Diversity Plan
School of Education
College of Liberal Arts and Human Sciences
Virginia Tech
Approved by SOE Leadership Team, February 11, 2011

DEFINITIONS

NCATE: Differences among groups of people and individuals based on ethnicity, race, socioeconomic status, gender, exceptionalities, language, religion, sexual orientation and geographic area.

CLAHS: The desirability and value of many kinds of individual differences while at the same time acknowledging and respecting that socially constructed differences based on certain characteristics exist within systems of power that create and sustain inequality, hierarchy, and privilege. The College of Liberal Arts and Human Sciences is determined to eliminate these forms of inequality, hierarchy, and privilege in our programs and practices. These characteristics include, but are not limited to ability, age, body size and condition, class, color, ethnicity, gender, gender expression, geographical and cultural background, health status, national origin, political affiliation, race, religion, sexual orientation, and veteran status.

GOALS & OBJECTIVES

Goal 1: Access and Success: Recruit and retain a more diverse graduate student body.

Objective: The SOE will increase the compositional diversity of the SOE student body.

Practices:
- Examine policies and practices regarding the recruitment of diverse students
- Establish a diversity recruitment plan for all SOE department areas
- Establish practices and procedures that support diverse students towards graduation
- Survey students to determine factors that contribute to recruitment and retention
- Collaborate with the Office of Academic Program to follow-up on graduates
- Advertise graduate assistantships, scholarships, and fellowships aimed at diverse students on the SOE webpage and online listservs

Measures:
- Annual reports on enrollment, and graduation of diverse student groups based on race and gender.

Goal 2: Campus Climate & Intergroup Relations: Create an equitable climate that welcomes and includes all students, faculty, and staff.

Objective: The SOE will create an environment that fosters the understanding and appreciation of cultural diversity and different perspectives from various groups.
Goal 3: Education & Scholarship: Provide faculty, staff, and students with opportunities to learn about and advocate to eliminate inequality and privilege across educational settings.

Objective: The SOE will increase opportunities to learn about and implement multicultural, diversity, and equity competencies across the curriculum and educational settings.

Practices: Curriculum and Competencies
- All programs will have a plan in place for educating their students about working with a diverse student population, including English language learners and students with disabilities
- Develop a set of multicultural competencies and diversity outcomes that students should demonstrate as a result of completing degrees in the SOE
- Explore creation of a certificate of diversity/multicultural education for students who complete an SOE determined amount of courses focusing on diversity and multicultural study
- All students will have the option to work in clinical and field practices in more than one demographic (e.g., class, multilingual, exceptionalities, etc.)

Practices: Faculty, Staff and Student Initiatives:
- Provide professional development of teacher, counselor and leadership education faculty to integrate diversity and multicultural issues in the curriculum
- Promote and provide incentives to faculty and student involvement in diversity initiatives at the college and university level
- Highlight SOE diversity/equity initiatives, activities, programs, and courses that reflect the diversity strategic plan on the SOE website
- Create systems for acknowledging, valuing, and rewarding faculty, staff, and student efforts in multicultural education and diversity.
• Seek funding for a diversity program/speaker series for faculty, staff, and students each year
• Update library and SOE diversity related resources
• Assign graduate assistant time to support diversity/multicultural initiatives

Measures:
• Analysis of student multicultural competencies and learning outcomes
• Matrix of core diversity and multicultural curriculum that are integrated across SOE programs ranging from introductory to advanced coursework and experiences
• SOE website highlighting diversity initiatives and accomplishments throughout the year
• Programs to support faculty, staff and student development
• Formation and report of a diversity faculty study group to plan for professional development programming through CIDER
• Report diversity initiative accomplishments to SOE Director and CLAHS Dean via FAR

Goal 4: Infrastructure: Recruit and retain a more diverse faculty.

Objective: The SOE will develop strategies to recruit and retain diverse faculty members in all ranks.

Practices:
• Actively recruit a diverse range of faculty candidates using university resources
• Develop a SOE mentor program to support new faculty
• Promote job announcements in professional organizations that focus on diversity and multicultural issues

Measures:
• Annual reports on faculty diversity

SOE 2010-2011 NCATE Diversity Committee: Susan Asselin, Bonnie Billingsley, Mido Chang, Norma Day-Vines, William Glenn, Jennifer McCloud, and Dawn Knight