



OFFICE FOR INCLUSION
AND DIVERSITY
VIRGINIA TECH.

Advancing Diversity Mid-Year Summit

January 17, 2020

Inn at Virginia Tech and Skelton
Conference Center

8-9 am	Registration – Refreshments – Poster Exhibits
9 am	Welcome Michele C. Deramo, Assistant Provost for Diversity Education Menah Pratt-Clarke, Vice President for Strategic Affairs and Diversity
9:10 am	Progress Toward an Inclusive Campus President Tim Sands
9:30-10 am	Respondent: Abigail Stewart Co-author of <i>An Inclusive Academy-Achieving Diversity and Excellence</i> with Virginia Valian Chair of Gender and Feminist Psychology & Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women’s Studies, University of Michigan
10-10:30 am	Panel Conversation: Being a Difference Maker + Challenges Ahead Laura Belmonte, Dean of the College of Liberal Arts and Human Sciences Roseanne Foti, Associate Professor and Department Chair, Psychology Wanda Smith, Associate Professor Emerita, Management
10:30-11 am	Break
11-11:45 am	An Inclusive Climate for Students + Meet the Cultural Community Center Directors: Ashleigh Bingham, Melissa Faircloth, Nina Ha, Veronica Montes, Benito Nieves
11:45 am- 12:30 pm	Table Discussions
12:30-2 pm	Lunch + Poster Exhibits <i>(set up for the Lightning Workshops begins at 1:45 pm in the dining room)</i>
2-3:30 pm	Lightening Workshops (see reverse for topics) Conversation with Dr. Abigail Stewart, Cascades Room <i>(by invitation)</i>
3:30-4 pm	Concluding Remarks

#VTAdvancesDiversity #AdvancingDiversity2020

Lightening Workshops

The Lightening Workshops are four rounds of fifteen minute sessions. Sessions are designated by table number.

Table	Topic
1	Building inclusive environments for undergraduates in your departments , Jill Sible Case studies will be shared from five HHMI Inclusive Excellence grantee departments committed to improving inclusion for their students. Participants will learn a range of challenges, strategies employed, and emergent best practices (Human Nutrition, Food and Exercise; Fish and Wildlife Conservation; Neuroscience; Biochemistry; Chemistry). Discussion will include how to adapt these approaches to the arts, humanities, and social sciences. Participants will leave with a tool for planning an inclusive excellence initiative in their home department.
2	The VT Food Access and Security Study—Next Steps , Ralph Hall, Jessica Agnew, Maria Elisa Christie There is growing evidence to suggest that a substantial number of college and university students in the United States grapple with food insecurity. In response, a team of researchers at Virginia Tech conducted a Food Access and Security Study among students in Blacksburg from the Fall 2017 to Spring 2019. The study found that 29% of undergraduate and 35% of graduate students were classified as having low or very low food security based on the USDA food security instrument. As a result of these findings, the Division of Student Affairs has created the Food Security Working Group to identify potential solutions to the problems identified. Please come and talk with several of the study's authors to learn more about the findings, discuss the intersection with diversity and inclusion, and contribute ideas for the Working Group to consider.
3	Ways We Can Support You: Graduate School Retention and Support Programs , Justin Grimes The Graduate School aims to support graduate students' adjustment to campus and increase retention efforts that aid in degree completion. Come learn how The Office Of Recruitment, Diversity, and Inclusion in the Graduate School use of enrichment activities and programs help facilitate the educational and personal growth of student participants through organized activities and collaborative efforts with other campus units.
4	I Am First-Gen: An Update on the Development and Implementation of First-Generation Programming , Charmaine Troy This session will offer attendees an opportunity to hear an update on the development and implementation of first-generation student programming at Virginia Tech. The facilitator will share information about programming efforts that have been accomplished thus far and plans for future programming. Attendees will also learn how they can support our programming initiatives and mission.
5	New Interfaith Program at Virginia Tech , Najla Miranda Mouchrek As Higher Education embraces multiculturalism and an increasingly diverse population, conversations about religious, spiritual, and secular diversity on campus are an avenue for broader discussion. The new Interfaith Program at Virginia Tech engages students, faculty, and staff from different existential worldviews and belief systems in constructive dialogue, promoting relationships and common action. Learn more about the Interfaith Program and opportunities to be a part of this movement!

- 6 **Serving Students with Disabilities**, Nikeshia Arthur
The number of students with disabilities accessing higher education continues to grow around the country and at Virginia Tech. This has led to increased emphasis on campus accessibility, universal design, and reasonable accommodations. As we continue to grow our understanding of disability as a component of diversity, come learn about Virginia Tech's efforts aimed at serving students with disabilities. This session will discuss findings of the Disability Services Task Force, provide updates about SSD and the student reasonable accommodation process, and allow participants to ask questions. Session materials, including the Disability Services Task Force Report, SSD's annual report, resources on universal design, and resources for basic accessibility, will be available in print and available for download to an internet-connected device.
- 7 **The LGBT Faculty and Staff Caucus in 2020 and Beyond**, Jordan Harrison
Learn about the goals and activities of the LGBT Faculty and Staff Caucus at Virginia Tech and discover how to best support transgender and gender non-binary students in the classroom and around campus.
- 8 **Indigenous outreach and activities**, Mae Hey
A discussion of how Virginia Tech is engaging with indigenous communities within the state and around the nation.
- 9 **The Virginia Tech Disability Alliance and Caucus**, Ashley Shew
Established in fall 2015, the Disability Alliance is a space for disabled community members and their allies to come together and engage in community building, mutual support, and advocacy.

Poster Exhibits

Collaborative measures toward diversifying future physicians by creating a pathway to higher education, Angelica Stovall, Virginia Tech Carilion School of Medicine. There is a significant shortage of underrepresented minority physicians and minority populations often become a statistic in healthcare because the awareness of preventative medicine is almost obsolete in these communities. This poster represents an outreach program of Virginia Tech Carilion School of Medicine that encourages post-secondary education and addresses a major healthcare issue.

Diversifying study abroad participation. Rommelyn Coffren, Global Education Office. While diversity in study abroad participation has increased in recent years, minority students are still greatly underrepresented. The Global Education Office has sought to increase the participation of underrepresented students through a number of outreach and informational activities, partnerships with various campus offices, scholarship offerings, and marketing.

Help me help you. Karis Boyd-Sinkler, College of Engineering. This poster showcases an effort through the Center for the Enhancement of Engineering Diversity (CEED) Office called Help Me Help You (HMHY). HMHY was started in 2005 as a support group for African American men in the college of engineering and has grown to also include a tutoring aspect.

Helping women prepare for careers in commercial real estate. Dustin Read and Peyton Hughes, College of Liberal Arts and Human Sciences. Results of three recent studies examining the impact of gender on career advancement in the commercial real estate industry will be showcased along with exploring better ways to prepare women studying real estate at Virginia Tech for their entry into the workforce.

HHMI Inclusive Excellence in Biochemistry, Chevon Thorpe, College of Agriculture and Life Sciences.

HHMI Inclusive Excellence - Bridging the knowledge gap between professors and students for future success in neuroscience, Mike Bowers, College of Science.

HHMI Inclusive Excellence Chemistry department efforts, Amanda Morris, College of Science.

HHMI Inclusive Excellence in Human Nutrition, Foods, and Exercise: data and ongoing projects, Deborah Good, College of Agriculture and Life Sciences.

Interfaith Dialogue and Cooperation at Virginia Tech, Najla Mouchrek, Division of Student Affairs. The new Interfaith Program at Virginia Tech aims to promote constructive dialogue and build relationships across lines of difference, acknowledging the diversity of religious and non-religious identities on campus. Participate in dialogue and cooperation with people from diverse religious, spiritual, and secular worldviews.

Society of Women in Aviation and Space Exploration (SWASE), Vidya Vishwanathan, College of Engineering. SWASE is a new organization on campus that aims to “Inspire, Empower, and Propel” women who are passionate about and/or pursuing careers in aerospace.

The Real Estate Scholars Program: A diversity initiative, Christina Minford, Pamplin College of Business. The Real Estate Scholars Program originated in 2017 with the purpose of attracting and retaining more student diversity within the real estate major at Virginia Tech. In order to accomplish this, the Scholars Program has granted scholarships of \$1,000 for four academic years (\$4000 total) to diverse students. This poster displays the Scholar Program’s progress in attracting and retaining more student diversity within the real estate major.

Virginia Tech's Women and Gender in International Development Program: A university and global resource focused on investigating the gendered impacts of development, Sofía Rincón Gallardo Patiño, Outreach and International Affairs. WGD works collaboratively with VT faculty and students and partners around the world to address gender disparities in the areas of agriculture, natural resource management, education, food security, health and nutrition, and water. The program has conducted research in over twenty countries working to redress gender inequalities by actively producing and sharing knowledge on the gendered dimensions of development.

Visit 2020 in 2020! Martina Svyantek, Information Technology. Make visiting the Accessible Technologies in Torgersen 2020 your New Year's resolution! We are here to support your role in making Virginia Tech more accessible. Learn about our Keep C.A.L.M. campaign, freely available software, Universal Design, and more from our dedicated team.

Women and Gender in International Development: A resource for the Virginia Tech community and beyond, Sofía Rincón Gallardo Patiño, Outreach and International Affairs. The Women and Gender in International Development (WGD) program supports two initiatives: the WGD Discussion Series and the WGD Conference. Since 2007, the WGD Discussion Series has hosted 64 unique speakers and had over 2,000 attendees including undergraduate and graduate students, faculty, staff, and community members. In spring 2019, Virginia Tech hosted the first Women and Gender in Development Conference: Out of the Theory and Into the Field.

Work here! How innovative student wage recruitment techniques increased diversity, Joyce Landreth, Information Technology. Virginia Tech's 4Help Support Desk recently revamped our student wage hiring process placing an emphasis on key values in our strategic plan. The hiring plan focuses on finding diverse candidates as well as marketing techniques that bring in a more diverse pool of applicants that better mirrors our student population.

Save the Dates

- January 22** MLK Week Lecture: Members of the Central Park Five, Moss Arts Center
- February 1-28** Black History Month
- February 15** 5th Annual Uplifting Black Men Conference: *What do Black Men Need? Navigating the Public Doman*
- March 1-31** Women's Month
- March 15-April 15** Jewish Cultural Month
- March 16-20** Principles of Community Week – *full program coming soon*
- March 19** Principles of Community Week speakers: Thomas DeWolf and Jodie Geddes, Authors of *The Little Book of Racial Healing*
- April 1-8** Pride Week
- April 1-30** Asian American and Pacific Islander Heritage Month
- April 4** Native@VT Spring PowWow
- April 26** International Street Fair

Advancing the Human Condition Symposia

Funded in part by the Equity and Social Disparity in the Human Condition Destination Area



"Mixed Up Model" by
Eddie and Charlie Proudfoot

January 14

Amplifying silenced voices: telling untold stories and empowering invisible local communities. Contact: Nathaniel Porter, University Libraries

March 27

Technology & Disability: Counternarratives
A Choices and Challenges Program
Contact: Lee Vinsel and Ashley Shew, Science and Technology Studies

April 24

Mass Incarceration, Communities and Families
Contact: Joyce A. Arditti, Human Development and Family Science