Toward transformation with InclusiveVT: Update on initiatives and beyond*

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*adapted from report to Executive Council - F’15
Implementing & Envisioning

**1-3 Years**
- A Plan for a New Horizon 2012-2018
- InclusiveVT
- Destination Areas

**5-10 Years**
- Global Land-Grant
- Preparing Students
- New Funding Models
- Campus of the Future
- Access to Talent
- Culturally Competent Students

**25-35 Years**
- Beyond Boundaries
- Dynamic U Talent Magnet

Review the president's challenge on the future.
working vision:

to model and provide leadership for institutional transformation as an inclusive and diverse university
Exclusion
Segregation
Integration
Inclusion is

• active, intentional and ongoing engagement with diversity in the curriculum and community
• changing the culture so that individuals could be and are included
• choices and having choice
• empowering communities
Inclusion
Typology of Change

Depth

low

high

Pervasiveness

low

high

Adjustment (I)

Isolated change (II)

Pervasive Change (III)

Transformational Change (IV)

ACE, 2001
Types of change

Adjustment is a change or a series of changes that modify an area, improve a process or quality, or add something new.

Isolated change is deep but limited to one unit or a particular area; it is not pervasive throughout the institution.

Far-reaching change is pervasive, but does not affect the institution very deeply.
Transformation

- Alters the culture of the institution by changing underlying assumptions and overt institutional behaviors, processes, and structures
- Changes policies, procedures, programs & people
- Is deep and pervasive, affecting the whole institution
- Is intentional
- Occurs over time

Eckel, Green, & Hill, 2001
transformation relies on these forms of change
Review of initiatives & inclusive VT

review by change type:
  adjustment (~60)
  isolated change (~20)
  pervasive (4)

similarities and possible collaborations

gaps

revisions, recommendations and next steps
Review of initiatives & inclusive VT

**summary spreadsheet:**
- initiative
- type of change and potential contribution to transformation
- revision suggestions
- comments
- progress made

**progress of initiatives:**
- Standard Operating Procedure OK SOP (17)
- good progress OK+ (14)
- progress OK (24)
- minimal progress OK- (32)
Themes/synergies/collaborations

- recruitment (retention)
- multi-media visuals
- training/education/awareness - search process
- mentoring programs - faculty development
- outreach programs - "pipeline" (pathways) programs
- inclusive pedagogy
- compositional diversity
- NCR connections
Gaps - what’s missing

- retention strategies
- policies and procedures review for inclusion
- human capital and resources - database
- accessibility via technology
- collaborations and partnerships
- “teeth” and accountability for unacceptable behavior
- role of faculty scholars
- strategies for thinking differently
seeing things differently
seeing the ‘unobvious’
thinking differently

- status quo vs change: “can do” attitude
- system vs individuals
- programs for “them”?  
- 83% of respondents vs 17% and non-responders - meaning of results?
- understanding “privilege” and power
- safe spaces to brave spaces
- cultural change through examining underlying assumptions, espoused values and visible artifacts
“I suppose it is tempting, that if the only tool you have is a hammer, to treat everything like a nail”

Abraham Maslow, 1966
doing differently

expand the tools  enlarge the tool box
Awareness of our use of language

- you guys
- pull the trigger
- “lame”
- manpower
- white paper

- christmas break
- husband and wife
- pronouns - his or her
- university = Blacksburg
InclusiveVT 2.0

- build upon foundation in year 1; move toward inclusion and university transformation
- continue with revised initiatives
- established efforts become SOP and institutionalized; units recognized for previous efforts
- establish university-wide efforts and synergies with shared responsibility
- adopt “futurisktic” perspective
- welcome Dr. Menah Pratt-Clarke
More information about InclusiveVT

InclusiveVT [website](#)

Social media - follow up on twitter [@inclusiveVT](#)
Facebook, and more

Diversity and inclusion [dialogues](#)

InclusiveVT [explorer](#)
About InclusiveVT

EXECUTIVE COUNCIL
- Mission and purpose
- Members

INCLUSION COORDINATORS
- Mission and purpose
- Members

FREQUENTLY ASKED QUESTIONS
- What is InclusiveVT?
- How do I get involved?

INCLUSIVEVT INITIATIVES
- Submitted initiatives

SEARCH FOR SENIOR ADVISOR TO THE PRESIDENT AND VICE PROVOST FOR INCLUSION AND DIVERSITY
Inclusion and Diversity Report
September 2015

This report was prepared to share the status of inclusion and diversity at Virginia Tech and the progress made since the initiation of InclusiveVT. The information compiled into three main sections: current status of inclusion and diversity, facts and figures about diversity, plus an analysis of InclusiveVT initiatives and recommendations for 2015-2016. Links are provided throughout the report in order to direct the reader to more details and pertinent information. If you wish to read as a pdf, click Final report.

To read by section, see the following:

Message from President Sands

Current status of inclusion and diversity

Facts and figures about diversity

InclusiveVT initiatives report and recommendations; includes Summary of initiatives with progress by unit

Check out InclusiveVT Explorer to view and search the inclusiveVT initiatives and programs.
InclusiveVT

Virginia Tech has embraced a new organizational model entitled InclusiveVT to provide the "scaffold" for "success in distinguishing Virginia Tech as the exemplar for the modern land-grant research university" that includes "a bold and reinvigorated inclusion agenda." — President Thompson-Green
Inclusive VT & Beyond Boundaries

• Envision our future (Beyond Boundaries) as a university that attracts talent from the broadest possible pool, and that offers the opportunity to all of our students to develop cultural competence as a core learning outcome.
21st century academia will be diverse and inclusive

How do we get there?
We need
Principles,
Milestones
Resources
across the enterprise
More information about InclusiveVT

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Diversity and inclusion dialogues

InclusiveVT explorer