Plan for Inclusion and Diversity Graduate Requirement (pursuant to

CGSP Resolution 2017-18A)

Adopted April 2018

Implemented August 23, 2019

Updated July 20, 2021

Background

CGSP Resolution 2017-18A requires that all graduate students participate in inclusion and diversity educational programs as part of their graduate studies and that each program, department, or college develop plans to be submitted for approval to the Graduate School by the Graduate Coordinator of a program or department, or equivalent in a college. Further, the Program of Study for all graduate students must show a record of the student's participation in the inclusion and diversity educational program delineated by the student's program, department, or college as part of the student's graduation requirements. This requirement was effective with the incoming class of Fall 2019. This document addresses the college's updated plans for compliance with this policy and will be effective with the incoming class of fall 2021.

Required Topics

1. Virginia Tech's Principles of Community

- Valuing human diversity and inclusion and creating a climate of civility, sensitivity, and mutual respect

2. Impact of personal actions and words

- Understanding difference, bias, and micro-aggressions

3. Avenues of redress and shared responsibility as active bystanders

- Recognizing and disrupting academic bullying

4. Process of individual introspection to create inclusive environments

- Awareness of words and language, especially micro-aggressions

Optional Topics Also Addressed by this Policy:

- Inclusion and diversity in a global context
- Historical perspectives on diversity and its impact on traditions
- Effective strategies of inter- or intrapersonal conflict resolution

Pamplin College of Business Approach for Inclusion and Diversity in Graduate Programs

The Pamplin College of Business offers a Doctoral program and several Master's programs including the PhD in Business with concentrations in Accounting and Information Systems, Business Information Technology, Finance, Insurance, and Business Law, Hospitality and Tourism Management, Management, and Marketing, and the Master of Business Administration, Master of Science in Business Administration with concentrations in Business Analytics and Hospitality and Tourism Management, Master of Accounting and Information System, and Master in Information Technology in cooperation with the College of Engineering.

To become fully compliant with the requirements of this resolution, the Pamplin College of Business has taken the following actions:

1. Annual, live centralized training sessions for all incoming graduate students.

    Pre-training experience:

    - All graduate students are required to view a 45-minute pre-recorded educational video, presented by Dr. Janice Branch Hall, Pamplin's Assistant Dean for Diversity, Equity, Inclusion, and Belonging (DEIB), covering required topics such as:

      -Virginia Tech's Principles of Community;

      -Education and awareness of personal actions and words relating to difference, biases, micro-aggressions, microinequities, and academic bullying;

      -Strategies to reduce and combat biases, microaggressions, microinequities, and academic bullying including but not limited to avoiding stereotypes and over-generalizations, encouraging group diversity in decision-making, engaging in self-reflection, and developing safe and brave spaces to discuss and address counter-inclusive behaviors;

      -The role of active allies and bystanders, and how to use the bias-reporting system as an avenue of redress which is offered by the Dean of Students;

      This pre-recorded educational video also covers additional DEIB topics:

    - Definitions of diversity, equity, inclusion, and belonging; terms are contextualized in the Pamplin College of Business.

    - Societal Landscape (e.g., Covid-19 exacerbated inequalities on women, LGTBQ+

community, and various racial/ethnic groups; Racial pandemic/civil unrest)

- Business response to current racial/social climate

- The Lens of Oppression

- The Pyramid of Hate

- Attribution Theory and research describing the process of developing perceptions and biases which can manifest in to microaggressions, microinequities, and academic bullying

- Perception model and techniques to check assumptions

- DEIB issues relating to classroom and group/team dynamics

- Cultural Humility

- Process of individual introspection I: Students will be required to complete the Inclusive Competencies Inventory (ICI) and pre-training activity on microaggressions and microinequities facilitated by Dr. Joanne Barnes, Senior Consultant, Kozai Group.

  Background about the ICI: The ICI takes a capacity-building approach to DEIB training. What predispositions, cognitive orientations, attitudes, knowledge and behaviors are linked to superior performance in diverse settings? In other words, what competencies do we need to develop to be good at inclusion? Identify what capabilities you bring to the challenge of being more inclusive and the steps you can take to develop inclusion competencies. The average time to complete the ICI is 10 – 15 minutes.

2. A live, one-hour training workshop occurring during fall and spring orientations: For fall 2021 – August 20, 2021 – Blacksburg Campus Graduate Students; September 24, 2021 – Greater Washington D.C. Metro Area Campus Graduate Students. Spring orientation dates are TBD.

   - Dr. Joanne Barnes, Senior Consultant, Kozai Group will facilitate the live. one-hour workshop to debrief ICI results and pre-training activity on microaggressions and microinequities

   - Process of individual introspection II: Dr. Joanne Barnes will facilitate a *Commitment to Action* exercise that fosters self-reflection of student's role in mitigating and eliminating biases, microaggressions, microinequities, and other counter-inclusive behaviors. She will use the ICI results and pre-training activity to ground this exercise and help students enhance their inclusive leadership skills.

Following the live training workshop, a panel of Pamplin faculty and administrators continue the DEIB dialogue in the context of global business practices.

2. Each identified program director is then responsible for the following:

   a. Ensuring that all incoming students complete the pre-training activities

including the ICI and pre-training activity on microaggressions and microinequities, and either participate in the appropriate live, one-hour training workshop or view a recording of this workshop.

b. Ensuring that any program-specific topics not covered in the centralized sessions are addressed in the program-specific sessions which may follow.

c. Documenting the students who have completed the pre-training activities and attended the live sessions; implementing remediation plans for any student who may miss the initial opportunities to participate. Documentation must be retained in the student's departmental records and be made available to the Graduate School upon request.

Responsibility

The College's Assistant Dean for Diversity, Equity, Inclusion, and Belonging will have overall responsibility for this policy and for any changes to the action plans. Record-keeping responsibility is delegated to the various program directors within the college, specifically:

- PhD Programs: Kevin Carlson, Associate Dean for Research and Academic Affairs
- Evening MBA: Dana Hansson, Director
- Executive MBA: Dana Hansson, Director
- Professional MBA: Dana Hansson, Director
- Master of Information Technology: Holly Gillcash, Director
- Master of Accounting & Information System: Nadia Rogers, Director
- Master of Science in Business Administration - Business Analytics: Cliff Ragsdale, Director
- Master of Science in Business Administration - HTM: Mahmood Khan, Director

This updated policy will be effective with the incoming classes starting Fall 2021. It was approved for implementation by the Pamplin College Graduate Studies and Policies Committee.

Diversity, Ethical Scholarly and Research Practices Symposium
Friday, August 20, 2021

In-person location: TBD

Zoom information: TBD

12:00 -12:15   Lunch

12:15 - 12:30   Dr. Cliff Ragsdale - Opening Address

12:30 -1:30   Dr. Janice Branch Hall, Assistant Dean for Diversity, Equity, Inclusion, and Belonging Introduction (1-2 minutes)

Inclusive Competency Inventory and Debrief
Dr. Joanne Barnes, Senior Consultant, Kozai Group

1:30 - 2:15   Ellen Krupar, Pamplin Librarian
Plagiarism, Copyright, Fair Use and the TEACH Act, Creative Commons and Open Access, Data: Ethical Use and Gathering

2:30- 4:00   Break Out Sessions

<u>Master's Students Panel Session</u>	<u>Doctoral Students Panel Session</u>
In-person location: TBD	**In-person location: TBD**
(2:30- 4:00)	**(2:30 - 4:00)**
<u>**Panel Members**</u>	<u>**Panel Members**</u>
Cliff Ragsdale	Dipankar Chakravarti
Nadia Rogers	Rick Hunt
Barbara Hoopes	Paul Lowry
Mahmood Khan	Kevin Carlson
Andrew MacKinlay	
Eric Martin	
Join Zoom Meeting: TBD	Join Zoom Meeting: TBD