InclusiveVT

 Definitions

 Vision
 Virginia Tech will have students and employees who thrive and contribute in a diverse and
global world. Virginia Tech will become the premiere institution for culturally competent students,
faculty, and staff.

 InclusiveVT is Virginia Tech’s new approach to revitalize inclusion and diversity efforts by the
university’s communities. The model calls for every student, staff, and faculty member to take
personal and collective responsibility for inclusive excellence. Senior leaders will develop and be
accountable for initiatives designed to advance inclusion and diversity. InclusiveVT is a
framework for active, intentional engagement of Virginia Tech communities.

 Roles
 President’s Inclusion & Diversity Executive Council provides leadership, collaboration,
guidance, support, council, and identify best practices to ensure University progress in
advancing inclusion and diversity efforts. The Executive Council is a representation of senior
leadership at Virginia Tech who made a commitment to the InclusiveVT framework by providing
oversight on initiatives that will enhance the dimensions of Inclusive Excellence (Access and
Success, Institutional Infrastructure, Campus Climate and Intergroup Relations, and Education
and Scholarship.) The President’s Inclusion and Diversity Executive Council members are
individually and collectively held accountable for the university efforts toward a more inclusive
Virginia Tech.

 The Inclusion Coordinators are cross-cutting collaborators, interpreters, liaisons, a response
team, proactive information seekers, and conduits for the Virginia Tech community. This group is
the ear-to-the-ground group that helps to inform, support and promote the efforts around
InclusiveVT. The Inclusion Coordinators consult with the President’s Inclusion and Diversity
Executive Council members to ensure that the Advisory Community is engaged in the initiatives
process.

 The Inclusion Coordinators Advisory Group is made up of select constituents who have
institutional knowledge about issues of inclusion and diversity that inform the process. This group
will change in membership depending on current events and needs. The current group
includes: (a) Six Caucus chairs, (b) Chair of the Commission on Equal Opportunity and Diversity,
and (c) Two student representatives.

 The Advisory Community is anyone who self-identifies as being an active, intentional, and
engaged member in the inclusion efforts of Virginia Tech. The Advisory Community will be
comprised of individuals and groups across the Virginia Tech community that bring unique
perspectives to InclusiveVT. It will provide feedback to the President’s Inclusion and Diversity
Executive Council and university leadership on initiatives and other inclusion and diversity efforts.