InclusiveVT Initiative: Greater Diversity Among Faculty and Staff</b>	<p>Per the College's Strategic Plan, this initiative will: (E5.1) Provide an environment that is supportive of a diverse community, resulting in increased numbers from traditionally under-represented groups and under-served communities. (E5.3) Provide mentoring so that new faculty members and new staff members may flourish in their careers. (E5.4) Provide opportunities to faculty members and staff members to acquire new skills and engage in life-long learning. (E5.5) Support programs like AdvanceVT that help modernize the working environment and enhance the work-life balance. (E5.8) Be more proactive and less reactive in our recruiting for diversity. (E5.9) Live by the "Principles of Community."</p> <p><i>Access and Success; Campus Climate and Intergroup Relations</i></p>
<b>InclusiveVT Initiative: Greater Diversity Among Undergraduate Engineering Students</b>	<p>Per the College's Strategic Plan, this initiative will: (E5.1) Provide an environment that is supportive of a diverse community, resulting in increased numbers from traditionally under-represented groups and under-served communities. (E5.2) Provide mentoring so that students of all backgrounds, especially first-generation college students, may find a successful path to graduation. (E5.6) Incorporate the work of the Center for the Enhancement of Engineering Diversity into departmental teaching and research efforts. (E5.7) Make greater use of the COE Diversity Committee, particularly as a complement to the work of CEED. (E5.8) Be more proactive and less reactive in our recruiting for diversity. (E5.9) Live by the "Principles of Community."</p> <p><i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship</i></p>
<b>InclusiveVT Initiative: Greater Diversity Among Graduate Engineering Students</b>	<p>Per the College's Strategic Plan, this initiative will:(E5.1) Provide an environment that is supportive of a diverse community, resulting in increased numbers from traditionally under-represented groups and under-served communities. (E5.2) Provide mentoring so that students of all backgrounds, especially first-generation college students, may find a successful path to graduation. (E5.6) Incorporate the work of the Center for the Enhancement of Engineering Diversity into departmental teaching and research efforts. (E5.7) Make greater use of the COE Diversity Committee, particularly as a complement to the work of CEED. (E5.8) Be more proactive and less reactive in our recruiting for diversity. (E5.9) Live by the "Principles of Community."</p> <p><i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship</i></p>

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<b>College Diversity Council</b>	<a href="https://www.eng.vt.edu/diversity/committee">https://www.eng.vt.edu/diversity/committee</a> <i>Institutional Infrastructure</i>
<b>Diversity Committee Graduate Student Luncheons</b>	<p>Once a month, the Diversity Committee pairs up with a COE department to host a lunch at PK's bar and grill. This is an opportunity for graduate students across all disciplines to come together, socialize, and spend an afternoon engaging with people they wouldn't otherwise meet</p> <p><a href="https://www.eng.vt.edu/diversity/luncheons">https://www.eng.vt.edu/diversity/luncheons</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Dean's Team</b>	<p>The College of Engineering Dean's Team is a prestigious group of highly motivated, dedicated, and outgoing undergraduate students who assist the College of Engineering with its recruiting efforts</p> <p><a href="https://gobblerconnect.vt.edu/organization/deansteam">https://gobblerconnect.vt.edu/organization/deansteam</a>  <i>Access and Success</i></p>
<b>New Horizon Graduate Scholarships</b>	<p>The New Horizon Graduate Scholars group is designed to create a network among our graduate students, faculty, and key administrators.</p> <p><a href="https://www.eng.vt.edu/gradstudies/newhorizon">https://www.eng.vt.edu/gradstudies/newhorizon</a>  <i>Access and Success</i></p>
<b>Center for the Enhancement of Engineering Diversity</b>	<p>The Center for the Enhancement of Engineering Diversity (CEED) opened its doors in the fall of 1992. Since that time, the office has grown and expanded its efforts to provide encouragement and support to engineering students, focusing on the under-represented population</p> <p><a href="http://www.eng.vt.edu/ceed">http://www.eng.vt.edu/ceed</a>  <i>Access and Success</i></p>
<b>Academic Hispanic OutReach Alliance (AHORA)</b>	<p>AHORA is a mentoring program that targets Hispanic/Latino first-semester College of Engineering students. The program helps students achieve academic and personal success.</p> <p><a href="http://www.eng.vt.edu/mentoring/description">http://www.eng.vt.edu/mentoring/description</a>  <i>Access and Success</i></p>
<b>Black Engineering Support Teams (BEST)</b>	<p>BEST is a mentoring program that targets Black first-semester College of Engineering students. The program helps students achieve academic and personal success.</p> <p><a href="http://www.eng.vt.edu/mentoring">http://www.eng.vt.edu/mentoring</a>  <i>Access and Success</i></p>
<b>BLAST</b>	<p>BLAST will offer a dynamic three-day residential summer experience on the campus of Virginia Tech (VT) and the University of Virginia (UVA) in the summer of 2015.</p> <p><a href="http://www.blast.spacegrant.org/">http://www.blast.spacegrant.org/</a>  <i>Access and Success</i></p>
<b>C-Tech2 - Computers and Technology at Virginia Tech</b>	<p>Virginia Tech's College of Engineering invites you to participate in a program called C-Tech2 - Computers and Technology at Virginia Tech.</p> <p><a href="http://www.eng.vt.edu/ctech2">http://www.eng.vt.edu/ctech2</a>  <i>Access and Success</i></p>
<b>Engineering Living Learning Communities</b>	<p>Hypatia and Galileo are the engineering living learning communities directed by CEED. The goal of these communities is to bring together first-year and upper class engineering students in a residential environment that provides encouragement and support during their pursuit of engineering degrees</p> <p><a href="http://www.eng.vt.edu/residentialprograms">http://www.eng.vt.edu/residentialprograms</a></p>

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<i>Campus Climate and Intergroup Relations</i>	
<b>Graduate Student Peer Mentoring</b>	<p>The graduate student peer mentoring program is primarily designed for first year graduate students in the College of Engineering.  <a href="https://www.eng.vt.edu/gradstudies/peermentoring">https://www.eng.vt.edu/gradstudies/peermentoring</a>  <i>Access and Success</i></p>
<b>IDEAS (Increasing Diversity through Engineering Academic Scholarships)</b>	<p>The College of Engineering provides scholarships for two groups of 1st year students who meet the following criteria; financial need, member of an under-represented group OR a transfer student enrolling in the 5 credit engineering course during 2nd summer. For transfer students, the award includes tuition for the 2nd summer and \$2000 per year for up to 2 years. Freshmen can receive \$4000 their first year with the potential for additional funds their second year. Established at Virginia Tech.  <a href="https://www.eng.vt.edu/students/scholarships/ideas">https://www.eng.vt.edu/students/scholarships/ideas</a>  <i>Access and Success</i></p>
<b>Imagination</b>	<p>Virginia Tech's College of Engineering has engineers, scientists, and college students who are ready to help K-12 students explore the world of technology, engineering, and science not by watching, but by DOING! <a href="http://www.eng.vt.edu/imagination">http://www.eng.vt.edu/imagination</a>  <i>Access and Success</i></p>
<b>MAOP (Multicultural Academic Opportunities Program)</b>	<p>The Multicultural Academic Opportunities Program (MAOP), founded in 1993, is an academic success community founded upon the principles of self- efficacy, mentoring, and peer support  <a href="http://www.maop.vt.edu/index.html">http://www.maop.vt.edu/index.html</a>  <i>Access and Success</i></p>
<b>Mentoring</b>	<p>Through the CEED Peer Mentoring Program students will be assigned to a small group of about 10 freshmen and one upper-class mentor  <a href="http://www.eng.vt.edu/mentoring">http://www.eng.vt.edu/mentoring</a>  <i>Access and Success</i></p>
<b>National Consortium for Graduate Degrees for Minorities in Engineering and Science, Inc. (GEM) Fellowship Programs</b>	<p>Virginia Tech is a member of the GEM Consortium. GEM's mission is to enhance the value of the nation's human capital by increasing the participation of underrepresented minorities (American Indian, African American, Mexican American, Puerto Rican, and other Hispanic Americans) at the master's and doctoral levels in engineering and science.  <a href="http://graduateschool.vt.edu/financial/for_departments/gs_funding.html#Dean%27s%20Diversity%20Assistantships">http://graduateschool.vt.edu/financial/for_departments/gs_funding.html#Dean%27s%20Diversity%20Assistantships</a>  <i>Access and Success</i></p>
<b>Pre-College Initiative</b>	<p>PCI is an annual pre-college program sponsored by Virginia Tech's National Society of Black Engineers (NSBE) and the Center for the Enhancement of Engineering Diversity (CEED). PCI targets 9 – 12 grade African American students to provide encouragement, support, and assistance in their pursuit of a college education.  <a href="https://www.eng.vt.edu/students/prospective/discover">https://www.eng.vt.edu/students/prospective/discover</a>  <i>Access and Success</i></p>
<b>Student Transition Engineering Program (STEP)</b>	<p>STEP is a five-week residential college transition program offered in the summer for entering freshman College of Engineering students.  <a href="http://www.eng.vt.edu/step">http://www.eng.vt.edu/step</a>  <i>Access and Success</i></p>
<b>Women's Preview</b>	<p>Women's Preview Weekend provides an opportunity for women who have been</p>



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## Weekend

offered admission to the College of Engineering to visit the campus and make an informed decision about attending the college at Virginia Tech.

<http://www.eng.vt.edu/preview>

*Access and Success*

## Graduate School

### Diversity web page

The office of Graduate Recruitment and Diversity Initiatives (ORDI) seeks to promote a diverse and inclusive graduate community by acting as an enabler - assisting virtually every graduate program on campus to recruit, retain, and graduate a diverse student body - See more at:

<http://graduateschool.vt.edu/diversity#sthash.v3DclnvS.dpuf>

<http://graduateschool.vt.edu/diversity>

### Data Available:

Graduate student diversity (Institutional Research); Graduate Climate Survey Data

Activity	Description
<b>InclusiveVT Initiative: Holistic Evaluation for Graduate Admissions</b>	This initiative will identify and implement quality practices of holistic evaluation in graduate admissions. The purpose of holistic evaluation would be to approach admission from an inclusive perspective rather than an exclusion process. Following admissions, admitted students will be asked to identify attributes so that we can provide welcoming environment through meaningful and relevant services and programs. <i>Access and Success</i>
<b>InclusiveVT Initiative: Creating Affirming Environment for Graduate Education</b>	Create affirming academic and professional environments for graduate education is critical to success in graduate education. This initiative will assist faculty (departments) to create affirming communities and environments through advising, mentoring, anti-bullying and bias (explicit, implicit) free programs. <i>Campus Climate and Intergroup Relations; Education and Echolarship</i>
<b>InclusiveVT Initiative: Inclusive Graduate Life Center</b>	This initiative will establish the GLC as an “inclusiveVT” space, make visible the inclusive nature of our collective efforts, establish expectations for behavior and interaction in the GLC based upon the Principles of Community as well as the Graduate School’s 2010 aspirations and vision for graduate education. <i>Campus Climate and Intergroup Relations; Education and Echolarship; Institutional Infrastructure</i>
<b>Office of Graduate Recruitment and Diversity Initiatives (ORDI)</b>	The office of Graduate Recruitment and Diversity Initiatives (ORDI) seeks to promote a diverse and inclusive graduate community by acting as an enabler - assisting virtually every graduate program on campus to recruit, retain, and graduate a diverse student body. We follow the model of Inclusive Excellence as a way to improve the diversity of our student body, the success of all students at VT's Graduate School, and improve the climate for all staff, faculty and students involved in graduate education. We want to make Virginia Tech's Graduate School the number one choice for people of diverse backgrounds. <a href="http://graduateschool.vt.edu/diversity#sthash.SVgCFp0u.dpuf">http://graduateschool.vt.edu/diversity#sthash.SVgCFp0u.dpuf</a>

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	<p><i>Access and Success</i></p>
<b>Coordinated School Visits Program</b>	<p>The purpose of the Virginia Tech Coordinated School Visit Program (CSVP) is to recruit competitive graduate students who identify as members of underrepresented groups and to implement effective retention strategies to integrate these students into the Virginia Tech community, while establishing and maintaining strong connections with faculty from minority-serving universities.</p> <p><a href="http://csvp.graduateschool.vt.edu/">http://csvp.graduateschool.vt.edu/</a></p> <p><i>Access and Success</i></p>
<b>Dean Diversity Assistantships</b>	<p>Dean's Diversity Assistantships are funding opportunities targeted at recruiting underrepresented students. Departments are asked to nominate prospective students for these funds.</p> <p><a href="http://graduateschool.vt.edu/financial/for_departments/gs_funding.html#Dean%27s%20Diversity%20Assistantships">http://graduateschool.vt.edu/financial/for_departments/gs_funding.html#Dean%27s%20Diversity%20Assistantships</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Diversity Initiatives</b>	<p>The Graduate School Office of Recruitment and Diversity Initiatives requests proposals from any academic unit to improve the recruitment, retention, climate, mentoring and graduation of a diverse student population.</p> <p><a href="https://survey.vt.edu/survey/entry.jsp?id=1344880978967">https://survey.vt.edu/survey/entry.jsp?id=1344880978967</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Diversity Dialogues</b>	<p><a href="http://blogs.lt.vt.edu/diversity/">http://blogs.lt.vt.edu/diversity/</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Diversity Scholars Program</b>	<p>Diversity scholars are graduate students who specialize in and advocate for the awareness, knowledge, and skills associated with diversity and inclusion in the Graduate School and greater community -</p> <p><a href="http://graduateschool.vt.edu/diversity/scholars_program">http://graduateschool.vt.edu/diversity/scholars_program</a></p> <p><i>Education and Scholarship</i></p>
<b>Graduate Preview Weekend</b>	<p>Graduate Preview Weekend is a visitation program aimed at increasing diversity in graduate education. The Graduate School invites prospective students to campus for a weekend to interview and/or meet with faculty and current students to learn more about Virginia Tech.</p> <p><i>Access and Success</i></p>
<b>Office of Graduate Recruiting and Diversity Initiatives (ORDI) mini-grants</b>	<p>The Graduate School Office of Recruitment and Diversity Initiatives requests proposals from any academic unit to improve the recruitment, retention, climate, mentoring and graduation of a diverse student population.</p> <p><a href="https://survey.vt.edu/survey/entry.jsp?id=1344880978967">https://survey.vt.edu/survey/entry.jsp?id=1344880978967</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>2013 Graduate Student Climate Survey</b>	<p>In spring 2013, 846 Virginia Tech graduate students responded to an online survey commissioned by the Graduate School, Division of Student Affairs, and the Office of Diversity and Inclusion to help campus administrators understand the experiences and concerns of students enrolled at the Blacksburg campus. The survey included questions regarding campus support and resources, campus safety, faculty advising, department climate, financial support, and campus diversity. The results were analyzed and reported by a team of graduate students and administrators.</p> <p><a href="http://graduateschool.vt.edu/climate_report_2013">http://graduateschool.vt.edu/climate_report_2013</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>

# Inventory of Inclusion and Diversity Activities



<b>Black Graduate Student Organization</b>	BGSO at Virginia Tech was founded to promote a greater sense of community among graduate students of African descent <a href="http://www.bgso.org.vt.edu/about.html">http://www.bgso.org.vt.edu/about.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>Latin American and Iberian Graduate Students Association (LAIGSA)</b>	LAIGSA (Latin American and Iberian Graduate Students Association represents 22 countries from South America, Latin America, the Caribbean and Europe <a href="https://gobblerconnect.vt.edu/organization/laigsa">https://gobblerconnect.vt.edu/organization/laigsa</a> <i>Campus Climate and Intergroup Relations</i>
<b>Queer Grads and Allies at Virginia Tech</b>	<a href="http://qgpavt.wix.com/qgpavt">http://qgpavt.wix.com/qgpavt</a> <i>Campus Climate and Intergroup Relations</i>

## Liberal Arts and Human Sciences

### Diversity web page

Diversity enriches educational and professional lives, and together we seek to enhance the ways in which we relate to all people. Our commitment to diversity is grounded in the Virginia Tech Principles of Community as well as a new minor in Diversity and Community Engagement.

<http://www.clahs.vt.edu/the-college/college-priorities/diversity/index.html>

### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

College Diversity Strategic Plan

Activity	Description
<b>Inclusive VT Initiative: Disabilities Studies</b>	Disabilities studies refers to the development of new academic programs, research collaborations, and service activities related to individuals, families, and communities. Disabilities studies encompasses a broad approach inclusive of diverse populations with physical, cognitive, social, or other limitations across the life span and in a variety of social contexts. Significant topics in disabilities studies include health care policy, caregiving, partnerships between families, schools, and work, adaptive technology, financial planning, and universal design. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i>
<b>Inclusive VT Initiative: College Mentors for Kids</b>	College Mentors for Kids is a national organization that recruits undergraduates to serve as mentors for elementary school pupils. By connecting with pupils in the early grades, this project is designed to provide children, often from economically disadvantaged families, with a model of academic success as well as a source of encouragement. CLAHS will partner with Student Affairs to develop the College Mentors of Kids Program in the form of a VT chapter. This initiative is designed to improve access and success by encouraging primary school children to see a path to higher education in their futures. <i>Access and Success</i>

# Inventory of Inclusion and Diversity Activities

<p><b>Inclusive VT Initiative: Veterans Studies</b></p>	<p>Veterans Studies is a broad effort to introduce educational initiatives such as an undergraduate minor and a graduate certificate; advance and sustain research on the lives and contributions of veterans; improve institutional support for veterans through student affairs, the graduate school, and advising offices; enhance access into undergraduate and graduate programs; and take steps to address climate issues that specifically affect veterans in the student body. The Veterans Studies program at Virginia Tech will combine education and scholarship in ways that promote access and success, improve institutional infrastructure, and contribute to enhancing campus climate and inter-group relations. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i></p>
<p><b>College Diversity Council</b></p>	<p><a href="http://www.clahs.vt.edu/faculty-staff/committees/diversity/index.html">http://www.clahs.vt.edu/faculty-staff/committees/diversity/index.html</a> <i>Institutional Infrastructure</i></p>
<p><b>Diversity Award</b></p>	<p>The Diversity Award honors faculty, staff and graduate students who have made a significant contribution to improve campus climate with regards to issues of inclusiveness at Virginia Tech. <a href="http://www.clahs.vt.edu/faculty-staff/office-of-the-dean/honors-awards/guidelines/diversity.html">http://www.clahs.vt.edu/faculty-staff/office-of-the-dean/honors-awards/guidelines/diversity.html</a> <i>Education and Scholarship</i></p>
<p><b>Diversity Faculty Fellow</b></p>	<p>Richard Masters has been appointed diversity Fellow for the College of Liberal Arts and Human Sciences <a href="http://www.vtnews.vt.edu/articles/2013/12/121813-clahs-richardmasters.html">http://www.vtnews.vt.edu/articles/2013/12/121813-clahs-richardmasters.html</a> <i>Education and Scholarship</i></p>
<p><b>Diversity Strategic Plan</b></p>	<p>The College of Liberal Arts and Human Sciences welcomes and values diversity in curriculum, academic programs, people and activities <a href="http://www.clahs.vt.edu/the-college/college-priorities/diversity/diversity_plan_final_2013.pdf">http://www.clahs.vt.edu/the-college/college-priorities/diversity/diversity_plan_final_2013.pdf</a> <i>Institutional Infrastructure</i></p>
<p><b>Minor in Diversity and Community Engagement</b></p>	<p>The Diversity and Community Engagement Minor is a multidisciplinary program housed in the College of Liberal Arts &amp; Human Sciences. <a href="http://www.undergraduate.clahs.vt.edu/special-programs/diversity-community-engagement-minor/index.html">http://www.undergraduate.clahs.vt.edu/special-programs/diversity-community-engagement-minor/index.html</a> <i>Education and Scholarship</i></p>
<p><b>Student Ambassador</b></p>	<p>College of Liberal Arts &amp; Human Sciences student ambassadors represent the college at various events and volunteer activities <a href="https://gobblerconnect.vt.edu/organization/CLAHSAmbassadors">https://gobblerconnect.vt.edu/organization/CLAHSAmbassadors</a> <i>Access and Success</i></p>
<p><b>Student Diversity Symposium</b></p>	<p>The College of Liberal Arts and Human Sciences held its inaugural Undergraduate Research Symposium on Diversity, "Improving Local and Global Communities Through Enhancing Diversity" <a href="http://www.undergraduate.clahs.vt.edu/special-programs/clahs-diversity-symposium/index.html">http://www.undergraduate.clahs.vt.edu/special-programs/clahs-diversity-symposium/index.html</a> <i>Education and Scholarship</i></p>

# Inventory of Inclusion and Diversity Activities

## Natural Resources and Environment

**Data available:**

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: CNRE Cultures</b>	CNRE Cultures is an organized event in the college to bring awareness and recognition to the many cultures represented within the college. Table displays and information about the cultures represented in the college will be assembled. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship</i>
<b>InclusiveVT Initiative: Diversity Mural</b>	CNRE Diversity Mural is a physical sign of our awareness of diversity and inclusion. The mural will be placed on a large wall in the entrance to Cheatham Hall, in the student lounge adjacent to the foyer. With an opportunity to celebrate human and ecological diversity, the mural will be a creative expression of diversity in a unique way that binds a core area of our scholarship (ecological diversity) with human diversity, thereby creating a unique statement of our awareness of diversity and inclusion. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i>
<b>InclusiveVT Initiative: VTcnreIncludesME - An Inclusive Video</b>	VTcnreIncludesME is a tandem video production to our ‘first generation’ video completed in 2014 and posted to our college homepage. VTcnreIncludesME is an inclusion initiative whereby individuals appear in the video and describe why CNRE includes them, in their own words. The video will be a 3-5 minute production with up to 10-12 individuals describing how they are included in CNRE. Ranging from undergraduates to faculty, many voices will be heard describing how they are included in the college. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i>
<b>MANRRS (Minorities in Agriculture, Natural Resources, and Related Sciences)</b>	MANRRS seeks to promote careers in Agriculture, Natural Resources, and other related Sciences <a href="http://cnre.vt.edu/students/clubs-organizations/minorities/">http://cnre.vt.edu/students/clubs-organizations/minorities/</a> <i>Access and Success</i>
<b>Student Ambassador Program</b>	CNRE Ambassadors work closely with the Academic Programs Office to serve as guides and recruiters for prospective students and their parents, represent the College at university-sponsored events such as Open Houses, act as hosts at alumni receptions and events, and help teach several Natural Resources First Year Experience labs. <a href="http://cnre.vt.edu/students/clubs-organizations/ambassadors/index.html">http://cnre.vt.edu/students/clubs-organizations/ambassadors/index.html</a> <i>Access and Success</i>

# Inventory of Inclusion and Diversity Activities

## Pamplin College of Business

Diversity web page

The Pamplin Multicultural Diversity Committee is dedicated to creating a more diverse and inclusive community at the College of Business

<http://www.pamplin.vt.edu/diversity>

### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

AACSB Accreditation data

Activity	Description
<b>InclusiveVT Initiative: Business Explorations Conference</b>	Pamplin's goal is to increase the diversity of its undergraduate population by increasing the number of applications from highly-qualified students from under-represented populations. Business Expo warmly welcomes students to campus to interact with business students/faculty/professionals, learn about the various career opportunities within business, experience the Hokie culture, and see the beautiful campus. <i>Access and Success; Education and Scholarship</i>
<b>InclusiveVT Initiative: Pamplin's Undergraduate Mentoring Programs (PUMP)</b>	Pamplin's Undergraduate Mentoring Programs (PUMP) pairs upper-level students with incoming freshmen and transfer students to aid their successful academic and social transition to VT/Pamplin. <i>Access and Success; Education and Scholarship</i>
<b>InclusiveVT Initiative: Diversity Recruiter Position</b>	Creation of a 20-hour Diversity Recruiter position in 2012 added infrastructure to support the College's goal of increasing the diversity of its undergraduate population. Development of a scholarship program for underrepresented students in 2013 is managed by this position. <i>Access and Success</i>
<b>Business Diversity Center</b>	The Business Diversity Center was formed in 2007 to establish the Pamplin College of Business as a leader for organizational diversity initiatives among colleges of business throughout the world <a href="http://www.diversity.pamplin.vt.edu/">http://www.diversity.pamplin.vt.edu/</a> <i>Education and Scholarship</i>
<b>Business Diversity Minor</b>	The Minor in Multicultural Diversity Management is an 18-hour program that enables students of all majors to build valuable skills that are central to managerial effectiveness <a href="http://www.diversity.pamplin.vt.edu/minor.html">http://www.diversity.pamplin.vt.edu/minor.html</a> <i>Education and Scholarship</i>
<b>Case Competition</b>	<a href="http://www.pmdc.org.vt.edu/Keynote%20Speaker.html">http://www.pmdc.org.vt.edu/Keynote%20Speaker.html</a> <i>Education and Scholarship</i>
<b>College Ambassadors</b>	<a href="http://www.undergrad.pamplin.vt.edu/ambassadors/biographies.html">http://www.undergrad.pamplin.vt.edu/ambassadors/biographies.html</a> <i>Access and Success</i>
<b>Events</b>	Diversity Events

# Inventory of Inclusion and Diversity Activities

	<a href="http://www.diversity.pamplin.vt.edu/events.html">http://www.diversity.pamplin.vt.edu/events.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>LEAP (Leadership, Excellence, and Academics in Pamplin)</b>	LEAP is a five-day A transitional program for incoming freshmen in the Pamplin College of Business, held on the Blacksburg campus during New Student Orientation in July. <a href="http://www.cpe.vt.edu/mpd.leap/index.html">http://www.cpe.vt.edu/mpd.leap/index.html</a> <i>Access and Success</i>
<b>LEAP Advisory Board (LEAP AB)</b>	<a href="https://gobblerconnect.vt.edu/organization/LEAPAB">https://gobblerconnect.vt.edu/organization/LEAPAB</a> <i>Access and Success</i>
<b>Pamplin Multicultural Diversity Council</b>	PMDC believe diversity encompasses discovering what makes us all unique. <a href="http://www.vtpmdc.org/index.html">http://www.vtpmdc.org/index.html</a> <i>Access and Success</i>
<b>PUMP (Pamplin's Undergraduate Mentoring Programs)</b>	Pamplin's Undergraduate Mentoring Programs (PUMP) assists incoming freshmen and transfer students with their college transition by providing positive academic, professional, and social environments outside of the classroom. <a href="http://www.undergrad.pamplin.vt.edu/peermentor/peermentorindex.html">http://www.undergrad.pamplin.vt.edu/peermentor/peermentorindex.html</a> <i>Access and Success</i>

## Science

Diversity web page

The COS Diversity Committee serves in an advisory capacity to the Dean.

<http://www.science.vt.edu/diversity/index.html>

### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

College Diversity Strategic Plan

Activity	Description
<b>InclusiveVT Initiative: Living and Learning Communities (LLC)</b>	The interactions of students during their first year of campus life has been found to be most important to their academic success. In order to promote these effective environments, LLCs have been developed on the Virginia Tech campus. These LLCs not only provide a reaffirming environment to our present community of students as measured through student retention, but can strongly influence the admission decisions of prospective students. The COS LLC (described below) is focused on increasing the numbers of underrepresented students and women in the sciences and in mathematics <i>Access and Success</i>
<b>InclusiveVT Initiative: Inclusion Seminars and Advising Workshops</b>	Education in science and math has historically focused on practice and theory, with little mention of the human element. The seminar series will enlighten the community on the role of underrepresented groups and women in science and math in advances in the sciences and mathematics. <i>Campus Climate and Intergroup Relations</i>

# Inventory of Inclusion and Diversity Activities

<b>InclusiveVT Initiative: Undergraduate Research Opportunities (URO)</b>	The Undergraduate Research Opportunities (URO) initiative will promote the participation of underrepresented students in meaningful undergraduate research experiences in COS during the academic year and during the summer. This initiative will support the university plan to have each student participate in undergraduate research. <i>Education and Scholarship</i>
<b>College Diversity Committee</b>	<a href="http://www.science.vt.edu/diversity/diversity-committee.html">http://www.science.vt.edu/diversity/diversity-committee.html</a> <i>Institutional Infrastructure</i>
<b>Diversity Award</b>	The Diversity Committee of the College of Science invites nominations for the College Diversity Award. <a href="http://www.science.vt.edu/diversity/diversity-award.html">http://www.science.vt.edu/diversity/diversity-award.html</a> <i>Education and Scholarship</i>

## University Libraries

[Diversity Council web page via intranet](#)

### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: Diversity Alliance Resident Librarian</b>	We are beginning a new fellowship program to hire a Diversity Alliance Resident Librarian. In conjunction with University of Iowa, American University, and West Virginia University, we are committing to increasing under-represented populations, offering a rich and broad experience to mentor residents and expose fellows to leadership opportunities, scholarship and professional development in academic libraries. <i>Education and Scholarship; Institutional Infrastructure</i>
<b>InclusiveVT Initiative: Inclusion and Diversity Library Events</b>	The library will be hosting multiple events to support inclusion and diversity at Virginia Tech. One example is the Living Library where people of different cultures are invited to share their personal stories. Film screenings, speakers, and displays will also be hosted at the library. Underrepresented groups such as LGBT, Hispanic interest groups, and the Black Student Alliance will also partner with us for these events. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship</i>
<b>InclusiveVT Initiative: Collaboration with Cape Peninsula University of Technology in Cape Town, South Africa</b>	The Libraries are collaborating with Cape Peninsula University of Technology in Cape Town, South Africa on a work/study exchange for faculty as well as staff within the libraries, The visiting faculty or staff will be working face-to-face with many employees here in the library. The idea is an exchange of knowledge that can work to improve workflows of the home institution and shared broadly as well as use this venue as a cultural exchange platform for inclusion and diversity. <i>Access and Success; Education and Scholarship</i>



# Inventory of Inclusion and Diversity Activities

## Veterinary Medicine

The Virginia-Maryland College of Veterinary Medicine (VA-MD Vet Med) is committed to diversity and to fostering an inclusive environment to promote learning and growth for all members of our community.

<http://www.vetmed.vt.edu/diversity.asp>

**Data available:**

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)

American Veterinary Medical Association’s Council on Education (AVMA COE) accreditation data?

Activity	Description
<b>Inclusive VT Initiative: Search Advocate Program</b>	Search Advocates are college employees trained as process experts in search and selection, and serve as a true member of the search committee. The Search Advocate begins by working with the search committee on final development/review of the position description and qualifications before the position is posted. In addition to regular participation, he or she provides research-based information about unconscious cognitive and structural biases that affect search and selection processes, and suggests strategies to help mitigate the effects of those biases. The Search Advocate works collaboratively within the group, and promotes diversity by sharing current information, recommending inclusive/affirmative strategies, supporting full committee and stakeholder participation, as well as consulting with the Office of Equity and Inclusion as needed. <i>Access and Success</i>
<b>Inclusive VT Initiative: Summer Camp and Continuing Mentorship Program for Underrepresented Students</b>	The goal of this program is to expose underrepresented students to the field of veterinary medicine in the hope that they will not only choose it as a career path, but choose Virginia-Maryland College of Veterinary Medicine as the school they wish to attend. Students will be involved in various activities aimed at evaluating their skills and competitiveness as future veterinarians, providing mentorship, and helping them experience veterinary medicine as an exciting career path. The camp will provide opportunities for observation of and participation in various services in the Veterinary Teaching Hospital, the Teaching & Research Animal Care Support Service (TRACSS), Production Management Medicine (PMM), and potentially a “field trip” to other animal and research facilities on the campus of Virginia Tech. Other activities include information sessions on admission requirements, research opportunities, the curriculum, study abroad opportunities, and underserved specializations in the field of veterinary medicine. After completion of the camp, continuing mentorship will be made available to students, including the opportunity to interact with veterinary practitioners in their home districts. Financial support will be sought from the Provost’s Office to assist with expenses related to housing of students during the summer camp. <i>Access and Success</i>
<b>Inclusive VT Initiative:</b>	This program will explore the feasibility of creating a dual-career/study program for

# Inventory of Inclusion and Diversity Activities

<b>Dual Study/Career Program for DVM Students</b>	<p>DVM students, modeled after the dual-career program for faculty through Virginia Tech Human Resources and the Provost’s Office. Virginia-Maryland College of Veterinary Medicine recognizes the value of ensuring that minorities have supportive personal relationships while living in Blacksburg, and believes that the ability to move to Blacksburg with family members would mitigate against the relative lack of diversity in our community. The average age of students entering the DVM program is 25, by which time many have already established long-term relationships with spouses or partners. This initiative would try to identify gainful employment or a sponsored study opportunity for a partner of a minority DVM student, provide an added level of support to students as they transition to veterinary school with their family, and would be a great recruiting tool to market to prospective minority students. This would be a collaborative effort between the College, the Provost Office, and the department/unit that employs or enrolls the partner, with appropriate cost-sharing. This could potentially be extended to MPH students as well as PhD students across the University.</p> <p><i>Access and Success</i></p>
<b>Advisory Committee on Diversity Committee</b>	<p>Members of the college's Advisory Committee on Diversity are appointed by the Dean in consultation with department heads. The committee:</p> <ul style="list-style-type: none"> <li>• Makes recommendations to the College Executive Board on methods to improve the climate within the college and enhance recruitment of students, staff, and faculty from under-represented groups</li> <li>• Organizes and carries out the MAOP Summer Research Internship Program each year</li> </ul> <p><a href="http://www.vetmed.vt.edu/diversity.asp">http://www.vetmed.vt.edu/diversity.asp</a></p> <p><i>Institutional Infrastructure</i></p>
<b>VOICE (Veterinary Students as One In Culture and Ethnicity)</b>	<p>The VA-MD Vet Med chapter of Veterinary Students as One In Culture and Ethnicity (VOICE), founded in September 2010, is a student-run organization that addresses a need for sociocultural awareness that is not part of the current core veterinary curriculum. We are an organized and unified student voice contributing to enhancing the diversity of the profession and the cultural competence of veterinary students.</p> <p><a href="http://www.vetmed.vt.edu/students/voice/">http://www.vetmed.vt.edu/students/voice/</a></p> <p><i>Access and Success</i></p>

## Virginia Tech Carilion School of Medicine

[Diversity web page](#)

The school actively promotes an environment of inclusiveness and mutual respect within its doors as well as in the broader community. Its commitment to celebrating individual differences enhances its powerful, thought-provoking learning environment.

<http://www.vtc.vt.edu/education/diversity/index.html>

### **Data available:**

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)

Climate Survey Data (HR)

COACHE Collaborative on Academic Careers in Higher Education faculty satisfaction data

# Inventory of Inclusion and Diversity Activities

Academic Quality and Improvement (AQI) process (Assessment and Evaluation)  
Liaison Committee on Medical Education accreditation data?

Activity	Description
<b>InclusiveVT Initiative: VTCSOM/ Hampton University Guaranteed Admissions Program / Preferred Applicant Track (GAP)</b>	VTCSOM will establish a guaranteed admission/direct admit pipeline program with Hampton University, a top-ranked historically Black institution. The VTCSOM/HU Guaranteed Admission Program includes residential programs for two summers that will provide interviewing skills, clinical, research, and shadowing experiences, networking opportunities and professional exam preparation to Hampton University students to increase their ability to become competitive in the medical school process.
<b>InclusiveVT Initiative: Lunch &amp; Learn Diversity Development Institute (DDI) Series</b>	The Lunch & Learn DDI series is a structured curriculum through which VTCSOM students, faculty, staff, and collaborative partners can enhance their diversity awareness and competencies; thereby positively influencing their working and learning environments.
<b>InclusiveVT Initiative: Youth Outreach and Engagement</b>	VTCSOM faculty, staff and students will engage in structured educational and enrichment activities with elementary, middle, high school and community college students to promote awareness of medicine among underrepresented youth.
<b>Camp Carilion</b>	Camp Carilion is for rising eighth- and ninth-graders who are interested in a future career in health care <a href="http://www.vtc.vt.edu/education/community_engagement/camp_carilion.html">http://www.vtc.vt.edu/education/community_engagement/camp_carilion.html</a> <i>Access and Success</i>
<b>Community Outreach Program</b>	The Community Outreach Program seeks to provide Virginia Tech Carilion School of Medicine students, faculty, and staff with the opportunities and support to integrate community outreach, health promotion, and service activities into their day-to-day life <a href="http://www.vtc.vt.edu/education/diversity/community_outreach_program.html">http://www.vtc.vt.edu/education/diversity/community_outreach_program.html</a> <i>Access and Success</i>
<b>Community and Diversity Advisory Board</b>	The Community and Diversity Advisory Board achieves its mission by providing guidance to the school's leadership related to the school's diversity initiatives, by creating a welcoming community environment for students by connecting them with appropriate resources in the community, by encouraging involvement of the community in school functions and activities as appropriate, and by encouraging involvement of faculty, staff, and students in the community. <a href="http://www.vtc.vt.edu/education/diversity/CDAB/missionstatement.html">http://www.vtc.vt.edu/education/diversity/CDAB/missionstatement.html</a> <i>Institutional Infrastructure</i>
<b>Council for Diversity and Inclusion</b>	In accordance with the Virginia Tech Carilion School of Medicine Diversity Policy to "maintain an academic environment characterized by, and supportive of, diversity and inclusion", the Council for Diversity and Inclusion (CDI) was formed to bring together faculty, staff, and students to recommend action to improve the teaching, learning, and working environment of the school from a diversity and inclusion perspective. <a href="http://www.vtc.vt.edu/education/diversity/council_diversity_inclusion.html">http://www.vtc.vt.edu/education/diversity/council_diversity_inclusion.html</a> <i>Institutional Infrastructure</i>
<b>Events</b>	The school encourages inclusiveness of diverse cultures and beliefs through several programs <a href="http://www.vtc.vt.edu/education/diversity/diversity_events.html">http://www.vtc.vt.edu/education/diversity/diversity_events.html</a> <i>Campus Climate and Intergroup Relations</i>

# Inventory of Inclusion and Diversity Activities

<b>High School Mentoring Program</b>	<p>The school’s mentoring program gives select seniors an opportunity to spend a semester shadowing a physician faculty member.</p> <p><a href="http://www.vtc.vt.edu/education/diversity/high_school_mentoring.html">http://www.vtc.vt.edu/education/diversity/high_school_mentoring.html</a> <i>Access and Success</i></p>
<b>REACH Mentoring Program</b>	<p>The Research, Education, and Careers in Health (REACH) mentoring program is designed to motivate, empower, and encourage youth in the Roanoke community to achieve their academic and career aspirations in medicine and health by matching middle school, high school, and undergraduate students with Virginia Tech Carilion School of Medicine students.</p> <p><a href="http://www.vtc.vt.edu/education/diversity/reach_mentoring.html">http://www.vtc.vt.edu/education/diversity/reach_mentoring.html</a> <i>Access and Success</i></p>
<b>Safe Zone Program</b>	<p>Established in 1998, the Safe Zone program was created as a collaborative effort between the Dean of Students; the HokiePRIDE; the Lesbian, Gay, Bisexual, Transgender Caucus (LGBT Caucus); and the Office for Equity and Inclusion (formerly the Office of Equal Opportunity).</p> <p><a href="http://www.mps.vt.edu/lgbtq/safezone/">http://www.mps.vt.edu/lgbtq/safezone/</a> <i>Access and Success</i></p>
<b>Virginia Tech Carilion School of Medicine and Research Institute</b>	<p>The VTCSOM/HU Guaranteed Admission Program includes residential programs for two summers that will provide interviewing skills, clinical, research, and shadowing experiences, networking opportunities and professional exam preparation to Hampton University students to increase their ability to become competitive in the medical school process. <i>Access and Success</i></p>

## Vice Presidents

### Administrative Services

**Data available:** Affirmative Action data; Climate Survey Data; Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: Apprenticeship Program</b>	<p>Three positions in trades-related job groups were created to support the establishment of an apprenticeship program for current employees in Facilities. These positions are in job groups for which there are goals for women and underrepresented groups under the university’s Affirmative Action Plan. <i>Access and Success</i></p>
<b>InclusiveVT Initiative: VPAS Inclusion and Diversity Leadership Council and Advisory Committee</b>	<p>The Vice President will establish an Inclusion and Diversity Leadership Council, supported by an Advisory Community, to provide oversight and accountability for division-wide and departmental initiatives. The VPAS Council mirrors the University’s inclusion and diversity administrative structure of an Executive Council and Advisory Community, and supports the division’s full participation in the decentralized model. The Council will be responsible for planning, coordination, and assessment; monitoring implementation efforts and progress towards goals; actively advocating for inclusive excellence; and reporting to the Vice President. The Advisory Community will ensure stakeholder input and on-going involvement.</p>

# Inventory of Inclusion and Diversity Activities

	<i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i>
<b>InclusiveVT Initiative: Unisex Restrooms</b>	Unisex restrooms are public restrooms that individuals of any gender or gender identity may use. These restrooms supplement the existing gender specific restrooms. Unisex/family restrooms may be designed to meet ADA accessibility standards, thereby offering flexibility and providing options that benefit multiple groups. This initiative proposes revisions to the design standards for new construction and major renovations and a process for evaluating and funding requests. <i>Campus Climate and Intergroup Relations; Institutional Infrastructure</i>
<b>InclusiveVT Initiative: Collaboration - Faculty Recruitment and Retention Study</b>	This initiative will conduct a retention and recruitment study, with structured interviews, of all tenured and tenure track African American and Hispanic faculty <i>Access and Success; Campus Climate and Intergroup Relations</i>
<b>InclusiveVT Initiative: Advancing Childcare Initiatives</b>	Quality child care is critically important to Virginia Tech families and increasingly more important in recruitment and retention as our peer institutions provide more child care options for their community <i>Access and Success</i>
<b>InclusiveVT Initiative: Inclusion and Diversity in New Employee Orientation</b>	This initiative will modify new employee orientation to focus more on campus inclusion and diversity efforts, including regulatory requirements and efforts to connect new employees with our broader community. There is a young professional network in the Town of Blacksburg which we could promote more effectively, and an opportunity to build such a network on campus. In addition, we need to provide opportunities for new employees to learn more about the legal requirements and diversity initiatives underway on campus so they can support diversity and inclusion. <i>Access and Success</i>
<b>ADA Services</b>	University ADA Services facilitates equal access through individualized accommodation, consultations, physical and programmatic access, education, outreach, and review of policies and procedures. <a href="http://www.hr.vt.edu/oea/ada/index.html">http://www.hr.vt.edu/oea/ada/index.html</a> <i>Access and Success</i>
<b>Affirmative Action</b>	Affirmative Action provides oversight of university affirmative action efforts and works in concert with departments to ensure adherence to equal opportunity principles as they relate to the search and selection of faculty. <a href="http://www.hr.vt.edu/oea/affirmative-action/index.html">http://www.hr.vt.edu/oea/affirmative-action/index.html</a> <i>Access and Success</i>
<b>Conflict Resolution</b>	The Conflict Resolution program offers faculty and staff the opportunity to participate in mediation and other informal conflict resolution strategies to address a dispute with another person(s) and also to provide professional development workshops and conflict coaching opportunities to nurture individual learning and growth. <a href="http://www.hr.vt.edu/oea/conflictresolution/index.html">http://www.hr.vt.edu/oea/conflictresolution/index.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>Diversity Development Institute</b>	The Diversity Development Institute enhances university-wide diversity and inclusion efforts that contribute to the core mission of Virginia Tech. Created at the recommendation of the Provost's Task Force on Race and the Institution, it provides a structured curriculum through which any employee at Virginia Tech can extend their diversity competencies and thereby positively influence their working and learning environments.

# Inventory of Inclusion and Diversity Activities

	<p><a href="http://uopd.hr.vt.edu/DDI/index.html">http://uopd.hr.vt.edu/DDI/index.html</a>  <i>Education and Scholarship</i></p>
<b>Equity and Access</b>	<p>The Office of Equity and Access assists in creating and maintaining an inclusive, diverse, and respectful learning, living, and working environments. Members of the team work toward ensuring diverse representation in these environments by providing opportunities for each individual’s full participation and success in every facet of the campus community.</p> <p><a href="http://www.hr.vt.edu/oea/index.html">http://www.hr.vt.edu/oea/index.html</a>  <i>Access and Success</i></p>
<b>Harassment &amp; Discrimination</b>	<p>Virginia Tech does not discriminate against employees, students, or applicants on the basis of age, color, disability, gender, gender identity, gender expression, national origin, political affiliation, race, religion, sexual orientation, genetic information, veteran status, or any other basis protected by law. The Office of Equity and Access provides information on dealing with concerns about possible harassment or discrimination, as well as workshops for members of the Virginia Tech community.</p> <p><a href="http://www.hr.vt.edu/oea/harassment/index.html">http://www.hr.vt.edu/oea/harassment/index.html</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Sexual Harassment and Discriminatory Harassment</b>	<p>Harassment, which is a form of discrimination, is defined under Virginia Tech policy 1025. It should be noted that harassment does not need to be sexual to violate the policy. In addition, harassment can occur even if one person does not have power over the other.</p> <p><a href="http://www.hr.vt.edu/oea/harassment/harassment_details/index.html">http://www.hr.vt.edu/oea/harassment/harassment_details/index.html</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Title IX</b>	<p>Title IX prohibits discrimination on the basis of sex in any educational program or activity that receives federal financial assistance. 20 U.S.C. § 1681(a). The sexual harassment of students, including sexual violence is a form of sex discrimination prohibited under Title IX. This includes, rape, sexual assault, sexual battery, and sexual coercion. University Policy 1025 prohibition against discrimination on the basis of gender includes sex discrimination and harassment and is consistent with the requirements of Title IX.</p> <p><a href="http://www.hr.vt.edu/oea/title_ix/index.html">http://www.hr.vt.edu/oea/title_ix/index.html</a>  <i>Access and Success</i></p>
<b>Title IX Workshops</b>	<p>Harassment and Discrimination Workshops are designed to be respectful of and helpful to audience members, and to provide ample opportunity for participation. Harassment Prevention and Complain Handling Workshops may be scheduled for any department. Additionally, there are monthly open registration sessions available for all supervisors, managers, faculty and administrators. <a href="http://www.hr.vt.edu/oea/title_ix/index.html">http://www.hr.vt.edu/oea/title_ix/index.html</a>  <i>Campus Climate and Intergroup Relations</i></p>

# Inventory of Inclusion and Diversity Activities

## Alumni Relations

**Alumni Diversity web page:** Multicultural Alumni are a valuable resource to Virginia Tech. The university is committed to building a more diverse and inclusive learning environment to include faculty, students, staff, and alumni ([www.vt.edu/diversity](http://www.vt.edu/diversity)). Your passion and experience is needed as we embark upon a journey that will change the lives of multicultural alumni and students at Virginia Tech. As alumni you have the opportunity to contribute to a student's growth and success. It is multicultural alumni that have the challenge and fulfillment of relating to today's prospective and current multicultural students. Please make a difference today by getting involved.

<http://www.diversity.vt.edu/alumni/index.html>

Alumni and Community

**Data available:** Alumni surveys

Activity	Description
<b>InclusiveVT Initiative: Strong Together Networking Events</b>	Strong Together events are designed to engage underrepresented alumni, while updating all graduates on alumni diversity initiatives which reflect the values of the Principles of Community.
<b>InclusiveVT Initiative: Multicultural Admissions Ambassadors</b>	Multicultural alumni will serve as ambassadors to encourage applications and exploration of Virginia Tech by prospective students from underrepresented groups.
<b>InclusiveVT Initiative: Alumni Engagement Through Mentoring</b>	This program will engage alumni by joining students from university chartered, multicultural student organizations with alumni interested in supporting their organizational work and needs.
<b>African American/Black</b>	There are about 7,451 living African American and Black Virginia Tech alumni. Our alumni served and continue to serve in many important roles. They are committed to providing leadership and helping current students excel. African American and Black alumni are a valuable constituency group to the university. The Alumni Association welcomes the opportunity to engage and learn from African American and Black Alumni. <a href="http://www.diversity.vt.edu/alumni/aab/index.html">http://www.diversity.vt.edu/alumni/aab/index.html</a> <i>Alumni and Community</i>
<b>Black Alumni Reunion</b>	2016 Black Alumni Reunion <a href="http://www.diversity.vt.edu/alumni/aab/bar/index.html">http://www.diversity.vt.edu/alumni/aab/bar/index.html</a> <i>Alumni and Community</i>
<b>Black Alumni Summit</b>	Black Alumni Summit is a biennial gathering of African-American and Black alumni of Virginia Tech. Each Summit offers alumni an opportunity to discuss critical issues related to alumni engagement and continued collaboration with the university. <a href="http://www.diversity.vt.edu/alumni/aab/ba-summit.html">http://www.diversity.vt.edu/alumni/aab/ba-summit.html</a> <i>Alumni and Community</i>
<b>American/Native Indian</b>	There are about 481 living American/Native Indian Virginia Tech alumni. Our alumni served and continue to serve in many important roles. They are committed to providing leadership and helping current students excel. American/Native Indian alumni are a valuable constituency group to the university. The Alumni Association welcomes the opportunity to engage and learn from American/Native Indian alumni.

# Inventory of Inclusion and Diversity Activities

	<a href="http://www.diversity.vt.edu/alumni/ani.html">http://www.diversity.vt.edu/alumni/ani.html</a> <i>Alumni and Community</i>
<b>Asian/Pacific Islander</b>	<p>There are about 16,039 living Asian/Pacific Islander Virginia Tech alumni. Our alumni served and continue to serve in many important roles. They are committed to providing leadership and helping current students excel. Asian/Pacific Islander alumni are a valuable constituency group to the university. The Alumni Association welcomes the opportunity to engage and learn from Asian/Pacific Islander alumni.</p> <p><a href="http://www.diversity.vt.edu/alumni/api.html">http://www.diversity.vt.edu/alumni/api.html</a>  <i>Alumni and Community</i></p>
<b>Hispanic/Latino</b>	<p>There are about 3,340 living Hispanic and Latino Virginia Tech alumni across the U.S. Our alumni served and continue to serve in many important roles. They are committed to providing leadership and helping current students excel. Hispanic and Latino alumni are a valuable constituency group to the university. The Alumni Association welcomes the opportunity to engage and learn from Hispanic and Latino alumni.</p> <p><a href="http://www.diversity.vt.edu/alumni/hl.html">http://www.diversity.vt.edu/alumni/hl.html</a>  <i>Alumni and Community</i></p>
<b>LGBTQ+ Alumni</b>	<p>Ex Lapide ( Latin for “Out of Stone”) is a free Virginia Tech alumni society for lesbian, gay, bisexual, trans*, queer, questioning alumni and the allies that support them.</p> <p><a href="http://vtexlapide.org/">http://vtexlapide.org/</a></p>
<b>Strong Together</b>	<p>The Strong Together Initiative is a new campus-wide effort to promote the values set forth in the Virginia Tech Principles of Community. The Strong Together Initiative will include a variety of programming and promotional efforts geared toward raising awareness and facilitating actions that reflect the values of the Principles of Community among students, staff, and faculty.</p> <p><a href="http://www.diversity.vt.edu/principles-of-community/strongtogether.html">http://www.diversity.vt.edu/principles-of-community/strongtogether.html</a>  <i>Alumni and Community</i></p>

## Development and University Relations

**Data available:** Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR); Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: Recruiting Underrepresented Groups to Serve as Volunteer Leaders on Advisory Boards</b>	<p>This initiative will research, identify, and recruit key alumni/donors/friends with expertise to support the goals of the Virginia Tech Foundation Board of Directors, for example, as well as college and university programs advisory groups. Since these areas will have established diversity initiatives, as well, a standard correlation innately exists.</p> <p><i>Alumni and Community</i></p>
<b>InclusiveVT Initiative: Promoting Inclusion and Diversity Through Communications</b>	<p>This initiative will work with the Provost and President to insure priorities are defined and promoted. Work with central and unit communicators to develop materials that outline the university’s comprehensive diversity goals, incorporating the aspects that are also aligned with the specific college/unit their publications represent. <i>Campus Climate and</i></p>



# Inventory of Inclusion and Diversity Activities

	<p><i>Intergroup Relations</i></p>
<p><b>InclusiveVT Initiative: Gathering Institutional Fundraising for Inclusion and Diversity</b></p>	<p>This initiative will work with the Provost and President to identify funding needs/priorities, develop updated fundraising materials to support those identified needs/priorities, identify potential prospects for those needs/priorities, work with fundraisers across University Development to make them aware of the opportunities.</p> <p><i>Institutional Infrastructure</i></p>
<p><b>Inclusion and Diversity Funding Initiatives</b></p>	<p>Through the years, we have witnessed the power of communities coming together and shaping the University through their activism and engagement. Today, Virginia Tech's alumni community continues to strengthen the Virginia Tech experience to ensure that diversity remains a central focus at the University. Through the ongoing efforts of the Investment in Diversity Initiative, students and faculty have begun to capitalize on and secure the gains made on our campus in the past while enhancing the Virginia Tech educational experience.</p> <p><a href="http://www.diversity.vt.edu/giving/index.html">http://www.diversity.vt.edu/giving/index.html</a></p> <p><i>Institutional Infrastructure</i></p>
<p><b>Endowed Scholarships</b></p>	<p>The Senior Vice President and Provost also encourages you to consider endowing a new fund, which bears your name or the name of someone who impacted your life. The perpetual support provided by endowed scholarship funds is critical to helping Virginia Tech meet its financial aid budget. With our growing commitment to reducing the loan burden upon our students, your gift to help establish an endowed scholarship fund with a preference for an underrepresented student with financial need will help us meet the challenge of providing our students with the competitive financial aid that they need to attend Virginia Tech.</p> <p><a href="http://www.diversity.vt.edu/giving/index.html">http://www.diversity.vt.edu/giving/index.html</a></p> <p><i>Institutional Infrastructure</i></p>
<p><b>Overseas Study Initiatives</b></p>	<p>Scholarships can do more than just lower the barriers to access. They can raise the caliber of education we provide, by allowing for additional opportunities for Virginia Tech students. Students who study abroad are among the best and brightest at Virginia Tech. By raising \$400,000, we will be able to involve more underrepresented students in our highly regarded international studies programs. These include the Presidential Global Scholars Program, a transformative initiative that encourages our top students to study throughout Europe for a semester, and similar programs currently being developed for Ghana, West Africa, and the Dominican Republic.</p> <p><a href="http://www.diversity.vt.edu/giving/index.html">http://www.diversity.vt.edu/giving/index.html</a></p> <p><i>Institutional Infrastructure</i></p>
<p><b>Presidential Scholarship Initiative (VTPSI)</b></p>	<p>Through the Virginia Tech Presidential Scholarship Initiative, we are able to offset the cost of college for Virginia high school students who have significant financial need. Through the initiative, up to 50 in-state students who demonstrate a capability for stellar academic performance and show evidence of leadership potential are eligible to receive renewable, four-year scholarships. By supporting this initiative, you can open the doors of a Virginia Tech education to promising students who are coming from challenging circumstances. Our goal is to build a \$2 million endowment that will allow us to provide a permanent stream of funding to this important scholarship program.</p> <p><a href="http://www.diversity.vt.edu/giving/index.html">http://www.diversity.vt.edu/giving/index.html</a></p> <p><i>Institutional Infrastructure</i></p>

# Inventory of Inclusion and Diversity Activities

<b>Opportunities Scholarship Fund</b>	<p>The Opportunities Scholarship Fund provides support to promising students who have demonstrated leadership and service in the area of educational diversity by helping to cover expenses they cannot afford on their own. Those selected for the program will return to their communities to promote post-secondary education and educational diversity. The goal is to allow students to continue to be leaders in their home communities and extend that leadership in the Virginia Tech community. By raising \$500,000, we will be able to provide students with the tools to further their education and ready them for a lifetime of leadership.</p> <p><a href="http://www.diversity.vt.edu/giving/index.html">http://www.diversity.vt.edu/giving/index.html</a>  <i>Institutional Infrastructure</i></p>
<b>Senior Vice President and Provost's Excellence Fund</b>	<p>Establishing a \$400,000 excellence fund is one of our top priorities. This unrestricted fund will allow us to manage the expense of unbudgeted opportunities that frequently become available to our students. An excellence fund will allocate funding where it can be most effective. This fund will be used to enhance existing programs, finance new initiatives, and provide opportunities for student-leadership by supporting training and professional development.</p> <p><a href="http://www.diversity.vt.edu/giving/index.html">http://www.diversity.vt.edu/giving/index.html</a>  <i>Institutional Infrastructure</i></p>

## Division of Student Affairs

**Data available:** Faculty, Staff and student diversity (Institutional Research); Consortium Profile of the College Student Experience; Corps of Cadets surveys; Gallup surveys; Long range cohort study (DSA); Freshman and Senior Surveys (Assessment and Evaluation); Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation)

Activity	Description
<b>Inclusive VT Initiative: Intergroup Dialogue</b>	<p>The University of Michigan model of Intergroup Dialogue is the national standard for successful programs. "Intergroup dialogues are defined as facilitated, face-to-face meetings between students from two or more social identity groups that have a history of conflict or potential conflict." [1] This is a complex and challenging endeavor. Given the intense personal exploration in year one of the program, successful participants will be prepared to participate as Teaching Assistants for myriad sections of Intergroup Dialogue courses. They will serve as mentors to sustain meaningful intergroup contact, dialogue, and education. <i>Campus Climate and Intergroup Relations</i></p>
<b>Inclusive VT Initiative: Multiculture Competence Training</b>	<p>DSA employees will apply to be a part of a three-year cohort experience around the development of multicultural competence. They will explore the scholarship around multicultural competence, pursue understanding of identity and self in context of social constructs, and both learn about and practice social change. Year one will be framed with self-authorship, inclusive excellence, and the social change model. Year two will require participants to use their new lens and consider "Ut Prosim;" that is, to create social change within Virginia Tech. The third year will allow the cohort members to mentor a first-year cohort, thus completing the cycle of creating sustainable, meaningful change. <i>Education and Scholarship</i></p>
<b>Inclusive VT</b>	<p>Human Resources in DSA will (a) initiate an exit interview process, (b) create an advanced</p>

# Inventory of Inclusion and Diversity Activities

<b>Initiative: Human Resources/Recruitment</b>	<p>diversity training for search committee chairs, and (c) standardize the candidate liaison role for all AP Faculty searches.</p> <p><i>Institutional Infrastructure</i></p>
<b>Aspirations for Student Learning</b>	<p>The Aspirations for Learning challenge students to be” CURIOUS— to expose yourself to learning and opportunities that reveal new parts of yourself. We want you to pursue SELF-UNDERSTANDING and INTEGRITY— to discover the unique talents and values that will shape who you become. We want you to practice CIVILITY— to use Virginia Tech as a laboratory for discussing big ideas, problems, and our differences while being kind, compassionate, and caring. We want you to prepare for a life of COURAGEOUS LEADERSHIP— to recognize that making the world more humane and just comes at a cost for those who pave a better way for others. Finally, we want you to embrace UT PROSIM as a way of life—to remember that your education is not only for you, but also for the good you will do for society by giving back through service.”</p> <p><a href="http://www.dsa.vt.edu/aspirations/">http://www.dsa.vt.edu/aspirations/</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Cranwell International Center</b>	<p>Cranwell International Center is committed to the university's globalization initiatives and serves as the primary support service for the international community. Cranwell International Center promotes intercultural exchange, fosters a welcoming environment, and enhances the experience of all university and community participants. We support the university's focus on teaching and learning, research and discovery, and outreach and engagement through our commitment to quality programming, strong advocacy, collaboration, a dedicated facility, and valuable services.</p> <p><a href="http://www.international.vt.edu/">http://www.international.vt.edu/</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Multicultural Programs and Services (MPS)</b>	<p>As a unit within the Dean of Students, we embrace the values of student empowerment, helping students recognize and achieve their aspirations, and compassionate student advocacy. That means that folks can report injustice to our office, you could consider us consultants in your work, and we aim to be partners in addressing the specific needs of underrepresented groups on our campus.</p> <p><a href="http://www.mps.vt.edu/">http://www.mps.vt.edu/</a> <i>Campus Climate and Intergroup Relations</i></p>
<b>Asian American Student Union (AASU)</b>	<p>The Asian American Student Union’s mission is to serve the Asian/Pacific Islander American (APIA) community within Virginia Tech. AASU acts as an umbrella organization over the branching undergraduate APIA organizations and strives to enhance and further the individual cultural and ethnic diversities that exist in the APIA community. AASU makes efforts to address the problems and concerns of the APIA community to the administration and constituent student organizations.</p> <p><a href="https://gobblerconnect.vt.edu/organization/aasu">https://gobblerconnect.vt.edu/organization/aasu</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Asian Pacific American Heritage Month</b>	<p>Recognized nationally in 1992, Asian Pacific American Heritage Month is celebrated in the U.S. during the month of May to provide educational and entertainment-based programs relevant to Asian and Pacific Islander culture. During the regular academic calendar, Virginia Tech celebrates APAHM during the month of April.</p> <p><a href="http://www.mps.vt.edu/cultural_celebrations/asian_pacific_american_heritage_month/">http://www.mps.vt.edu/cultural_celebrations/asian_pacific_american_heritage_month/</a></p> <p><i>Campus Climate and Intergroup Relations</i></p>
<b>Black Organizations Council (BOC)</b>	<p>The Black Organizations Council (BOC) is the umbrella organization for the predominately African American organizations at Virginia Tech. The council serves as a liaison between the university administration, constituent organizations and the community.</p>

# Inventory of Inclusion and Diversity Activities

	<p><a href="https://gobblerconnect.vt.edu/organization/BOC">https://gobblerconnect.vt.edu/organization/BOC</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Black Cultural Center Alumni Advisory Board (BCCAAB)</b>	<p>The BCC Alumni Advisory Board is comprised of Virginia Tech alumni who were involved in and benefited from services and programs at the Black Cultural Center. These alumni are committed to giving their time and financial resources to support BCC programs and services, as well as the students who use the BCC. <a href="http://www.diversity.vt.edu/alumni/aab/bar/2014.html">www.diversity.vt.edu/alumni/aab/bar/2014.html</a> <i>Alumni and Community</i></p>
<b>Black History Month</b>	<p>February is Black History Month and a time to commemorate African-Americans who have changed the world. Celebrating Black History began in 1926, when Carter G. Woodson, Ph.D., a Harvard graduate, initiated Negro History Week. Woodson, an historian, chose the second week in February because it included the birthdays of Frederick Douglass and Abraham Lincoln. <a href="http://www.mps.vt.edu/cultural_celebrations/black_history_month/index.html">http://www.mps.vt.edu/cultural_celebrations/black_history_month/index.html</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Donning of the Kente</b>	<p>Donning of the Kente is a commencement celebration ceremony that recognizes and celebrates Black graduates. Multicultural Programs &amp; Services <a href="mailto:mps@vt.edu">mps@vt.edu</a>  <a href="http://www.vtnews.vt.edu/articles/2012/04/042512-dsa-donningofthekente.html">http://www.vtnews.vt.edu/articles/2012/04/042512-dsa-donningofthekente.html</a> <i>Campus Climate and Intergroup Relations</i></p>
<b>Jewish Student Union (JSU)</b>	<p>JSU serves as an umbrella organization for the Jewish student organizations on campus. JSU's mission includes providing an open forum for communication and serving as an advocate/liason between Jewish students, administration and the campus community.  <a href="https://gobblerconnect.vt.edu/organization/JSU">https://gobblerconnect.vt.edu/organization/JSU</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Jewish Cultural Month</b>	<p>Through fascinating speakers, moving presentations, and much laughter, Jewish Cultural Month educates and engages both Jews and non-Jews about a complex and beautiful religion and people.  <a href="http://www.mps.vt.edu/cultural_celebrations/jewish_cultural_month/index.html">http://www.mps.vt.edu/cultural_celebrations/jewish_cultural_month/index.html</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Aliyah Ceremony</b>	<p>Aliyah is a baccalaureate ceremony and celebration of achievement for Jewish undergraduate and graduate students. <a href="http://www.mps.vt.edu/cultural_comencement_graduation_ceremonies/index.html">http://www.mps.vt.edu/cultural_comencement_graduation_ceremonies/index.html</a> <i>Campus Climate and Intergroup Relations</i></p>
<b>Latino Association Student Organization (LASO)</b>	<p>The Latino community has grown here at Virginia Tech and we take pride in ensuring that the community's voice is heard not only on campus, but in the surrounding area. We celebrate and embrace our Latino heritage, and make an effort to share it with everybody we interact with. Our organizations work hard to ensure that every student feels a sense of familia by establishing a home away from home through their events and programs. Feel free to look through the website and figure out which organizations interest you. We are sure you will find one you can identify with most. But remember, LASO is here to serve YOU so feel free to contact us with any questions, comments, or concerns.  <a href="http://www.laso.org.vt.edu/">http://www.laso.org.vt.edu/</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Hispanic-Latino Heritage Month</b>	<p>Hispanic-Latino Heritage Month begins on September 15, the anniversary of independence for five Latin American countries. Learn about the history and culture of the Hispanic-Latino people by attending Virginia Tech sponsored events.  <a href="http://www.mps.vt.edu/cultural_celebrations/hispanic-latino_heritage_month/index.html">http://www.mps.vt.edu/cultural_celebrations/hispanic-latino_heritage_month/index.html</a></p>

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	<i>Campus Climate and Intergroup Relations</i>
<b>Hispanic-Latino Achievement Ceremony</b>	This ceremony celebrates the accomplishments of Hispanic-Latino undergraduate and graduate students. Veronica Montes <a href="mailto:vmontes@vt.edu">vmontes@vt.edu</a> <a href="http://www.mps.vt.edu/cultural_commencement_graduation_ceremonies/index.html">http://www.mps.vt.edu/cultural_commencement_graduation_ceremonies/index.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>Sigma Delta Pi Hispanic Honor Society</b>	The Lambda Psi chapter of Sigma Delta Pi is a collegiate Hispanic Honor Society that hosts a recognition ceremony for Hispanic/Latino graduates, and celebrates Hispanic/Latino achievement at Virginia Tech. <a href="http://www.fll.vt.edu/Spanish/activities/SigmaDeltaPi/index.html">http://www.fll.vt.edu/Spanish/activities/SigmaDeltaPi/index.html</a> <i>Access and Success</i>
<b>Lesbian, Gay, Bisexual, Transgender Alliance (LGBT A)</b>	LGBT History Month is a month-long observance of Lesbian, Gay, Bisexual, and Transgender History. It includes reflection of the LGBT Social Justice Movement with roots stemming from what is commonly known as the Civil Rights Movement. <a href="http://www.mps.vt.edu/cultural_celebrations/LGBT_history_month/index.html">http://www.mps.vt.edu/cultural_celebrations/LGBT_history_month/index.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>LGBT History Month</b>	LGBT History Month is a month-long observance of Lesbian, Gay, Bisexual, and Transgender History. It includes reflection of the LGBT Social Justice Movement with roots stemming from what is commonly known as the Civil Rights Movement. <a href="http://www.mps.vt.edu/cultural_celebrations/LGBT_history_month/index.html">http://www.mps.vt.edu/cultural_celebrations/LGBT_history_month/index.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>Lavender Ceremony</b>	Virginia Tech’s Lavender Ceremony recognizes lesbian, gay, transgender, and bisexual students and their allies who are receiving their undergraduate or graduate degree. This special celebration honors students from all majors and disciplines, and traditionally occurs two days before spring commencement. Graduates receive a unique rainbow cord that can be worn with pride with their academic regalia. LGBT Caucus <a href="mailto:lgbtcaucus@vt.edu">lgbtcaucus@vt.edu</a> <a href="http://www.vtnews.vt.edu/articles/2014/04/041814-clahs-lavender.html">http://www.vtnews.vt.edu/articles/2014/04/041814-clahs-lavender.html</a> <i>Campus Climate and Intergroup Relations</i>
<b>HokiePRIDE</b>	HokiePRIDE’s mission is to work to promote an environment of equality, understanding, and harmony for people of all sexual orientations, sexualities, gender identities and expressions by providing a LGBT Resource Center and campus-wide programs to raise awareness, community visibility, and increase support. HokiePRIDE maintains ties with the two other organizations on campus dedicated to LGBTQ awareness and support: the graduate organization, Queer Grads & Allies, and the LGBT Caucus for faculty and staff. Multicultural Programs and Services <a href="mailto:mps@vt.edu">mps@vt.edu</a> <a href="https://gobblerconnect.vt.edu/organization/hokiepride/about">https://gobblerconnect.vt.edu/organization/hokiepride/about</a> <i>Campus Climate and Intergroup Relations</i>
<b>Native@VT</b>	Native@VT is a student organization that serves as a union for Native American students as well as a means for the Virginia Tech community to learn more about Native American culture and history. Native@VT strives to foster an awareness of Native presence and culture at Virginia Tech and to uplift the motto Ut Prosim. It is not necessary to have a certain blood quanta, Federal Recognition, or tribal affiliation in order to participate in Native@VT events. Sam Cook, <a href="mailto:sacook2@vt.edu">sacook2@vt.edu</a> . <a href="https://gobblerconnect.vt.edu/organization/nativeatvt">https://gobblerconnect.vt.edu/organization/nativeatvt</a> <i>Campus Climate and Intergroup Relations</i>
<b>American Indian Heritage Month</b>	
<b>Safe Zone</b>	Established in 1998, the Safe Zone program was created as a collaborative effort between the

# Inventory of Inclusion and Diversity Activities

	<p>Dean of Students, the Lesbian Gay Bisexual Transgender Alliance (LGBTQA), the Lesbian Gay Bisexual Transgender Caucus (LGBT Caucus), and the Office of Diversity and Inclusion (formerly the Office of Equal Opportunity). Now coordinated through Multicultural Programs and Services, the Safe Zone program exists to educate the Virginia Tech community on topics related to the LGBTQ community. Safe Zones are members of the program who are committed to providing a more inclusive and accepting environment for lesbian, gay, bisexual, transgender, and questioning communities and their allies.</p> <p><a href="http://www.mps.vt.edu/programs_services/index.html">http://www.mps.vt.edu/programs_services/index.html</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Tech DREAMers</b>	<p>The mission of Tech DREAMers is to foster a community inclusive of DREAMers at Virginia Tech by: advocating and educating others as to what DREAMers are, making resources available to all DREAMers that make higher education more obtainable, and advocating for immigration reform both at the state and federal level.</p> <p><a href="https://gobblerconnect.vt.edu/organization/TechDREAMers/about">https://gobblerconnect.vt.edu/organization/TechDREAMers/about</a>  <i>Campus Climate and Intergroup Relations</i></p>
<b>Career Services Multicultural Outreach</b>	<p>Career Services assists students with a variety of career concerns, from searching for a major to gaining career-related experience to conducting a job search or applying to graduate/professional schools. Students from all backgrounds are encouraged to take advantage of all the resources and services provided in Smith Career Center.</p> <p><a href="http://www.mps.vt.edu/lgbtq/on-campus_resources/index.html">http://www.mps.vt.edu/lgbtq/on-campus_resources/index.html</a>  <i>Access and Success Education and Scholarship Institutional Infrastructure</i></p>
<b>Cook Counseling Center</b>	<p>Thomas E. Cook Counseling Center provides individual counseling and group counseling for enrolled undergraduate and graduate students at Virginia Tech. Consultation and outreach services are provided for Virginia Tech faculty, staff, and student organizations.</p> <p><a href="http://www.ucc.vt.edu/">http://www.ucc.vt.edu/</a> <i>Campus Climate and Intergroup Relations</i></p>
<b>MLK Celebrations</b>	<p>The Virginia Tech MLK Celebration honors the legacy of Dr. Martin Luther King, Jr. It is held the week of the MLK Holiday. The celebration in January includes a K-12 Poster and Essay Contest, a community breakfast, service projects, and features a university celebration to honor Dr. King's legacy.</p> <p><a href="http://www.engage.vt.edu/mlk/">http://www.engage.vt.edu/mlk/</a> <i>Campus Climate and Intergroup Relations</i></p>
<b>Principles of Community Speakers Series</b>	<p>The Principles of Community Speakers Series provide opportunities for the campus community to increase their knowledge and awareness of diversity topics and how they impact higher education. <a href="mailto:diversity@vt.edu">diversity@vt.edu</a> <a href="http://www.diversity.vt.edu">www.diversity.vt.edu</a> <i>Campus Climate and Intergroup Relations</i></p>
<b>Services for Students with Disabilities</b>	<p>Services for Students with Disabilities exists to assist students with disabilities and problem-solve personal and environmental issues that may interfere with full access to academics and/or hinder academic performance. SSD offers a wealth of services to students with disabilities.</p> <p><a href="http://www.ssd.vt.edu/">http://www.ssd.vt.edu/</a> <i>Access and Success</i></p>
<b>Veteran and Military Student Support Services</b>	<p>Virginia Tech is committed to facilitating access, transition, and academic achievement for undergraduate and graduate veteran and military students at our Blacksburg and satellite campuses; increasing faculty, staff, student and community awareness of veteran and military student issues; and enhancing post-baccalaureate education and employment opportunities for students by providing outreach and support. For information on support services and programming for veteran and military students visit <a href="http://www.veterans@vt.edu">www.veterans@vt.edu</a>. Barb Weimerskirch, <a href="mailto:bmweimer@vt.edu">bmweimer@vt.edu</a>, 540-231-5499. Please see information on the Office for Veterans Services</p>

# Inventory of Inclusion and Diversity Activities

	<p>under Scholarships. Veterans@VT is a chapter of the Student Veterans of American national organization.</p> <p><a href="http://www.veterans.vt.edu/Office_of_Veterans_Services/index.html">http://www.veterans.vt.edu/Office_of_Veterans_Services/index.html</a></p> <p><i>Access and Success</i></p>
<b>Office of Veterans Services</b>	<p>The Office of Veterans Services, located in 130 Student Services Building is the VT site for information and paperwork relating to the GI Bill compliance and paperwork.</p> <p><a href="http://www.veterans.vt.edu/Office_of_Veterans_Services/index.html">http://www.veterans.vt.edu/Office_of_Veterans_Services/index.html</a></p> <p><i>Access and Success</i></p>

## Finance

**Data available:** Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR); Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: Supplier Diversity</b>	<p>In complete alignment with diversity initiatives across its campus and the commonwealth, Virginia Tech is committed to the establishment, preservation, and strengthening of small, women-owned, and minority-owned (SWAM) businesses. The university's purchasing staff strives to employ well developed business processes that provide training, information, and an established framework for conducting procurement to those who engage in delegated small-purchasing. We seek to work with and communicate to the delegated purchasing community on a continuing basis to emphasize the importance of diversity in procurement.</p> <p><a href="http://www.procurement.vt.edu/Department/MinoritySum.html">http://www.procurement.vt.edu/Department/MinoritySum.html</a></p> <p>Institutional Infrastructure</p>
<b>InclusiveVT Initiative: SWaM Outreach</b>	<p>This initiative will Increase outreach to the campus community to enhance knowledge and understanding of opportunities and processes for achieving the university approved SWaM goals.</p> <p>Institutional Infrastructure</p>
<b>InclusiveVT Initiative: Establishment of an Administrative Internship Program</b>	<p>This initiative is an innovative way to increase the employment of talented professionals from diverse backgrounds while also providing program participants a unique opportunity to enhance their professional skills in academic administration</p> <p>Access and Success; Campus Climate and Intergroup Relations</p>
<b>InclusiveVT Initiative: Diversity Training for Departments Reporting to Vice President for Finance</b>	<p>This initiative will Identify and implement diversity training programs and seminars for all departments reporting to the VP for Finance.</p> <p>Education and Scholarship</p>

# Inventory of Inclusion and Diversity Activities

## Outreach and International Affairs

### General

Virginia Tech's Outreach and International Affairs supports the university's engagement mission by creating community partnerships and economic development projects, offering professional development programs and technical assistance, and building collaborations to enrich discovery and learning - all with the overarching goal of improving the quality of life for people within the commonwealth and throughout the world. Outreach and International Affairs leads Virginia Tech's presence on five continents; its regional research and professional development and development centers across the commonwealth focus on graduate education and professional development. Blacksburg-based centers are dedicated to student engagement, language, policy, and governance.

Data available: Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR); Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: International Spouse Support Program</b>	This initiative will extend an invitation to spouses of international graduate students to study English at the Language and Culture Institute (VTLCI) free of tuition (or, alternatively, at a VT employee rate of \$50 per academic class per term), plus textbook charges. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship</i>
<b>InclusiveVT Initiative: Scholarship for Underrepresented Populations Admissions and Study Abroad</b>	This initiative will provide hard dollar scholarship funding to Virginia Tech's underrepresented student populations who are participating in study abroad programs. Specific scholarship funds will also be set aside to assist TRiO students who have chosen to come to Virginia Tech to pursue undergraduate degrees, either as incoming freshmen or as transfer students from community colleges both in and out of the state. <i>Access and Success; Campus Climate and Intergroup Relations; Education and Scholarship; Institutional Infrastructure</i>
<b>InclusiveVT Initiative: Elevate Women and Gender Studies Discussion Series</b>	This initiative will elevate the Woman and Gender Studies Discussion Series to increase impact and visibility of Virginia Tech's gender and development expertise, student awareness of international gender issues, and involvement of international students. <i>Education and Scholarship</i>
<b>Education Abroad</b>	When students of all backgrounds and disciplines explore, learn, and engage with other cultures, they begin to challenge their assumptions, broaden their perspectives, and understand what it means to become responsible citizens of their nation and of the world. As Paul Knox, University Distinguished Professor and Senior Fellow for International Advancement, wrote in "A Plan for a New Horizon, Envisioning Virginia Tech 2012-18,": As citizens in a global community, our students can only benefit from access to and immersion in rich, cultural experiences; therefore, we will seek to ensure that opportunities for international engagement such as study abroad are viable for as many students as possible. <a href="http://www.educationabroad.vt.edu/">http://www.educationabroad.vt.edu/</a> <i>Education and Scholarship</i>
<b>Language and Culture Institute</b>	The Virginia Tech Language and Culture Institute provides language-related programs and services for academic and professional development. Through its work, the institute



# Inventory of Inclusion and Diversity Activities

	<p>contributes to the university's diversity and intellectual capacity by helping to attract the best and brightest international students, scholars, and professionals to our community. Part of Virginia Tech Outreach and International Affairs, the institute has locations in Blacksburg at the main Virginia Tech campus, in the National Capital Region, and at Radford University. The institute hosts over 500 students per year from more than 30 countries spanning the globe, served by 75 professional faculty, instructors, and staff.</p> <p><a href="https://www.lci.vt.edu/">https://www.lci.vt.edu/</a> <i>Education and Scholarship</i></p>
<p><b>Upward Bound/Talent Search</b></p>	<p>Talent Search and Upward Bound provide preparation and tutoring in English, mathematics, science, foreign language, SAT prep, ACT prep, study and test-taking skills, career planning, time management, communication skills, problem solving, and more...</p> <p><a href="http://www.outreach.vt.edu/ForEducators/K-12_outreach.aspx">http://www.outreach.vt.edu/ForEducators/K-12_outreach.aspx</a> <i>Access and Success</i></p>
<p><b>Women and Gender in International Development</b></p>	<p>Our mission is to work towards gender equality in development by promoting gender sensitivity in every OIRED project and ensuring that women benefit. We believe that development is achieved most effectively when it is inclusive, equitable, and based on the priorities of local groups. As a learning community and academic resource, we seek to build capacity to address gender disparities in the areas of agriculture, natural resource management, education, food security, health and nutrition, and water. The WGD program works collaboratively with VT faculty and students, partner organizations around the world, and other stakeholders, conducting interdisciplinary research on gender issues to increase opportunities for women while achieving the technical goals of our projects.</p> <p><a href="http://www.oired.vt.edu/wgd/">http://www.oired.vt.edu/wgd/</a> <i>Education and Scholarship</i></p>

## Research

**Data available:** Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR); Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation); Information on NSF Broadening Participation grants; NIH “Supplements to Promote Diversity in Health Related Research”; and collaborative grants with Minority-Serving Institutions and Community Colleges

Activity	Description
<p><b>InclusiveVT Initiative: Strengthening Your Grant Proposal: Building in Quality Education, Outreach and Diversity Components</b></p>	<p>Education, outreach and diversity are key review criteria at NSF and other funding agencies. This workshop will identify VT resources--people and programs--that researchers can use to build these critical components into their grant proposals. Note: This workshop meets the elective requirement for the Virginia Tech Research Administrator Level II Certificate Program.</p> <p><a href="http://www.research.vt.edu/professional-development/events/2013-09-16/strengthening-your-grant-proposal-workshop-broader-impacts-criterion">http://www.research.vt.edu/professional-development/events/2013-09-16/strengthening-your-grant-proposal-workshop-broader-impacts-criterion</a> <i>Education and Scholarship</i></p>
<p><b>InclusiveVT Initiative: VT-IMSD (Initiative for Maximizing Student Development) Program</b></p>	<p>Developing a sense of community amongst underrepresented students has been a critically important attribute of successful recruitment and retention of minority students in higher education. Such community building activities are not specifically funded by NIH in the IMSD project so a partnership between IMSD, OVPR, and the Fralin Institute for Life</p>

# Inventory of Inclusion and Diversity Activities

<b>Funding</b>	Sciences will provide resources to respond to the social and cultural needs of students that facilitates success at the undergraduate and graduate level. <i>Access and Success</i>
<b>InclusiveVT Initiative: Diversity Competencies and Professional Development</b>	The Office of the Vice President for Research will solicit participants for the next series of classes offered by UOPD and will provide financial support for participants. In addition, OVPR will work with the supervisor of each participant to fund incentives or recognition that is tailored to the motivations of the participant. This approach is designed to reduce barriers to participation and to provide flexible recognition that is aligned with the employee’s professional development plan. <i>Education and Scholarship</i>

## Senior Vice-President and Provost

### Data available:

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)  
Climate Survey Data (HR)

Activity	Description
<b>InclusiveVT Initiative: Promote Inclusive Pedagogy</b>	The Senior Vice President and Provost, working with the vice provosts, will assemble a committee to review options for promoting inclusive pedagogy. The committee will include Peter Doolittle (CIDER), Michelle James Deramo and Alicia Cohen (Diversity Development Institute), Rachel Holloway and Jack Finney (Vice Provosts), Karen DePauw (Vice President and Dean for Graduate Education) and others to be identified. <i>Education and Scholarship</i>
<b>InclusiveVT Initiative: Inclusion Scholars and Program Leaders</b>	The Office of the Senior Vice President and Provost will assemble a group of faculty who are inclusion scholars or program leaders. The intention is to involve directors of the following programs: Appalachian Studies, Africana Studies, Women’s and Gender Studies, Native American Studies, International Studies, Religion and Culture, representatives of budding programs (e.g., Judaic Studies, Hispanic/Latino(a) Studies, Disabilities Studies), Race and Social Policy Research Center, and others to be identified. <i>Campus Climate and Intergroup Relations; Education and Scholarship</i>
<b>InclusiveVT Initiative: National Center for Faculty Development and Diversity (NCFDD)</b>	The NCFDD has an institutional membership that provides access to a wide range of online workshops, presentations, and training sessions. This access extends the mentoring opportunities available to our members on campus to those resources available from a nationally prominent organization with memberships from more than 350 universities and colleges. <i>Access and Success; Institutional Infrastructure</i>
<b>InclusiveVT Initiative: Evaluation and Assessment Plan</b>	Evaluation will proceed in several stages: 1) A Diversity Strategic Plan baseline report will be produced. This report will provide a foundation against which change will be measured. The report will be updated and reviewed annually through 2018, and will inform development of new planning in 2018. The Diversity Strategic Plan includes goals and indicators in all four Inclusive Excellence areas; 2) Measures of accountability will be based upon a thorough analysis of the InclusiveVT open forum on September 29, 2014. These may include greater transparency, more frequent communications, and resource investments in the new model; 3) A report on initiatives, measures, outcomes, and accountability, produced by the Inclusion Coordinators, will serve as a parallel

# Inventory of Inclusion and Diversity Activities

	<p>mechanism of assessing effectiveness of the InclusiveVT model (reviewed annually). <i>Institutional Infrastructure</i></p>
<p><b>InclusiveVT Initiative: Communication Plan</b></p>	<p>The InclusiveVT communication plan will leverage and promote a decentralized concept of Inclusion and Diversity across Virginia Tech's campus. The goals are to take a proactive approach promoting InclusiveVT and its initiatives, to be transparent, and communicate all events and activities surrounding inclusion and diversity in the university. This communication plan will draw information from all the areas that are represented by the Vice Presidents and Deans on the President's Inclusion and Diversity Executive Council. <i>Institutional Infrastructure</i></p>
<p><b>InclusiveVT Initiative: InclusiveVT Dashboards</b></p>	<p>InclusiveVT will facilitate public access about demographics, campus climate, and progress toward meeting the goals of InclusiveVT and the Diversity Strategic Plan. We will follow a dashboard model from UC Berkeley to construct our own. Business Enterprise Systems is now using MicroStrategy software to render dashboards for other university purposes, and we have been assured that these can be created for inclusion and diversity measures. <i>Institutional Infrastructure</i></p>
<p><b>InclusiveVT Initiative: Workshops on Unconscious Bias</b></p>	<p>There is a robust literature on how unconscious bias influences the selection process in a faculty search. Increasing awareness and learning management strategies for these biases can reduce this influence and result in enhanced diversity outcomes for faculty searches. The Vice Provost for Faculty Affairs and the Faculty Affairs Team will offer workshops on unconscious bias. We will offer them university-wide twice annually (once in fall and once in spring) and will also offer a college-based search chairs session. <i>Access and Success</i></p>
<p><b>InclusiveVT Initiative: Consultation for Implementing a "College" Liaisons Program</b></p>	<p>The eight academic colleges have implemented a program called College Liaisons, which provides a 30-minute meeting with all candidates who come to campus to interview for a faculty position. (The Division of Student Affairs has one department that has been using the liaison program and will extend it to all of the DSA's departments.) We wish to support the extension of this program to other senior management units in support of successful recruitment of faculty. Faculty who have these liaison meetings report on the value of having a person to ask questions about work-life balance, community resources, challenges associated with minority status in our rural area, and similar topics. <i>Access and Success; Campus Climate and Intergroup Relations</i></p>
<p><b>InclusiveVT Initiative: Collaboration - Faculty Recruitment and Retention Study</b></p>	<p>In collaboration with Human Resources, this initiative will conduct a retention and recruitment study, with structured interviews, of all tenured and tenure track African American and Hispanic faculty <i>Access and Success; Campus Climate and Intergroup Relations</i></p>
<p><b>AdvanceVT</b></p>	<p>The mission of AdvanceVT is to assist Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty. To accomplish this mission, our programs are designed to facilitate success in scholarship, teaching, engagement and administration for a wide range of audiences <a href="http://www.advance.vt.edu/index.html">http://www.advance.vt.edu/index.html</a> <i>Access and Success</i></p>
<p><b>College Liaisons</b></p>	<p>College Liaisons support faculty recruitment efforts in each college by meeting individually with candidates to discuss Virginia Tech's dual career resources, extend-the-tenure-clock policy, modified duties policy, commitment to diversity, community</p>

# Inventory of Inclusion and Diversity Activities

	<p>resources, and to refer candidates to appropriate resources for additional information. The role of the Liaison is designed to meet the unique needs of each college.  <a href="http://www.provost.vt.edu/faculty_affairs/faculty_recruitment/faculty_recruitment.html">http://www.provost.vt.edu/faculty_affairs/faculty_recruitment/faculty_recruitment.html</a>  <i>Access and Success</i></p>
<b>Dual Career Program</b>	<p>The Dual Career Program hopes to bring a new level of support to couples and their families when considering employment opportunities within the University and the surrounding community.  <a href="http://www.provost.vt.edu/faculty_affairs/faculty_recruitment/dual_career_program.html">http://www.provost.vt.edu/faculty_affairs/faculty_recruitment/dual_career_program.html</a>  <i>Access and Success</i></p>
<b>Faculty Work-Life Policies</b>	<p>The provost's office oversees implementation of university policies to assist faculty with the challenges of balancing professional and personal life  <a href="http://www.provost.vt.edu/faculty_affairs/faculty_work_life_policies.html">http://www.provost.vt.edu/faculty_affairs/faculty_work_life_policies.html</a>  <i>Access and Success</i></p>
<b>Future Faculty Development Program</b>	<p>The 2015 Future Faculty program was held January 11-14 at Virginia Tech's Blacksburg campus to provide participants with the opportunity to hear presentations and have candid discussions with department heads, deans, and current faculty members about faculty life and the range of responsibilities of faculty in learning, discovery, and engagement.  <a href="http://www.provost.vt.edu/faculty_affairs/faculty_recruitment/future_faculty/future_faculty.html">http://www.provost.vt.edu/faculty_affairs/faculty_recruitment/future_faculty/future_faculty.html</a>  <i>Access and Success</i></p>
<b>Visiting Scholars</b>	<p>The Visiting Scholars Program is designed to support faculty recruitment efforts through building or expanding connections between Virginia Tech and outstanding scholars from other institutions  <a href="http://www.advance.vt.edu/resources_links/visiting_scholars.html">http://www.advance.vt.edu/resources_links/visiting_scholars.html</a>  <i>Access and Success</i></p>
<b>The Women's Center</b>	<p>The Women's Center was founded in 1994 to serve the students, faculty, and staff of Virginia Tech. Our mission is to promote a Virginia Tech community that is safe, equitable, and supportive for women and that celebrates their experiences, achievements, and diversity.  <a href="http://www.womenscenter.vt.edu/">http://www.womenscenter.vt.edu/</a> <i>Campus Climate and Intergroup Relations</i></p>

## Virginia Tech Office of the President

Activity	Description
<b>InclusiveVT Initiative: Reception for Underrepresented Students Admitted to Virginia Tech</b>	A reception for underrepresented students who have been offered admission will be hosted by the President at The President's Box at Lane Stadium (as part of Gateway Weekend) soon after offer letters are issued in spring semester, to expose students from underrepresented groups who have been offered admission to the welcoming and inclusive environment that exists at Virginia Tech to encourage them to accept their offer of admission.

# Inventory of Inclusion and Diversity Activities

	<i>Access and Success</i>
<b>InclusiveVT Initiative: Inclusive Search Committee Composition</b>	This initiative will increase diversity among university's senior leadership by ensuring diverse composition of search committees for VP-level searches; requiring unconscious bias training for searches run through the President's office; analyzing candidate pools to focus on identifying talent that would add to the diversity of the leadership team. The purpose is to ensure that there are no obstacles, subconscious or otherwise, to impede efforts to diversify the senior leadership of the university. <i>Access and Success</i>
<b>InclusiveVT Initiative: Reception Dinner for New Underrepresented Faculty</b>	A reception or dinner for new underrepresented faculty will be hosted by the President at The Grove early in the fall semester, to help new underrepresented faculty feel welcome and introduce them to other new faculty, some of whom may form the core of a network or support structure for the new faculty member <i>Campus Climate and Intergroup Relations</i>

## Virginia Tech Department of Athletics

<http://www.athletics.vt.edu/diversity/>

### **Data available:**

Faculty, Staff, Graduate, and Undergraduate diversity (Institutional Research)  
Climate Survey Data (HR)

Activity	Description
<b>InclusiveVT Initiative: Inclusion and Diversity Presentations</b>	The Athletic Department will decide on an area emphasis in inclusion and diversity and research an individual to come to campus and speak with our student-athletes and staff. The topic for presentation in the Spring 2015 that has been discussed is LGBTQ. The Assistant Athletic Director for Compliance and the Associate Athletic Director for Student-Athlete Development will research and select an individual that specializes in the specific area and invite them to campus. <i>Education and Scholarship</i>
<b>InclusiveVT Initiative: Inclusion and Diversity Multimedia Campaign</b>	The Athletic Department produce 1-2 videos per academic year that will be posted on <a href="http://www.hokiesports.com">www.hokiesports.com</a> . Additionally, these videos will be played at select athletic events throughout the academic year. The videos will also be shared with departments across campus to display on their video outlets as they so choose. Lastly, the Athletic Department will reserve space in select game programs that will illustrate the importance of inclusion and diversity concepts. <i>Campus Climate and Intergroup Relations</i>
<b>InclusiveVT Initiative: Inclusion and Diversity Student Athlete Experience Surveys</b>	The Athletic Department will research and develop a comprehensive survey. The survey will be distributed to all student-athletes at the end of the 2014-15 academic year. Surveys will be collected and analyzed over the course of the summer. The senior staff in athletics along with the Office of Student-Athlete Development will determine the best ways to address areas of concern and improve areas of achievement. <i>Campus Climate and Intergroup Relations</i>
<b>Committee on Equal Opportunity in</b>	The Committee on Equal Opportunity in Athletics (the Committee) was created to fulfill a requirement stemming from the University's NCAA Division I Athletics Certification Self-

# Inventory of Inclusion and Diversity Activities

<b>Athletics</b>	<p>Study Process (the Certification). This requirement states that Virginia Tech is required to conduct a "Periodic review of athletics department activities for consistency with goals and objectives set forth in the institution's and athletics department's written commitments to diversity." By forming the Committee, the Department of Athletics is ensuring that the requirement is met through periodic, comprehensive, and documented reviews. This kind of in-depth evaluation exceeds the Certification requirement by including a broadly representative group of campus citizens in the review process. The purpose of the Committee is to evaluate and update the department's primary written commitment to diversity: the Department of Athletics' Minority Opportunity Plan. The Committee will use the University's mission statement, the Department of Athletics' mission statement, the Principles of Community, appropriate portions of the Virginia Tech NCAA Division I Athletics Certification Self-Study Report, and other relevant University policies and procedures as a basis for evaluation. The Committee will annually report findings to the Commission on Equal Opportunity and Diversity (CEOD) and to the Director of Athletics. Both parties will have an opportunity to review the report and provide comments or recommendations. The Committee will consider all comments and recommendations and will finalize the report accordingly. A final report will be provided annually to the CEOD, the Director of Athletics, the Office for Equal Opportunity, and the University Athletics Committee.</p> <p><a href="http://www.athletics.vt.edu/diversity/purpose.html">http://www.athletics.vt.edu/diversity/purpose.html</a></p>
<b>Equity in Athletics Disclosure Act Reports</b>	<p>The Equity in Athletics Data Analysis Cutting Tool is brought to you by the Office of Postsecondary Education of the U.S. Department of Education. This analysis cutting tool was designed to provide rapid customized reports for public inquiries relating to equity in athletics data. The data are drawn from the OPE Equity in Athletics Disclosure Website database. This database consists of athletics data that are submitted annually as required by the Equity in Athletics Disclosure Act (EADA), via a Web-based data collection, by all co-educational postsecondary institutions that receive Title IV funding (i.e., those that participate in federal student aid programs) and that have an intercollegiate athletics program.</p> <p><a href="http://ope.ed.gov/athletics/index.aspx">http://ope.ed.gov/athletics/index.aspx</a></p>

## Information Technology

**Data available:** Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR); Administrative Quality and Improvement (AdQI) process (Assessment and Evaluation)

Activity	Description
<b>InclusiveVT Initiative: Improve Recruitment within Information Technology</b>	<p>This initiative will launch a multi-year effort to improve recruitment within the IT organization by developing and maintaining a workforce pipeline for IT that focuses on the broad spectrum of employment, including recruitment, environment, retention, career planning, and professional development. Indeed, the IT organization had identified several work areas that closely match the priorities of the Diversity Plan, the most urgent of which have become the three major diversity and inclusion initiatives defined by IT for the coming years. <i>Access and Success</i></p>

# Inventory of Inclusion and Diversity Activities

<b>InclusiveVT Initiative: Improve Workplace Environment within Information Technology</b>	This initiative will launch a multi-year effort to improve the workplace environment within the IT organization in order to enhance retention of employees. To accomplish the aims of this Initiative FY15 will focus explicitly on conducting a current state assessment to identify areas for improvement and extant needs, while FY16 will primarily emphasize best practices benchmarking/confirmation of direction and implementation of improvements. <i>Campus Climate and Intergroup Relations</i>
<b>InclusiveVT Initiative: Launch University - Wide Effort to Improve Accessibility in Information Technology</b>	This initiative will launch a university-wide, extensively collaborative, multi-year effort to promote and enhance accessibility in information technology in order to improve the experience of individuals with disabilities at Virginia Tech. IT will actively engage the university community in advancing accessibility, via mechanisms such as the web, universal design of course materials, and assistive technologies to promote a supportive and inclusive experience for individuals with disabilities. To accomplish the aims of this initiative, IT is recommending a two- pronged approach. The first area of emphasis is seeking a university-wide improvement in web accessibility. The second area of emphasis centers on improving accessibility for other IT-provided services. <i>Access and Success, Campus Climate and Intergroup Relations, Institutional Infrastructure</i>

## National Capital Region

Activity	Description
<b>InclusiveVT Initiative: Entrepreneurial and Innovation Camps</b>	The NCR will host entrepreneurial and innovation camps for high school and undergraduate students, specifically targeting underrepresented populations. The NCR will provide scholarships to select students to help fund attendance to the camps. <i>Access and Success; Education and Scholarship</i>
<b>InclusiveVT Initiative: Engaging Area Teachers in Integration of 3D Printing in Curricula</b>	Targeted engagement of area teachers to train them integration of 3D printing into curricula. Specific attention towards highly diverse schools in the National Capital Region. <i>Education and Scholarship</i>
<b>InclusiveVT Initiative: Creation of Accelerated Degree Programs</b>	The NCR plans to create targeted accelerated degree programs and marketing toward underrepresented populations. The NCR will work with the graduate school and colleges to craft programs from accelerated BS/MS degrees, including the 4+1 option where the +1 occurs in NCR. <i>Education and Scholarship; Access and Success</i>
<b>InclusiveVT Initiative: Partnership with Continuing and Professional Education</b>	The NCR plans to build upon current partnership and outreach activities with Continuing and Professional Education (CPE). The NCR would like to better use the extension network and CPE activities. <i>Education and Scholarship; Campus Climate and Intergroup Relations</i>

# Inventory of Inclusion and Diversity Activities

## Undergraduate Academic Affairs

Data available: Student Success Center Annual Report

Activity	Description
<b>InclusiveVT Initiative: Undergraduate Research Mentoring Program</b>	Undergraduate Academic Affairs has several ongoing projects related to undergraduate research mentoring, including a Bridges to Baccalaureate grant-funded project, Multicultural Academic Opportunities Program, and programs initiated by the Office of Undergraduate Research. Our goal would be to extend these opportunities to more students through collaboration across the university. <i>Access and Success; Education and Scholarship</i>
<b>InclusiveVT Initiative: Integrative Learning Outcomes and Indicators Across the Pathways General Education Curriculum for Intercultural Global Knowledge</b>	General Education comprises the common learning experience for all undergraduate students at Virginia Tech. By integrating Intercultural and Global Awareness learning outcomes and indicators across the curriculum, we will ensure that all Virginia Tech students experience course content and learning experiences related to inclusion and diversity in multiple courses. <i>Education and Scholarship</i>
<b>InclusiveVT Initiative: Advising Matters Conference 2015, Updating Your Toolbox: Strategies for Advising Special Populations</b>	The Virginia Tech Advising Matters Conference is a one-day conference featuring a series of presentations from leaders in advising. Conference sessions will provide guidance for advising a diverse representation of special populations to include (but not limited to) students with disabilities, first-generation, first-year, international, at-risk populations, undeclared, veterans, etc. <i>Access and Success, Education and Scholarship</i>
<b>Pathways to General Education</b>	Intercultural and Global Awareness supports effective and appropriate interaction with a variety of people and different cultural contexts. Considerations of diversity and inclusion are crucial for students in an increasingly complex world. An important application of this learning is the critical analysis of global systems and legacies and their implications for people's lives and the earth's sustainability. Courses addressing this outcome must meet a majority of the learning indicators. Credit hours: This learning outcome will be met in conjunction with Core Outcomes. No extra hours will be necessary. Indicators of Learning: 1. Identify advantages of diversity and inclusion in communities and organizations; 2. Interpret an intercultural experience from both one's own and another's worldview. 3. Address significant global challenges and opportunities in the natural and human world. <a href="http://www.pathways.prov.vt.edu/">http://www.pathways.prov.vt.edu/</a> <i>Education and Scholarship</i>
<b>Student Success Center</b>	The Student Success Center offers free academic support, such as tutoring and study skills seminars to undergraduate students at Virginia Tech. We also have programs and activities for students who are already succeeding academically, and simply want to enrich their educational experiences at Virginia Tech. <a href="https://www.studentsuccess.vt.edu/">https://www.studentsuccess.vt.edu/</a> <i>Access and Success</i>
<b>Commonwealth of Scholars (COS)</b>	COS is a selective honors organization designed to enrich the intellectual development and academic experience of qualified students.



# Inventory of Inclusion and Diversity Activities

	<a href="https://gobblerconnect.vt.edu/organization/CoS">https://gobblerconnect.vt.edu/organization/CoS</a> <i>Access and Success</i>
<b>Parent Talk</b>	<p>Parent Talk is an information session that addresses academic support and campus climate issues, specifically as it relates to under-represented students. Parent Talk is held on Family Day in the fall semester.</p> <p><a href="https://www.studentsuccess.vt.edu/Parent_Services/famday.html">https://www.studentsuccess.vt.edu/Parent_Services/famday.html</a>  <i>Access and Success</i></p>
<b>Student African-American Brotherhood (SAAB)</b>	<p>SAAB targets male students of African descent to assist in developing a complete understanding of their responsibilities as college students and citizens. SAAB men strive to empower themselves and the community by embracing the principles of accountability, proactive leadership, self-discipline, and intellectual development.</p> <p><a href="https://gobblerconnect.vt.edu/organization/SAAB">https://gobblerconnect.vt.edu/organization/SAAB</a>  <i>Access and Success</i></p>
<b>Student African-American Sisterhood (SAAS)</b>	<p>SAAS seeks to enhance the academic success and unification of sisters at Virginia Tech regardless of age educational level, sorority affiliation, or background. SAAS strives to enrich the educational experience of Black and Brown females through unity, academic excellence, service, and support.</p> <p><a href="https://gobblerconnect.vt.edu/organization/saas">https://gobblerconnect.vt.edu/organization/saas</a>  <i>Access and Success</i></p>
<b>Student Support Grants Program (SSGP)</b>	<p>The Student Support Grant Program is designed to improve the retention and graduation rates of the undergraduate student population and to contribute to the development of student leaders on campus.</p> <p><a href="https://www.studentsuccess.vt.edu/Academic_Excellence/Student_Support_Grant_Program.html">https://www.studentsuccess.vt.edu/Academic_Excellence/Student_Support_Grant_Program.html</a> <i>Access and Success</i></p>
<b>Virginia Tech Opportunity and Pipeline Programs</b>	<p>VT Opportunity &amp; Pipeline Programs is an institutional effort to enhance access and success in higher education for first-generation, low-income, minority, and other under-served students in the educational pipeline.</p> <p><a href="https://www.studentsuccess.vt.edu/Pre-College_Initiatives/index.html">https://www.studentsuccess.vt.edu/Pre-College_Initiatives/index.html</a> <i>Access and Success</i></p>
<b>Virginia Indians Pre-College Outreach Initiative</b>	<p>This pre-college program collaborates with Tribal leaders to promote a college-going culture within Virginia Indian Nations, and to increase the number of Virginia Indian youth in the college-bound pool.</p> <p><a href="http://www.studentsuccess.vt.edu/Pre-College_Initiatives/vipcoi.html">http://www.studentsuccess.vt.edu/Pre-College_Initiatives/vipcoi.html</a> <i>Access and Success</i></p>

## Enrollment Management

Activity	Description
<b>InclusiveVT Initiative: Expand Underrepresented Recruitment Programs</b>	<p>This initiative will expand current recruitment programs that focus on increasing underrepresented students. Fall Visitation and Gateway have been flagship programs for the Admissions office for several years. This initiative will seek ways to expand the number of students that are being served by these programs as well as create smaller one day programs throughout the recruitment cycle.</p>

# Inventory of Inclusion and Diversity Activities

	<i>Access and Success</i>
<b>InclusiveVT Initiative: The Hispanic College Institute (HCI)</b>	The three-day program is for Hispanic high school sophomores and juniors in the Commonwealth of Virginia. The Virginia Latino Higher Education Network (VALHEN) started the event in 2012 to combat myths and misconceptions about the college search process and prepare Hispanic students for college. Virginia Tech has won the bid to host this event on our campus. <i>Access and Success</i>
<b>InclusiveVT Initiative: First Generation/Underrepresented Student Pathway</b>	First Generation students struggle to navigate the next steps after being offered admission. This effort will focus on that transition from high school to college and identify resources available to the students. A publication will be created that provides a roadmap for the students to follow as they familiarize themselves with the Virginia Tech culture and community. Direct contacts in admissions, financial aid, and other key offices will be identified for these students to reach out to if they need assistance. This effort will also identify existing programs embedded in the various colleges and departments that are often unknown to these students. <i>Access and Success</i>
<b>Admissions Undergraduate Diversity Initiatives</b>	The Office of Undergraduate Admissions uses a variety of strategies to build a diverse freshman class by working with guidance counselors, building networks with churches and communities, and special events on campus. <i>Access and Success</i>
<b>Fall Visitation Program</b>	The Fall Visitation is a college information program that is designed with the needs and interests of under-represented students in mind. Fall visitation is open to all students. <a href="https://secure.hosting.vt.edu/www.admiss.vt.edu/visit/register/index.php/fallvisitation">https://secure.hosting.vt.edu/www.admiss.vt.edu/visit/register/index.php/fallvisitation</a> <i>Access and Success</i>
<b>Gateway</b>	Undergraduate Admissions plans and implements this invitational, on-campus yield program in the spring semester. Gateway is open to all students who have been offered admission to Virginia Tech, and is designed with the interests and needs of under-represented students in mind. <a href="https://secure.hosting.vt.edu/www.admiss.vt.edu/visit/register/index.php/gateway">https://secure.hosting.vt.edu/www.admiss.vt.edu/visit/register/index.php/gateway</a> <i>Access and Success</i>
<b>Yates Project</b>	The Yates Project is a selective student recruiting group in Undergraduate Admissions. Members make presentations and network with prospective students in the community, church and school groups in their hometowns. Application and selection for the Yates Project occurs in the fall semester. Students are awarded a stipend upon completion of program requirements. <a href="http://www.admiss.vt.edu/the-yates-project/">http://www.admiss.vt.edu/the-yates-project/</a> <i>Access and Success</i>
<b>Black Alumni Scholarship</b>	The Virginia Tech Black Alumni Endowed Scholarship is a competitive award designed to recognize and reward academically talented students who have a proven record of academic excellence and leadership potential. All incoming first-year, full time freshmen may apply. Preference will be given to students with financial need. <a href="http://www.alumni.vt.edu/blackalumni/reunion.scholarship.html">http://www.alumni.vt.edu/blackalumni/reunion.scholarship.html</a>

# Inventory of Inclusion and Diversity Activities

	<i>Access and Success</i>
<b>Groove Phi Groove Endowed Scholarship</b>	<p>This scholarship was created in honor of the first African American organization established at Virginia Tech. Groove Phi Groove was instrumental in paving the way for future African American organizations to be formed at Virginia Tech. The scholarship is available for students who may not qualify for other financial aid. Preference is given to students who espouse the original values of Groove Phi Groove which place emphasis on active participation in campus life.</p> <p><a href="http://www.diversity.vt.edu/giving/documents/listing.pdf">http://www.diversity.vt.edu/giving/documents/listing.pdf</a></p>
	<i>Access and Success</i>
<b>Presidential Campus Enrichment Grant (PCEG)</b>	<p>PCEG aims to enhance the multicultural and academic experiences of students. All incoming freshmen are encouraged to apply. Selection criteria include activities of students before arriving at Virginia Tech, as well as their commitment to educational diversity. Academic achievement, financial status and family educational background are also considered.</p> <p><a href="http://www.finaid.vt.edu/types_of_aid/University-Scholarships/PresidentialScholarshipPrograms/presidential-campus-enrichment-grant/pceg.html">http://www.finaid.vt.edu/types_of_aid/University-Scholarships/PresidentialScholarshipPrograms/presidential-campus-enrichment-grant/pceg.html</a></p>
	<i>Access and Success</i>
<b>Presidential Scholarship Initiative (PSI)</b>	<p>The Virginia Tech Presidential Scholarship Initiative is a competitive scholarship program for low-income high school students in the Commonwealth. Each year up to 50 Pell Grant-eligible Virginia residents are awarded renewable, four-year scholarships. All students who are eligible for the Pell Grant are automatically considered for the Presidential Scholarship.</p> <p><a href="http://www.finaid.vt.edu/presentations/PSIFundingNarrative_PDF.pdf">http://www.finaid.vt.edu/presentations/PSIFundingNarrative_PDF.pdf</a></p>
	<i>Access and Success</i>
<b>Benjamin Stallings and Kimberly Stallings Endowed Scholarship</b>	<p>Dr. Benjamin Stallings, and his wife Kimberly Stallings, established this scholarship to provide opportunity for students to receive a Virginia Tech education. and to achieve their educational dreams. Preference is given to students who anticipate a career in the medical profession. In addition, students from Petersburg High School are also particularly encouraged to apply.</p> <p><a href="http://www.diversity.vt.edu/giving/documents/listing.pdf">http://www.diversity.vt.edu/giving/documents/listing.pdf</a></p>
	<i>Access and Success</i>

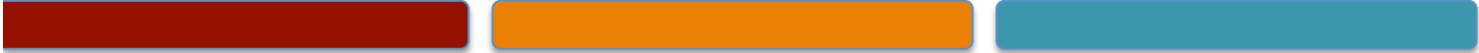
## Caucuses, Groups, and Organizations

Activity	Description
<b>Black Faculty and Staff Caucus at Virginia Tech</b>	<p>The purpose of the Black Faculty/Staff caucus shall be to promote the well being of Black faculty, staff and students of Virginia Tech; to assertively push for the recruitment of Black faculty, staff and students; to assist in the recruitment and retention of Black undergraduate and graduate students at Virginia Tech; to encourage equitable utilization of Black faculty, staff and students throughout the university community; to be a liaison between the Black faculty, staff and students and the university administration; and to organize and maintain a support network for Black faculty, staff and students at Virginia Tech. <a href="http://vtblackcaucus.webstarts.com/index.html">http://vtblackcaucus.webstarts.com/index.html</a></p>

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	<i>Campus Climate and Intergroup Relations</i>
<b>Black F/S Data available:</b>	Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR); Task Force Report on Race and the Institution (2007, 2008 progress report) <i>Campus Climate and Intergroup Relations</i>
<b>Black-Teach-ins</b>	The teach-ins support a key objective from the Campus Climate and Intergroup Relations dimension as outlined in VTBC's strategic plan: Objective: "Create opportunities for African-American faculty, staff, and students to interact through lecture series, colloquia, and symposia." The purpose of the teach-ins is to provide an opportunity for black faculty, staff, and undergraduate and graduate students to have intellectual discussions outside the classroom and to promote a sense of community through shared intellectual experiences. Participants will be able to explore ideas not commonly engaged in university classrooms and will have their own space to raise questions or offer thoughts <i>that are important to them.</i> <i>Campus Climate and Intergroup Relations</i>
<b>LGBT Faculty/Staff Caucus at Virginia Tech</b>	The Lesbian, Gay, Bisexual, and Transgender Caucus at Virginia Tech formed in 1992 as an affiliate of the Women's Network. The Caucus purpose is improving the working and learning environment for gay, lesbian, bisexual, and transgender members of Virginia Tech and the surrounding community. LGBT Caucus membership is open to all Virginia Tech faculty, staff, graduate students, and individuals who support the objectives of the Caucus. By bringing concerns about retention, classroom climate, or other issues to the attention of the administration, providing educational programs to the larger community, and partnering with other campus groups like the Lesbian, Gay, Bisexual and Transgender Alliance (LGBTA), the undergraduate student group, to host public events, the Caucus aims to foster an atmosphere of understanding at the University, thereby improving productivity and quality of life at Virginia Tech for all employees and students. The Caucus works closely with various offices across campus to plan programs and increase awareness of diversity at Virginia Tech. <a href="http://www.vtlgbtcaucus.org/vt/">http://www.vtlgbtcaucus.org/vt/</a> <i>Campus Climate and Intergroup Relations</i>
<b>LGBT F/S Data available:</b>	LGBTQ Faculty and Staff Climate Survey Data (HR) <i>Campus Climate and Intergroup Relations</i>
<b>Gay in Appalachia</b>	"The Gay in Appalachia series has focused on building an inclusive community by exploring various issues through the art." <i>Campus Climate and Intergroup Relations</i>
<b>Lavender Ceremony</b>	Virginia Tech's Lavender Ceremony recognizes lesbian, gay, transgender, and bisexual students and their allies who are receiving their undergraduate or graduate degree. This special celebration honors students from all majors and disciplines, and traditionally occurs two days before spring commencement. Graduates receive a unique rainbow cord that can be worn with pride with their academic regalia. LGBT Caucus <a href="mailto:lgbtcaucus@vt.edu">lgbtcaucus@vt.edu</a> <i>Campus Climate and Intergroup Relations</i>
<b>Lambda Horizon Scholarship</b>	The Lambda Horizons Scholarship, presented by the LGBT Caucus at Virginia Tech, is available to students who have made contributions to the LGBT community through leadership, service, volunteering or research. <i>Access and Success</i>
<b>Hispanic and Latino Faculty and Staff Caucus</b>	The Hispanic and Latino Faculty Staff Caucus (the Hispanic Caucus) collaborates with the University Administration for the recruitment and retention of Hispanic/Latino faculty, staff, and students. We also support community efforts that commemorate the diverse

# Inventory of Inclusion and Diversity Activities



	<p>cultures in this region. The Caucus aims to enhance the quality of education and life for all faculty, staff and students at Virginia Tech and residents in surrounding communities. The Caucus was first formed in late Spring 2002, and began meeting in Fall 2002. The Caucus has a representative on the University-wide Commission on Equal Opportunity and Diversity, and is involved with the Multicultural Fellows program. The Caucus also works closely with the various Hispanic/Latino student organizations.</p> <p><a href="http://www.hfsc.org.vt.edu/about.html">http://www.hfsc.org.vt.edu/about.html</a>  <i>Campus Climate and Intergroup Relations</i></p>
<p><b>Hispanic/Latino F/S Data available:</b></p>	<p>Faculty and Staff diversity (Institutional Research); Climate Survey Data (HR)  <i>Campus Climate and Intergroup Relations</i></p>
<p><b>Native American Faculty and Staff Caucus</b></p>	<p>Contact Sam Cook, <a href="mailto:sacook2@vt.edu">sacook2@vt.edu</a> or Barbara Lockee, <a href="mailto:lockeebb@vt.edu">lockeebb@vt.edu</a></p>
<p><b>Asian / Asian American Faculty and Staff caucus</b></p>	<p>Contact Jennifer Sano-Franchini, <a href="mailto:sanojenn@vt.edu">sanojenn@vt.edu</a></p>
<p><b>International Faculty and Staff Caucus</b></p>	<p>Contact Amer Fayad, <a href="mailto:afayad@vt.edu">afayad@vt.edu</a></p>

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