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).
AAC&U. (follow-up to LEAP report).

*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:

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.
Discrimination and Harassment-related issues you may encounter as a member of the UVM Faculty:

- Reports of biased conduct, including discrimination and harassment, by UVM faculty or staff. UVM Community members (students, staff, faculty and other employees) can complete a bias report form to report a bias-related incident. Refusal to allow a reasonable accommodation is a form of discrimination.

- Reports of sexual misconduct or sexual harassment involving UVM community members: Report via email to TitleIX@uvm.edu and fill out Campus Security Authority Form. 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, please contact AAEO immediately and/or report the incident as indicated above.
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 community members can report discrimination or harassment directly to AAEO, or file an online bias report available at www.uvm.edu/aaeo

• You are most likely not a “responsible employee,” and you must share any report of sexual misconduct or sexual harassment to: TitleIX@uvm.edu

• 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 or visit www.uvm.edu/aaeo for more information and details on policies and reporting.

Thank You!
The ASC is moving fall 2016! Our new home will be in L/L–E building. Stay tuned for further details.
Mission

The ALANA Student Center (ASC) fully supports the holistic development of ALANA (African, Latino(a), Asian, and Native American) and Bi/Multiracial students so that as confident students of color they attain their goals for academic achievement, personal growth, identity formation, and cultural development.

Vision

The ALANA Student Center’s (ASC) Vision is to create a diverse and rich community of empowered, engaged, and enthusiastic ALANA and Bi/Multiracial students 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 other’s 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
Programming

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

Let’s Talk

Friday, 11/6
11am-12:30pm
ALANA Student Center (study lounge)
*FREE for all students*
Drop-ins welcome

Keith E. Smith
CAPS Counselor

The University of Vermont
The ALANA Student Center presents:
EDHI 096: Counter-storytelling in EDU
CRN 96177

6 WEEKS 9/6-10/11 TUESDAYS, 2:30-5:00 1 CREDIT HOUR

In the course and curriculum, you can expect:
- An introduction to counter-storytelling: a method of telling the stories of those people whose experiences are not often told (i.e., those on the margins of society) as a tool for exposing, analyzing, and challenging the majoritarian stories of racial privilege
- To learn about culturally relevant literature from authors and scholars of color
- An affirming learning environment where your assets and history is acknowledged
- An outlet to explore personal identities, both marginalized and dominant
- Be exposed to the unique challenges students of color face while navigating through college
- Opportunities for meaning-making and identity development through the lens of race and ethnicity

*For course permission, contact Sarah Childs at schilds@uvm.edu*
ASC Team

Beverly Colston
Director

Sarah M. Childs
Assistant Director

Jaydeean Santos
Student Services Advisor

Lam Phan
Coordinator for
Programs & Student
Leadership Development

Rezwana Zafar
Coordinator for
Assessment & Retention

Tatiana Martinez
Program Support Specialist

The University of Vermont
Come by and say hi.

Blundell House

Redstone Campus

342 South Prospect St.

Burlington, VT 05405

(P) 802-656-3819

(F) 802-656-8511

Email: asc@uvm.edu

Website: www.uvm.edu~asc
Center for Cultural Pluralism (CCP)

Our Mission

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.
What We Do

- Offer professional development programs: MLK Events, Blackboard Jungle, Intercultural Classroom, 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.  
Sr. Executive Director for DEPD

Rev. Laura C. Engelken  
Interfaith Coordinator

Marie Waterworth  
Program & Event Coordinator

Masha Shelukha  
Administrative Assistant

Oleh Kaarmik  
Professional Coordinator & Trainer

The University of Vermont
Center for Cultural Pluralism (CCP)

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
Serving faculty, staff, students, with activities, community, and advocacy.

Contact us to learn more about the needs and interests of LGBTQA+ people.
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
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: aaquino@uvm.edu

Ann Barlow (she/her)
Sr. Student Services Professional
Living & Learning Center Residential Learning Community
205 L&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

12th Annual UVM Student Conference on Race, Gender, and Sexuality

Hannah Pangborn Daniels is a scholar, artist, and writer. Her research and creative work explores popular culture in music, film, visual art, genre fiction, and other cultural forms. Dr. Daniels is currently finishing her first book, entitled “The Modern New York Feminist: Lesbian Activism in the 1980s and 1990s.” Her writing has appeared in Feminism & Maternity.

The University of Vermont
In the News

The Chronicle of Higher Education

Students

June 27, 2010

New Policies Accommodate Transgender Students

By Alexandra Trikey

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.

QueerView: UVM’s Gender Neutral Pronoun

The New York Times

A University Recognizes a Third Gender: Neutral

By ROY KEELER

Rocky Glensnan looked like any other undergraduate at the University of Vermont but perhaps a little prettier, with pale cheeks dusting across her chin and bright blue eyes amplifying a broad smile. Black hair swooped past her shoulders, and a mistimed gust of wind fumbled with her bangs.

Closeup, a 21-year-old senior majoring in gender studies, was wearing a turquoise top, a red skirt, and a gold necklace.

461 Main Street • Allen House • 656-8637 • lgbtqa@uvm.edu • go.uvm.edu/lgbtqa

The University of Vermont
• Welcome Back ‘Family’ BBQ – September
• Home for the Holidays – December
• Rainbow Awards and Graduation – Apr/May
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
Billings Library Room 165

802-656-5800
www.uvm.edu/develop
ProfessionalDevelopment@uvm.edu
Sampling of Workshops

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

**Supervision, Management & Leadership**
- Enhance Your Supervisory Toolkit
- Effective Performance Reviews

**Personal Effectiveness**
- Time Management
- MBTI 101
- Emotional Intelligence
- Inbox Zero – Email Management

**Diversity, Equity & Inclusion**
- Introduction to Culture
- What is Prejudice
- Exploring Gender Identity

**Communication & Customer Service**
- MBTI – Communication and Conflict

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

Individual Help Sessions
- One-on-one trainings in:
  - Access
  - Excel
  - LimeSurvey
  - PowerPoint
  - Word
  - Prezi

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...
Professional Development & Training

Resources for Supervisors

Training Programs
• Supervisory Learning Certificate Series
• Coaching Ourselves: Peer-coaching with a trained facilitator
• 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

The University of Vermont
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.
Diversity, Engagement & Professional Development Unit

34 S. Williams Street

- Drop-in Student Center
- Student Jobs
- Internship Opportunities
  - Graduate
  - Undergraduate

The University of Vermont
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
- Student Led Programs
  - Beauty Week
  - The Gender Code
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

Judy Rickstad
Campus Victim’s Advocate

Maria Teixeira
Interim Director

Enmy Soler
Office Manager

- Coordinator for Programming & Leadership Development *(Maria Teixeira)*
- Education and Outreach Coordinator
Questions for the Panel
Round Table Discussions

- Each member of the panel will be going to a table for a small group discussion.
Video Clip