Pamplin Community Committee for Diversity, Inclusion & Equity

OVERVIEW
As members and leaders in global higher education, AACSB business schools have a duty to uphold the equality of rights and opportunities for all individuals, regardless of differentiating traits, and to support knowledge and understanding of how individuals, organizations, and communities can be enriched through inclusive models and practices. According to the AACSB, business schools can do the following: develop skills necessary for diverse context; unlock access and reduce barriers; and address global challenges. The Pamplin College of Business recognizes that achieving this vision is a collaborative effort; requiring additional engagement from citizens of our college community.

MISSION
The mission of the Pamplin Community Committee for Diversity, Inclusion & Equity (PCC) is to be strategic and intentional about diversity, inclusion, and equity in the Pamplin College of Business. Serving as a thought leader, advocate, advisor, and resource, PCC will work to assess college climate and foster meaningful opportunities across populations that encourage and enhance understanding of diversity, inclusion, and equity as critical to business and community transformation and sustainability. Success will be measured based on the following goals and objectives:

- Reinforce *Virginia Tech Principles of Community* at all levels of Pamplin.
- Advise the Dean and senior leadership of opportunities and challenges related to diversity, inclusion, and equity.
- Support efforts that attract, retain and aid the success of diverse faculty, staff, and students.
- Drive and advance education/awareness of diverse, inclusive, and equitable practices at all levels of Pamplin.
- Provide internal support for cultivating and sustaining a diverse, inclusive, and equitable academic and workplace culture.

VISION
The vision of PCC is to serve as a world-class resource group, uniting diverse, inclusive, and equitable practices with the strategic priorities of the Pamplin College of Business.

OPPORTUNITY
Diverse, inclusive, and equitable standards must be strategically integrated to support all stakeholders of Pamplin, in order to remain effective, competitive and accredited. Members of the committee will partner to design, implement, and measure strategies that address challenges and opportunities related to diversity, inclusion, and equity in Pamplin and beyond. The *AACSB Best Practices for Business Schools to Lead in Expanding Opportunities for Women in Business and to Adapt to the 21st-Century Workforce*, Virginia Tech and Pamplin strategic plans, and other resources will be used as guides to assess, evaluate, and address issues around diversity, inclusion, and equity.

PROGRAM/INITIATIVES
- InclusiveVT Week | September
- Principles of Community Week | March
- Excellence in Diversity Awards (Selection Committee)
- Educational and development signature events
- Assess and evaluate current diverse, inclusive, and equitable practices with AACSB Best Practices, Virginia Tech and Pamplin strategic plans, and other resources.