From: Tom Sullivan, President
       David Rosowsky, Provost and Senior Vice President
       Wanda Heading Grant, Vice President for Human Resources, Diversity and Multicultural Affairs
       Annie Stevens, Vice Provost for Student Affairs
       Jim Vigoreaux, Associate Provost for Faculty Affairs

To: The University Community

RE: Diversity Updates

As we commence a new academic year at UVM, we continue to see college campuses, workplaces, and communities in every corner of our nation facing issues surrounding racial equality, diversity, inclusion and justice. Making real and lasting progress is challenging, but we are fully committed. As a distinguished University, we encourage critical discourse, diverse perspectives, and meaningful and respectful dialogue. We also must be vigilant in addressing acts of bigotry and racism that we may see on our campus. Such activities have no place in our community.

Our collaborative University efforts continue from last academic year and through the summer with many student groups. Much progress has been made that is positive, visible, and tangible.

As we reflect upon where we were a year ago, we are encouraged by our progress. UVM’s collaborative efforts here have been timely, thoughtful, and consequential. Some of the accomplishments include:

- Implementation and continuation of professional development training for all faculty who teach D1/D2 courses. Further training in diversity and cultural competency for all faculty will occur through faculty meetings, seminars, workshops, and retreats.

- Appointment of a Faculty Fellow for Diversity and Inclusion in the Provost’s Office to assist the colleges with the development and implementation of diversity-related curriculum, and to implement an ongoing University Diversity Faculty Fellows Program.

- Initiation of the recruitment process for a Faculty Recruitment Coordinator to assist colleges and divisions with the affirmative recruitment and hiring of faculty from historically underrepresented groups.

- Selection of additional counselors at the Mosaic Center for Students of Color and the LGBTQA Center.

- Changes to the Bias Incident Program to increase education and timely responsiveness.
• Increased avenues for financial support of Identity Centers through the UVM Foundation.

• Active review by the Board of Trustees Building Renaming Advisory Committee of the proposal to consider renaming the Bailey/Howe Library.

We are grateful to the many UVM students, faculty, staff, and alumni engaged in this work, who continue to make significant strides to ensure that this important work and its collaborative spirit will continue well into the future in order to position UVM as a model for other universities, colleges, and communities. We ask all community members, including students, deans, faculty, staff, and alumni to remain engaged with one another to ensure continued progress. In this way, we will make UVM a better institution, and we will inspire others to embrace our goals of inclusive excellence.

For prior history, updates, and more information on current initiatives and related news, we encourage you to visit the Advancing Diversity website. There you will find additional information on the status of issues being discussed, including, diversity, multicultural resources, and information on the President’s Commission for Inclusive Excellence.