Inclusion and Diversity

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MAY 2020
Advancing Beyond Boundaries: Values and Priorities

Knowledge and Innovation

Opportunity and Affordability

Diverse and Inclusive Communities

Excellence and Integrity

Elevate the Ut Prosim Difference

Be a Destination for Talent

Ensure Institutional Excellence

Advance Regional, National, and Global Impact

OFFICE FOR INCLUSION AND DIVERSITY
VIRGINIA TECH
Strategic Plan Goals and InclusiveVT Goals

Goal 1: Increase Representational Diversity

Goal 2: Increase Cultural Competency

Goal 3: Address critical societal issues impacting humanity and equity
Diversity Integration

- Reviewing Strategic Plans for integration of diversity and inclusion objectives
- Reviewing Diversity Implementation Plans for units
- Working with college-level Diversity Directors
- Integrating goals into PIBB budget
Sustainable structures to promote integration of InclusiveVT into the culture and climate of every unit at Virginia Tech
STUDENTS

- Student Opportunities and Achievement Resources
- Black College Institute
- Cultural and Community Centers
- Financial Support (1100 applications)
Black College Institute Impact

- 2020: 755 applications; 450 participants

<table>
<thead>
<tr>
<th>Cycle</th>
<th>Applications</th>
<th>Accepts</th>
<th>Yield</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2019</td>
<td>89</td>
<td>72%</td>
<td>55%</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>183</td>
<td>79%</td>
<td>54%</td>
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FACULTY

• Future Faculty Development Program
• Faculty Women of Color in the Academy
• Target of Talent Program
ADVANCEMENT

• Making the Chair Fit InclusiveVT Conversations
• Scholarships (500 applications)
• Gifts to SOAR and OID
Since July 2019:
17 micro-learning videos
16 presenters
14 Insights have downloadable discussion guides
1,210 total views are counted to date (5/14/20)
THANK YOU!

Questions