

**THE RUBENSTEIN SCHOOL
OF ENVIRONMENT AND NATURAL RESOURCES
DIVERSITY PLAN**

(The Rubenstein School Diversity Plan was formally endorsed by faculty and staff in Spring of 1996.)

MISSION

The faculty and staff of The Rubenstein School of Environment and Natural Resources are committed to expanding our own understanding and appreciation of diversity issues and engendering in ourselves, our colleagues and our students the strength to listen to and respect voices and ideas different from our own. Because environmental and natural resource problems are thoroughly intertwined with issues of equity and social justice, we need to aggressively expand our environmental agenda to include the pressing concerns of diverse peoples.

The environmental and natural resource disciplines and professions have been conspicuously underrepresented by both individuals and perspectives that reflect all peoples of the nation and the world. We recognize that enhancing diversity in our School, University, and professions entails much more than simply recruiting people of color. As we strive to create an inclusive, equitable, and truly pluralistic perspective for natural resources, we must be willing to change what we teach and how we teach, incorporating diverse ideas and values into our curriculum. We seek to provide a community atmosphere that celebrates diversity and respect, promotes learning, and encourages understanding, integrity, and justice.

OBJECTIVES

The overall goal of The Rubenstein School's diversity effort is to enhance understanding of the natural world in ourselves and our constituents through full inclusion of the unique and valuable perspectives reflected by diverse peoples.

Specific objectives are:

- To promote and maintain a welcoming and respectful community atmosphere within The Rubenstein School that visibly encourages understanding and integrity;
- To increase consciousness of institutional and personal biases;
- To prevent discrimination in The Rubenstein School by providing equal opportunity without regard to race, color, national origin, gender, gender identity and/or expression, sexual orientation, religion, age, class, disability, political beliefs, or marital status;
- To enhance the diversity of The Rubenstein School faculty, staff, and students through aggressive recruitment of diverse applicants;
- To ensure that The Rubenstein School curriculum, research, and outreach activities reflect multicultural perspectives about the environment and promote an appreciation of the values of diversity, both biological and cultural.

CONTINUING AGENDA

Each year, the School will identify a set of near-term goals to further its diversity objectives. Although we recognize that it is the responsibility of all faculty, staff and students to work toward these goals, The Rubenstein School Diversity Task Force serves as a conscience for the community to assure that diversity issues remain consistently on the School's active agenda. The Diversity Task Force is a self-selected group with membership open to all.

The Diversity Task Force will focus on these two major areas:

- I. Promote multicultural perspectives within The Rubenstein School of Environment and Natural

Resources

II. Ensure a positive community atmosphere

FOR 2007-2008, THE FOLLOWING AGENDA HAS BEEN SET:

I. Promote multicultural perspectives within The Rubenstein School

- A. Conduct educational activities that demonstrate the relevance of diversity in our every day lives.
- Host speakers throughout the year who have a multicultural perspective on the environment.
 - Find opportunities to connect The Rubenstein School's regular spring seminar series to diversity issues (e.g. find diverse speakers and incorporate diversity into topics)
 - Host a film event that focuses on issues of diversity for The Rubenstein School Community in the Fall.
 - Host an international dinner event for The Rubenstein School Community in the Spring.
- B. Work to develop a more representative multicultural student population at the undergraduate and graduate level by continuing and expanding education and outreach programs for high school students and teachers.
- Strengthen the partnership with Admissions and the High School for Environmental Studies, the American Museum of Natural History, and the UVM Abenaki Outreach Program
 - Continue to explore a partnership with the Brooklyn Academy for Science and the Environment.
 - Explore local opportunities, e.g. have students or faculty deliver a program to Burlington High School and/or Winooski High School related to global climate change and social justice; or invite high school classes to come to campus for one of the spring seminar series speakers.
 - Connect with professional organizations who work with people of color to determine recruiting opportunities for students of color, e.g. National Hispanic Environmental Council.
 - Develop graduate level networks to recruit for the USDA Multicultural Graduate Fellowships.
 - Partner with the USFS through Special Projects Proposals to, a) identify organizations that mentor multicultural students studying in the sciences and, b) secure support for attendance to events like the *Society for Advancement of Chicanos and Native Americans in Science national conference*.
- C. Aggressively reach out to generate a diverse pool of candidates for faculty appointments and staff positions.
- Continue to track recruitment history for staff and faculty positions.
 - Work with the University Affirmative Action and Equal Opportunity Office to identify strategies to improve recruitment and hiring.
 - Work with the faculty search committees to develop more aggressive search strategies through collaborative efforts.
 - Create a set of standard operating procedures from the 2006-2007 associate dean and faculty searches and build in the Dean's charge to future search committees the expectation to implement these standard operating procedures.
 - Work with the Office of Multicultural Affairs to recruit a Henderson Fellow post-doctoral student in the School.
 - Increase the faculty by at least one ALANA faculty member.
 - Strongly encourage faculty to connect with professional organizations who work with people of color to determine recruitment opportunities for faculty and staff of color.

- Attend conferences to network with the multicultural interest groups to meet and establish relationships with future potential faculty or staff candidates.
- D. Infuse multiculturalism into The Rubenstein School curriculum by incorporating issues of environmental justice and diverse cultural values toward the environment.
- Continue to develop and facilitate activities to promote the infusion of multiculturalism into The Rubenstein School curriculum. This includes promoting faculty discussion to generate ideas, identifying specific courses where opportunities exist to address issues of multiculturalism and equity through case examples, and developing strategies to monitor our progress towards this goal.
 - Submit grants to support curricular initiatives and faculty development to work on this goal.
- E. Offer Race and Culture Culture courses at the B.S., M.S., and Ph.D. levels.
- Encourage the Associate Dean to recruit new individuals (faculty, staff and graduate students) to serve as discussion section leaders and co-leaders for NR 6.
 - Complete the curriculum and format of NR 6 and submit to the Diversity Curriculum Review Committee for approval.
 - Develop the undergraduate senior capstone 1-credit Race and Culture course.
 - Develop the Master's level Race and Culture course (NR 306).
 - Develop a course for Ph.D. students that could replace the cross cultural requirement.

II. Ensure a Positive Community Atmosphere

- A. Leadership of the School must continue to be visible models of commitment to progress on issues of diversity and respect.
- Promote the availability of incentive funds to support diversity initiatives in The Rubenstein School.
 - Clarify how attention to diversity concerns factor into RPT and annual review processes.
 - Recruit new Diversity Task Force members each year.
- B. Ensure that any instances of bias that might occur in the School are known and appropriately addressed.
- Publicize the University's protocol for reporting of bias incidents that take place on campus.
- C. Open additional channels of communication
- Increase School-wide participation in Diversity Task Force.
 - Advertise Diversity Task Force as a resource for ALANA and International students.
 - Promote success of ALANA and International students by structuring open channels of communication.
 - Develop undergraduate and graduate participation in Diversity Task Force.
- D. Promote the activities of cross-campus offices and organizations relating to the issues of diversity, i.e. the ALANA Coalition, ALANA Student Center, Center for Cultural Pluralism, LGBTQA, Office of International Educational Services, Office of Multicultural Affairs, President's Commission on Racial Diversity, President's Commission on the Status of Women and others.
- Explore the establishment of a Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) Chapter with the College of Agriculture and Life Sciences.

- Utilize the Aiken second floor bulletin board to advertise events sponsored by and connected to the Diversity Task Force.
- Continue as a School to co-sponsor events and activities with other on-campus offices.
- Invite representatives from other diversity committees and organizations to attend our Diversity Task Force meetings to inform us of their work.

**THE RUBENSTEIN SCHOOL OF ENVIRONMENT AND NATURAL RESOURCES
DIVERSITY INITIATIVES TIMELINE AND PROGRESS
1989-2008**

2007-2008

GRANTS

- The Rubenstein School Multicultural Scholars Program/USDA CSREES \$150,000
- The Rubenstein School National Needs Graduate Fellowship Program/USDA CSREES \$229,500 (Multicultural Doctoral Education in Ecosystem and Watershed Science)
- With the addition of these two grants, The Rubenstein School has nearly reached the \$1.5 million mark (\$1,410,581) of funds raised through grants and gifts for diversity efforts in the School.

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| Summer | Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean's Office. |
| August | Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus. A USDA Multicultural Scholar attended the Ecological Society of America Annual Conference |
| Fall | First Donald H. DeHayes Multicultural Scholar awarded. Four 4-year Multicultural Scholars Program Grants Awarded Two USDA National Needs Graduate Fellowship Multicultural Scholars awarded. Seven first year advisors, 4 staff members, and 2 graduate students co-teach NR 6. |
| October | Five USDA Multicultural Scholars, 2 staff members, and Dean DeHayes attended the USDA CSREES Multicultural Scholars Program/National Needs Fellowship Program National Workshop in Washington, DC. Five of these participants served on the Workshop Planning Committee. |
| November | Staff member visited Thurgood Marshall Academy in Washington, DC for recruitment outreach. Two students, a staff member, and a faculty member visited the High School for Environmental Studies for recruitment outreach. |
| December | <u>A Day Without A Mexican</u> Movie Event—Hosted by the Diversity Task Force as a community event. Forty Rubenstein School faculty, staff, and students were in attendance. |

2006-2007

GRANTS

- The Rubenstein School Multicultural Scholars Program/USDA CSREES \$150,000
- The Rubenstein School Multicultural Graduate Fellowship Program/USDA CSREES \$156,000 (Conservation Leadership Multicultural Graduate Fellows Program)
- With the addition of these two grants, The Rubenstein School has surpassed the \$1 million mark (\$1,031,081) of funds raised through grants and gifts for diversity efforts in the School.
- Establishment of the Donald H. DeHayes Multicultural Scholarship Endowment Fund with initial gifts totaling \$150,000.

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| Summer | Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean's Office. |
| August | Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus. |
| Fall | Four 4-year Multicultural Scholars Program Grants awarded Seven first year advisors, 1 faculty member, 4 staff members, and 2 graduate students co-teach NR 6. |
| September | The School hosted Dr. Audrey Trotman, the National Education Program Leader from the USDA CSREES, Education, and Extension Service for an on-site visit to gain insight on why our Multicultural Scholars grant program has been so successful. Co-sponsored Winona LaDuke's talk for the George D. Aiken Lecture Series. Winona's talk was entitled, "Forests for the Seventh Generation." She is a former Green Party vice-presidential candidate and a member of the Mississippi Band of Anishinaabeg. |
| November | The Diversity Task Force hosts the November 3 rd ALANA Student Center Weekly Friday Breakfast as an opportunity to dialogue and support the University's ALANA students. |
| December | The School hosted the High School for Environmental Studies Administration for a visit with the intent to further strengthen our partnership. <u>China Blue</u> Movie Event—Hosted by the Diversity Task Force as a community event. Forty Rubenstein School faculty, staff, and students were in attendance. Two staff members and two current students visited the High School for Environmental Studies and the Brooklyn Academy for Science and the Environment for recruitment outreach. |
| January | The School faculty approve the NR 306 Master's Race and Culture course that was originally developed by the Diversity Task Force. |
| February | Co-sponsored Van Jones visit to the University of Vermont. Van Jones is the co-founder and executive director of the Ella Baker Center for Human Rights. He is currently focusing on "green" economic development for urban America. |

- March
- Sponsored Audrey Peterman's talk for the School's Spring Seminar Series. Her talk was entitled, "Legacy on the Land—the Hidden History of African Americans in the National Parks and Public Lands." Audrey is the founder of Earthwise Productions, an organization that encourages underrepresented and diverse populations to explore the outdoor world through visits to public lands.
- Hosted a two-day site visit for Nia Rhodes, the Executive Director of the Friends for the High School for Environmental Studies to strengthen our partnership.
- Sponsored Flip Hagood's talk for the School's Spring Seminar Series. His talk was entitled, "The SCA—Preparing Resource Stewards in a Multicultural Society."
- Two Rubenstein School staff members attend the Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) Annual Conference in Birmingham, Alabama.
- April
- Rubenstein School faculty approve the Race and Culture Requirement for the M.S. program (NR 306 will fulfill this requirement). They also approved the implementation of The Rubenstein School's 6-credit Undergraduate Diversity Requirement for fall 2007 rather than phase in the University's 6-credit Diversity Requirement (a 3-credit requirement for new first-time, first year students coming in fall 2007 and then a 6-credit requirement for fall 2008).
- Two Rubenstein School faculty presented at the High School for Environmental Studies "Careers in the Environment" Day.
- The Diversity Task Force sponsored an International Dinner with presentations by current Rubenstein School undergraduate and graduate students, and staff speaking about their international experiences.
- Co-sponsored Jerome Ringo's talk for the George D. Aiken Lecture Series. Jerome's talk was entitled, "Climate and Atmosphere: Shared Critical Resources, Responsibilities, and Values." He was elected chair of the National Wildlife Federation in 2005, becoming the first African-American to hold such a post in a national conservation organization. He also is the president of the Apollo Alliance, an organization that seeks to reinvigorate United States industry and the economy by creating more competitive jobs, while being good stewards of our environment.
- Co-sponsored the Asian Pacific Islander American month which was organized by UVM's Asian American Student Union.
- May
- The Dean's Office decides to establish a MANRRS Chapter for students at the University of Vermont in the fall of 2007 with co-advisors from The Rubenstein School and the College of Agriculture and Life Sciences.
- Another group of 14 high school juniors and sophomores from the High School for Environmental Studies visited The Rubenstein School for two days. The majority of these students were ALANA. The Associated Press covered this event.

June Faculty member and a current student attend the “Faculty Diversity and Environmental Justice Research Symposium” conference hosted by MELDI (Minority Environmental Leadership Development Initiative) at the School of Natural Resources and Environment at the University of Michigan-Ann Arbor.

2005-2006

GRANTS

➤ The Rubenstein School Multicultural Scholars Program/USDA CSREES \$150,000

Summer Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean’s Office.

August Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus.

Staff member attends the National Summit on Diversity in the Environmental Field sponsored by MELDI (Minority Environmental Leadership Development Initiative) at the School of Natural Resources and Environment at the University of Michigan-Ann Arbor.

Fall First High School for Environmental Studies Scholarship awarded in The Rubenstein School
Six first year advisors, 1 faculty member, 2 staff members, and 2 graduate students co-teach NR 6.

September Graduate Student attends a national summit entitled, “Enriching the Professional Harvest-- Cultivating a Professional Community To Address the Growing Importance of Natural Resources and the Environment For A Diverse Population” at the College of Natural Resources at North Carolina State University.

October Co-sponsored and hosted Robert Stanton, the former Director of the US Department of the Interior National Park Service under the Clinton Administration. Mr. Stanton began his career with the NPS as a seasonal park ranger and rose up through the ranks to become the first African-American director of the NPS.

Co-sponsored Josefina Lopez’s visit to UVM for Latino/a Heritage Month. Josefina Lopez is one of today’s most preeminent Chicana playwrights and screenwriters. Her most notable work so far has been “Real Women Have Curves.”

Co-sponsored Professor William Wilson’s visit to UVM for the Burack President’s Distinguished Lecture Series. Professor Wilson is the Director of the Joblessness and Urban Poverty Research Program at Harvard. The recipient of numerous awards and honorary degrees, Professor Wilson was named by Time Magazine as one of American’s 25 Most Influential People in 1996. His most recent book is titled, “The Roots of Racial Tensions: Urban Ethnic Neighborhoods.”

Co-sponsored Teresa Cordova’s visit to UVM for Latino/a Heritage Month. Teresa Cordova is a sociologist who specializes in community and regional planning at the University of New

Mexico in Albuquerque where she's also a county commissioner. Her academic work includes research on the grassroots organization of Chicana women for environmental justice issues in the Southwest.

A faculty member, two current Rubenstein School students, and The Rubenstein School recruiter visited the High School for Environmental Studies and the American Museum of Natural History PreCollege Program. The faculty member and students did presentations on the Moose Bog class taught in fall 2004.

December Hotel Rwanda Movie Event—Hosted by the Diversity Task Force as a community event. Fifty Rubenstein School faculty, staff, and students were in attendance. A discussion following the film was led by UVM's Assistant Professor Jane Okech, a native of Kenya and lived and worked in Kenya during the Rwanda genocide events. As a high school teacher in Kenya, she interacted with parents and students who survived the genocide and fled to Kenya as refugees.

January Co-sponsored "*The Next Step: A Social Justice Journey*"—This retreat, an annual event at The University of Vermont, gives students a forum in which to further develop knowledge and skills to help them become better change agents and activists around areas of racism, sexism, heterosexism, ableism, religious discrimination, classism and other identity differences.

Diversity Task Force faculty and UVM faculty submitted presentation proposals on diversifying the curriculum to the Association of American Colleges & Universities (AAC&U) "Diversity and Learning: A defining Moment" conference and the National Conference on Race & Ethnicity in American Higher Education (NCORE) conference.

March "*Globalization and Environmental Justice: Questioning the Role of Multinational Corporations*" Forum sponsored by the Diversity Task Force. Panelists were Associate Professor Saleem Ali from The Rubenstein School, Assistant Professor Joshua Farley, and State Representative David Zuckerman, also a UVM alumnus. Seventy-five faculty, staff, and students from across the University were in attendance.

Team of Rubenstein School staff presented "Careers in the Environment" at the High School for Environmental Sciences Career Day.

Team of Rubenstein School students built a living machine at the High School for Environmental Studies. The Rubenstein School recruiter met with students from this high school admitted to UVM for fall 2006.

April The Diversity Task Force sponsored an International Dinner with presentations by current Rubenstein School undergraduate and graduate students and faculty speaking about their international experiences in China, Belize, Thailand, and Colombia.

Another group of 8 high school juniors from the High School for Environmental Studies visited The Rubenstein School for two days. All of these students were prospective ALANA students.

The Diversity Task Force met with the ALANA Student Center staff to talk about how we might work together to improve the campus climate for our ALANA students.

- May The Rubenstein School faculty passed the proposal for The Rubenstein School 6-8 Credit Diversity Requirement for the B.S. in Natural Resources. The original proposal was created and was developed by the Diversity Task Force in anticipation of the Six-Credit Diversity Graduation Requirement at the University level, which was formally passed by the Faculty Senate in April 2006. This School-specific implementation of the University's Diversity Requirement will be put in place for incoming undergraduates in fall 2007.
- Co-sponsored "*Uncomfortable Conversations about Diversity in the Classroom*" with the Center Center for Cultural Pluralism. Three Rubenstein School faculty members attended the workshop.
- 2004-2005**
- Summer Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean's Office.
- August Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus.
- Fall First George Washington Henderson Fellowship was awarded in The Rubenstein School.
- Four four-year Multicultural Scholars Program Grants awarded
- Five first year advisors, 2 faculty members, and 1 graduate student co-teach NR 6.
- October Co-sponsored Margie Eugene-Richard's visit to The Rubenstein School and UVM. Margie holds the distinction as the first African-American to win the prestigious Goldman Environmental Prize for her grassroots organizing to hold Shell Chemical Corporation accountable for the devastating health problems in her community in Norco, Louisiana.
- Co-sponsored "*James Baldwin: Down from the Mountaintop*" performance held during National Coming Out Week. The play depicts the rich and impassioned life of James Baldwin—the esteemed gay novelist, playwright, essayist, and civil rights activist.
- December Baraka Movie Event—Hosted by the Diversity Task Force as a community event. Forty Rubenstein School faculty, staff, and students were in attendance. This movie, which had no words, was filmed on 6 continents in 24 countries showing the beauty and destruction of nature and man.
- January Co-sponsored "*The Next Step: A Social Justice Journey*"—This retreat, an annual event at The University of Vermont, gives students a forum in which to further develop knowledge and skills to help them become better change agents and activists around areas of racism, sexism, heterosexism, ableism, religious discrimination, classism and other identity differences.
- Subcommittee of the Diversity Task Force met with Brian Hoffman, a teacher from Burlington High School in Burlington, Vermont, to discuss ways to provide outreach to the students in the Environmental Sciences. Burlington High School has become increasingly diverse over the past several years since Burlington is a designated refugee resettlement city with families from Sudan, Eastern Europe, Cambodia, and Vietnam.

- February The Rubenstein School Recruiter visited the High School for Environmental Studies and attended the Christodora College Prep Program at NYU.
- UVM Police Chief, Gary Margolis, came to speak to the The Rubenstein School Community about bias incidents on campus and the protocol for reporting such incidents.
- Co-sponsored Michelle Wucker's visit to The Rubenstein School and UVM. Ms. Wucker is the author of From Cockfights to Carnival: Race and Culture in the Dominican Republic and Haiti. She is also a Senior Fellow at the World Policy Institute.
- March Diversity Task Force Curriculum Subcommittee submitted a grant proposal to the USDA Forest Service Civil Rights Committee entitled "*Developing Case Study Materials on Multiculturalism for Use in Forest and Natural Resource Management Education and Training.*"
- April The Diversity Task Force sponsored an International Dinner with presentations by current Rubenstein School undergraduate and graduate students speaking about their international experiences in China, the Dominican Republic, Ecuador, Tasmania, and Europe. Fifty faculty, staff, and students were in attendance.
- A Rubenstein School faculty member and staff member assisted the UVM Admissions Office with two of their visitation programs for ALANA students from Christopher Columbus High School.
- Another group of 8 high school juniors from the High School for Environmental Studies visited The Rubenstein School for two days. The majority of these students were ALANA.
- Dannielle Joy Davis, a George Washington Henderson Fellow in the College of Education; Willi Coleman, the Vice Provost for Multicultural Affairs; and Peg Single Boyle, the Coordinator of the George Washington Henderson Fellow met with the Diversity Task Force to discuss strategies to recruit and hire more faculty of color.
- May A group of Rubenstein School faculty and staff participated in a two day "*Cross-cultural Communications*" workshop that was co-sponsored by The Rubenstein School in conjunction with the College of Agriculture and Life Sciences.
- Submitted The Rubenstein School's sixth USDA Multicultural Scholars Program Grant Proposal for five scholars starting in December 2005.
- 2003-2004**
- Summer Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean's Office.
- August Half of the Annual Rubenstein School Faculty Summer Retreat focused on "How to Infuse Multiculturalism into the Curriculum."
- Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus.

- Fall Three four-year Multicultural Scholars Program Grants awarded
- October A small group of The Rubenstein School faculty submitted a proposal to the Carnegie Institute entitled, *“Integrating Multiculturalism and Equity into The Rubenstein School of Environment and Natural Resources Curriculum.”* This grant also involved the Director of the Center for Cultural Pluralism and the Vice Provost for Multicultural Affairs.
- December The Fast Runner Movie Event—Hosted by the Diversity Task Force as a community event. Fifty five Rubenstein School faculty, staff, and students were in attendance. This is Canada’s first feature length-film fiction film that was written, produced, directed, and acted by Inuit. The movie is based on an ancient Inuit legend and takes place in Igloolik in the north Baffin region of the Canadian Arctic.
- January Half day workshop on “Intercultural Communication” was held at the Annual Rubenstein School Faculty/Staff Winter Retreat. Professor Sherwood Smith led and facilitated this workshop.
- February The Diversity Task Force sponsored an International Dinner with presentations by current Rubenstein School undergraduate and graduate students speaking about their international experiences. Countries that were highlighted were Kenya, Nicaragua, New Zealand, and Tanzania. Seventy-five faculty, staff, and students were in attendance.
- March Four Rubenstein School staff members and one current student visited the High School for Environmental Studies for recruitment and the high school’s Career Day.
- April Another group of 9 high school juniors from the High School for Environmental Studies visited The Rubenstein School for two days. The majority of these students were ALANA.

**2002-2003
GRANTS**

- The Rubenstein School Multicultural Scholars Program/USDA CSREES \$100,000

- Summer Hired an ALANA faculty member.
- Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean’s Office.
- August Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus.
- Fall Two four-year Multicultural Scholars Program Grants awarded
- The Diversity Task Force Curriculum Subcommittee is formed to examine multiculturalism in the curriculum.
- October Assistant to the Dean made a recruitment trip to NYC to meet with students at Christopher Columbus High School, High School for Environmental Studies, and the American Museum of Natural History to build upon the partnership work already started.

Submitted a grant proposal to the USDA Forest Service Civil Rights committee requesting funds to support a Collaborative Diversity Initiative between the Forest Service, The Rubenstein School, and three New York City groups—Christopher Columbus High School, High School for Environmental Studies, and the American Museum of Natural History.

- November Diversity Task Force organized a panel titled, “Perspectives on Hate in the Environment” with Rubenstein School professors and graduate students as presenters. About 75 community members were in attendance in the Aiken atrium lobby. Students, staff, and faculty were also encouraged to sign the pledge poster to take a stand against hate. The SUNY College of Environmental Science and Forestry liked our idea so much, they also wanted to create a pledge for their students, faculty and staff.
- January One Rubenstein School faculty member and four Rubenstein School students made a recruitment trip to NYC to meet with Students at the American Museum of Natural History and the High School for Environmental Studies to talk about field experience and what it’s like to be an Rubenstein School/UVM student.
- February Rubenstein School faculty and staff hosted a group of Abenaki students from Mississquoi Valley Union High School for a two-hour session about The Rubenstein School, environmental issues and GIS.
- Three Rubenstein School faculty/staff are named to President Dan Fogel’s President’s Commission on Racial Diversity—Dean DeHayes, Associate Dean Wang, and Assistant to the Dean Erb.
- March A small group of Rubenstein School Faculty and Staff visited the High School for Environmental Studies, the American Museum of Natural History, and Christopher Columbus High School for recruitment.
- The Diversity Task Force sponsored an International Dinner with Study Abroad and Travel Presentations as a Rubenstein School community event. About 40 Rubenstein School community members came to hear three faculty members speak about their travel to Guatemala, Pakistan, Africa, Ireland, Costa Rica, and Tanzania.
- April An Instructional Incentive Grant Proposal was submitted to the Center for Teaching and Learning on “Infusing Multiculturalism and Equity in The Rubenstein School of Environment and Natural Resources Curricula.”
- The Diversity Task Force Curriculum Subcommittee met with the individual Programs to find out how they were addressing multiculturalism in their courses.
- A small group of Rubenstein School faculty and staff visited the Christopher Columbus High School and the High School for Environmental Studies for recruitment.
- Another group of students from the High School for Environmental Studies and the Pre-College program at the American Museum of Natural History visited The Rubenstein School for three days. The majority of these students were ALANA.

2001-2002

GRANTS

- The Rubenstein School Multicultural Scholars Program/USDA CSREES Service \$100,000
- Christopher Columbus High School Collaborative Diversity Initiative/The Rubenstein School USDA Forest Service \$3,175

- Summer Hired a female faculty member and a female ALANA administrative staff person
- Sponsored a Summer Enrichment Scholarship work site in The Rubenstein School Dean's Office.
- August Co-sponsored "*One More River to Cross—The Intersection of Race and Sexual Orientation in Today's Society*"
- Co-sponsored "*Navigating the Tough Discussions: Conversations of Social Justice Made Easier*"
- Faculty member conducted a workshop with the students during the Abenaki Summer Happenings Program on campus.
- Fall Four four-year Multicultural Scholars Program Grants awarded
 Two four-year Dean's Merit Scholarships awarded
 One USFS Scientist's Recruitment Initiative Grant awarded
- Rubenstein School staff member was selected as a UVM staff representative for a two-year term as a commissioner for the President's Commission on Racial Equality.
- October The Rubenstein School sponsored a current Rubenstein School student's visit to the High School for Environmental Studies (HSES), her alma mater and a predominantly ALANA high school, to recruit for The Rubenstein School and UVM in general. A formal partnership between HSES and the University of Vermont is established.
- World Food Dinner & Games Night—Hosted by the Diversity Task Force for The Rubenstein School ALANA and International Students. All Rubenstein School community were invited.
- December Remember the Titans Movie Event—Hosted by the Diversity Task Force as an end of the fall semester celebration. Based on a true story, Remember the Titans follows the explosive dramatic events that took place in Alexandria, Virginia in 1971 when African-American football coach Herman Boone was hired to guide an integrated but racially polarized high school team - the T.C. Williams Titans.
- February Co-sponsored an evening discussion titled, *Peace Corps and the Environment*. Brought together Returned Peace Corps Volunteers and a former Ugandan supervisor to talk to UVM faculty, students and staff about their experiences in conservation while they were in the Peace Corps.

April Two faculty members traveled to NYC to meet with high school students in the Advanced Placement Environmental Sciences program at the Christopher Columbus High School and with high school students in the Pre-College Science Program at the American Museum of Natural History. Christopher Columbus High School and the American Museum of Natural History students are all predominantly ALANA students.

Dean DeHayes traveled to NYC and assisted the Director of Admissions and Financial Aid in kicking off the UVM/High School for Environmental Studies partnership.

The Rubenstein School hosted the students from the American Museum of Natural History's Pre-College Science Program for two days on campus. The Rubenstein School faculty and staff, Admissions and current UVM students all participated in the program which included information about starting the college search process, hands-on field work, tours of campus and various facilities, visiting a class, and attendance at an Alianza Latina meeting. All of these students intend to apply to UVM for admission for fall 2003. The majority of students were ALANA.

A Rubenstein School staff member received the first President's Commission on Racial Equality Diversity Commitment Award presented to one staff member campus-wide. A Rubenstein School faculty member was also nominated for the faculty equivalent of this award. Nominations were based on the contributions that these two individuals have made towards improving the diversity and campus climate at UVM.

The Diversity Task Force met with Ken Maskell, UVM's Abenaki Outreach coordinator to talk about The Rubenstein School doing future activities with Vermont's Abenaki high school students and community.

May The Rubenstein School hosted ten juniors and two teachers from the Christopher Columbus High School's Advanced Placement Environmental Science and Biology courses for three days on campus. The Rubenstein School faculty and staff, Admissions and current UVM students all participated in the program which included information about starting the college search process, hands-on field work, tours of campus and various facilities. All of them were seriously considering UVM as a college choice. All of these students were ALANA.

2000-2001

Fall Five four-year Multicultural Scholars Program Grants awarded
Two four-year Dean's Merit Scholarships awarded

September Dinner for The Rubenstein School ALANA and International Students

April Grants in support of diversity efforts accumulated from recent years total \$392,851

1999-2000

GRANTS

➤ The Rubenstein School Multicultural Scholars Program/USDA CSREES Service \$96,984

Fall One four-year Multicultural Scholars Program Grant awarded
Two four-year Dean's Merit Scholarships awarded

More than 1/3 of full-time faculty in The Rubenstein School are female; highest proportion in the nation. Ten of the last 13 searches have resulted in female faculty hires

November Building Our Community—Our Common Ground Discussion: 65 people from The Rubenstein School attended this event. Four propositions were voted upon and accepted:

1. The Rubenstein School will reduce its dependence on automobiles by 50% by 2005. This reduction will not be made at the expense of the quality of Rubenstein School teaching and scholarly problems.
2. The Rubenstein School will include diversity learning as a specific component of evaluation for undergrad and grad student requirements for graduation and faculty and staff advancement. This process will include an evaluation of the effectiveness of current diversity programs.
3. The Rubenstein School encourages the UVM Trustees to cooperate with UVM Students Against Sweatshops in developing a socially responsible purchasing code of conduct and with the UVM Coalition for Responsible investment to bring the University investment portfolio in line with the stated goals and shared values espoused by “Our Common Ground”.
4. The Rubenstein School will hold at least one forum meeting per year, facilitated by the The Rubenstein School Diversity Task Force, for the next 5 years.

1998-1999

GRANTS

- The Rubenstein School Multicultural Scholars Program/Virginia Wellington Cabot Foundation \$20,000
- The Rubenstein School Multicultural Scholars Program/Linthilac Foundation \$3,000

Fall Three four-year Multicultural Scholars Program Grants awarded
Two four-year Dean’s Merit Scholarships awarded
One Teaching Assistantship awarded to an ALANA student
Nine of the past 10 tenure-track faculty positions open in The Rubenstein School have been filled with either ALANA or female individuals.

Established a connection with Summer Search, a Boston-based program working with underprivileged inner-city high school youth, supporting their aspirations for higher education.

April Hosted another 3-day UVM campus visit for P.I.E.R. and N.Y.C. students.

July A Rubenstein school faculty member attended the Summer Institute for Intercultural Communication in Portland, Oregon.

1997-1998

GRANTS

- Scholarships to UVM Summer Discovery/Christodora Inc. \$1,200
- The Rubenstein School/USDA Forest Service Seminar Series Grant: “Appreciating Diversity in Natural Resources \$4,650
- The Rubenstein School Multicultural Scholars Program/USDA CSREES Service \$80,750

- Fall One four-year Multicultural Scholars Program Grant awarded
Two four-year Dean's Merit Scholarships Awarded
- September The Rubenstein School faculty member was selected for a three-year term as a commissioner on the President's Commission on the Status of Women.
- November The Rubenstein School Diversity Task Force presents a workshop titled, "Trying to Infuse Multiculturalism into the Curriculum: A Dialogue Between Students, Faculty and Staff at "Building Our Community 1997: Dismantling Racism at UVM"
- Spring Screening of Cry Freedom and a "Rubenstein School Community Social" held in 104 Aiken. Attended by 40-50 faculty, staff and students.
- April Hosted a 3-day UVM campus visit for New York City High School student members of Partners in Ecological Research (P.I.E.R.) and New York Conservationists (N.Y.C.) These are environmental clubs sponsored by the Christodora Foundation. Each group included 8 students and 2 staff, all of whom were extremely enthusiastic about their experiences here. Several faculty participated in the programming for these students.
- July Rubenstein School staff member attended the Summer Institute for Intercultural Communication in Portland, Oregon.

1996-1997

GRANTS

- Scholarships to UVM Summer Discovery/Christodora Inc. \$1,200.

- Summer Christodora, Inc. provides scholarships for multicultural high school students from New York City to participate in summer programs offered by The Rubenstein School. 1996 was the sixth year of such support.

Research Apprenticeship Program (RAP) offers substantial grants for ALANA high school students to spend 8 weeks doing field and/or laboratory research at UVM. In 1996, Rubenstein School faculty and staff served as mentors for two more RAP students. Since 1986, we have hosted a total of 20 RAP students.

- Fall Two Multicultural Scholars Program Grants awarded
Two four-year Dean's Merit Scholarship awarded
One Teaching Assistantship awarded to an ALANA student

The Rubenstein School's ALANA student enrollment for 1996-97 was at 25 undergraduate and graduate students. A total of seven ALANA students in The Rubenstein School were receiving Dean's Office support in the form of scholarships or fellowships. Three are graduate students and four are undergraduates.

The Rubenstein School Seminar Series, "Appreciating Diversity in Natural Resources" Since 1994 the School's fall seminar series featured speakers addressing various aspects of diversity, particularly as they related to issues in natural resources. The five presenters for 1996 were all ALANA individuals.

NR 6: Race and Culture in Natural Resources--This fall marked the third offering of NR 6: Race and Culture in Natural Resources. Eighty first-time, first-year students were enrolled for fall 1996.

November Five members of The Rubenstein School Diversity Task Force presented a workshop titled, "School of Natural Resources Tries and Tries Again: Our School's Experience with Diversity for the November 1996 "Building Our Community: Addressing Racism at UVM".

Spring As the core curriculum was revised and new courses were added, multicultural perspectives were incorporated. Four of the School's seven core courses now include such perspectives:

1. NR 2, *Nature and Culture* exposes students to a wide diversity of environmental values from a largely historical perspective; and incorporates a text that specifically interprets environmentalism within the contexts of gender, race and class perspectives.
2. NR 104, *Social Processes and the Environment* incorporates race and gender as they relate to the environmental movement as a social movement and an arena of public policy; and challenges traditional views of the environmental movement as the domain of the elite, white males and the disenfranchisement of people of color within the environmental policy process.
3. NR 105, *Environmental Problem Analysis* examines "real world" environmental issues from a social, cultural and ecological perspective.
4. NR 205, *Ecosystem Management: Integrating Science, Society and Policy* incorporates the wants, needs and priorities of the communities (including ALANA communities) who live in or near an area of environmental concern; and explicitly discusses how to solicit, respect and include diverse cultural perspectives in the development of ecosystem management goals and strategies.

Each of the individual programs was asked to review courses in their major to look for opportunities to broaden perspective. Changes implemented:

- FOR 123, *Silviculture* incorporates a field laboratory on Native American perspectives on forest management at the Abenaki reservation.
- NR 224, *Conservation Biology* includes discussion of conservation strategies and pressures and their implications to indigenous cultures; discussion of human population genetics data and their interpretation relative to biases proposed in the book *The Bell Curve*.
- NR 262, *International Problems in Natural Resource Management* discusses international and cross-cultural implications of resource management problems.
- RM 230, *Ecotourism* discusses nature-based travel emphasizing international perspectives and connections to local economic development.

1995-1996

GRANTS

- Scholarships to UVM Summer Discovery/Christodora Inc. \$1,200
- The Rubenstein School Multicultural Scholars Program/USDA CSREES Service \$75,000
- Seminar Program for Women Students in Natural Resources/USDA Forest Service \$700
- Seminar Program for Women Students in Natural Resources/UVM Women's Center \$1,000

Fall Two four-year Dean's Merit Scholarships awarded
Two Grad College Multicultural Fellowships awarded
One Wildlife and Fisheries Biology Research Assistantship awarded to an ALANA student

Recruitment activities for a new Multicultural Scholars Program started with visits to several of the high schools cultivated during the 1988-1991 *Lecture Series for Inner City High School Students* program.

January Associate Dean at the time, Don DeHayes, presented his paper, "Curriculum Transformation in The Rubenstein School of Environment and Natural Resources," to the Trustee Ad Hoc Committee on Diversity.

Spring The Rubenstein School Diversity Task Force completed its draft of the Diversity Plan for the School and presented it for formal approval. Each of the School's constituent groups—the Board of Advisors, faculty, staff, Undergraduate Student Advisory Board, and Graduate Student Advisory Board—discussed the plan and voted to endorse a refined final document. *Seminar Program for Women in Natural Resources*--The Rubenstein School women students expressed a desire for assistance in networking with other women students and for increased interaction with women scientists in the field. The goals of the spring 1996 seminar program were to present positive stories and role models, to increase excitement about professional opportunities for women in natural resources, and to facilitate the formation of mentoring relationships between women students and women faculty in the School. Presenters for the program were primarily our own women faculty. A guest speaker from the National Association for Women in Science organization was also included.

1994-1995

Summer VISIT Program: One student

August Fifty faculty/staff participated in a two-day diversity training workshop

September Five faculty/staff participated in a 3-day retreat sponsored by the Office of Multicultural Affairs

Fall Environmental Justice Course—three Rubenstein School faculty were instrumental in initiating this UVM Students-Teaching-Students course which was offered for three consecutive years.

One Rubenstein School Multicultural Fellowship awarded

March Five faculty/staff participated in another 3-day retreat sponsored by the Office of Multicultural Affairs

1993-1994

GRANTS

- Research Apprenticeship Program (RAP)/USDA CSREES \$5,000
- Scholarships to Governor's Institute on Natural Science and the Environment/Christodora Foundation \$1,400
- RSENR/USDA Forest Service Seminar Series Grant: "Appreciating Diversity in Natural Resources" \$6,300
- NR 6: Race & Culture in Natural Resources/UVM Instructional Development \$4,280

Summer VISIT Program: One student

Faculty member attended *MINFORS*, the annual national symposium on minority participation in forestry and related sciences.

1992-1993

GRANTS

- Inner-City High School Outreach/USDA Forest Service Grant \$3,150
- Research Apprenticeship Program (RAP)/USDA CSREES \$3,832
- Scholarships to Governor's Institute on Natural Science and the Environment/Christodora Foundation \$2,800

Fall *Wilberforce University/University of Vermont 3-3 Dual Degree program* was established. Students majoring in natural science at this historically black college have been offered the opportunity to complete their senior year in the Forestry Program at the University of Vermont, paying the same amount toward their educational expenses as when enrolled at Wilberforce. In a total of six years, these students can graduate with two degrees- a B.S. from Wilberforce and a M.S. in Forestry from UVM. The final two years of the program are to be at least partially supported through the Forest Service with Research assistantship funds.

The Diversity Task Force was initiated and charged to address recruitment, increase multicultural content in the curriculum, and to promote an atmosphere of commitment and respect.

RSENR Lecture Series: "Women Scientists in Natural Resources" Six prominent women, representing a variety of disciplines, presented seminars and met with students.

Forest Service Cooperative Education Program: USDA funding supported a minority graduate Student Trainee, providing paid professional employment which complements the student's natural resources research interests. (1992-1994)

Summer *Vermont Initiative for Summer Intensive Training (VISIT):* Ten week paid summer internship program for multicultural undergraduates interested in pursuing science careers; an in-depth research experience with faculty in Forest Biology, Wildlife, Water Quality and Fisheries. One student.

1991-1992

GRANTS

- Inner-City High School Outreach/USDA Forest Service Grant \$3,050
- Research Apprenticeship Program (RAP)/USDA CSREES \$3,500

- Scholarships to Governor's Institute on Natural Science and the Environment/Christodora Foundation \$3,000

Summer Faculty member attended *MINFORS*, the annual national symposium on minority participation in forestry and related sciences.

1990-1991

GRANTS

- Inner-City High School Outreach/USDA Forest Service Grant \$2,530
- High School Outreach Friendship Fund \$1,500
- Multicultural Student Research Assistantships/USDA Forest Service \$6,000
- Research Apprenticeship Program (RAP)/USDA CSREES \$3,000
- Scholarships to Governor's Institute on Natural Science and the Environment/Christodora Foundation \$2,800

Summer *Hughes Endeavor for Life Science Excellence (HELIX)*: Two-week summer enrichment program for teachers of high school biology/life science who work in schools with large minority populations. Stipend and graduate credit were provided. Recruited three teachers through the *Lecture Series* Contacts.

1989-1990

GRANTS

- Inner-City High School Outreach/USDA Forest Service Grant \$1,600
- Multicultural Student Research Assistantships/USDA Forest Service \$9,000
- Historically Black College and University Outreach/USDA Forest Service \$1,700
- Research Apprenticeship Program (RAP)/USDA CSREES \$2,500

THE RUBENSTEIN SCHOOL OF ENVIRONMENT AND NATURAL RESOURCES SPEAKER LIST FOR DIVERSITY ACTIVITIES 1994-2007

The following is a list of speakers invited to come to The Rubenstein School of Environment and Natural Resources at the University of Vermont to build our awareness of race and diversity issues.

1. Annie Allen, Executive Officer for Cultural Pluralism and Racial Equality (1996)
2. Lawrence Bembry, Service Center Director, Bureau of Land Management, Denver Federal Center, Denver, CO (8 September 1995)
3. Robert Bullard, Professor of Sociology and Director of the Environmental Justice Resource Center, Clark Atlanta University (1995)
4. Joseph Dorsey - Visiting Professor, Michigan State University (14 September 2000)
5. Margie Eugene-Richard, 2004 Recipient of the Goldman Environmental Prize (28 September 2004)
6. Rebecca Flewelling - Acting Director of the Office of Affirmative Action and Senior Advisor to the President, University of Vermont (16 September 2003)
7. Myron Floyd - Associate Professor, Texas A&M-Race and Recreation in the US (5 October 1999)
8. Pamela Gardner - Director, Career Services, UVM, "My Story: Being a Latina in the U.S." (10 September 1998, 28 September 1999, 21 September 2000, 3 October 2006, 2 October 2007)

9. Reginald "Flip" Hagood, Vice President for the Student Conservation Association (7 October 2003, 5 September 2002)
10. Donald Grinde, Professor of History & Director, ALANA Studies Program, UVM Native American Perspectives on Nature and the Environment (7 September 2000, 14 September 1999, 8 October 1998, 25 September 1997)
11. Wanda Heading-Grant, Executive Director for Affirmative Action and Equal Opportunity Affirmative Action (12 September 2002)
12. Hazel Johnson, Executive Director, People for Community Recovery, Chicago, IL (15 October 1996)
13. Leslie King, Associate Professor of Natural Resources and Environmental Studies, UVM Environmental Justice (18 September 1997)
14. Winona LaDuke, Environmental Program Director, Seventh Generation Fund Campaign Director, White Earth Land Recovery Project Solutions: Community Empowerment (17 November 1994, 26 September 06)
15. Charles Lee, Research Director, United Church of Christ Commission on Racial Justice, "A Personal Retrospective of an Emerging Environmental Movement" (1 October 1998)
16. Thomas Macias, Assistant Professor, Department of Sociology, University of Vermont (13 September 2005, 12 September 2006)
17. Robert Manning, Professor of Recreation Management, The Rubenstein School of Environment and Natural Resources (5 October 2004)
18. Gloria Manning, Associate Deputy Chief of Business Operations, USDA Forest Service (31 August 2000)
19. H. Larry McCrorey, Professor Emeritus of Molecular Physiology and Biophysics, UVM Race in Vermont and the US (30 September 2003, 4 October 2001, 28 September 2000, 21 September 1999, 17 September 1998, 11 September 1997, 15 September 1994)
20. Elaine McKinney, Civil Rights Manager, Northeastern Forest Experiment Station, USDA Forest Service, Radnor, PA "Race Issues in US Agencies" (9 October 1997)
21. Kenneth Mello, Assistant Professor, Department of Religion, UVM, "Native American Perspectives and the Environment" (9 October 2007)
22. Denise Meridith, State Director for the Arizona Office, Bureau of Land Management, U.S. Department of the Interior.(10 September 1996)
23. Vernice Miller, Director, Environmental Justice Initiative, Natural Resources Defense Council, New York, NY (8 October 1996)
24. Melody S. Mobley - Forest Health Specialist, USDA Forest Service "Why Natural Resource Professionals Need to be Concerned about Race and Culture Issues" (3 September 1998)
25. Paul Mohai, School of Natural Resources and Environment, University of Michigan Environmental Justice (13 October 1994)
26. Donald Murphy, Deputy Director, National Park Service (12 October 2004)
27. Jaime Pinkham, President, Inter-Tribal Timber Council, Department of Natural Resources, Nez Perce Tribe "Native American perspective on natural resources management" (16 November 1995, 1 December 1994)
28. Olga Pomar, South Jersey Legal Services, Inc. (27 September 2005)
29. Christine Pytel, USDA Forest Service, Washington, DC "Contributions of Multiple Perspectives" (10 November 1994)
30. Hector Saez, Professor of Environmental Studies, University of Vermont, "Natural Assets as Solutions to Environmental Injustices" (14 October 2003, 27 September 2001)
31. Debra Salazar, Professor of Political Science, Western Washington University, Bellingham, WA (9 September 1997)

32. Annette Smith, Vermonters for a Clean Environment, "Social Justice and the Environment" (25 September 2007)
33. Sherwood Smith, Assistant Professor, University of Vermont, "An African-American Safari to Africa" (13 September 2001). "Intercultural Communication"(3 October 2002, 9 September 2003, 5 September 2006, 11 September 2007)
34. Robert Stanton, former Director, US Department of the Interior, National Park Service (04 October 2005)
35. Gerald Stover, School of Advanced International Studies, Washington, DC, "Institutional Racism in Natural Resources" (2 November 1995, 27 October 1994)
36. Dorceta Taylor, Assistant Professor of Environmental Sociology, University of Michigan School of Natural Resources & Environment and Center for Afro-American and African Studies
"The Rise of Radical Grassroots Environmentalism: Emergence of a New Environmental Discourse"
(1 September 1994)
37. Mary Washington, Assistant Director, Baltimore Parks and the National Resources Leadership Institute (30 October 2007)
38. Greg Watson - Executive Director, Dudley Street Neighborhood Initiative, "African Americans in the Environmental Movement - Coming Home to the Dudley Street Neighborhood Initiative"
(7 September 1999)
39. Margaret Williams, Citizens Against Toxic Exposure, Pensacola, FL, "Citizens Against Toxic Exposure: A Case Study" (19 October 1995)