What is Diversity and Inclusion at Virginia Tech?
Discussion Guide

1. The Virginia Tech definition of diversity focuses on the notion of "difference" as both individual and group-social. What unique qualities do you bring to the workplace that contributes to the strength of the team?

2. What group-social differences define how you see yourself? How do you see your group-social identities reflected at Virginia Tech?

3. We all have membership in social groups related to race, ethnicity, sex, gender, sexual orientation, socioeconomic status, ability, religion, and citizenship status. Where does your combination of group-social identities place you in relationship to others? Where does it place you in relationship to the historical legacy of Virginia Tech?

4. Michele describes inclusion as an active and intentional engagement with diversity. What are some examples of active and intentional engagement that you have witnessed at Virginia Tech?

5. What kind of action do want to see in order for Virginia Tech to be more fully inclusive of all its students and employees? What would make you, personally, feel more included?

6. Michele concludes by saying that to be inclusive at Virginia Tech is to be willing to transform and imagine new possibilities for who we are as an institution. What do you imagine for the institution? Are there limits for how much transformation we can manage? In other words, is there a point at which Virginia Tech loses its identity in the process of creating an inclusive response?

7. Sometimes Virginia Tech's efforts to enact an inclusive response are received negatively by the community or alumnae. For example, when Virginia Tech announced its Chosen Name and Personal Pronoun practice in March 2020, several alumnae disagreed with the decision. One stated that the school was becoming an embarrassment, and another said he would be closing his checkbook. How do we respond to reactions such as these?