

WE ASPIRE: OUR COMMITMENT TO AN INCLUSIVE WORKPLACE



FINANCE
VIRGINIA TECH.

Our Diversity and Inclusion Strategic Goals

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The Division of Finance aspires to be a workplace where all employees **thrive, serve, and belong.**

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- 1** *Create an inclusive, welcoming environment within the Division of Finance and the university community.*
- 2** *Increase the representation of diverse faculty and staff within the Division of Finance and the entire university.*
- 3** *Enhance the Supplier Opportunity Program's impact.*
- 4** *Elevate the Ut Prosim (That I May Serve) Difference in the university and community.*



Key Objectives and Tactics Supporting the Plan

	Objective	Tactics
Goal One	Build a stronger, more inclusive work community in which employees feel welcome and valued members of the Division and the university.	<ul style="list-style-type: none"> • Employee Awards & Recognition Event • Climate Survey of all VPF employees • New Employee welcome letter and pins
	Leverage existing educational resources and expertise to help develop employees' cultural competencies and awareness of inclusive practices.	<ul style="list-style-type: none"> • University professional development programs • Principles of Community video and discussion
	Evaluate and implement new opportunities and programs for employee development regarding inclusion, diversity, cultural, and engagement best practices.	<ul style="list-style-type: none"> • Guest and invited speaker presentation • VP For Finance Discussion Group Series
	Recognize employees' outstanding contributions, achievements, and service to the university.	<ul style="list-style-type: none"> • Employee Awards and Recognition Event • Employee Spotlight
	Support the university's accessibility goals.	<ul style="list-style-type: none"> • Campus Accessibility Working group • Digital accessibility efforts
Goal Two	Incorporate proactive hiring, recruitment, and retention strategies within the Division of Finance to promote diversity and inclusion throughout the process.	<ul style="list-style-type: none"> • Applicant pool enhancement • Job description language
	Enhance the impact of the VP for Finance Rotational Internship and Fellowship programs.	<ul style="list-style-type: none"> • Hiring of interns and fellows • iGrow program
	Support the university's strategic goal of Being a Destination for Talent and milestones associated with faculty, staff, and student diversity.	<ul style="list-style-type: none"> • Support university student diversity goals • Support university faculty and staff diversity goals
Goal Three	Utilize more small, women-owned, minority-owned and local vendors in pursuit of the university's strategic goals.	<ul style="list-style-type: none"> • Supplier Opportunity Vendor Fair(s) • Training sessions to increase knowledge on the Supplier Opportunity program • Establish a Supplier Opportunity Champion in each college or department
	Recognize Supplier Diversity as a facet of the university's diversity initiatives.	<ul style="list-style-type: none"> • Support Supplier Diversity from the top down throughout the entire university.
	Increase awareness of Executive Order 35.	<ul style="list-style-type: none"> • SWaM Purchasing Set Aside Program
Goal Four	Engage in service that builds teamwork and culture, and enhances the university and local community.	<ul style="list-style-type: none"> • VP for Finance Service Ambassadors • University and community service initiatives