

An aerial photograph of the Virginia Military Institute campus during sunset. The sun is low on the horizon to the left, casting a warm glow over the scene. The campus features several large, multi-story buildings with light-colored facades and dark roofs. A large green lawn is visible in the center. In the background, there are rolling hills and a prominent mountain peak. The text "Diversity and Inclusion" is overlaid in white, sans-serif font across the middle of the image.

Diversity and Inclusion

The Value Proposition for D&I at VMI

Alumni Engagement Conference

July 22-24, 2021

VIRGINIA
MILITARY
INSTITUTE
FOUNDED 1839





Mission and Vision

Virginia Military Institute believes that the measure of a college lies in the quality and performance of its graduates and their contributions to society.

Therefore, it is the mission of Virginia Military Institute to produce educated, honorable men and women, prepared for the varied work of civil life, imbued with love of learning, confident in the functions and attitudes of leadership, possessing a high sense of public service, advocates of the American Democracy and free enterprise system, and ready as citizen-soldiers to defend their country in time of national peril.

To accomplish this result, Virginia Military Institute shall provide to qualified young men and women undergraduate education of highest quality -- embracing engineering, science, and the arts -- conducted in, and facilitated by, the unique VMI system of military discipline.

Vision

To be the premier small college in the Nation, unequalled in producing educated and honorable citizen-leaders, with an international reputation for academic excellence supported by a unique commitment to character development, self-discipline and physical challenge, conducted in a military environment.



UNITED STATES AIR FORCE
ACADEMY



UNITED STATES MILITARY ACADEMY
WEST POINT[®]

ABOUT ADMISSIONS ACADEMY

The logo for the United States Military Academy at West Point. It features a central shield with a bald eagle perched atop a golden helmet. The shield is decorated with a red and white striped pattern at the bottom. Three red banners with white text are draped across the shield, reading "HONOR", "DUTY", and "COUNTRY". To the right of the shield, the text "UNITED STATES MILITARY ACADEMY" is written in a serif font, followed by "WEST POINT" in a larger, bold serif font. Below the main text, the words "ABOUT", "ADMISSIONS", and "ACADEMY" are listed as navigation options.

THE CITADEL



USNA
UNITED STATES NAVAL ACADEMY

The logo for the United States Naval Academy. It features a central shield with a white ship on a blue background, surrounded by a golden border. Above the shield is a golden crown. To the right of the shield, the text "USNA" is written in a large, bold, white sans-serif font, with "UNITED STATES NAVAL ACADEMY" written in a smaller, white sans-serif font below it.



Report on the Status and Future of the Institute

Ex. 8, Top ten degrees by NPV for all Virginia colleges²⁷

Rank	Institution	20-year NPV	40-year NPV
1.	Washington and Lee Univ.	\$724,000	1,578,000
2.	Virginia Military Institute	\$637,000	\$1,375,000
3.	University of Richmond	\$593,000	\$1,317,000
4.	Virginia Tech.	\$612,000	\$1,313,000
5.	University of Virginia	\$604,000	\$1,291,000
6.	Chamberlain University	\$613,000	\$1,268,000
7.	George Mason University	\$583,000	\$1,255,000
8.	College of William & Mary	\$571,000	\$1,227,000
9.	James Madison University	\$546,000	\$1,181,000
10.	Sentara College of Health Sciences	\$540,000	\$1,160,000



[Home](#) > [Our Promise](#) > [Employee Experience](#)

Diversity, Equity & Inclusion

Employee Resource Groups

Dominion Energy offers diverse interest groups to bring together employees with shared backgrounds, interests or perspectives, to foster a sense of community and to offer networking opportunities:

- African American Resource Group
- Asian Pacific Islander Resource Group
- DiverseAbility
- Latino Resource Group
- LGBTQ+ Resource Group
- Veteran's Network
- Women's Resource Group
- Young Professionals Resource Group



While beliefs are essential, actions speak louder. In the past eight years, we have raised our diverse hiring rate from 27 percent to 50 percent — and we are ahead of that pace for this year. We also have made a commitment to [improving diverse workforce retention](#).

In addition, over the past several months Dominion Energy has taken a number of steps aimed at fostering social and racial justice both inside and beyond our walls:

- We announced a new personal company holiday to honor Juneteenth;
- We launched a series of company conversations about race and social justice to bring greater awareness;
- We established a \$5 million fund to support nonprofits [doing the work of social justice](#), including the [We Care Rebuild Project](#) and Lawyers' Committee for Civil Rights Under Law;
- We created the [HBCU Promise](#), a six-year, \$25 million commitment in support of historically black colleges and universities to provide a long-term path to address educational and economic inequity; and
- We created a [\\$10 million educational equity scholarship fund](#) to help African American and other historically underrepresented minorities defray the cost of higher education, which we know is the greatest equalizer.

Blogs Talent Management Recruiting Software

7 Studies That Prove the Value of Diversity in the Workplace

Published Sep. 18, 2017 by [Andrew Marder](#) in [Recruiting Software](#)

I like working with people who are unlike me, because their opinions and experiences make me see the world in new and interesting ways—and that makes me a better person. Never have I met someone, learned about them, and then wished I hadn't met them.

Sometimes I'll disagree with them or think they're a jerk, but I still think those experiences make my understanding of the world more robust.

Diverse workplaces are also better. That's not just my opinion; it's the position that has largely been borne out by research. Not every workplace and not every study agrees (hey, more diversity!) but those scenarios are the exceptions, not the rule.

If you're interested in why anyone with an eye to the bottom line would care about diversity, you're in luck.

Here are seven stats and studies illustrating the real, tangible benefits of a diverse workplace.

Diversity and Inclusion

The business case for gender equality, diversity, and inclusion is strong and growing stronger. This collection examines the barriers that prevent companies from addressing gender and racial equality and identifies solutions for building a stronger, more inclusive workforce.



Report - McKinsey Global Institute

The economic state of Black America: What is and what could be

June 17, 2021 – Closing racial gaps across the economy is not only about righting historic wrongs. It is also about choosing a more dynamic future and realizing the full potential of a massively underutilized source of talent, to the benefit of all Americans.

Is there a payoff from top-team diversity?

April 1, 2012 | Article

By Thomas Barta, Markus Kleiner, and Tilo Neumann



Share



Print



Download



Save

Between 2008 and 2010, companies with more diverse top teams were also top financial performers. That's probably no coincidence.

T here are many reasons companies with more diverse executive teams *should* outperform their peers: fielding a team of top executives with varied cultural backgrounds and life experiences can broaden a company's strategic perspective, for example. And relentless competition for the best people should reward organizations that cast their nets beyond traditional talent pools for leadership.

 [Save this article](#)

DOWNLOADS



Office of Diversity, Inclusion, and Equal Opportunity (ODIEO)

ABOUT US

ABOUT US

STAFF

EQUAL OPPORTUNITY

The Office of the Diversity, Inclusion and Equal Opportunity (ODIEO) was established in May 2014 to be the focal point for West Point Diversity and Inclusion outreach initiatives, projects, and plans; to enhance partnership in collaboration with internal and external resources; and to develop and facilitate affinity groups as a forum for individuals to network, share knowledge, challenges, and ideas. The ODIEO also identifies and advocates diversity and inclusion awareness opportunities and implements diversity training and education programs that develop socio-cultural competencies to meet the multicultural demand of the Army's workforce. Additionally, we provide institutional cultural direction-data on best practices to the United States Military Academy (USMA) directorates on programs and systems related to attracting, retaining, and promoting diverse workforce employment



Diversity at West Point

[USNA_WORKPLACE_ANTI-HARASSMENT_POLICY.PDF](#)[ODEI HOME PAGE](#)[STAFF >](#)[USNA AFFINITY CLUBS >](#)[USNA AFFINITY CLUBS](#)[CHINESE CULTURE CLUB](#)[FILIPINO-AMERICAN MIDSHIPMAN CLUB](#)[LATIN AMERICAN STUDIES CLUB](#)[JOY BRIGHT HANCOCK ORGANIZATION](#)[MIDSHIPMEN BLACK STUDIES CLUB](#)[NATIVE AMERICAN HERITAGE CLUB](#)

OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Midshipmen Black Studies Club



Mission Statement:

Our mission, simply put, is to empower future leaders of the Navy and Marine Corps. The purpose of Midshipmen Black Studies Club is to educate the Brigade of Midshipmen on African-American history and culture, provide opportunities for Midshipmen to fellowship and serve with each other, and uplift African-American Midshipmen at USNA through mentorship.

Staff:

President: Madeleine Cooke

MIDN 1/C Madeleine Cooke is the President of Midshipmen Black Studies Club. She has served on MBSC Staff for the past two years and has been a member since her Plebe Year. Madeleine is also a member of USNA's Gospel Choir, NSBE, Karate Team and serve's as SNA's Treasurer. She is a political science major who intends to select Surface Warfare. She is a proud member of 4th company and also serves as First Battalion's Protocol Officer and 13 Peer Adviser. Madeleine is originally from New York City, New York.



[ABOUT](#)

[ACADEMICS](#)

[ADMISSIONS](#)

[ATHLETICS](#)

[VISIT](#)

[USNA](#) / [OFFICE OF DIVERSITY, EQUITY, AND INCLUSION](#) / [USNA AFFINITY CLUBS](#) / [NAVY SPECTRUM](#)

[USNA_WORKPLACE_ANTI-HARASSMENT_POLICY.PDF](#)

[2021_SEXUAL_HARASSMENT_POLICY.PDF](#)

[2021_WORKPLACE_ANTI-HARASSMENT_POLICY.PDF](#)

[EEO-POSTER.PDF](#)

[2021_EQUAL_EMPLOYMENT_OPPORTUNITY.PDF](#)

[ODEI HOME PAGE](#)

[STAFF](#)



[USNA AFFINITY CLUBS](#)



OFFICE OF DIVERSITY, EQUITY, AND INCLUSION

Navy Spectrum





Diversity Equity and Inclusion Council

[Welcome](#)

[Definitions](#)

[Policies](#)

[Title IX](#)

[EEO and Non-Discrimination Laws](#)

[Search Committee Resources](#)

[H-1B Visa Information](#)

[Diversity Equity and Inclusion Council](#)

[Contact Us](#)

Purpose

The fundamental purpose of the Diversity, Equity and Inclusion Council is to promote a culture of inclusion and equity. The Council will meet this goal by seeking to accomplish Strategic Initiatives Seven and Four of The Citadel's Leadership Excellence and Academic Distinction (LEAD) Plan 2018, by working to fulfill the recommendations of the 2012 Institutional Program Assessment Committee (IPAC) Report, and by promoting The Citadel Core Value of Respect. The Council will also provide guidance and leadership to improve The Citadel's success in certain objective measurements of diversity in both the school's work force and student body.

Vision

To excel as a leader in diversity, inclusion and equity at all levels of the institution.

Mission

To create and support a culture of equal opportunity where the personal and professional growth and advancement of every individual is valued and strengthened.

Council Role and Responsibilities

In addition to providing recommendations regarding current policy, policy development and other matters, members of the Council will:





Ex. 6, Department of Defense, Office of Manpower & Reserve Affairs, Ranking of 5-Year Averages for Minority Officer Commissions

	Army ROTC	Air Force ROTC	Naval ROTC	DoD Combined
1	University of Puerto Rico – Mayaguez* (40)	University of Texas – San Antonio* (13)	Savannah State University* (15)	University of Puerto Rico – Mayaguez*
2	University of Puerto Rico – Rio Piedras* (29)	University of California – Los Angeles** (11)	Florida A&M University* (9)	University of Puerto Rico – Rio Piedras*
3	University of Hawaii (26)	Tennessee State University* (11)	Texas A&M University (8)	Texas A&M University
4	Campbell University** (25)	Samford University** (10)	Morehouse College* (7)	University of Southern California**
5	Florida International University* (23)	California State University – Fresno* (10)	University of California – Los Angeles** (7)	University of Hawaii
6	Texas A&M University (22)	University of Puerto Rico – Rio Piedras* (9)	Old Dominion University** (7)	Virginia Military Institute
7	University of Southern California** (21)	University of Georgia (8)	Prairie View A&M University* (7)	University of California – Los Angeles**
8	The Citadel (20)	University of California – Berkeley** (8)	Virginia Tech (7)	The Citadel
9	Claremont McKenna College** (20)	Virginia Tech (8)	Southern University A&M (7)	Virginia Tech
10	Virginia Military Institute (18)	East Carolina University (8)	University of California – Berkeley** (7)	Campbell University**
	299 Commissions (5-yr Avg) 15% of AROTC Minority Production	96 Commissions (5-yr Avg) 23% of AFROTC Minority Production	80 Commissions (5-yr Avg) 30% of NROTC Minority Production	368 Commissions (5-yr Avg) 14% of All DoD Minority Commissions

OFFICE FOR DIVERSITY, EQUITY, AND INCLUSION

[Home](#) +

[Our Work](#) +

[News](#) +


[Learning](#) +

[Inclusive Excellence](#) +

[Resources](#) +



**Office for Diversity, Equity *and*
Inclusion**



OUR COMMITMENT TO DIVERSITY

Leslie Devan Smith, Jr.

Leslie Devan Smith, Jr.

The First African American Law Student at Washington and Lee University



In 1964, Washington and Lee University remained an all-white institution, and the university faced increasing scrutiny for its failure to racially integrate. The Board of Trustees publicly reiterated the school's policy that no provision of the university's charter or bylaws, not any resolution of the Board, established a policy of discrimination among qualified applicants for admission. Nonetheless, it was apparent that the university would need to proactively seek racially diverse applicants if integration was to occur. In the spring of 1966, the university's Student government announced its goal of the "recruitment of Negro students" and the student

Law has been and continues to be a vehicle in which man may move toward greater freedom and individual dignity. I would be very proud of being a part of so noble a profession.

- From Leslie Smith's Washington and Lee application personal statement.



[Homepage](#) > [About W&L Law](#) > [Diversity](#)

Diversity and Inclusion

Washington and Lee University Diversity Statement

About W&L Law

Our Mission

Curriculum

Diversity



SECTION MENU

- [Welcome](#)
- [Staff Directory](#)
- [Mission & Goals](#)
- [UGA Diversity and Inclusive Excellence Plan](#)
- [Boards & Councils](#)
- [Campus Resources](#)
- [Facts and Stats](#)
- [UGA Admissions](#)
- [Giving to Diversity](#)

UGA DIVERSITY AND INCLUSIVE EXCELLENCE PLAN



The University of Georgia’s Planning Committee on Diversity and Inclusive Excellence has developed a five-year plan to provide an integrated and strategic approach to UGA’s diversity and inclusion efforts. The plan includes eleven goals, along with corresponding key performance indicators and institutional actions to create a better, stronger UGA.

PRIORITIES AND GOALS:

Priority #1: Building an inclusive living/learning environment that supports access and success for diverse students

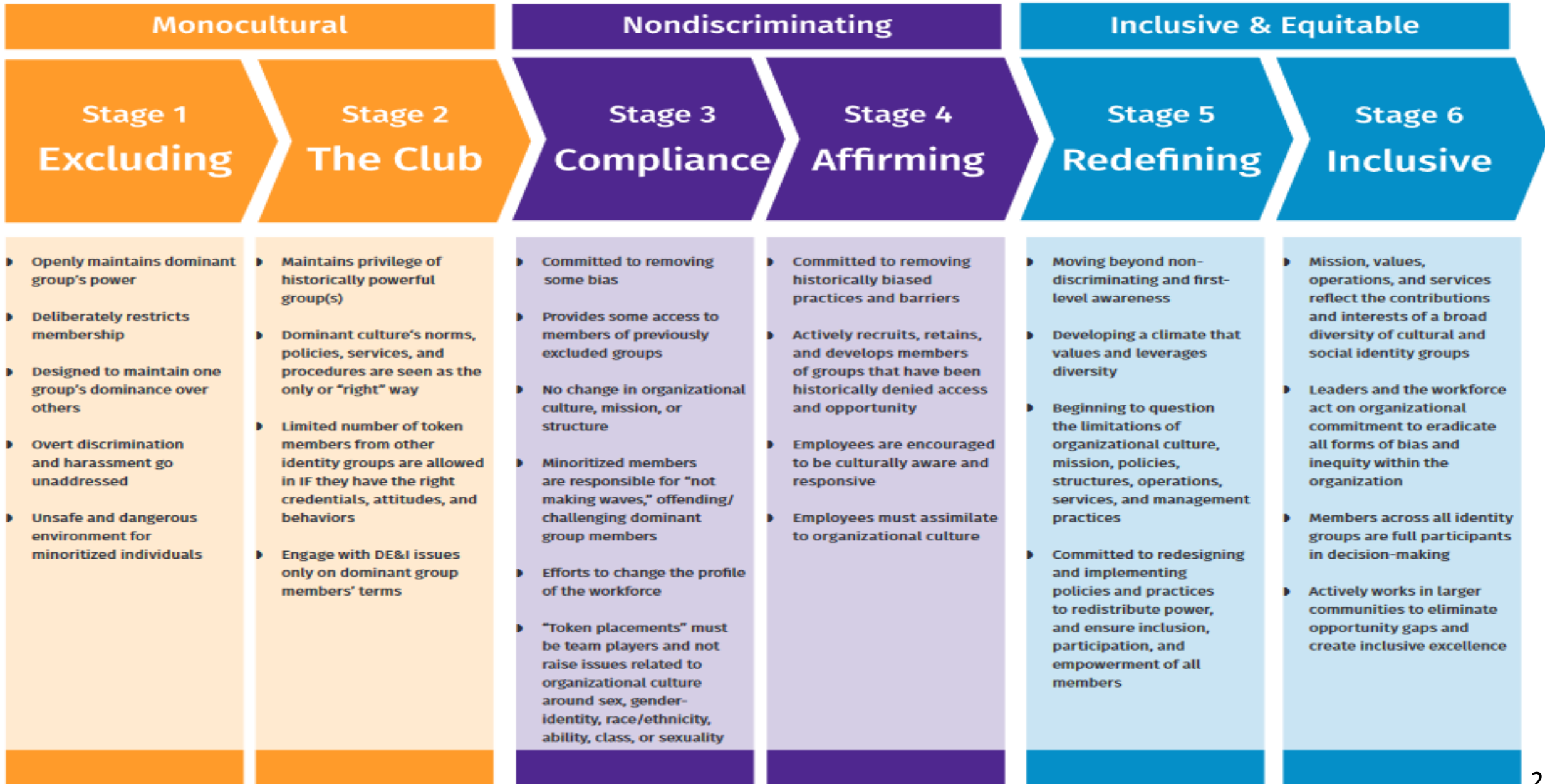


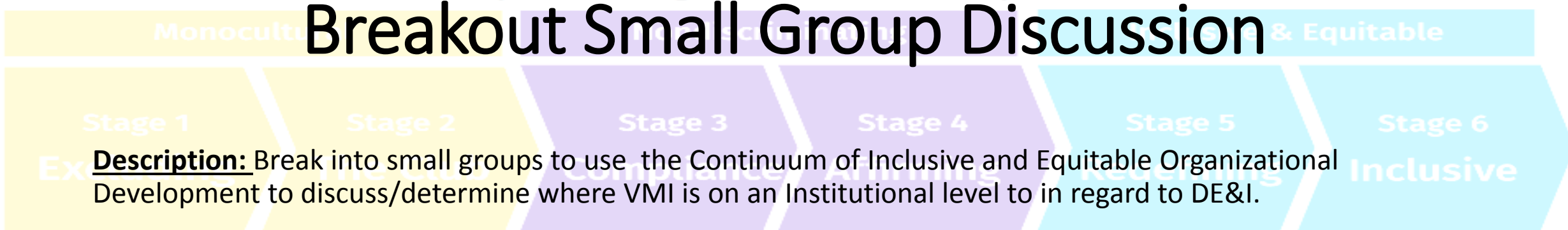
Governor's Office of Diversity, Equity, and Inclusion

STRATEGIC PLAN FOR INCLUSIVE EXCELLENCE

Higher Education
2021 – 2025

Continuum of Inclusive and Equitable Organizational Development





Breakout Small Group Discussion

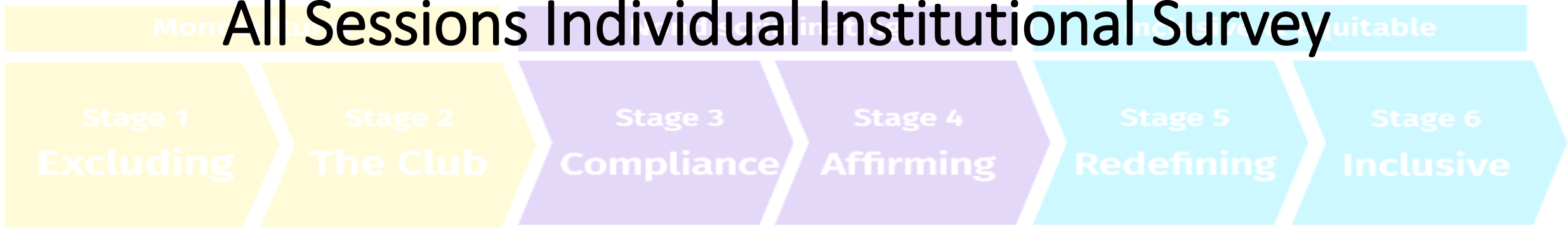
Description: Break into small groups to use the Continuum of Inclusive and Equitable Organizational Development to discuss/determine where VMI is on an Institutional level to in regard to DE&I.

Purpose: As group members discuss their individual opinions as to what stage VMI and WHY it will provide different points of view that will hopefully lead to a group consensus. In order for the Institute to move forward in this journey we have to be have a mutual understanding of which stage of the process we are currently in and our future goals related to DE&I.

BREAKOUT!

- Please break into groups of 6-8 individuals
- Go around the group and each member should provide there opinion as which stage of the continuum they believe VMI is in and a few reasons why.
- Once you have gone around the group then as a group further discuss the opinions you have heard and work as a group to come to consensus on which stage VMI is in.
- Once the group has agreed one person should use the link to the survey provided to submit the groups information

All Sessions Individual Institutional Survey



- ▶ Openly maintains dominant group's power
- ▶ Deliberately restricts membership
- ▶ Designed to maintain one group's dominance over others
- ▶ Overt discrimination and harassment go unaddressed
- ▶ Unsafe and dangerous environment for minoritized individuals

- ▶ Maintains privilege of historically powerful group(s)
- ▶ Dominant culture's norms, policies, services, and procedures are seen as the only or "right" way
- ▶ Limited number of token members from other identity groups are allowed in IF they have the right credentials, attitudes, and behaviors
- ▶ Engage with DE&I issues only on dominant group members' terms

- ▶ Committed to removing some bias
- ▶ Provides some access to members of previously excluded groups
- ▶ No change in organizational culture, mission, or structure
- ▶ Minoritized members are responsible for "not making waves," offending/challenging dominant group members
- ▶ Efforts to change the profile of the workforce
- ▶ "Token placements" must be team players and not raise issues related to organizational culture around sex, gender-identity, race/ethnicity, ability, class, or sexuality

- ▶ Committed to removing historically biased practices and barriers
- ▶ Actively recruits, retains, and develops members of groups that have been historically denied access and opportunity
- ▶ Employees are encouraged to be culturally aware and responsive
- ▶ Em to



- ▶ Moving beyond non-discriminating and first-level awareness
- ▶ Developing a climate that values and leverages diversity
- ▶ Beginning to question the limitations of organizational culture, mission, policies, structures, operations, services, and management

to redesigning
venting
d practices
ute power,
inclusion,
on, and
ent of all

- ▶ Mission, values, operations, and services reflect the contributions and interests of a broad diversity of cultural and social identity groups
- ▶ Leaders and the workforce act on organizational commitment to eradicate all forms of bias and inequity within the organization
- ▶ Members across all identity groups are full participants in decision-making
- ▶ Actively works in larger communities to eliminate opportunity gaps and create inclusive excellence

Final Thoughts





Diversity and Inclusion

The Value Proposition for D&I at VMI
Alumni Engagement Conference

July 22-24, 2021