

OUR COMMON GROUND

The University of Vermont is an educationally purposeful community seeking to prepare students to live in a diverse and changing world. We who work, live, study, teach, do research, conduct business, or participate in the University of Vermont are members of this community. As members, we believe in the transforming power of education and agree to help create and foster an environment where we can discover and reach our true potential.

We aspire to be a community that values:

RESPECT

We respect each other. We listen to each other, encourage each other, and care about each other. We are strengthened by our diverse perspectives.

INTEGRITY

We value fairness, straightforward conduct, adherence to the facts, and sincerity. We acknowledge when things have not turned out the way we had hoped. As stewards of the University of Vermont, we are honest and ethical in all responsibilities entrusted to us.

INNOVATION

We want to be at the forefront of change and believe that the best way to lead is to learn from our successes and mistakes and continue to grow. We are forward-looking and break new ground in addressing important community and societal needs.

OPENNESS

We encourage the open exchange of information and ideas from all quarters of the community. We believe that through collaboration and participation, each of us has an important role in determining the direction and well-being of our community.

JUSTICE

As a just community, we unite against all forms of injustice, including, but not limited to, racism. We reject bigotry, oppression, degradation, and harassment, and we challenge injustice toward any member of our community.

RESPONSIBILITY

We are personally and collectively responsible for our words and deeds. We stand together to uphold our common ground.

*“Education is
not preparation
for life.*

*Education is
life itself.”*

John Dewey
Educator/
Philosopher, UVM
Class of 1879



The
UNIVERSITY
of **VERMONT**

STUDENT AFFAIRS
DIVISION OF
STUDENT & CAMPUS LIFE



Diversity & Social Justice
VALUES • COMMITMENT • VISION

**Academic Support Programs • Career Services • Center for Health & Wellbeing
Center for Student Ethics & Standards • Dining Services • Residential Life
Student Life • Student & Community Relations • Dean of Students Office**

For more information, please contact:
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STUDENT AFFAIRS

VALUES

As members of the Student Affairs community in the Division of Student and Campus Life at the University of Vermont (UVM), we celebrate and promote safe and healthy community life for people of all races, religions, national origins, socio-economic classes, gender identities and expressions, sexual orientations, physical and learning abilities, and ages by modeling behavior and articulating expectations that we live and work together in one community, bound together by our commitment to learning and our respect for one another.

The Student Affairs units at UVM remain committed to advancing our diversity efforts within the larger University and especially within the corresponding departments that strongly influence campus programs and student experiences. We have a deep understanding of and commitment to the fact that to be an outstanding division and an excellent University we must be multiculturally competent in all aspects of our work. It is critical that we communicate our values and expectations clearly.

VISION

As members of a higher education institution that values life-long learning, all staff within our Student Affairs departments are hired, trained, and supported in their work to achieve the following expectations.

WE WILL:

1. Adhere to affirmative hiring practices
2. Model an inclusive multicultural work environment
3. Increase our individual multicultural awareness, knowledge, and skills
4. Strive to be a multiculturally competent organization with socially just systems and structures

COMMITMENT & ACCOUNTABILITY

We share our values, expectations, and progress as an acknowledgement of our commitment. We are fully aware that as we progress, we will make mistakes and experience conflict. We do not wish to remain comfortable, for comfort will not move us forward. We intend to make progress.

The following highlights are examples of efforts within our division to create a multiculturally inclusive organization. To help frame our efforts, we adapted the work of Pope, Reynolds, and Mueller in [Multicultural Competence in Student Affairs](#) (2004).



Highlights of Our Work: Creating a Multiculturally Inclusive, Competent, and Affirming Organization

REVIEW OF POLICY, PROCEDURES, & PRACTICES

- Our departments conduct at least a bi-annual review of policies and procedures through the lens of inclusion and multiculturalism.
- We have developed a campus bias protocol in collaboration with UVM's Affirmative Action Office and Police Services.
- Many of our staff members serve as commissioners on one of five Presidential Commissions that review and make recommendations to improve the campus climate.

MULTICULTURAL COMPETENCY EXPECTATIONS & TRAININGS

- Our Division offers several full-day diversity trainings each year for staff to increase their multicultural awareness, knowledge, skills, and competence.
- Many of our staff serve as trainers or facilitators of diversity sessions both internal and external to UVM.



SCHOLARLY & COMMUNITY ACTIVITIES

- Many of our staff have written or presented on the topics of diversity, multiculturalism, and social justice both locally and nationally through the: American College Personnel Association, National Association of Student Personnel Administrators, National Conference on Race and Ethnicity in Higher Education, Translating Identity Conference, Jossey-Bass Publications, and many other venues.

ENVIRONMENT

- We have incorporated gender-neutral bathrooms into the Davis Campus Center and across campus.
- We are proponents of Universal Design when remodeling or building new facilities.
- The Davis Campus Center embodies a mission of social justice.
- Our residence halls provide living environments that encourage respect and promote learning about differences and social justice.

LEADERSHIP & ADVOCACY FOR MULTICULTURALISM

- Our division was honored nationally with the Commitment to Social Justice Education Award by the American College Personnel Association (ACPA, 2007).

RECRUITMENT & RETENTION OF DIVERSE STAFF

- Our recruitment efforts have yielded increases in the racial diversity of our staff. Over the past 4 years we have hired, on average:
 - 20% staff of color
 - 43% graduate student staff of color
- Our ALLY-ances mentoring program supports the professional development of staff especially from historically marginalized communities.
- We demonstrate a commitment to diversity and multicultural competence by including these as core job requirements in position descriptions.

ASSESSMENT

- We instituted the Multicultural Competencies Evaluation Team (MCET) to conduct biannual multicultural competency evaluations of all student affairs departments throughout the Division of Student and Campus Life.

PROGRAMS & SERVICES

- We support and participate in the Next Step weekend retreat to guide students in their social justice journey.
- We sponsor the National Undergraduate Fellowship (NUF) Program at UVM, by providing mentoring and summer internships for underrepresented undergraduate students through NASPA.

STRUCTURES & SYSTEMS

We infuse our multicultural values into our systems by:

- Incorporating multicultural competence into staff performance appraisals
- Networking for affirmative hiring
- Partnering with staff across the university to create an inclusive climate
- Designing decision-making processes and meetings to be intentionally inclusive
- Holding ourselves and our leaders accountable
- Incorporating multiple staff groupings (e.g., front line administrative support, direct program delivery, and administrative leadership) into multicultural training, assessment and divisional goal setting processes.