

Part 3: Promoting Diversity, Equity, and Inclusion

Closing Tips:

1. Meritocracy is a myth.

A variety of factors influence who is included, recognized, and rewarded.

2. Be mindful of the isolation some people experience in engineering.

Some people have the privilege of not being marginalized.

3. Diversity, inclusion, and equity are three different yet related ideas.

Focusing on all three is required to change engineering culture.

Additional Resources:

- The primary resource for this week is the **DEI Glossary** you reviewed before class. See the reference list for many resources related to the terms in the glossary.
- **Virginia Tech's Office for Equity and Accessibility** (<https://oea.vt.edu/>) promotes a learning and working environment free from harassment and discrimination for employees and students. We strengthen the university's core institutional values of equitable practices through civility, compliance and education while mitigating risks. This office is responsible for the University's:
 - Americans with Disability Act and section 504 compliance
 - Affirmative action program and section 503 compliance
 - Compliance related trainings and conflict resolution program
 - Prevention efforts; as well as, response to discrimination, harassment and sexual misconduct.



- **The Graduate School's Office of Recruitment, Diversity, and Inclusion** (<https://graduateschool.vt.edu/diversity.html>) focuses on graduate student recruitment and on providing support to students as they get acclimated and adjusted to their graduate programs/certificates through the development of inclusive and diverse programming to meet students' needs.
- **To learn more about Virginia Tech's DEI Efforts and Institutional History:**
 - **Inclusive VT** is the institutional and individual commitment to *Ut Prosim* (that I may serve) in the spirit of community, diversity, and excellence
<https://www.inclusive.vt.edu/>
 - **Virginia Tech Special Collections and University Archives (SCUA)'s Guide to Virginia Tech History Resources**
<https://guides.lib.vt.edu/specialcollections/vt>
- If you want a more in depth course on this topic, consider **GRAD 5214 Diversity and Inclusion for a Global Society**. Course Description: Research on diversity and inclusion for a global society from a multidisciplinary perspective. Examination of popular misconceptions about diversity and inclusion, benefits of diverse and inclusive organizations, legal requirements, international perspectives on diversity and inclusion, and applications to research and professional practice.
<https://graduateschool.vt.edu/academics/courses-and-scheduling/graduate-school-courses.html>
- **Cited in Class:** Hynes, Morgan and Swenson, Jessica (2013) "The Humanistic Side of Engineering: Considering Social Science and Humanities Dimensions of Engineering in Education and Research," *Journal of Pre-College Engineering Education Research (J-PEER)*: Vol. 3: Iss. 2, Article 4.
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