

Virginia Tech Conductor

A GUIDE FOR OUR JOURNEY TOWARD EXCELLENCE, EQUITY AND EFFECTIVENESS

Students set example

We are proud of the hundreds of Virginia Tech students who have demonstrated open minds and open hearts. Hokies United was created almost overnight to rally the campus to support members of the community impacted by terrorist's cowardly acts. The Student Government Association established a diversity committee to explore ways to improve campus climate, such as by educating more members of the community about cultural, religious, and other differences, and how to promote respect and inclusion. Such efforts to communicate and to value all people are critical to the future of the world.

In this issue

We look at how to bring diversity and its benefits to our community, and explore the impact of the events of September 11

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Diversity: A Tool for reaching the top

by Benjamin Dixon, Vice President for Multicultural Affairs

It is no mere coincidence that "diversity" is clearly on the agenda of most of the "top 30" research institutions in the country. They not only see diverse populations and perspectives as important assets, but they are committed to aggressively sustaining and improving these tools in order to maintain their relative positions as leading institutions. This situation was not lost on the strategic planning steering committee, charged by President Steger to review and revise the university strategic plan. The plan was to be designed to help Virginia Tech become ranked among the top 30 universities by 2010. (Publication and dissemination of the plan to the university community will take place this fall.)



For many, the publication last year of "The Faces of Change," the university's diversity strategic plan, was a step in the right direction. However, some people were not sure that diversity was being viewed as an integral part of the "new direction" for the university. A reading of the revised university strategic plan should help answer that question.

The steering committee's work, which was approved by the board of visitors during the summer, pays close attention to diversity and multicultural perspectives. It begins with the restatement of the university's Core Values, which include the following: "Integrity demands that scholars engage both in continual civil discourse, respecting varied points of view and the diverse backgrounds upon which they may be based..." This is followed by a concise and coherent articulation of a vision of the future. It states that, in order to become one of the

country's leading universities, Virginia Tech will:

- Develop an appreciation of other cultures by expanding our global focus; and,
- Recognize that diversity of peoples enriches the learning experience. We will seek a campus climate welcoming to all. We will increase underrepresented groups among our students, faculty, and staff.

Among the goals and objectives of the university strategic plan are explicit statements related to diversity and multicultural issues. They dovetail nicely with the aims and tasks currently being implemented under the diversity strategic plan. What is important to note is the manner in which the principles of inclusion, cultural representation, equity, and social justice were interwoven throughout the four planning domains considered by the steering committee. "Diversity/Community" is one of the 10 categories of key factors that cut across all domains. For example, some of the action elements included are:

- (Research and Scholarship) Increase the number of faculty, staff, etc. from underrepresented groups;
- (Graduate Education) Promote multiple perspectives through cross-disciplinary and culturally diverse activities;
- (Undergraduate Education) Promote multicultural and just communities through academic and student life activities; and,
- (Outreach) Partner with groups serving those who are underserved and underrepresented.

The projected increase in the demographics of women, people of color, and other underrepresented groups is both rapid and steep. The 2010 time horizon for achieving the "top 30" goal is relatively short. These two conditions make it obvious that the diversity goals and activities outlined in both the university strategic plan and the university diversity plan are not just desired but required elements that will lead us to success.

September 11 in Northern Virginia: 'The day started as usual..'

by Mahmood A. Khan,

Multicultural Fellow and professor of hospitality and tourism management



September 11, 2001 will be a date that will never get erased from our memories. We in the Northern Virginia Center of Virginia Tech were impacted twice as hard by the tragedy, owing to the fact that we are so close — a few miles from the Pentagon. Everyone at the Northern Virginia Center feels the pain of the tragedy, which has severely dented our nerve centers.

The day started as usual with few students on campus, since almost all of the classes are in the evening. However, faculty and staff who were present at the center, which houses both Virginia Tech and the University of Virginia, were stunned as soon as the news spread. Radios and computers were all focused on listening to whatever information was available. The first impression was that of an accident; then, as many of us were watching or listening, the second tragedy struck. With that came the news of the Pentagon, White House, Congress, and Mall being affected by the terrorist activities. The latter was the most hair-raising news;

everyone ran to the phone to call their loved ones.

Many have relatives who work in downtown areas and in the buildings that were being evacuated. The panic was unbelievable. Almost everyone was trying to control their anger and tears. Most troubling, at this point, was the fear of the unknown since there were a lot of speculations and rumors.

Within a short time, it was announced that all federal offices were being closed and evacuated. Many important roads were closed and buildings were barricaded. The Dulles International and Reagan National airports were closed. Metro stations and buses were stopped. This added to the anxiety as to how many of us would be able to go to our destinations. Main highways were jammed and people were seen walking as far as Maryland.

The sight and sounds of helicopters and military aircraft could be heard and the atmosphere resembled

and busy signals and failure to reach anywhere were disheartening.

During afternoon and evening hours, almost all the roads that would normally be busy were almost deserted. There were few people in shopping malls. Many were seen stocking groceries and other necessary items. Everyone was glued to the TV. These disastrous sights will never be forgotten. To this day, many of us do not feel like going past the Pentagon, since it will scrape the wounded memories. We never expected that we would go through this catastrophe anywhere, especially in our nation's capital.

This tragedy has affected everyone and almost every aspect of our lives and businesses. Things will never be the same. Life will never be the same. It reminds us of how fragile our life is and how grave a mistake it is to take things for granted.

The Washington, D.C. metropolitan area has representation from every country in the world and multicultural aspects are visible at every corner of this area. The same can be said for students enrolled here at the center. As we

recover from this terrible tragedy, we have to understand that those who do destructive activities do not have any religion. No major religion preaches terrorism or the killing of innocent men, women, and children. Also remember that those who suffered or died in this disaster were from different religions, cultures, and countries.

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that of a war zone. Reports circulated indicated that Air Force One had been diverted to other places for security reasons. This news was very unsettling and created more questions in the minds of many.

Our center was closed at about 10:30 am. With grim faces, people started leaving the building, not knowing what to expect. Cell phones were not working

What do you Think?

Horror and more misdirected rage

by [Richard Connors](#),
Multicultural Fellow and
professor of electrical and
computer engineering

September 14, 2001

— As I am sure all of you were, I was horrified by the events of Tuesday, September 11. I never wanted to see and, indeed, never want to see again, pictures of planes loaded with innocent people

being flown into a building for the purpose of killing even more innocent people.

I also never expected to see pictures of innocent people diving off the top of a 110 story building in order to save themselves from the horror of the inferno that was slowly working its way towards them. According to my estimate, these individuals, many of them holding hands with one another as they jumped had more than nine seconds of free fall to contemplate their fate.

These unbelievable acts of evil transcend terrorism and must be labeled, as our national leaders have done, acts of war.

As of this writing, it appears, based on what I have heard on the news, that all the perpetrators were from the Middle East. Many have been labeled as Muslim extremists. Yet, I do not know of a single devout Muslim that would go to a bar or a strip joint as the FBI has reported that some of these perpetrators did.

While I am very saddened and upset by the events that have been thrust upon our nation, I am also very upset by events of our own making. If you read the newspapers carefully or listen long enough to the television coverage, you will hear or see short notes concerning the harassment of Muslims and the desecration of Muslim mosques by my fellow Americans. Based on what I have heard, we have approximately seven million Muslim citizens in the United States, each of whom deserves to have the right to life, liberty, and the pursuit of happiness, not to mention the right to attend the church of his or her choice. To deny any people such rights is the most un-American act that we can do.

I am particularly concerned about the Muslim and Middle Eastern students on the Virginia Tech campus. Each one of these students was invited to come here when we accepted him or her into one of our academic programs. As such, we owe these student the opportunity to receive the best education we can offer. They cannot take full advantage of this educational opportunity if they must live in a hostile or threatening environment. I urge my fellow faculty members, members of the administration, and members of the staff to do everything they can to make sure the righteous rage we all are feeling is aimed at the right people and not at members of our student body.

Well, that is what I think. What do you think? Let me know! My e-mail address is rconnors@vt.edu, my phone number is 231-6896. If you send me an e-mail, please use the words "response to article" in the subject of your e-mail. That way I will not accidentally delete it before I read it, as I frequently do to e-mails from administrators. Note: the identity of all respondents will be kept in strictest confidence.



Terrorism as political manipulation

by [Susan Trulove](#), Multicultural Fellow

Faculty members across campus have been talking about the events of September 11 during their classes and answering students' questions. On September 12, political sciences professor Douglas Borer opened his World Politics and Economy* class to the community, spent half of the class providing a primer on terrorism, and then responded to students' questions and comments. He also emphasized — as have many at the university — that no one at the university was involved in the attack on America and all students and faculty members are to be treated with respect.

Pointing out that terrorism is defined differently by different agencies, he offered the following description: "Terrorism is a synthesis of war and theater in four parts. It is horrific, intense theater. It needs an audience. It wants to focus your attention on a visual image or some action that implants a visual image in your mind. It is an act of war that attracts an audience."

The four parts are 1) a planned act of violence, 2) which is perpetuated on innocent victims, 3) played out before a large audience with the intention of creating a mood of fear 4) for political purposes.

The victims are people who are where they should be — at work, in class... Borer emphasized. Without the media, the terrorist act has no value, he said.

"Terrorist acts are not random violence. There is a goal. Whether we comprehend it is a different question."

"Why use terror?" he asked, and answered: "It is a potent tool for the politically weak to challenge the politically strong. Yesterday, a very small number... enacted horrific damage. Historically, it has been used by weak states to imbalance enemy states, and by weak internal groups to imbalance ruling regimes, such as the overthrow of the Shah of Iran.

"The goal of terrorists is to use human's fascination with violence, death, and destruction to focus attention on an issue or cause."

While military targets may be considered moral warfare, and civilian targets to be immoral warfare,

Northern Virginia ...

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The greatest signs of nobility and character become evident at a time of calamity. Perseverance and resolve are needed, rather than mimicking what was done by senseless people. It is certainly heart breaking to read that many innocent people are being hurt since they look like they are from a different culture or religion. Places of worship or businesses were vandalized that were not even remotely related to any aspect of this tragedy.

In spite of these unfortunate incidents, there were unprecedented signs of cooperation, love, and respect. Americans from all walks of life, cultures, and religions were seen volunteering and donating blood. The Red Cross did not find any difference in the color of the blood or its usefulness, whether it came from a Muslim, Jew, or a Christian. All of us are better prepared than ever to help and overcome any calamity. This has also made us realize the pain and suffering of those who get affected by such acts and oppression, irrespective of where it is coming from. We, as educators, have a special responsibility to convey this message and prepare our students on how to meet these forthcoming challenges and how to react in such situations.

It is very heartening to see the Stars and Stripes at every corner. As I walk past one of our faculty offices, I see a photo on the door showing our flag standing over the rubble of the World Trade Center, with the words "Our Flag was Still There." The world is definitely a different place after September 11, 2001.

terrorists target both military and civilian targets — whomever they chose — because, in their minds, there is a higher morality, says Borer.

Terrorist acts, such as those of September 11, require:

1. Extensive organization
2. A large pool of people to draw upon
3. Money to make things work.
4. Skills -- Airliners are not easy to fly — particularly when they are being turned hundreds of miles off course.
5. Motivation
6. Willingness to accept the likely response

Borer said, "People are asking, 'Don't they realize the United States will respond with an iron fist?' The answer is yes. They are willing to accept the storm which is coming."

A problem, in the hours after the attack, was there was no clear target for retribution.

It is point six that points to a non-state group or groups, Borer said. The terrorists know there will be blood lust. "Who is served by a violent U.S. response?"

Osama bin Laden? Yes, said Borer. Part of bin Laden's motivation is to become a martyr. "If we don't kill him, he may manage more terrorist acts. If we do kill him, others will be inspired."

Other hard-line sects would also be served by a U.S., rather than multinational, response, particularly if innocents are killed, Borer explained to his class.

Democratic and secular reforms would be reversed by the re-creation of the Great Satan United States enemy.

A response that kills innocents in return is exactly what they want, said Borer.

He spent another hour responding to student questions, until another class had to have the auditorium. During discussion with the students he said, "For many people, this is a war that has been going for years." For example, the CIA supported the Taliban in Afghanistan, which now harbors bin Laden. And he said, "If those responsible are dispersed throughout the world, it is going to be difficult to achieve justice."

(*Political Science, International Studies, and Geography — PSCI/IS/GEOG 2055 www.majbill.vt.edu/polisci/borer.2055.2055svl.html)

About 'The Conductor'

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All members of the university community are invited to contribute. Please submit articles to the editorial board at multicultural@vt.edu or to any Multicultural Fellow or sponsor. The list of fellows is online at www.multicultural.vt.edu/Fellows.html. Back issues are online at www.multicultural.vt.edu/conductor.html.

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The deadline for the next issue is November 16.

Think Globally

The truth about Falun Gong

The August 19, 2001 edition of USA Today reported that China banned the Falun Gong in 1999, following peaceful demonstration in Beijing demanding official recognition of the group. It is estimated that since the crack down, more than 50,000 adherents have been arrested and many have been incarcerated, forcibly admitted to mental hospitals, or sent to labor camps. Human rights groups report that as many as 278 practitioners have died during detention. Currently (August 29), there is a hunger strike by members of the Falun Gong outside the Chinese Embassy in Washington, demanding the release of 130 Falun Gong members from a labor camp in Liaoning province. Tiny Tang submitted this essay to Conductor to inform this community about Falun Gong.

- Richard Shingles, political science faculty member

by Tiny Tang, graduate student in computer science and practitioner of Falun Gong

Many of you may have heard or read about the Chinese government's persecution of a spiritual practice called the Falun Gong. The Chinese government perceives the Falun Gong as a threat, just because the number of Falun Gong practitioners outnumber the Communist Party members and its principles go beyond the confines of the Communist ideology.

Starting in July, 1999, the government banned the Falun Gong practice and started persecuting its estimated 70 million practitioners inside China. Since then, tens of thousands of Falun Gong practitioners have been detained, and many of them have been beaten, forced to leave their jobs, homes, and schools, and sent to labor camps without trial. Some have even been tortured in mental institutions. In the past two years, at least 278 practitioners have died while in police custody. The Chinese government has also been diligently spreading lies. Here, I'd like to clarify some major confusion.

What is Falun Gong?

Falun Gong, also known as Falun Dafa, is a self-improvement cultivation practice of mind, body, and spirit based on the principle of truthfulness, compassion, and tolerance. It is deeply rooted in the traditional Chinese culture. It has five sets of simple and gentle movements, including meditation, to help people to gain energy, stress relief, peace, and inner strength. It is easy to learn, enjoyable to practice, and free of charge.

Falun Gong was introduced to the public in China in 1992 by its founder, Li Hongzhi. He then taught the practice publicly for two years in China, after which the practice continued to grow, primarily as a result of word-of-mouth. In nine years, Falun Dafa has spread worldwide to more than 40 countries and attracted more than 100 million people from all walks of life, different ages and backgrounds. The main guide book, "Zhuan Falun," has been translated into 20 languages.

Is Falun Gong a religion or a cult? Does it conflict with other religions?

No, there are no rituals nor idol worship. It does serve a similar purpose as religious practices that help people to achieve moral and spiritual growth and return to their true beings. But Falun Gong practice completely respects one's freedom and understanding. It aims at self-improvement and personal growth. It perfectly combines one's physical and mental well beings with spiritual growth, and has body, mind and spirit all ascend together as one.

Falun Gong teaching doesn't conflict with any orthodox religion. It can help people to deepen their understanding of the teachings in religions. Many people of various religious backgrounds practice Falun Gong.

Does Falun Gong prohibit its practitioners from taking medicine?

Absolutely not. Everyone has the complete freedom to start or quit the practice. Li Hongzhi only teaches the general principles of Falun Gong practice. As far as taking medicine for illness, it is totally up to each individual's understanding and free will. In Falun Gong teachings, Li has revealed that taking medicine can not eliminate karma from the root.

Why didn't Chinese Falun Gong practitioners stay home to practice quietly, instead of going to public places to express themselves? Are they being political?

Falun Gong does not have any political agenda. It requires practitioners to practice not only with their body, but also to cultivate their heart, mind, and spirit by following the principles of truth, compassion, and tolerance. This has helped millions of people to become noble, truthful, compassionate, and unselfish enlightened ones. They have awakened to the truth, which gives them courage. Out of compassion and unselfishness, they stand up for the truth to give others the opportunity to be helped by Falun Gong practice.

Is Master Li a Buddha or man?

Master Li is an enlightened being. With his enlightenment to the truth of life and universe, he compassionately and unselfishly shares the truth with millions of people and has helped them to gain the ultimate holistic health. That's why people greatly appreciate and respect him. By Chinese tradition, practitioners respectfully refer to him as "master" or "teacher." He is not accorded special treatment, nor does he accept money or donations from students of Falun Gong. He has ensured that the practice be available to all people, without any terms or conditions. But he has never encouraged worship. He teaches practitioners to regard the Law as the teacher and keeps a low profile about himself.

To learn more, visit:

- The Falun Gong Information Center at www.faluninfo.net. This nonprofit organization in New York City gathers reports from the world media and other institutions and has videos for free download. E-mail faluninfoctr@nycmail.com to receive weekly news bulletins.
- The main web site at www.falundafa.org. The site has explanations of the practice, and books by Li Hongzhi can be downloaded free.

Continue the Dialogue

Look for opportunities to learn about diversity

There are many opportunities to learn about diversity and participate in multicultural events at Virginia Tech. Here are a few programs coming up:

Common Threads: Diversity Discussions for Parents and Caregivers, noon to 1 p.m. Join others as we use children's books to explore ways to appreciate and be at ease with the diversity in our world. Each monthly meeting will be built on a theme common to all children, and begin with one of the children's books which will be displayed at that session: October 11, journeys, Yorktown Room in Squires November 1, families, Multicultural Center, Squires December 6, holidays, Multicultural Center, Squires

A geneticist explores 'The other side of diversity'

by Ed Smith, associate professor of poultry genetics and comparative genomics

The Chinese have an old proverb that says, "If you look hard enough at anything, you will find fault with it." Not me and not with Virginia Tech's diversity program. The more I look, the more I see a lot of good and potential in it both as a model and for our long-term productivity as a unit.

As a card-carrying geneticist, all be it of the poultry variety, diversity is of primary and utmost importance to me and my kind. As a matter of fact, you can say that all of biology, in trying to prove or disprove Darwin's theory of evolution, is in search of diversity at many and different levels. The biological aspect of diversity should thus not be underestimated and dismissed off hand.

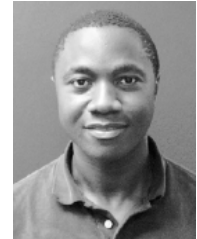
Many folks have made a career, including tenure and promotion to the highest level the university can accord a faculty member, out of understanding the reasons that make populations of chickens and dairy cows different and how you can use that diversity to predict and select for high performance. If it is acceptable and actually sought in chickens and dairy cows for survival of those industries, why can't we join in the search for diversity at a university — also important to the survival of the university?

There is also, for a biologist, the human side of this debate. On one of those rare nights that I became interested in watching my kids' videos, *Jungle To Jungle* was the family movie. Seeing a man climbing a rock in jungle garb, my six-year old remarked, in a surprised tone, "but he is white." So there it is, a teaching moment afforded by the much-maligned Hollywood: my son learned that the jungle is not only for nonwhites.

I will hope that in the same light, Virginia Tech will strive to become a place for both whites and nonwhites alike. Will we accept a future in which kids will be surprised to find nonwhites at Tech?

In closing this analogy between Virginia Tech's diversity program and genetics, I would like to mention hybrid vigor. Geneticists are aware that, on their own, certain genetic backgrounds cannot survive external environments as well as hybrids. There is a lesson there for units that are homogenous and not bothered by homogeneity.

Clearly then, I believe there are biological reasons why all of us should make it our duty to increase the heterogeneity of our environment.



Feel free to bring your lunch.

The program is sponsored by the Office of Multicultural Affairs and Family and Work/Life Resources.

The International Club Coffee Hour meets every Friday during the academic year, from 5 to 7:30 p.m. at the [Cranwell International Center](#). Anyone is invited to attend this coffee hour and enjoy international company as well as hearing a speaker. For more information, please contact the President of the International Club, Andrew Shaw, at anshaw2@vt.edu.

To Keep Up with the Campus Beat, check out the Highlights at www.ncp.vt.edu

How would you make the university a more welcoming community for all?

Compiled by **Charlotte Waggoner**, Multicultural Fellow and safety engineer

The following perspectives were offered by staff in the **Office of Minority Engineering Programs**

Many of the university's efforts at increasing tolerance among differing groups are aimed at the faculty and staff. While this is a good thing, and much needed, the university should also emphasize that students need to learn how to be more welcoming of those different from them. Frequently, student organizations have programs to educate students about other cultures and backgrounds, as do university offices that have diversity and multiculturalism as their mission. It would go a long way for the university administration to promote and support an activity for all students that would celebrate diversity.



Beville A. Watfora
Director

For Virginia Tech to be a more welcoming community to all, I think we should embrace and celebrate the wonderful variety of people on this campus. It is fascinating to learn about different cultures and backgrounds. What a dull world it would be if everyone were the same.



Sandra Griffith
Assistant to the Director



I think Virginia Tech should encourage the staff to be more helpful to students and parents. It is too common that concerned parents are given the run around. Just because we may not be knowledgeable about the workings of a specific department doesn't mean that we should completely ignore the needs of parents

and students (aka customers). We need to make all inquiries a priority. When a person calls, it makes me feel better and the caller feel at ease when we are able to address their particular issue or question.

Better communication between departments would be excellent.

Recruiting of minority students needs to improve. Incoming minority freshmen do not feel as if they are sought after or their presence here makes a difference. I considered applying to all black schools last year, but I came to realize that an experience at an all black school is not a very realistic world view. The world is not all black and not all white. Virginia Tech must keep focused on that and make the students feel that everybody is somebody at Tech.

Virginia Tech should offer more scholarship opportunities to minorities regardless of whether or not they are from out-of-state. If a student sees that Virginia Tech will offer them money to come here, then they will be more likely to attend and stay. That is how we make Virginia Tech a more welcoming environment.

Monique Wade
Second year engineering student

Rather than approaching the campus climate at the university level alone, attempts could be made to reach out to classes throughout campus. Incorporating a multicultural perspective in classrooms and disciplines would reach more students on a more personal level. If this is adopted in enough departments and classes, there could be a significant impact on the campus climate.

Kimberly LaBoone
Coordinator of Student Support Services



The nature of human beings is that no two people are alike -- just as there are no two identical fingerprints. There may be similar shapes, but there are no exact matches. As a university, Virginia Tech must learn to adapt to each population it wishes to recruit and increase by developing goals that may be unrealistic to some but unique to others.

Change is extremely important for this university. Yes, we can continue to build and expand with new buildings and residence halls to change the face of this university, but we must continue to set goals to change the face of this university by increasing the numbers of minority students. We need to continue to aggressively recruit minority faculty members and students. Ideally, it would be nice if we could change the location of Virginia Tech, but we can't. So, if we can't reach minority students other than via video conferences and extended campuses, let's continue to make outrageous and aggressive strides to bring the students to Blacksburg. We can break the norm and live on the edge by accepting 1,000 African-American students for the fall of 2003 instead of 600. If we want to be ranked as one of the top 30 research institutions, our goal should also include becoming the largest Predominately White Institute (PWI) with the largest African-American population ratio compared to other PWI schools or even other state schools. As a university, it is important to reconsider, revise, and/or improvise our theories on recruiting minority students and staff. Let's continue to change. Change is good; it should be the only thing that is constant in our life. When Virginia Tech is through changing, it's through.

Melendez O. Byrd
Graduate Assistant/Ph.D. candidate in education

Would you or your group like to be featured in this column? Contact Charlotte Waggoner at ren@vt.edu or 1-5864.

What you can do to promote diversity

by Virginia Tech's Multicultural Fellows

1. Have your office or unit become a safe zone. Contact the **Dean of Students Office** at jos@vt.edu or 231-3787.
2. Incorporate opportunities to discuss diversity into your staff meetings.
3. Serve as host or mentor to an international student or a student of a different cultural, ethnic, racial background from your own.
4. Examine your course content for inclusive language, such as names from a variety of ethnic backgrounds and male and female pronouns.
5. Write an article for **The Conductor**. Contact any Multicultural Fellow listed in this issue or multicultural@vt.edu.
6. Attend a Diversity Management Workshop, Diversity Awareness Program, Laboratory on Multiculturalism, Curriculum Development Program, or National Issues Forum. Contact the Office of Multicultural Affairs, 231-1820 or multicultural@vt.edu.
7. Become a trainer or facilitator for a workshop or training program. Contact the Office of Multicultural Affairs, 231-1820 or multicultural@vt.edu.
8. Learn how to use the **University Calendar** on the web and post your multicultural event there.
9. Help plan **Women's Month**. Contact: Denise Collins, assistant director of the **Women's Center** at Virginia Tech, 231-7806 or denisec@vt.edu.
10. Volunteer to serve on your college diversity committee. Contact your Dean's Office.
11. Request and review the diversity plan for your unit or department. If you can't find it, check with your supervisor or department head.
12. Give extra credit in your class to those students who participate in diversity activities and events and share their experiences with others. Review your syllabus and course content for opportunities.
13. Join a study group working on diversity or multicultural issues related to curriculum transformation and/or classroom pedagogy. Check with the **Center for Excellence in Undergraduate Teaching (CEUT)** at ceut@vt.edu or 231-9109.
14. Start a reading group in your unit and hold lunch discussions on books dealing with diversity issues. Contact the **Office of Multicultural Affairs**, 231-1820 or multicultural@vt.edu or contact MAPS (the **Multicultural Awareness Program**) in the Dean of Students Office at jos@vt.edu or 231-3787.
15. Visit the **Women's Center**, **Black Cultural Center**, **Multicultural Center** or the **Assistive Technologies Lab**, all located on campus. Check the university map or ask someone.

Comforted

In the last unimaginable week, there has been little comfort, as one blast after another of rhetoric and annihilation come from every side.

I watched students struggle to convey, in images and theatre, what racism and fear and hatred and prejudice and war and disaster *LOOK* like and *FEEL* like.

I did feel proud and, remarkably, comforted.

- **Ann Kilkelly**, Multicultural Fellow and professor of theatre arts and women's studies