



# Achieving Diversity in the New Affirmative Action Era

## Part II of the *Post-Michigan* Series

Recent Supreme Court decisions confirm that racial preferences in admissions, school assignments, and hiring are either over or on their way out. It remains clear as explained by the courts and researchers however, that the need for diversity still exists. So how can institutions achieve diversity without giving preference to race, gender, etc? In an effort to address these issues, Dr. Juan E. Gilbert, Auburn University, has developed a data mining tool called Applications Quest. This tool allows the use of race/ethnicity, gender or any other attributes to be considered in admissions, school assignments, employee hiring or other application processing areas without preferences to race or gender. Dr. Gilbert will visit Virginia Tech to demonstrate how the tool works and lead a discussion on holistic approaches to achieving diversity in education.

This session is co-sponsored by the Office for Equal Opportunity, the Office of Multicultural Affairs, and the Center for Academic Enrichment and Excellence.

Contact Tabatha Stanley at 231-8440 or [stanley4@vt.edu](mailto:stanley4@vt.edu) to register.

**Tuesday, April 22**

342 Squires, 2-3:30pm