Higher Education Excellence in Diversity Award
The University of Vermont was a 2014 recipient of the INSIGHT Into Diversity’s Higher Education Excellence in Diversity (HEED) award. INSIGHT Into Diversity is the oldest and largest diversity-focused publication in higher education. The HEED award is a national honor that recognizes U.S. colleges and universities who demonstrate an outstanding commitment to diversity and inclusion. While it is clear that our efforts to become a more diverse, inclusive, and affirming campus are never done, this award recognizes the commitment and vision of UVM’s leadership regarding diversity and inclusion efforts, as well as the innovation and dedication of many members of UVM’s community to achieve our diversity and inclusion goals.

President’s Commission for Inclusive Excellence
In fall 2014, the President’s Commission for Inclusive Excellence was launched. The formation of this Commission was the result of an external review (conducted in Spring 2013) to explore the structure and function of the former Presidential commissions. The President’s Commission for Inclusive Excellence is an institutional advisory board whose primary purpose is to help advance the strategic diversity and inclusion goals of the University of Vermont. Faculty, administrators, staff, and students from across the UVM community are represented on this Commission. Members were selected for their deep commitment to diversity, multicultural competency, and inclusion efforts.

Andrew Harris Dedication
In October 2014, a ceremony was held to honor Andrew Harris, the first African-American graduate from the University of Vermont. Andrew Harris graduated from the University in 1838. He was a powerful voice in the abolitionist movement, and was a courageous, tenacious, and dedicated individual. In honor of Andrew Harris, an academic chair was placed in Waterman’s Memorial Lounge and a memorial plaque was placed in the Waterman Building (outside of the executive offices).
Community Reflections
In the aftermath of the Ferguson and Staten Island grand jury decisions, President Tom Sullivan invited members of the University of Vermont community to come together on December 9, 2014 for dialogue and reflection to express and share views on the recent events and how our society can move forward from our racial divisions. Insights and ideas shared during the gathering will continue to be explored through the University’s Martin Luther King, Jr. celebration and the Blackboard Jungle Symposium.

Martin Luther King, Jr. Celebration
The highlight of this year’s annual Martin Luther King Celebration, Education and Learning Events will be the keynote address delivered by Wil Haygood on January 20, 2015. Wil Haygood is the New York Times best-selling author of The Butler: A Witness to History, associate producer of the award-winning motion picture The Butler, and acclaimed Washington Post reporter. In addition to the keynote address, there will be a series of events including presentations, film screenings, a community service fundraiser for three local charities, a musical performance, and a birthday party honoring the work and legacy of Dr. Martin Luther King, Jr.

Another focal point of this year’s events will be the panel discussion Giving Voice to the Pain: Black Lives Matter. This discussion is a follow-up to the dialogue and reflection gathering that occurred in December following the grand jury proceedings in Ferguson, Missouri and in Staten Island, New York. This discussion will be an opportunity to understand, learn, and share views on how we can turn around a system that is not working for many in our society.

Blackboard Jungle
The theme for the eighth annual Blackboard Jungle symposium, scheduled for March 27, 2015, is Inclusive Excellence at UVM: Building our Collective Capacities. Attendance at Blackboard Jungle has grown steadily over the years. This symposium is designed to support UVM faculty, staff, and others seeking to develop skills, knowledge, and a deeper understanding of diversity to support excellence in teaching, service, practice, and research. This year’s professional development workshops and presentations will focus on topics such as the usage of oppressive language in the classroom, queer people of color, and working with multilingual students.

Comprehensive Professional Development Plan
The Engagement and Professional Development unit in the Division of Human Resources Diversity and Multiculturalism Affairs is in the process of developing a comprehensive professional development plan for the University of Vermont. The three major areas of this plan include: career learning, compliance, and cross cultural capacity. This program is designed to support University of Vermont employees in developing basic, intermediate, and advanced skills on topics such as: communicating across differences, leading a non-biased search process, using social media, legal issues in higher education, change management, and software proficiency.

Women’s Summit
On November 13, 2013, UVM hosted its first Women’s Summit for women faculty and staff at UVM and in the broader community. Scholar and activist Dr. Angela Davis was the keynote speaker. During the summit, workshops and forums were offered on practical strategies for
advancement and career progression, as well as skills and qualities of highly effective women in both professional and academic functions.

**Faculty Salary Equity Study**
In Spring 2014, the results of the UVM Faculty Salary Equity Study were presented to the UVM community. This study was conducted at the request of President Sullivan and under the direction of Vice President Heading-Grant. The University of Vermont collaborated with Dr. Murray Clayton, Professor in the Department of Statistics and in the Department of Plant Pathology at the University of Wisconsin-Madison on this study. The purpose of the study was to investigate whether there is statistical evidence of a gap in salary associated with gender or minority status among the faculty. The overall finding in the study was that there was no evidence of statistically significant gap based on gender or minority status among faculty.

**Staff Pay Equity Study**
As a follow up to the Faculty Salary Equity Study, a Staff Pay Equity Study will be conducted in 2015. The purpose of this study will be to determine whether pay inequities based on gender or minority status exist among UVM staff. The focus of this study mirrors what was examined in the Faculty Salary Equity Study conducted in 2013-2014. Dr. Murray Clayton, who worked with UVM on the 2013-2014 Faculty Salary Equity Study, has been selected to work with UVM on the staff study under the direction of Vice President Heading-Grant who will work closely with Dr. John Ryan, Director of the Office of Institutional Research, and other key colleagues to support this process and assist in the collection of data.