Supporting Diversity, Engagement & Professional Development
High Impact Educational Practices:

Practices that are correlated with positive educational results for students from widely varying backgrounds.*

- Knowledge of Human Cultures and the Physical and Natural World
- Intellectual and Practical Skills
- Personal and Social Responsibility
- Integrative and Applied Learning

Kuh (2008).

*Based on data from the National Survey of Student Engagement*
The Mission of the Office of Affirmative Action and Equal Opportunity (AAEO) is to ensure compliance with state and federal laws and university policies related to discrimination through:

- The effective development of, and compliance with, an **affirmative action plan** for recruitment, hiring, and retention of employees;

- Thorough and impartial **investigation** of all discrimination-related complaints; and

- Campus-wide **education and outreach** about laws, policies, and goals related to AAEO and diversity.

**Vision:**
To ensure that every member and prospective member of the campus community receives fair and equal treatment and opportunity, and experiences an inclusive environment.
What we do at AAEO:

Promote and enforce effective university policies related to affirmative action, equal opportunity, and diversity.

- Develop and oversee the implementation of the University's affirmative action plan as an effective recruiting and compliance tool.
- Conduct thorough and impartial investigations of complaints of discrimination and harassment.
- Provide institutional leadership for the design and implementation of campus-wide programs in support of diversity and equal opportunity.

AAEO is located at 428 Waterman – you are welcome to visit with questions!
Discrimination and Harassment-related issues you may encounter as a member of the UVM Faculty:

• All faculty are considered “Responsible Employees” under UVM policies prohibiting discrimination and harassment. If a faculty member becomes aware of conduct that would violate UVM policies on discrimination, harassment, or sexual misconduct, the faculty member must report to AAEO so we can provide support information and reporting options to the person making the disclosure.

• Reports of sexual misconduct or sexual harassment involving UVM community members should be emailed to TitleIX@uvm.edu and the faculty should also fill out a Campus Security Authority Form if the conduct reported is of a criminal nature, available online at http://www.uvm.edu/police/csa. UVM offers a confidential Victim’s Advocate, Judy Rickstad and counseling services through CAPS.

• AAEO sometimes implements “interim measures” when an allegation of a policy violation is raised but before an investigation is complete. This could entail class changes, changes in living space, and changes in supervision.

• If you experience a bias-related incident, discrimination, or harassment, you will have support resources and reporting options available – contact AAEO with any questions.
Remember:

- UVM policies prohibit discrimination and harassment on the basis of protected categories including race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, and gender identity or expression. UVM has created a bias-response program for addressing biased conduct that does not rise to the level of discrimination or harassment.

- Responsible employees must report discrimination or harassment to AAEO by completing an online discrimination, harassment, and bias incident report at www.uvm.edu/aaeo

- Sexual misconduct reports should be emailed to TitleIX@uvm.edu

- Although we require Responsible Employees to share information disclosed to them, it is very rare for AAEO pursue an investigation against a Complainant’s wishes.

- You can support students in disclosing and reporting discrimination and harassment (including sexual misconduct) without being an expert.

- AAEO is available for consultation. Contact us at 656-3368 or visit www.uvm.edu/aaeo for more information and details on policies and reporting.

Thank You!
The Center’s mission is to equip faculty, staff and students with the cultural and social justice competencies necessary to function at their best in their intellectual, leadership and pedagogical practices, so that the University can provide the highest quality of education.

The University of Vermont holds that diversity and academic excellence are inseparable. An excellent university, particularly one that is a public land grant, needs to actively seek to provide access to all students who can excel at the institution, without respect to their backgrounds and circumstances.
Center for Cultural Pluralism (CCP)

What We Do

- Offer professional development programs: MLK Events, Blackboard Jungle, other speakers and workshops
- Support the distribution of information on social justice and cultural events
- Loan library and video materials to UVM faculty and staff
- Provide consultation or coaching services for curriculum transformation and infusion as well as professional development planning
- Offer small grants to develop programs or curriculum focused on cultural pluralism and social justice
- Provide physical space for meetings, workshops and retreats through Virtual EMS
Diversity, Engagement & Professional Development Unit

Center for Cultural Pluralism (CCP)

Our Staff

Sherwood Smith, Ed.D.
He/Him
Sr. Executive Director for DEPD

Marie Waterworth
She/Her
Program & Event Coordinator

Masha Shelukha
She/Her
Administrative Assistant
Contact Us!

Allen House, 461 Main Street
Burlington, VT 05405

Main Phone: 802-656-8833

E-mail: ccp@uvm.edu

Website: www.uvm.edu/~ccpuvm
Mission

The Interfaith Center (IC) equips and empowers students, staff, faculty and the institution as a whole to engage more comfortably and competently with issues of spirituality and religion.
We all have a need to make meaning of our life and relationships to the world beyond us. Each of us does this differently, perhaps through a religious tradition, philosophy, spiritual practice or other means.
Vision

Our vision is to collaboratively create a university environment in which individuals can bring their full selves to their life and work, including their spiritual and religious identities and understandings.
What We Do

Create Space

Programming

Training & Development
Interfaith Center (IC)

Connect with Us

- Located on Redstone Campus (next to the Catholic Center)
- interfaith@uvm.edu
- 656.4703
- Follow us on Facebook or Instagram at “UVM Interfaith Center”

- Join the “Interfaith” listserv for a weekly email listing spiritual and religious opportunities happening on and off-campus. Either email us to sign up or register yourself on the web at list.uvm.edu
Serving faculty, staff, students, and alums with activities, education, community, resources, and advocacy since 1999.

Contact us to learn more about the needs and interests of LGBTQA people at UVM.
LGBTQ Faculty & Staff Directory

If you'd like to be added to the directory, please fill out this form.

Pam E. Alexander (she/her)
Info Tech Assistant & Programmer
Center for Health & Wellbeing
UHC - St. Joseph’s, Room 2224
Email: Pam.Alexander@uvm.edu

Ellen Ann Andersen (she/her)
Associate Professor
Department of Political Science / Gender, Sexuality & Women’s Studies
Old Mill 522
Email: Ellen.Andersen@uvm.edu

Andrea Aquino
Administrative Assistant
Department of Music and Dance
College of Arts and Sciences, Southwick 200C
Email: saquino@uvm.edu

Ann Barlow (she/her)
Sr. Student Services Professional
Living & Learning Center Residential Learning Community
205 I/L Commons
Email: Ann.Barlow@uvm.edu

JB Barna (she/her)
Field Education Coordinator & Lecturer
Department of Social Work
Waterman 443
Email: jbarna@uvm.edu

Subscribe
go.uvm.edu/rainbows
In the News

**QueerView: UVM’s Gender Neutral Pronoun**

At the U. of Vermont, Keith Williams, the registrar, helped develop a student information system that can track transgender students’ preferred names.

**The Chronicle of Higher Education**

**Students**

June 27, 2010

New Policies Accommodate Transgender Students

By Alexandra Tilsley

Amanda Stevens came out to her classmates before she knew any of their names. And it wasn’t intentional.

At her orientation at the State University of New York at Albany, incoming students were told to divide by gender. Ms. Stevens, a transgender woman who identifies as female but is physically male, chose to go with the females. But in the middle of the session, one of the presenters turned to her and asked if she had made a mistake.

**Advocate.com**

**The Top 10 Trans-Friendly Colleges and Universities**

By Genny Beemyn and Shane Windmeyer

Originally published on Advocate.com August 15, 2012 5:00 AM ET

**A University Recognizes a Third Gender: Neutral**

By JUDIT POLY FEB 3, 2012

Rodos Ginzlman looked like any other undergraduate at the University of Vermont: but perhaps a little prettier, with pale freckles dancing across porcelain skin and bright blue eyes containing a twinkle smile. Black boxy jeans pulled out from a faded black tank top emblazoned with the sign of the intake headboard; a silver necklace with an anchor dangling over simple earrings.

Ginzlman, a six-year-old senior majoring in gender studies, was chatting cheerfully from aListen, logs...
Welcome Back ‘Family’ BBQ – September 9, 2017, 1-3pm

Home for the Holidays – December

Rainbow Awards and Graduation – Apr/May
Welcome to...

MCSC
THE MOSAIC CENTER
FOR STUDENTS OF COLOR
Mission

The Mosaic center for Students of Color (MCSC) fully support the holistic development of Asian, Latinx, African, Native American, Bi/multiracial and New American students so they can attain their goals for wellness, academic achievement, personal growth, identity formation, and cultural development.

Vision

The MCSC Vision is to create a diverse and rich community of empowered, engaged, and enthusiastic students of color at UVM who:

- Are proud people of color who actively seek and create opportunities for self-development and personal understanding
- Believe in the power of community and participate responsibly in serving each others needs
  - Work to develop their full academic and leadership potential
- Are committed to social justice and serve as allies to causes not directly their own
- Share their multiple talents with the greater UVM, Burlington, and Vermont community
What We Do

- Support Services & Programming
- Student mentoring, advising, and networking to campus resources
- Leadership education and coaching
- Support for student ethnic identity organizations
  - Alianza Latina
  - Black Student Union
  - Asian American Student Union
- Racial identity development programming
- Racial and other social justice programs
Weekly
- Friday Breakfast
- Let’s Talk

Monthly
- Sisterhood Circle
- The Brotherhood
- Queer People of Color (QPOC)
- Tea time

Annual
- SESP
- Welcome Back Family Reunion
- Fall course—POC Counter-storytelling in EDU
- Women of Color Leadership Retreat
- Racial Aikido
- Spring Awards Banquet
- Graduation Brunch

Continuous
- Peer Mentoring Program
- Soul Spa

Periodic
- Book groups
- Study Breaks
- Partnership with academic units/departments
- Women of Color Staff & Faculty Brunch
MCSC Team

Beverly Colston  
Director

Sarah M. Childs  
Assistant Director

Rezwana Zafar  
Coordinator for Assessment & Retention

Jaydeen Santos  
Student Services Advisor

Tatiana Martinez  
Program Support Specialist

Vacant  
Coordinator for Programs & Student Leadership Development

The University of Vermont
Come by and say hi!

MCSC
Living and Learning Ste. E-140
633 Main St.
Burlington, VT 05405

(P) 802-656-3819
(F) 802-656-8511
Email: mcsc@uvm.edu
Website: www.uvm.edu/mcsc
Professional Development and Training strives to foster a culture of lifelong and continuous learning.

Our programs and services are designed to improve employee success and job effectiveness.

We strive to develop UVM employees, staff and faculty, at all stages of their careers.

University of Vermont
Allen House, 461 Main Street
Burlington, VT 05405

802-656-5800
www.uvm.edu/develop
ProfessionalDevelopment@uvm.edu
Professional Development and Training

Joel Shapiro
Director

Oleh Kaarmik
Talent Development Specialist

Paul Goldberg
Administrative Assistant
Diversity, Engagement & Professional Development Unit

Sampling of Workshops

**Software Proficiency**
- Excel, PowerPoint and more...
- Student Employment Jobs Board

**Supervision, Management & Leadership**
- New Manager’s Success
- Effective Performance Reviews

**Personal Effectiveness**
- Time Management
- MBTI 101
- Managing Stress Building Resiliency
- Criticism Can Be Empowering

**Diversity, Equity & Inclusion**
- Introduction to Culture
- Including Trans-Inclusive Spaces in Higher Education
- Spirituality & Religion on Campus
- Exploring Gender Identity

**Communication & Customer Service**
- Building Conflict Resolution Skills

**Policy, Procedure, Reporting & Legal Issues**
- Financial Reporting
- Intro to Sponsored Projects Administration
Professional Development & Training

Additional Learning Opportunities

Certificate Programs
- Excel 2016 Certificate
- Office Suite 2016 - UVM Essentials
- Office Support Certificate
- Supervisory Learning Series
- Supervising Today’s Student Employees

EDU@UVM Conference
- 3-day staff development event
- Keynote presentation
- 2016: 361 staff members attended 672 classes

Orientation: UVM Culture & Community
- Diversity and inclusion at UVM
- Compliance and ethics
- Internet and data security
- Professional development opportunities
- Fire and personal safety
- and more...
Resources for Supervisors

Training Programs
• Supervisory Learning Certificate Series
• 15+ courses tailored to supervisors

Training & Consultation for Departments
• Customized Training Programs
• Learning Needs Assessments
• Diversity Consultation
• Retreat and Group Facilitation
• and more...

Track Professional Development
• Training Reports by Department
• Employee Training Summaries
Our Mission

The Women’s Center supports all facets of women's lives – the social, professional, spiritual, physical, intellectual & emotional. We empower women and their allies to become active leaders and global citizens in their communities. The Center advocates, educates and provides direct service and resources in support of gender equity and safety.
34 S. Williams Street

- Drop-in Student Center
- Student Jobs
- Internship Opportunities
  - Graduate
  - Undergraduate
What We Do

- Advocacy
- Trainings
  - Sexual Misconduct Policy
  - Supporting Victims of Violence
- Workshops & Programs
  - Gender Based Oppression
  - Intersectionality
    - Reproductive Justice
    - Feminism & Religion
- Leadership Development
Our Programs

- Welcome Back BBQ
- Women@Noon
- Women of Color Leadership Retreat
- Domestic Violence Awareness Month
- Women’s HerStory Month
- The Women’s Awards Banquet
- Sexual Violence Awareness Month
- Dismantling Rape Culture Conference
Campus Victim’s Advocate

- Free and private support in person or by phone
- Sees victims following an incident (i.e. one day to several years)
- Standardized level of care
  - Ensures victim receives:
    - Medical attention (as needed)
    - Referral to Counseling & Psychiatry Services
    - Information about reporting options
    - Referrals to off-campus agencies
- Addresses concerns, such as housing relocation, academic relief, Relief from Abuse Orders, etc.
- Assists victim in naming the problem
- Helps to facilitate victim’s decision-making
- Informs victim of rights
- Accompaniment during medical, criminal and/or investigative proceedings
- Point of contact for campus/community referrals
Our Staff

Melissa Murray
She/Her
Director

Maria Teixeira
She/Her or They/Them
Coordinator for Programming & Leadership Development

Enmy Soler
She/Her
Office Manager

Judy Rickstad
She/Her
Campus Victim’s Advocate

Sarah Mell
She/Her or They/Them
Education & Outreach Coordinator
Round Table Discussions

- Each member of the panel will be going to a table for a small group discussion.
Great Moments in "Take Back Vermont" History

400 A.D.
Where'd these clowns with the bows and arrows come from?

1700 A.D.
Frankly, I'm sick of these flatlanders telling us what to do.

1776 A.D.
The only good colonist is a dead colonist.

2000 A.D.
Look, Henry! That man wants to remind us to bring home some maple syrup!

Take Back Vermont!
-King George III

Newcomb 2000
Blackboard Jungle 11 Symposium
March 22-23, 2018

SAVE THE DATES

Dr. Martin Luther King, Jr. Celebration
Education & Learning Events
January 16-26, 2018

The University of Vermont
OTHER DEPARTMENTS WITHIN THE
DIVERSITY, ENGAGEMENT AND
PROFESSIONAL DEVELOPMENT UNIT

Interfaith Center, 400 South Prospect Street
(802) 656-4703 | fb.com/UVMIinterfaithCenter/
The Interfaith Center equips & empowers students, staff, faculty & the institution as whole to engage more comfortably & competently with issues of spirituality & religion.

LGBTQA Services, 207 Allen House
(802) 656-1762 | www.uvm.edu/lgbtqa
Helping meet the many educational, developmental, social, and safety needs of faculty, staff, and students who identify as lesbian, gay, bisexual, transgender, and questioning.

Mosaic Center for Students of Color,
Leaving & Learning, E 140
(802) 656-3819 | www.uvm.edu/mcsc
Striving to ensure that African, Latino/a, Asian, and Native American students succeed at the University and achieve their full potential. Promoting academic achievement, student growth, and identity development.

Office of Professional Development &
Training, 461 Main Street
(802) 656-5800 | www.uvm.edu/develop
Offering a full range of learning opportunities for staff in order to improve employee success and job effectiveness.

Women's Center, 34 S. Williams Street
(802) 656-7892 | www.uvm.edu/women
A place to build community, make new friends, access all kinds of resources and services, and learn more about the work that we do in service of building an inclusive and safe campus.

ALLEN HOUSE HISTORY

The Allen House was built in 1838. The house had three private owners for nearly one hundred years until the Allen family sold the house to UVM in 1936. The house was used as both a women's & men's dorm and as the Luse Center for Communication Sciences. In 1997, it was designated as the Center for Cultural Pluralism.

ACADEMIC PROGRAMS ASSOCIATED
WITH THE CENTER FOR CULTURAL
PLURALISM

Critical Race & Ethnic Studies
A504 Old Mill Annex | (802) 656-2263
An academic program analyzing the way race and ethnicity are constructed and articulated.

Gender, Sexuality & Women Studies
228 Old Mill | (802) 656-4282
An academic program studying sex, gender, gender identity and other forms of difference.

Global Studies
510 Williams | (802) 656-2988
An interdisciplinary academic program focused on globalization: the social, political, economic, natural, and cultural relationships that extend beyond the boundaries of nation-state.

OTHER PROGRAMS ASSOCIATED WITH
THE CENTER FOR CULTURAL
PLURALISM

Global Gateway Program
Ste 6 Marsh Hall | (802) 656-3814
Helping international students adjust to the US University system and thrive at UVM.

Office of International Educational
B161 Living/Learning | (802) 656-4296
Advocating for international education and cross-cultural awareness. Serving UVM students overseas, international students here, and faculty developing exchange programs.

Office of Affirmative Action &
Equal Opportunity.
428 Waterman | (802) 656-3368
Ensuring that every member and prospective member of the campus community receives fair and equal treatment and opportunity, and experiences an inclusive environment.

UNIVERSITY OF VERMONT

Center for
Cultural Pluralism

Allen House
461 Main Street, Burlington, VT 05405
(802) 656-8833 | www.uvm.edu/ccpuvm

Open year-round from 8:00 a.m. to 4:30 p.m.
Monday through Friday.

The Center is open to all members of the
UVM and Burlington communities & visitors
are always welcome.
All first floor facilities are accessible.

"Diversity and academic
excellence are inseparable."
~UVM Board of Trustees, 2009
The Center for Cultural Pluralism (CCP) is one of five departments within the Diversity, Engagement & Professional Development Unit, a part of the office of the Vice President for Human Resources, Diversity and Multicultural Affairs (HRDMA) at the University of Vermont.

CCP’s mission is to equip faculty, staff and students with the cultural and social justice competencies necessary to function at their best in their intellectual, leadership and pedagogical practices, so that the University can provide the highest quality of education.

The vision of the Center is a University community engaged in practices that address issues of cultural and social justice, with particular focus on those acts that promote critical analysis and reflection in the teaching and learning environments.

We provide resources and assistance to develop skills in the just and equitable instruction of all learners. Including:

- consultation or coaching services for curriculum transformation
- general professional development workshops
- specific trainings for faculty and staff
- small grants to develop programs or curriculum focused on cultural pluralism / social justice themes
- physical space for meetings, workshops and retreats
- distribution of information on social justice and cultural events
- lending library for class use on short-term basis to UVM faculty and staff

Community Spaces at the Center
Reserve space thru EMS:
https://emsweb.uvm.edu/virtualems

Leon Lawrence Community Lounge
A comfortable space for conversation, receptions and meetings. This 17.5 ft x 16.5 ft space has seating for 5 and can accommodate 16 people with extra chairs. (Rm 102)

The French Family Classroom
A seminar room for classes & meetings. This 19.5 ft x 16 ft space seats 22 people at 8 tables with a flatscreen TV, LCD projector, VCR/DVD player and computer jacks. (Rm 204)

Conference Room
A meeting place; this 19 ft x 23 ft room seats 15 at 4 tables with a blackboard, flatscreen TV, VCR/DVD, telephone & computer jacks. (Rm 204)

Multipurpose / Meditation Rooms
Booked together these rooms offer a peaceful place for individuals or groups to mediate, pray or reflect &/or group meetings. (Rm 303-304)

Kitchen
The Center offers the use of a small kitchen for Allen House and campus purposes. Call for details.

Multicultural Art Gallery
Displaying rotating exhibits addressing cultural diversity or social justice, in collaboration with the Fleming Museum & the Lawrence McCrory Gallery.

Multicultural Resource Library
The Library holds print and video resources on cultural & social justice topics. Materials are available to UVM community members for educational purposes.

Other Offices in Allen House:

LGBTQA Services
207 Allen House | (802) 656-1762

Professional Development & Training
300 Allen House | (802) 656-5800

CCP Staff

Senior Executive Director for Diversity, Engagement & Profession Development
Reports to the VP for HRDMA. Responsible for professional development on cultural awareness & curricular transformation, teaching/training, and initiation of cultural & social justice events.
Room 203 | (802) 656-8833

Administrative Assistant
Welcomes guests, handles communications, administrative support to the director, manages events, hires & supervises student employees staff, maintains website & events calendar, provides travel support.
Room 200C | (802) 656-9511

Program & Events Coordinator
Coordinates Martin Luther King Celebration, Education and Learning Events, Blackboard Jungle Symposium, Abenaki Outreach Program, Staff Appreciation, and other events.
Room 200B | (802) 656-9727