Promoting a welcoming, inclusive culture

Office of the Vice President for Institute Diversity
A Commitment to Diversity

Georgia Tech brings together students, faculty, and staff from around the world and all walks of life. This diversity — of culture, experience, and perspective — provides a rich and stimulating environment for intellectual discovery.

To maintain its place among international leaders in creative scholarship and research, Georgia Tech must continue to attract and engage the finest minds from a wide variety of backgrounds.

Now and in the Future

Georgia Tech’s goal of building a more diverse and inclusive community influences virtually every aspect of its Strategic Plan — in what the Institute hopes to be and what it intends to do:

“We aspire to be an institute that pursues excellence and embraces and leverages diversity in all of its forms. In the years ahead, we must continue to enhance a culture of collegiality, close collaboration, global perspective, intercultural sensitivity and respect and thoughtful interaction among a community of scholars that includes all of our students, faculty, and staff.”

“We will recruit, develop, retain, and engage a diverse cadre of students, faculty, and staff with a wide variety of backgrounds, perspectives, interests, and talents, creating a campus community that exemplifies the best in all of us.”

Strategic Plan, 2010-2035

www.diversity.gatech.edu

The Office of the Vice President for Institute Diversity was founded in 2010 to ensure that, through its policies, programs, and services, Georgia Tech takes a strategic approach to supporting diversity, equity, and inclusion in all aspects of teaching, learning, and working.

The office comprises an executive leadership team solely devoted to inclusive excellence and enhancing gender, racial, ethnic, and social diversity at Georgia Tech.

- Vice President for Institute Diversity
- Executive Director for Research and Institute Collaborations
- Executive Director for Student Diversity and Inclusion
- Associate Vice President for Institute Diversity and Inclusion
- Executive Assistant to the Vice President for Institute Diversity

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The ADVANCE program was extremely important to me throughout my nine years as a faculty member at Georgia Tech. The support of other faculty members I met through ADVANCE (female and male) was essential. Knowing that Georgia Tech understood the challenges and issues and was committed to addressing them made a world of difference to me.

Martha Grover, Associate Professor
Addressing the needs of historically underrepresented faculty, staff, and students helps build a foundation for sustained diversity and inclusion.

Georgia Tech invites speakers such as Myrlie Evers-Williams, widow of civil rights activist Medgar Evers, to share their individually unique viewpoints, opening dialogue and creating awareness of diversity.

Institute Diversity Programs

The Office of the Vice President for Institute Diversity directly oversees a number of annual and ongoing programs to help ensure, enhance, and celebrate diversity at Georgia Tech. By addressing the needs of historically underrepresented groups within the faculty, staff, and student body, the Institute hopes to build a foundation for sustained diversity and inclusion.

Research and Institute Collaborations
Research and Institute Collaborations works with internal and external stakeholders to design funding proposals directed to local, state, and federal agencies, foundations, and corporations to achieve Georgia Tech’s vision of inclusive excellence. Workshops, symposia, town hall meetings, and other events are also organized to address the advancement of historically underrepresented faculty and students.

ADVANCE Professors
Georgia Tech ADVANCE Professorships, for each of the Institute’s six colleges, recognize women of the highest calibre of scholarship and distinguished achievement. ADVANCE Professors constitute an inter-college network that works with academic administration and faculty to promote an integrated institutional approach to the advancement of women faculty through practices for productivity and livability, equity in evaluation processes, workshops and coaching for career development, expanded work-family practices, job placement for spouses and partners, and more.

Center for the Study of Women, Science, and Technology (WST)
WST promotes the interaction of Georgia Tech faculty and students around research and practices that support the recruitment, retention, and advancement of female students and faculty in STEM (science, technology, engineering and math) fields. WST sponsors the annual WST Distinguished Lecture; undergraduate-faculty research partnerships; mentoring residents of the Women, Science, and Technology Learning Community; volunteer service with the GEMS (Girls Excelling in Math and Science) club at Inman Middle School; and local and international workshops on research collaboration and faculty career development.
The most rewarding aspect of my job is being able to connect different kinds of people. When I connect a prospective student with a current student or a current student with a corporation or an alumnus, I know this enhances their college experience and makes things easier for them.

—Jorge Breton, Director, Georgia Tech Hispanic Initiatives

Hispanic Initiatives
Hispanic Initiatives offers and supports programs to recruit, retain, and promote the success of students of Hispanic/Latino origin. Hispanic Initiatives promotes Georgia Tech to prospective students and fosters an inclusive, supportive on-campus environment through annual and ongoing programs such as Latino Welcome Weekend; the Latin American Film Festival; Goizueta Foundation Scholarships; student advisement; faculty/student/alumni events; and more.

OMED: Educational Services
The Office of Minority Educational Development at Georgia Tech develops and operates educational services that support the retention and performance of underrepresented students of African American, Hispanic/Latino, and Native American origin. OMED programs are designed to empower students to become proactive, intellectually adaptive learners and include a summer bridge program (Challenge); academic support programs; peer mentoring (Team Coaches), reaffirmation events (Tower Awards); student coaching; and more.

Student Diversity and Inclusion
Student Diversity and Inclusion supports a diverse campus culture that includes women, first generation, economically disadvantaged, and historically underrepresented students. Support is provided through academic transition programs, academic support, and career preparation. Following are two key programs under the auspices of Student Diversity and Inclusion:

OMED’s Challenge Program made the whole transition to college smoother. I don’t think I couldn’t have done it on my own, but I know I did a lot better because of it . . . I participated in the program when I was a freshman, I got to be a team coach when I was a sophomore, and then my junior year I was a tutor. This year I’m a coach again.

—Marlin Holmes, Aerospace Engineering, Class of 2012

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A Campus Community of Collaboration

The Office of the Vice President for Institute Diversity partners with units across campus to enhance the culture of diversity at Georgia Tech. Here are a few of the annual events sponsored by the Institute Diversity office in collaboration with Student Affairs, Human Resources, and the President’s Office.

**Diversity Roundtable**
This event shows appreciation for staff achievements and provides a forum for discussion across departmental and managerial lines regarding how staff can contribute to Tech’s direction and vision.

**Institute Diversity Symposium**
This program promotes dialogue among faculty, staff, and students about ways we can embrace and leverage the scope and breadth of diversity within the Georgia Tech community. The goal is to identify challenges and obstacles to diversity and explore new approaches to creating a more inclusive climate.

**LGBTQ Faculty/Staff Reception**
One of Georgia Tech’s newest traditions is a Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) reception for faculty and staff. Held in the fall, this event is an opportunity to build community among LGBTQ employees and their colleagues across campus.

**MLK Celebration**
This week-long event commemorating the life and work of Martin Luther King Jr. begins with a keynote address and features various educational programs and service opportunities to encourage active participation both on campus and in the community.

**Student Diversity Forum**
Georgia Tech’s Student Diversity Forum, open to students, faculty, and staff, seeks to capture the voice of the campus community relating to diversity. The forum hosts town hall meetings focused on diversity issues and provides reports to the Diversity Council and the President’s Steering Group on Diversity.

Voices of Change
Many events at Georgia Tech feature prominent leaders and artists who share their unique perspectives with the campus community. Past speakers have included:

- Maya Angelou, poet
- Ricardo Aziz, president, Georgia Health Sciences University
- Julian Bond, former senator and former chair of the NAACP
- Jimmy Carter, former U.S. president, Georgia Tech alumnus, and Nobel Peace Prize winner
- Steven Chu, Nobel Prize winner and secretary of energy
- Chuck D, rapper, author, and producer
- Jan Davis, Georgia Tech alumna and NASA astronaut
- Margaret Edson, Pulitzer Prize-winning author
- Myrlie Evers-Williams, widow of civil rights activist Medgar Evers
- Shirley Franklin, former mayor of Atlanta
- Byron Hurt, filmmaker and anti-sexist activist
- Molly Ivans, columnist
- Dr. Mae Jemison, NASA astronaut
- John Lewis, congressman
- Bernard Marcus, co-founder of Home Depot
- Sam Nunn, former senator, Georgia Tech distinguished professor, and CEO, Nuclear Threat Initiative
- Barack Obama, U.S. president and former senator
- Steve Perry, author
- Kasim Reed, Atlanta mayor
- Cornel West, scholar and activist
- Andrew Young, former U.S. ambassador
Student-Focused Initiatives

With a minority population of 34 percent and students from more than 100 countries, Georgia Tech is among the most diverse universities in the world.

Recruitment efforts and support programs from Academic Affairs, along with co-curricular programs through Student Affairs, ensure a welcoming environment and foster interaction across groups. Following are just a few of the programs at Georgia Tech that support student diversity from orientation onward:

- **Asian American Month** – an annual event organized by the Asian American Student Association (AASA) to honor the culture of Asian Americans on campus through events including a film series, guest speakers and banquets.

- **The BEST (Building Engineering and Science Talent)** – an organization to increase the representation of women and minorities in the technical workforce.

- **Black Leadership Conference** – a two-day annual conference for students, featuring speakers, panel discussions, and networking opportunities.

- **BSO (Black Student Organizations) Stripped** – an annual event held fall semester that showcases what black student groups have to offer and creates an inclusive foundation for African American students.

- **FACES** – a partnership among Georgia Tech, Emory University, Morehouse College, and Spelman College to increase the number of African Americans attaining doctorate degrees.

- **FOCUS** – a graduate recruiting program for historically underrepresented students.

- **GEM Fellowships** – a program offering opportunities for underrepresented students to obtain graduate degrees in engineering through paid summer internships and financial assistance.

- **Latin American Film Festival** – an annual event coordinated by Georgia Tech’s Spanish Speaking Organization.

- **Safe Space** – a supportive environment for gay, lesbian, bisexual, and transgender members of the campus community.

- **Recruitment Teams** – The Office of Admission coordinates women’s, Hispanic, and minority recruitment teams to help promote the Institute to underrepresented groups.

- **Women’s Leadership Conference** – a two-day event featuring workshops, speakers, and discussions.

- **Women’s Resource Center** – a center that addresses the specific needs of women at Georgia Tech and promotes a welcoming environment through events and activities for all students.

[www.diversity.gatech.edu](http://www.diversity.gatech.edu)
Employee-Focused Initiatives

Georgia Tech promotes diversity through a number of Institute policies and programs—some in compliance with existing law and some that go above and beyond to reflect our commitment to excellence through equal opportunity. These include:

- **Title IX** — a federal law to ensure that women and men are provided equal access to programs and activities at institutions that receive federal assistance.

- **Equal Opportunity and Non-Discrimination** — a policy prohibiting discrimination against individuals on the basis of race, color, creed, religion, sex, national origin, age, disability, sexual orientation, gender identity, or veteran status.

- **Supplier Diversity** — a proactive business process that seeks to promote supplier participation reflective of our business community.

- **Mentor Tech** — an Institute-sponsored program run by Human Resources to build diversity and foster inclusion through formal and informal mentoring and networking opportunities.

- **Workplace Education** — an Institute-sponsored program run by Human Resources that consists of three main components: GED/Skills Enhancement, English as a Second Language, and Workplace Spanish classes.
Our Rankings

**No. 1** in engineering bachelor’s degrees awarded to women

**No. 2** in engineering bachelor’s degrees awarded to African Americans

**No. 2** in engineering bachelor’s degrees awarded to all minority students

**No. 4** in architecture master’s degrees awarded to African Americans

**No. 2** in engineering doctoral degrees awarded to African Americans

**No. 2** in engineering doctoral degrees awarded to Hispanics

**No. 4** in engineering doctoral degrees awarded to all minority students

**Named No. 1 engineering graduate school** by *Hispanic Business Magazine* (2011)

Web Resources

Institute Diversity Office
www.diversity.gatech.edu

Georgia Tech
www.gatech.edu

Office of Undergraduate Admission
www.admission.gatech.edu

Graduate Studies and Admissions
www.gradadmiss.gatech.edu

Campus Visits and Tours
www.admission.gatech.edu/visit

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