

**DIVERSITY COMMITTEE
BOARD OF TRUSTEES
UNIVERSITY OF VERMONT AND STATE AGRICULTURAL COLLEGE**

A meeting of the Diversity Committee of the Board of Trustees of the University of Vermont and State Agricultural College was held on Monday, May 16, 2005 at 6 p.m. in Memorial Lounge, Waterman Building.

MEMBERS PRESENT: Chair Thomas Little, Vice Chair James Leddy, Christine Hertz, Richard Hube

REPRESENTATIVES PRESENT: None

ABSENT: Alumni Representative Janet Terp, Faculty Representative Austin Troy, Staff Representative Marilyn Eldred and Student Representative Katie Kasajarian

OTHER TRUSTEES PRESENT: Interim Chair Martha Heath, Carl Lisman, Incoming Committee members Ian Boyce * and Kami Patrizio

PERSONS ALSO PARTICIPATING: Daniel M. Fogel, President, John Bramley, Provost, Willi Coleman, Vice Provost for Multicultural Affairs, Lauck Parke, Vice President for Undergraduate Education and Annie Stevens, Assistant Vice President for Student and Campus Life

*By means of conference telephone.

Chair Little called the meeting to order at 6:05 p.m.

Approval of Minutes

A motion was made, seconded and voted to approve the minutes of the February 7 and March 14, 2005 meetings.

**Review of Considerations of Gender and/or Expression identity Issues/
Review and Action of Administration's Proposal to Revise Nondiscrimination Policies**

Chair Little invited comments from the President and the Provost who each thanked community members for their help in working through this issue. Chair Little also expressed his gratitude to those who have served to educate the committee over the last four months. He then explained that the Resolution before the committee intends to modify two policy statements: the Equal Opportunity Policy Statement and the Equal Employment Opportunity/Affirmative Action Policy Statement.

Chair Little read from his prepared remarks describing the timeline and process of consideration for bringing this Resolution to the Board. Initiated by the President's Commission on Lesbian, Gay, Bisexual and Transgender Equity, the consequences of the inclusion of gender identity or

expression into the University's Policies have been thoroughly reviewed by the University's administrative leadership, and they are prepared to respond to them vigorously and thoughtfully. Chair Little also spoke to the rationale for inclusion of gender identity or expression into these policies, and the benefits will be both protective and educational. The University of Vermont is not breaking new ground on this issue; many colleges and universities across the country (including Middlebury College) have taken this step.

Chair Little presented the following resolutions to the committee for approval:

Resolution Amending the University's Equal Opportunity Policy Statements

WHEREAS, on February 3, 2005, the administration upon direction of the President announced its intent to interpret the University's Equal Opportunity Policy Statements ("Policies") to prohibit discrimination on the basis of gender identity or expression, effective March 1, 2005; and

WHEREAS, following such announcement, the Committee on Diversity took under advisement formal amendment of the Policies by the Board of Trustees; and

WHEREAS, these meetings involved active Committee and University community discussion, education and debate on the value and importance of relocating 'gender identity or expression' from the current annotation into the text of the Policies;

NOW, THEREFORE, BE IT RESOLVED, that the Committee recommends Board approval of amendment of the Policies to prohibit discrimination on the basis of gender identity or expression in employment and educational programs and activities, as follows and as set forth in Attachments A and B to this Resolution:

1. That the Board of Trustees adopts and affirms the inclusion of 'gender identity or expression' into the text of the University of Vermont (i) Equal Employment Opportunity/Affirmative Action Policy Statement and (ii) Equal Opportunity in Educational Programs and Activities Policy Statement.
2. That the University of Vermont Equal Employment Opportunity/Affirmative Action Policy Statement, be hereby amended to read as follows:

The University of Vermont and State Agricultural College is committed to a policy of equal employment opportunity and to a program of affirmative action in order to fulfill that policy. The University will accordingly recruit and hire into all positions the most qualified persons in light of job related requirements, and applicants and employees shall be treated in employment matters without regard to unlawful criteria including race, color, religion, ancestry, national origin, sex, sexual orientation, disability, age, positive HIV-related blood test results, status as a disabled or Vietnam Era Veteran, or gender identity or expression, as these terms are defined under applicable law, or any other factor or characteristic protected by

law.

In addition, the University of Vermont recognizes that discriminatory harassment and sexual harassment are forms of unlawful discrimination, and it is, therefore, the policy of the University that discriminatory harassment and sexual harassment will not be tolerated.

3. That the University of Vermont Equal Opportunity in Educational Programs and Activities Policy Statement be hereby amended to read as follows:

The University of Vermont and State Agricultural College is committed to a policy of equal educational opportunity. The University therefore prohibits discrimination on the basis of unlawful criteria such as race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, or gender identity or expression, as those terms are defined under applicable law, in admitting students to its programs and facilities and in administering its admissions policies, educational policies, scholarship and loan programs, athletic programs, and other institutionally administered programs or activities made available to students at the University.

The University also prohibits harassment, as defined in the Vermont Statutes at Title 16, section 11(a)(26). Unlawful harassment is a form of discrimination and is therefore prohibited.

Chair Little entertained a motion to approve the resolution as presented. The motion seconded and it was voted to approve the resolution (4-0). The resolution will be brought to the full Board as part of the summary report and the Board will be asked to act favorably.

Reports from Presidential Commissions: PCSW, Racial Diversity, LGBTQA Equity, Diversity and Inclusion

A written report from the President's Commissions was provided to Board members and representatives in advance of the meeting.

Enrollment Management Update

Lauck Parke, Vice President for Undergraduate Education, updated the committee on the current enrollment outlook. The effort put forth by the entire University community has resulted in a record 13,000 applications this year. At this time, the number of paid deposits is estimated to enroll near 2,300 students, which is 300 more than last year and well above the strategic target set at 2,070. Of this number, 178 are ALANA students, which is roughly a 12% increase over last year and the highest number UVM has ever enrolled as first time first year students.

Other Business

Chair Little reviewed the Committee's work plan, indicating that a summer meeting is a very difficult thing to schedule. He has had an opportunity to attend a training on racism and would

encourage all Committee members to take advantage of any training or educational session on an aspect of diversity and inclusion. He will continue to consider ways for the committee to do this. Willi Coleman, Vice Provost for Multicultural Affairs, expressed her hope that all members of the senior administration and the Board of Trustees would be encouraged to attend a workshop on racism.

A question was raised regarding the timing of the results of the Campus Climate Survey and Provost Bramley said he thought that the results would be available for the August meeting.

Willi Coleman will present the annual report from her office at the August or November meeting.

Adjournment

There being no further business, the meeting was adjourned at 7:05 p.m.

Respectfully submitted,

Thomas Little, Chair