

College of Nursing & Health Sciences
Committee on Inclusive Excellence

END OF YEAR REPORT

AY: 18-19



The University of Vermont

GOALS OF THE CIE

The primary functions and responsibilities of the Committee on Inclusive Excellence (CIE) include promotion and integration of the tenets in Our Common Ground throughout the culture, operations, and functions of the CNHS. The Committee will create, advise and recommend priorities for strategic diversity engagement at all levels and in all areas of the CNHS, track emerging diversity issues at the CNHS as well as review, update, monitor, and endorse major documents and initiatives through a diversity lens (e.g., the strategic diversity plan). The CIE will meet with the CNHS Dean each semester to discuss strategic diversity engagement and make an annual presentation/report to the Dean and faculty about the CIE's progress on advancing strategic institutional diversity goals. Lastly, the CIE shall provide opportunities for members of the CNHS community to share their thoughts, concerns, and ideas regarding diversity and inclusion at the University of Vermont.



COMMITTEE MEMBERS

Vanessa D. Santos Eugenio, committee chair and academic advisor, Office of Student Services

Erica Caloiero, assistant dean for student affairs, College of Nursing and Health Sciences

Mary Alice Favro, clinical associate professor, Department of Communication Sciences and Disorders

Jamie Gay, medical laboratory specialist, Department of Medical Laboratory and Radiation Sciences

Dr. Brenda Hamel-Bissell, professor, Department of Nursing

Alan Maynard, clinical associate professor, Department of Rehabilitation and Movement Science, Chair for the President's Commission on Inclusive Excellence

Koela Ray, lecturer, Department of Medical Laboratory and Radiation Sciences

Dr. Jeremy Sibold, associate dean, College of Nursing and Health Sciences

Dr. Shelley Velleman, professor, Chair and Department of Communication Sciences and Disorders



Inclusive Excellence Professional Development Series

- **LGBTQIA+ Best Practices** with Taylor Small and Gustavo Mercado Muñiz, VT Pride Center (September 26)
- **The Impact of Our Words** with Dr. Maeve Eberhardt (October 8)
- **Interrupting Bias** (October 8)
 - Option A: Training with Dr. Sherwood Smith
 - Option B: Discussion with Dr. Pablo Bose (advanced experience)



2nd Annual Inclusive Excellence Professional Development Series (cont.)

- **Introduction to Universal Design for Learning (UDL)** with Dr. Holly Parker (October 18)
- **Health Disparities Research Round-Up** with Dr. Mercedes Avila (November 28)
- **Privilege & Accountability for Aspiring Allies Workshop** Series with facilitators from the Peace and Justice Center (January 7, 9, 14 & 16)
- **Between the World and Me Book Discussion** with Dr. Nancy Gauvin (January 11)



Inclusive Excellence Professional Development Series Feedback

Overall, positive feedback of the 14 workshops offered. Participants selected 4's and 5's on a rank ordered list from (low 0 to 5 high) regarding the workshops as being beneficial/useful.

Participants requested future programming be focused on learning more about race, ethnicity, people with disabilities, and transgender people, unintentional bias, white privilege, and recruitment and retention of faculty, staff, and students at UVM.

Participants want PowerPoints and presentation materials for reference and additional resources be sent via email/hard copy.

Participants indicated most interest in attending Brown Bag lunch sessions and half-day sessions over the option of full day sessions. Suggestion that Brown Bag Lunch sessions move to 1.5 hours rather than 1 hour.



Achievements & Progress

Comprehensive Document Review: Reviewed university, CNHS, and CNHS department policies and documents for inclusivity, diversity, and inter-professionalism

Achievements:

CNHS ARG & RPT documents now include additions pertaining to diversity and inclusions as one of the overarching expectations and responsibilities of faculty.

Pre-deployment review of new Advising Survey to ensure inclusion and positive climate-based assessment.

Recent Findings:

CNHS website and handbooks were reviewed for diversity and inclusion content. Committee has put forth language suggestions in handbooks for faculty, undergraduate and graduate students and student concern policies.

No CNHS policy for bullying or harassment

Pending:

Reviewing peer and aspirant anti-harassment policies. Drafting CNHS policy entitled: Positive Environment and Mistreatment Prevention Policy.



Achievements & Progress

- **American Disabilities Act (ADA) Physical Assessment** of Rowell and Pomeroy Buildings modifications to be completed by end of summer 2019:
 - Rowell: Elevator door speed modifications, adjust bathroom grab bars, door handle updates, add wayfaring signage throughout building, secure rugs with anti-slip pins, modify rail height for ramp grade on building entrances.
 - Pomeroy: Add handrails to building ramp at entrances, reposition towel dispensers in bathrooms, install wayfaring signage throughout building, adjust height of intercom in audiology lab, install accessible door handles
- Established partnership with University Design and Facilities, AAEO, Custodial Services, and Physical Plant to achieve compliance by May of 2020.



Achievements & Progress

Community Open Forum with Curriculum Planning Committee (4/4)

- Where do you see inclusion and diversity happening in your coursework, program, or curriculum?
- Is there any feedback or suggestions for changes and/or additions?
- What topics/areas/practices in inclusive excellence should be addressed in workshop/learning opportunities for faculty?
- What experiences/learning opportunities should be put together for students?

Feedback will be considered in future planning of course offerings in CNHS.



Achievements & Progress

Updates to the CIE website

- Posted updated Inclusive Excellence Plan (1 - 3 year) Initiatives
- Created feedback form for general feedback to the committee
- Added new disability related resource page as a result of the Black Board Jungle 12 Presentation on ADA
- Added campus partner and resources to Diversity landing page

<https://www.uvm.edu/cnhs/committee-inclusive-excellence>

Successful Launch for the Diversity & Equity Student Leadership Pilot Committee

Hired two undergraduate students to serve on this subcommittee to inform programming and policy with student voice. Students have given perspective on D1/D2 courses for the college and will launch affinity space tea/conversation gatherings in the fall of AY 19-20.



Recommendations & Projects for the New Academic Year

- Institute mandatory training for search committees to ensure equity best practices in hiring new staff and faculty (Human Resources: Affirmative Recruitment workshop).
- Hold student led tea/conversation hour quarterly per semester to encourage affinity community building.
- Request the CIE be considered part of the annual budget communications.
- Work with Chairs and Program Directors to modify written documents with suggested changes regarding inclusive excellence