

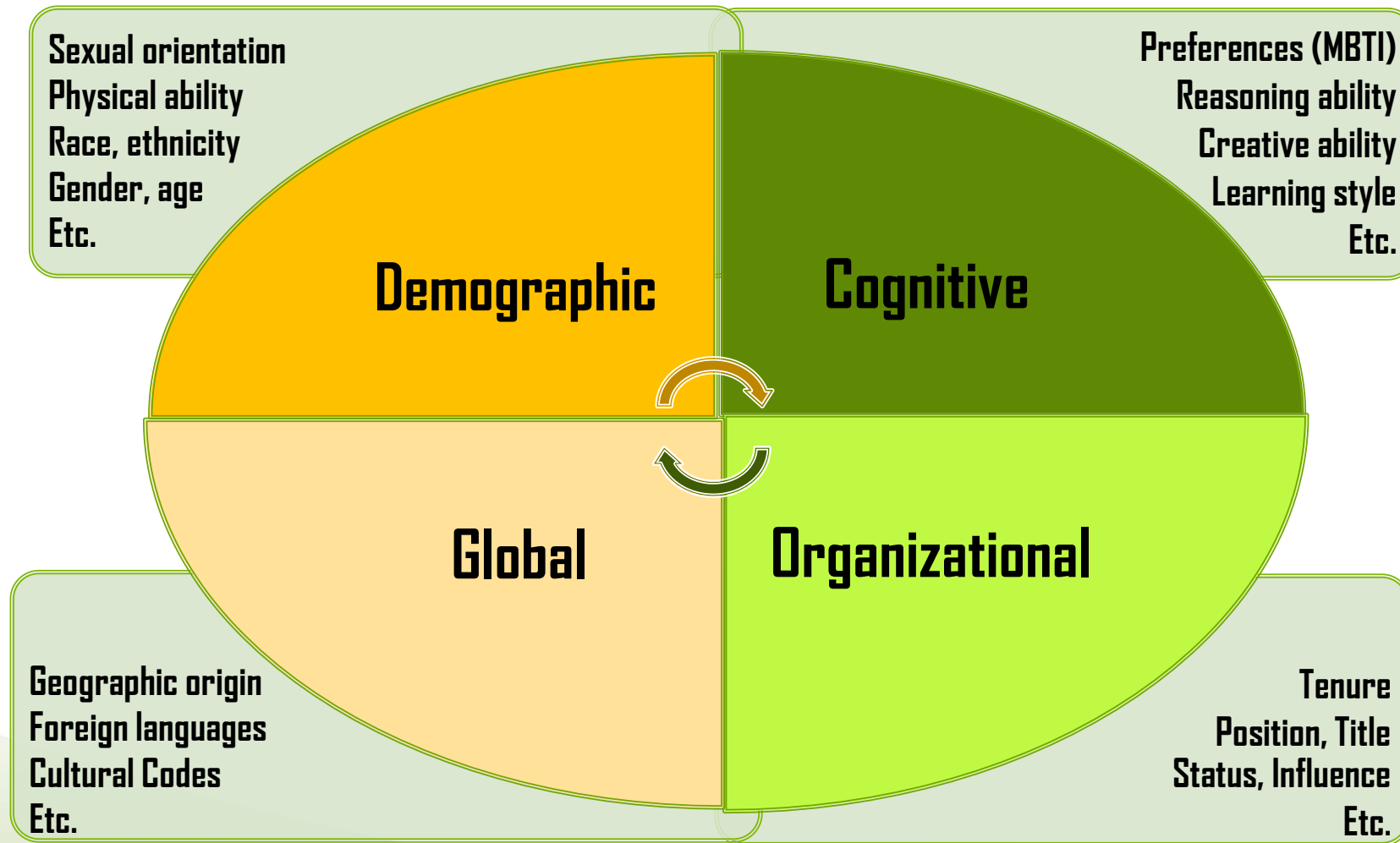


# Our Common Ground

The University of Vermont



# Diversity of Identities • Diversity of Experience • Diversity of Preferences



# Diversity of Identities • Diversity of Experience • Diversity of Preferences



YOU



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## Introductions

- Name, pronoun
- Role, Department
- How long with UVM?
- Which 2 identities do you think about the most?
- Which 2 identities do you think about the least?



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# Objectives

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- Continue welcoming you to UVM
- Initiate a dialogue around Our Common Ground
- How UVM Aspirational Values connect to your work and to University's culture
- Overview of social and educational events available to you at UVM





# An initial conversation around Our Common Ground

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# University Distinguished Professor Nomination Process

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(a) A nomination letter addressing the nominee's unique qualifications for this distinguished title, with attention not only to his or her reputation and scholarly achievement but to the ways in which these contributions have proven transformative. Nominators are invited to respond to the question: "But for this individual, what would not have happened?" **A strong nomination also speaks to the individual's adherence to *Our Common Ground* and commitment to advancing diversity and inclusion at UVM and in their profession.**

# Appointment Letter Templates

## Faculty Recruitment

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The University of Vermont is an educationally purposeful community seeking to prepare students to be accountable leaders in a diverse and changing world. Members of the University of Vermont community embrace and advance the values of Our Common Ground (<https://www.uvm.edu/president/our-common-ground>).





# Our identities

## UVM identity

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# Core Values

## Aspirational Values

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# The Mission of the University of Vermont

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To create, evaluate, share, and apply knowledge and to prepare students to be accountable leaders who will bring to their work dedication to the global community, a grasp of complexity, effective problem-solving and communication skills, and an enduring commitment to learning and ethical conduct.



# UVM Extension

## Quick Facts

- Has been delivering education tailored to the local needs of Vermont residents since 1913
- Integrates higher education, research & outreach to help individuals and communities
- Offices in 11 of the 14 counties in Vermont
- Around 200 Faculty and staff, specializing in community development, human nutrition, youth, natural resources, and agriculture

## Offices

- State Office (UVM Campus)
- Bennington
- Berlin
- Brattleboro
- Middlebury
- Morrisville
- Newport
- Rutland
- St. Albans
- St. Johnsbury
- South Burlington
- Springfield

[UVM.EDU/EXTENSION](https://uvm.edu/extension)



Imagine you are in charge of your department. What two most important rules would you establish for everyone to follow?

*How would you support, reinforce, strengthen them?*

*How would your role in the department affect how these rules are implemented and enforced?*

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Breakouts?



## A brief history





# The UVM Diversity Council

will have broad and diverse representation from academic and administrative units and will serve in an advisory capacity to the new Vice Provost for Diversity, Equity, and Inclusion.

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The council's focus will include efforts to intentionally and actively engage each college and division to support meaningful advancements related to diversity, inclusion, equity, cultural competency, and civility.

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[www.uvm.edu/president/our-common-ground](http://www.uvm.edu/president/our-common-ground)

# COMMON GROUND



**Michael Cross & Tiffany Delaney, M.A.Ed. — Two  
UVM staff members honored for extraordinary service**









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# 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 believe in the transforming power of education and foster an environment where we can discover and reach our full potential.

We aspire to be a community that values:



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# 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. **O**



# Diversity Resources



- Division for Diversity, Inclusion and Equity
- Center for Cultural Pluralism
- Professional Development & Training
- External Collaboration and Partnerships
- Diversity Committees within Divisions & Departments
- University's Diversity Council
- Campus Climate Survey

## Identity Centers

- Interfaith Center
- Mosaic Center for Students of Color
- Prism Center for LGBTQA
- Women and Gender Equity Center
- Student Clubs and Organizations
- LGBTQ Staff & Faculty Listserv



	Subject	Object	Pronoun	Pronunciation
Gender Binary	<b>she</b>	<b>her</b>	<b>hers</b>	<b>as it looks</b>
	<b>he</b>	<b>him</b>	<b>his</b>	<b>as it looks</b>
Gender Neutral	<b>they*</b>	<b>them*</b>	<b>theirs*</b>	<b>as it looks</b>
	<b>ze</b>	<b>hir</b>	<b>hirs</b>	<b>zhee, here, heres</b>
	<b>ze</b>	<b>zir</b>	<b>zirs</b>	<b>zhee, zhere, zheres</b>
	<b>xe</b>	<b>xem</b>	<b>xyrs</b>	<b>zhee, zhem, zheres</b>

*\*used as singular*



<https://www.uvm.edu/interfaithcenter/resources>

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# 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.



# University of Vermont

## Code of Conduct and Ethical Behavior

Tessa Lucey, Director  
Audit, Compliance and Privacy Services  
University of Vermont





The University of Vermont

Policy V.1.6.1

Responsible Official: President

Effective Date: February 4, 2017

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# Code of Conduct and Ethical Standards

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## Code Statement

The University of Vermont is committed to continually strengthening its ethical culture. From the University's motto of "Studiis et Rebus Honestis" (Integrity in Theoretical and Practical Pursuits) to our values stated in "Our Common Ground" (<http://www.uvm.edu/~presdent/?Page=miscellaneous/commonground.html>), we are all expected to perform our jobs and to conduct business in an ethical and compliant manner. All University personnel have a shared responsibility to the University, to those we serve, to our community and to each other.

## Reason for the Code

This Code of Conduct and Ethical Standards ("Code") is a tool to help you comply with legal and regulatory requirements and with University policies and procedures. The Code is designed to help you make ethical choices when and if you are faced with a difficult decision or situation.

## Applicability of the Code

This Code applies to all University of Vermont personnel. For the purpose of this Code, personnel includes, but is not limited to, faculty, staff, volunteers, student employees, and individuals hired or contracted to perform a function that is generally associated with an

# reporting

- Multiple Mechanisms Available

- Existing Policy/Procedure
  - Police Services
- Existing Chains of Command
- Report to any member of senior leadership
- Report to the Director of Compliance
  - via Phone, Email, In Writing, In Person

- **the *HelpLine***

- 24/7/365
- Web or Toll-Free
- Links on many UVM websites.
- Confidentiality vs. Anonymity
- Outside Company
- Login, PIN, Unique Key – CRITICAL!!

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ETHICS AND COMPLIANCE REPORTING  
AND HELP LINE



**Ethics & Compliance Reporting and *HelpLine***

**877-310-0413**

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# 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.





# Invest EAP (Employee Assistance Program)



Invest EAP provides short-term confidential counseling, information, and resources

- Available 24/7/365 at 802-864-3270
- UVM Employees can also sign up for EAP onsite appointments.



# Mental Health First Aid

Mental Health First Aid is an 8-hour course that teaches you how to identify, understand and respond to signs of mental illnesses and substance use disorders.

The training gives you the skills you need to reach out and provide initial help and support to someone who may be developing a mental health or substance use problem or experiencing a crisis.

[Uvm.edu/health/mental-health-first-aid-uvm](https://uvm.edu/health/mental-health-first-aid-uvm)

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# INNOVATION

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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.



## Sampling of Classes and Workshops

### **Supervision, Management & Leadership**

- Leading and Managing Change
- Effective Performance Reviews
- Conflict Resolution Skills

### **Diversity, Equity & Inclusion**

- Step Up! Bias-Bystander Intervention
- Implicit Bias: Exploring How It Works & Strategies for Confronting it
- Creating an Accessible Community on Campus

### **Communication & Customer Service**

- Preventing and Defusing Anger and Hostility
- Conflict Resolution Skills (3 levels)

### **Personal Effectiveness**

- Mindfulness for Everyday Life
- Discover your MBTI Type
- Managing Stress Building Resiliency

### **Policy, Procedure, Reporting & Legal Issues**

- Financial Reporting
- Sponsored Projects Administration

### **Software Proficiency**

- Excel, PowerPoint and more...
- Student Employment Jobs Board

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### **Supervisory Training**

- New Supervisor Orientation
- Supervisory Certificate
- 15+ courses tailored to supervisors

### **Training & Consultation for Departments**

- Customized Training Programs
- Learning Needs Assessments
- Diversity Consultation
- Retreat and Group Facilitation
- and more...



# Faculty professional development

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# JUSTICE

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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.





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# University Programs & Events

- Indigenous People's Day Events | October
- Translating Identity Conference | Fall
- MLK Day Celebrations | January
- Blackboard Jungle | March
- Building a Better Activist | March
- Dismantling Rape Culture Conference | TBA
- Center for Cultural Pluralism – Visiting Scholars for Culture and Social Justice
- Professional Development and Training Courses/Workshops



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# RESPONSIBILITY

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



# Office of Sustainability

We aim to foster sustainable development and promote environmental responsibility at UVM by strategically bridging the academic activities of teaching, research, and outreach with the operations of the University.

12 Colchester Avenue | 802-656-0895  
sustain@uvm.edu | [www.uvm.edu/sustain](http://www.uvm.edu/sustain)



The University of Vermont





DUDLEY H. DAVIS CENTER

Emergency





Breakouts 10 min

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How are the values of Our Common Ground related to your career growth at UVM and beyond?

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What is one thing you can start doing to integrate these values into your role at UVM?



Thank you  
Q&A

