Inclusion and Diversity Report

The Vice Provost for Inclusion and Diversity supports achievement of the university's inclusion and diversity goals through building supportive relationships with diverse Virginia Tech communities; conducting assessment and research on related issues; and working on strategic initiatives for sustainable impact.

The Vice Provost directly engages with underrepresented faculty, staff, students, alumni, and community members as change agents. This involves networking to build trust, buy-in, and collaborative relationships. The VPID supports the four pillars of inclusive excellence: access and success, campus climate and intergroup relations; education and scholarship; and institutional change.

Activities for 2014-15

Access and Success – Activities that support recruiting and retention for faculty, staff, and students.

- Supported the development of the International, Asian, and Native American faculty / staff caucuses by obtaining contact lists and sharing information on governance procedures.
- Collaborated with students from underrepresented groups to develop a pilot student-led focus group process for defining and visioning inclusion.
- Compiled data from Institutional Research for reports on faculty/staff/student recruitment and retention for the Black, Hispanic & Latino, Native American, International, and Asian faculty/staff caucuses.
- Provided an overview of InclusiveVT and other inclusion and diversity programs at new faculty orientation, BOV Academic Affairs Council meetings, Provost's Academic Affairs Council, President's Inclusion and Diversity Executive Committee, and alumni events.
- Provided support and direction for faculty, staff, and student inclusion and diversity concerns, along with Equity and Access and the Division of Student Affairs.

Campus Climate and Intergroup Relations – Projects to assess campus climate and identify strategies for improvement.

- Provided data analysis and co-authored the Graduate Climate Survey report with the Office of Graduate Recruiting and Diversity Initiatives.
- Collaborated with the LGBT Faculty/Staff Caucus, Human Resources, and the Center for Survey Research to analyze the data from the LGBTQ Employee Climate Survey.
- Conducted analysis of the Employee Climate Survey, the Consortium Profile of the Undergraduate Student Experience, and the Freshman and Senior surveys to assess feedback and trends on diversity and inclusion.
- Participated in and supported numerous student and organizational inclusion and diversity related events to hear concerns and to build and strengthen relationships with campus constituencies.

Education and Scholarship – Efforts to integrate inclusion and diversity into the scholarly life of university.

- Engaged with representatives from the Pathways general education curriculum to support the development of robust criteria for the intercultural and global learning goal.
- Conducted a preliminary analysis of student enrollment in diversity related academic courses, majors, and minors.
- Reviewed information with representatives from the Vice President of Research office to conduct preliminary analysis of diversity related federal grants.
- Provided consultation and support to the Director of Diversity Education and Initiatives on developing an Inclusive Pedagogy training series.
- Served as a committee member with graduate and undergraduate students and representatives from the Intercultural Engagement Center, the Office of Graduate Recruitment and Diversity Initiatives, and the office of Student Advocacy to bring speaker Tim Wise to Virginia Tech.

Institutional Infrastructure – Initiatives that underpin long-term institutional change.

- Convened meetings of caucus leaders to seek their input into InclusiveVT and facilitate the formation of the InclusiveVT Advisory Group.
- Produced an inventory of Virginia Tech inclusion and diversity related programs.
- Conducted qualitative research on feedback from approximately 400 participants at the September 29 InclusiveVT forum to produce the *InclusiveVT: Past, Present, Future* report. Participant feedback was compared and combined with other university planning documents to identify ongoing inclusion and diversity concerns.
- Compiled information for the annual HEED (Higher Education Excellence in Diversity) award, a 40 question survey covering multiple aspects of institutional diversity. Virginia Tech is the 2015 recipient of the HEED Award, along with 8 SCHEV peers and the University of Virginia.
- Secured and provided over $25,000 in support for campus events, awards, publications, and activities.
- Engaged with University Development and Alumni Relations to strengthen relationships with alumni and prospective donors. Made presentations to alumni groups and responded to individual inquiries about ways to support inclusion and diversity.
- Regular work on Assessment and Planning was temporarily suspended due to changes in the structure for inclusion and diversity.
- Established three InclusiveVT initiatives: communications plan, assessment plan, and diversity dashboards.
- Promoted and distributed the re-affirmed Principles of Community to all departments and classrooms on campus.
- Promoted InclusiveVT forums through news release and website features.
- With Alison Matthiesson, co-produced the 2015-16 draft InclusiveVT communications plan.
- Engaged University Relations to develop a look and feel for InclusiveVT.

Plans for 2015-16

- Collaborate with the Vice Provost for Faculty Affairs to analyze faculty retention and turnover.
- Assess and research the Graduate Diversity Scholar program to be considered as a model educational practice.
- Raise the profile of diversity related scholarship through funding and communications.
- Promote education, awareness, and translation of the Principles of Community among international faculty, students, and staff.
- Continue support for and engagement with caucuses and CEOD in inclusion and diversity issues.
- Oversee resource requests for inclusion and diversity efforts.
- Increase education and awareness of processes for reporting acts of discrimination and harassment.
- Research employee contributions to inclusion and diversity to inform recognition and rewards systems.
- Advocate postdoctoral program for diverse scholars.
- Conduct ongoing research for the Diversity Strategic Plan to monitor progress towards inclusion and diversity goals.

Recommendations

The following were identified as priorities in the *InclusiveVT: Past, Present, Future* report. Some of this information was also shared at the March meeting of the Academic Affairs Council of the Board of Visitors.

Undergraduate Students.
- Engage current faculty, staff, students, and alumni in recruitment efforts for students from diverse communities.
- Coordinate pipeline and pre-college initiatives, starting as early as elementary school.
- Improve advising and support for underrepresented students.

Graduate Students.
- Enhance graduate recruitment weekends and relationships with HBCUs.
- Provide mentoring/advising training for faculty.
- Increase support for underrepresented graduate students.

Faculty and Staff.
- Implement recommendations for departmental recruitment (Lucinda Roy report).
- Revisit implementation plan for a minority postdoctoral program (Task Force on Race and the Institution).
- Provide mentoring training.
- Promote hidden bias training and search advocate program.
- Value and recognize employee contributions towards inclusion and diversity in hiring,

promotion, and tenure.

Campus Climate and Intergroup Relations.
- Enhance child care options for faculty, staff, and students.
- Clarify where and how to report incidences of bias and discrimination.
- Support the cultural needs of international students and scholars.

Education and Scholarship.
- Encourage greater integration of diversity in the curriculum and co-curriculum – including inclusive pedagogy oriented towards all learners.
- Recognize diverse scholars and scholarship.
- Expand widespread and well-funded professional development, including the Diversity Development Institute, Inclusive Pedagogy, and the Search Committee Charge workshops.

Institutional Infrastructure.
- Identify transformative initiatives and pursue funding through University Development.
- Provide additional scholarship opportunities for underrepresented students.
- Offer regular and visible communications promoting inclusion, diversity, and the Principles of Community.
- Determine and communicate processes for accountability and assessment towards inclusion and diversity.
- Create proactive efforts for diversifying university senior leadership.
- Increase institutional investments in inclusion and diversity.