Inclusive VT

Beyond your wildest dreams…

www.inclusive.vt.edu
Agenda

Welcome and What is InclusiveVT
President Timothy Sands
Inclusion Coordinator, Maria Elisa Christie

Updates
Senior Vice President and Provost Mark McNamee

The InclusiveVT Framework, Roles, & Vision
Interim Vice Provost for Inclusion and Diversity David Travis

Advancing the InclusiveVT Advisory Community
Senior Vice President and Provost Mark McNamee

Call for Input
Inclusion Coordinator, Lori Baker-Lloyd

86 Initiatives and Beyond
Inclusion Coordinator, Tricia Smith
Inclusion Coordinator, Dannette Gomez Beane

Wrap up and Next Steps
President Timothy Sands
InclusiveVT is a framework that creates active, intentional engagement of Virginia Tech communities. The model invokes the efforts of every student, staff, and faculty member to take personal and collective responsibility for inclusive excellence at Virginia Tech.

President’s Inclusion and Diversity Executive Council

Timothy Sands, chair, president
Dick Benson, dean, College of Engineering
Karen DePauw, vice president and dean for graduate education
Jack Finney, vice provost for faculty affairs
Guru Ghosh, vice provost for outreach and international affairs
Rachel Holloway, vice provost for undergraduate academic affairs
Hal Irvin, associate vice president for human resources

Mark McNamee, senior vice president and provost
Patty Perillo, vice president of student affairs
Karen Eley Sanders, associate vice provost for undergraduate academic affairs
Dwight Shelton, vice president of finance and chief financial officer
Elizabeth Spiller, dean, College of Liberal Arts and Human Sciences
David Travis, interim vice provost for inclusion and diversity
Sherwood Wilson, vice president for administration

Inclusion Coordinators

Lori Baker-Lloyd, Human Resources
Dannette Gomez Beane, Graduate Education
Maria Elisa Christie, Outreach and International Affairs
Juan Espinoza, Undergraduate Education
Ellen Plummer, Office of the Senior Vice President and Provost
Tricia Smith, Student Affairs
Data from Registration

Total: 132 Registrants
- On – Site: 117
- Off – Site: 15

University Status:
Faculty Member: 58%
Staff Member: 14%
Undergraduate Student: 7%
Graduate and Professional Student: 14%
Alumni: 2%
Community Member: 1%
Other: 5% (A/P Faculty, Dean)

Locations:
- Blacksburg, VA
- Pittsburg, PA
- Alexandria, VA
- Tuscaloosa, AL
- Falls Church, VA
- Christiansburg, VA
- St. Louis, MO
How aware are you of the InclusiveVT Initiatives in your Senior Leadership Area?
How engaged have you been in Inclusion and Diversity efforts at Virginia Tech?
What is Inclusive VT?

A framework that creates active, intentional engagement of Virginia Tech communities.
**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.

Learn more about the **InclusiveVT** framework and read about current initiatives at [www.inclusive.vt.edu](http://www.inclusive.vt.edu).
Vision statement - Draft

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.
The Presidents Inclusion and 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.
Advisory Group

The 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:
• Caucus chairs (6)
• Chair of the Commission on Equal Opportunity and Diversity
• 2 student reps
Advisory Community

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.
Advancing the Advisory Community Discussion
Break – 10 minutes
What is included in InclusiveVT?

- Inclusive Excellence Model
- Principles of Community
- Diversity Strategic Plan
- Strong Together
- 86 Initiatives
- Existing and future efforts
- Intentional engagement with the inclusion efforts of Virginia Tech
“What would inclusiveVT look like if we were successful beyond our wildest dreams?”

<table>
<thead>
<tr>
<th>Tables 1-5</th>
<th>Tables 6-11</th>
<th>Tables 12-18</th>
</tr>
</thead>
<tbody>
<tr>
<td>In one year</td>
<td>In 3 years</td>
<td>In 10 years</td>
</tr>
</tbody>
</table>

- 15 minutes, scribe to take notes at each table
- Circle the one you’re table is most excited about
- Hand it into the assigned coordinator
What’s missing? - Activity

Text to 37607 type DANNETTE and send, confirm, type response and send

OR

Go to

https://www.polleverywhere.com/dannette
How do you contribute to InclusiveVT?

- Actively engage with inclusion and diversity efforts
- Collaborate with existing initiatives
- Propose new ideas
Have an idea for InclusiveVT?

Here are some points of contact to consider for collaboration and support. You can also contact inclusivevt@vt.edu
Communications

- Website
  - www.inclusive.vt.edu
- Twitter
  - @inclusiveVT
- Blogging
  - http://blogs.lt.vt.edu/diversity/
- Vice Provost for Inclusion and Diversity Office
  - inclusivevt@vt.edu