

## **Inclusion and Diversity Requirement Proposal**

### **Graduate Programs in Mechanical Engineering**

**February 19, 2024**

The Mechanical Engineering Department has developed the following procedure to satisfy the CGS&P Resolution 2017-18A, which requires that all degree seeking graduate students participate in inclusion and diversity programs as part of their graduate studies. ME graduate students who have satisfied these requirements through the procedure proposed herein will have this fact noted in their plan of study when this plan is submitted to the Graduate School for approval.

The procedure proposed by ME consists of the following three options. All new ME graduate students should choose one option to complete the requirement.

1. Full-time students on the Blacksburg campus will enroll in ENGE 5304 Graduate Student Success in Multicultural Environments, a 1 credit hour P/F course offered each fall and spring. Students will be encouraged to take this course within the first year of study.
2. As an alternative to ENGE 5304, ME students on any campus may register for GRAD 5214 Diversity and Inclusion for a Global Society, a 3 credit hour course focusing on inclusion and diversity in research and professional practice. This can serve as a replacement for ENGE 5304 (option 1).
3. Full-time students on the DC-area and Virtual campuses, and other students that require a summer or winter term course, will enroll in ME 5024 Multiculturalism in Engineering. This is an asynchronous, 1 credit hour course offered in fall, winter, spring, and summer terms.

The proposed procedure for the Inclusion and Diversity Requirement satisfies the four required topics enumerated in the Appendix to CGS&P Resolution 2017-18A as illustrated below.

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.