



January 27, 2022

Dear Graduate School,

There are two discipline specific components that we will incorporate. The first is readings from Living Proof and the second is a Diversity and Inclusion statement that the student will write at the conclusion of the course. We will add a checkbox on the plan of study and require students to report whether or not they have completed this course on their annual activity reports (then we can make sure they are aware that it is required).

This requirement will be fulfilled via a designed Canvas course to increase accessibility to all students.

Students will complete the following modules:

Virginia Tech Principles of Community

- Principles of community: introduction
- Principles of Community
- Questions for Reflection
- Do you want to learn more?

Privilege, Bias, Prejudice, and Discrimination

- Privilege, bias, prejudice, and discrimination: introduction
- Privilege, bias, prejudice, and discrimination

Avenues of Redress and Responsibilities as Active By-Standers

- Avenues of Redress and Responsibilities as Active By-Standers: Introduction
- Being an ally
- Using language to create affirming spaces
- Having difficult conversations
- Active listening

Understanding One's Biases and Creating Inclusive Environments

- The process of individual introspection: introduction
- The process of individual introspection

The final outcome is to produce your own Diversity and Inclusion statement. These statements, along with Research and Teaching statements, are now required for many academic jobs.

Sincerely,

Jeff Borggaard
Department of Mathematics (office: McB 528)
Chair of the Mathematics Graduate Program Committee
Interdisciplinary Center for Applied Mathematics
Virginia Tech