

Inclusion & Diversity Education Component

Individualized Interdisciplinary PhD Program (IPhD)

Virginia Tech's Individualized Interdisciplinary PhD (IPhD) Program provides an opportunity for students to design a graduate program that optimally satisfies their unique scholarly interests, drawing faculty advisors, coursework, and investigational approaches from diverse but complementary academic disciplines. Accordingly, students admitted to the IPhD have significant engagement with multiple degree programs, departments, even colleges. Given the wide variety of existing programs with which IPhD students are affiliated, the means by which they have incorporated an Inclusion & Diversity Education component has been individualized. *Typically, these students will elect to enroll in an available course or training module that has been approved for the existing graduate degree program closest to their area of study, such as in the home department of their major advisor.* IPhD students are encouraged to consult with the IPhD Program Director/Associate Dean of the Graduate School regarding the selection of an appropriate vehicle for meeting the Inclusion & Diversity requirement.

As specified in Commission on Graduate Studies and Policies Resolution 2017-18A, all Inclusion and Diversity Education components address four core topics:

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.

Additional areas covered will depend on the particular disciplines associated with the student's program and, as noted in Resolution CGSP 2017-18A, may include such topics as:

1. Inclusion and Diversity in a global context; institutional and governmental policies affecting immigration, accessibility, affordability, and related matters.
2. Historical perspectives on diversity and the impact of traditions of privilege on the development of the discipline represented by the particular academic unit; inclusive pedagogy.
3. Effective strategies for inter- or intrapersonal conflict resolution; pathways to individual reconciliation of unconscious or implicit bias.

Further, students and their faculty advisors will be encouraged to stay alert for ways in which their specific blend of disciplinary approaches reveals novel elements that merit consideration from an inclusion and diversity perspective.

IPhD students, with the endorsement of their advisory committee, will identify on their Plan of Study the specific vehicle by which they intend to meet the Inclusion & Diversity Education requirement. Suitability of the proposed component will be reviewed and approved by the IPhD Program Director/Associate Dean of the Graduate School and the IPhD Department Head/Dean of the Graduate School.