

Diversity, Equity, Inclusion, and Belonging

Philosophy

The Pamplin College of Business affirms strategic and intentional efforts that challenge the status quo and promote the diversity, equity, inclusion, and belonging (DEIB) of all stakeholders. We are committed to people excellence and building a model inclusive community that embrace academic excellence and cultural humility broadly. While Pamplin has observed paramount progress toward advancing issues of diversity over the past decade, we are transcending with a renewed, data-driven focus to seize opportunities that address DEIB issues of the 21st century.

Definitions

Words and phrases can have multiple meanings in different contexts. For clarity, the Pamplin College of Business defines the following:

- **Diversity (n.):** The visible and invisible characteristics that make people different. Everyone is diverse.
- **Equity (v.):** Identifying and addressing imbalances and barriers that inhibit group and individual full participation and success. Assessing equity from historical and traditional contexts are critical.
- **Inclusion (v.):** The act of ensuring all groups and individuals have equal access to resources and opportunities. Understanding the unique needs and challenges of groups and individuals are critical.
- **Belonging (n.):** The nexus of diversity, equity, and inclusion where all groups and individuals feel welcomed, valued, and are engaged at their fullest potential.

Principles for DEIB Strategic Direction

- **Centralize** DEIB efforts under strategic leadership to effectively coordinate actions, provide clear guidance, and develop best practices to support timely adjustments at all levels of Pamplin.
- **Prioritize** DEIB efforts focused on addressing inequalities relating to race/ethnicity, gender, persons with disabilities, veterans, and other underrepresented and underserved populations in accordance with Pamplin and Virginia Tech Strategic Plans and affirmative action plans. Centering these populations do not reduce our definitions of DEIB, nor does it reflect a perspective that these are the only groups deserving attention. Rather, we hope the implications of initiatives to support priority groups will inspire equity among all populations and stakeholders.
- **Acknowledge, assess, and evaluate** historical and traditional implications relating to existing and future DEIB outcomes, programs, power structures, access to opportunities, and distribution of resources.
- Establish **clear goals, metrics, levels, and actions** that measure DEIB progress both quantitatively and qualitatively as reflected in Strategic Priority 5.6 – *Build a model inclusive community* – of Pamplin’s Strategic and Implementation Plans.
- Inspire **accountability** and shared governance will make DEIB efforts everyone’s responsibility.
- Affirming DEIB is critical to achieving **sustainable transformation** of our culture.