Improving CoE Climate

Engineering Faculty Organization | September 27, 2016

Tess Thompson Biological Systems Engineering
Josh Iorio, Bev Watford, Eileen Van Aken
From the 2013 Climate Survey

- One in four employees believe departmental administration would not intervene if discriminatory behavior occurred.
- Only 56% of female employees believe there is accountability at Virginia Tech for discriminatory behavior.

MICROAGGRESSIONS: a form of subtle, routine, discriminatory behavior

NEGATIVE WORK CLIMATE!
Dear Mrs. [female department head],

My name is [student] and I am writing on behalf of [service organization], an interdisciplinary service learning organization at Virginia Tech whose mission is to share the spirit of Ut Prosim locally and globally. In January of 2016, a group of students and faculty traveled to [central Asian country] to assess and gather information from earthquake damaged sites. I have attached a newsletter which provides more information about the assessment trip. I decided to reach out to you because we are currently working with two [departmental] professors, Dr. [male professor] and Dr. [male professor], who traveled with three other Virginia Tech students to [central Asian country] on this assessment trip. We also presented to and are working with [academic student organization] students on the design for the future implementation project.

Are you available to meet with the [service organization] officers at some point within the next week to discuss the future of [service organization] and our projects? We would greatly appreciate 30 minutes of your time to receive any guidance that you may have to offer.

Thank you very much and we look forward to hearing from you.

Sincerely,

[student]
Limiting the impact of microaggressions at VT

Top-Down

Menah Pratt-Clarke
Vice-Provost, Inclusion and Diversity

Karen DePauw
Dean, Graduate Education

Bottom-Up

Jon Catherwood-Ginn
Associate Director, Center for the Arts
Instructor, Diversity Development Institute

Joe Frazier
Political Action Chair, VT Chapter NAACP
Graduate Student, Sociology

MORE INCLUSIVE CLIMATE
Limiting the microaggressions.cs.vt.edu [Computer Science Capstone project]

- Definitions
- Stories by CoE faculty about the impact of microaggressions
- University-level microaggression clearinghouse
- Twitter feed
- Database and analytics (e.g. How often do microaggressions occur?)

Training modules based on real (anonymous) stories by faculty peers
YES, I am an international student from Canada!

Do you have hair?

...I'm not being homophobic, you're just being too sensitive...

...but where are you really from?

NO, I'm not on Scholarship for Basketball or Football!!