

December 15, 2021

## DEI Content Implementation Plan

Dear Dr. Lee,

Please find below a description of how the Architecture and Design Research (ADR) doctoral program in the School of Architecture + Design will comply with the Diversity and Inclusion Requirement set by the Graduate School in the Commission on Graduate Studies and Policies Resolution 2017-18A.

The Commission on Graduate Studies and Policies Resolution 2017-18A requires that students meet the following guidelines:

1. The Virginia Tech Principles of Community as they apply to the valuing of human diversity and inclusion.
2. The impact that personal actions and words have on self, others, and the communities—university, national, and global—in which we live; issues of privilege, bias, power, prejudice, and discrimination; concepts of multiple personal, social, and cultural identities.
3. Available avenues of redress and our shared responsibilities as active by-standers.
4. The process of individual introspection required both to understand one's own forms of implicit or unconscious bias and to create inclusive environments.

Students who graduate from the Doctor of Philosophy in Architecture and Design Research will meet these requirements in the following ways:

1. Require all new graduate students in the Architecture and Design Research Program to complete the "Diversity: Inclusion in the Modern Workplace" provided by Virginia Tech's Office of Inclusion and Diversity
2. Two curricular options will be provided to our students to maintain flexibility in their Plans of Study. These options are:
  - a. Option 1- [Grad 5214 Diversity and Inclusion in a Global Society](#). This option will support students interested in an academic career after graduation or pursuing the [Future Professoriate Certificate](#) through the VT Graduate School.

- b. Option 2- [Grad 5204 Citizen Scholar Seminar](#). This option will support students interested in addressing the impact of rigorous intellectual scholarship, leadership, and policy beyond the educational realm.

**Program Contacts**

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Sincerely,

A handwritten signature in black ink, appearing to read "C. Bohannon". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

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