Goal 1: Explore diversity and inclusive excellence experiences and perceptions at UVM

1. Plan forums for student, staff and/or faculty constituencies or identity groups, forums will be organized in collaboration with relevant UVM groups
2. Schedule, develop questions and hold forums with facilitators and note takers to capture feedback without identification
3. Compile feedback
4. Review and discuss feedback in context of the Inclusive Excellence Framework
5. Develop action steps and metrics for success in collaboration with key stakeholders
6. Implement action steps
7. Identify and monitor metrics to determine impact of action steps

Goal 2: Assess diversity and inclusive excellence at UVM

1. Define annual data to be provided to PCIE for review
2. Request specific data to correlate with feedback from focus groups (Goal 1)
3. Identify data trends over time

Goal 3: Communicate with and make recommendations to the President and VP of Human Resources, Diversity and Multicultural Affairs on diversity and inclusive excellence perspectives and progress

1. Hold meetings with the UVM President and PCIE
2. Work with VP for HRDMA through the PCIE leadership and PCIE
3. Provide written recommendations to the UVM President, as needed

Goal 4: Advise the President and VP of Human Resources, Diversity and Multicultural Affairs on UVM diversity and inclusive excellence initiatives, at their request, such as

1. Inclusive Excellence Framework strategic plan implementation
2. Climate surveys
3. Other strategic initiatives

Goal 5: Communicate with the UVM community about inclusive excellence efforts at UVM

1. PCIE web site
2. Social media postings
3. Reports and other communications
UVM President’s Commission on Inclusive Excellence (PCIE)
Organizational Chart

UVM President & VP of Human Resources, Diversity and Multicultural Affairs

PCIE Executive Committee
Co-Chairs, Vice Chair
Goals 3 & 4

PCIE Coordination Committee
Co-Chairs, Vice Chair & Work Group Co-Chairs

PCIE
Co-Chairs, Vice Chair & Commissioners
All Goals

Community Engagement Work Group
Goal 1

Assessment Work Group
Goal 2

Communication Work Group
Goal 5