

VIRGINIA MILITARY INSTITUTE

LEXINGTON, VIRGINIA 24450-0304

BOV Diversity, Equity, and Inclusion Subcommittee 26 July 2022

MINUTES

The Board of Visitor members present were Gene Scott '80, Lara Chambers '03, and Lester Johnson '95. David Miller '70 participated virtually. The staff and VMI community members that are on the subcommittee were as follows.

- MG Cedric T. Wins '85, Superintendent (participated virtually)
- Lee Rakes, Director of Institutional Research
- Amy Goetz, Chief Communications Officer for the Alumni Agencies
- Jamica Love, Chief Diversity Officer
- Paula Tucker, Assistant Director for Leadership and Character Development at the Center for Leadership and Ethics
- Penny Ticen, English professor
- Tinni Sen, Economics and Business professor
- Ahmad Sheikh, Director of Career Services
- Danielle Tolley, Physical Plant customer services coordinator
- Bill Wyatt, Director of Communications & Marketing
- John & Kathy Peila-Parent's Council

Gene Scott:

Chairman Scott opened the meeting by thanking all in attendance for being present. Mr. Scott remarked that last year was VMI's first year of doing Inclusive Excellence and we should examine what we learned from last year's training and what we needed moving forward. He stated that he hopes to have an interactive discussion and reminded the audience that the subcommittee's role was to review and provide feedback about the Inclusive Excellence training.

Dr. Love:

Dr. Love gave a brief overview of some of the things she covered in the last academic year for VMI's Cadet Training. She identified two primary training activities namely Crossing the Line which she stated was primarily used with new cadets and Four Corners which was utilized by other cadets. Dr. Love also shared a bit about how the cadets interacted with each other during the exercises. Dr. Love notes that based on the previous year's feedback and assessment it was determined that VMI will not be using the past exercises but have developed new exercises that focus more on critical thinking and questioning skills.

Dr. Love discussed lesson plans for cadets for the coming academic year which may include video clips that will serve as discussion starters for Inclusive Excellence topics. There was discussion to narrow the scope of the video clips to be less discordant. Additionally, the CDO is reviewing other, more moderate references suggested by Mr. Miller. Parent Council representatives echoed the desire for a more moderate approach.

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Dr. Love also spoke about the new group of expected cadet facilitators. She said the new group consisted of 10 trainers, with 86% being female and 14% male. She anticipates the number of facilitators to increase as the academic year progresses.

Cadet Time in Training:

It was reported that the majority of cadets spend 50 minutes in Inclusive Excellence training per academic year. Dr. Love's data reflects that our cadets spend less than half of 1% of their academic time in Inclusive Excellence training and emphasized that Inclusive Excellence (i.e. creating an inclusive environment) should not be a 50-minute exercise but should be incorporated throughout the entire cadet experience (consistent with the Code of a Cadet expectations).

The Office of Diversity, Equity, and Inclusion has chosen "Celebrating 25 Years of Women" at VMI as the theme for this academic year. A focus on gender equity in the Inclusive Excellence training does not negate the importance of other topics such as race, diverse abilities, and sexual orientation. Topics are streamlined and prioritized according to the established, allotted training time.

Dr. Love seeks to have the cadet Inclusive Excellence Training be interactive since research supports this approach and shows participants retain the information more readily. She added that she desires to have role play be part of this training as well since it allows cadets to engage in the process and have some ownership of the experience.

Other Topic of Discussion:

Cadet Facilitator Training Agenda | Ground Rules of Cadet Training | Approach to Asking Questions | Sample Questions

The Areas of Focus for Inclusive Excellence Training: Listening to Understand | Enhancing Listening Skills | Enhanced Questioning Skills

With no further items to be discussed, the meeting adjourned at 1305.