

# Welcome

# UVM New Faculty Orientation 2024

## Supporting Diversity, Equity & Inclusion on Campus

Vice Provost for Diversity, Equity and Inclusion

# Land Recognition Statement

The campus of the University of Vermont is sits within a place of gathering and exchange, shaped by water and stewarded by ongoing generation of Indigenous peoples, in particular the Western Abenaki.

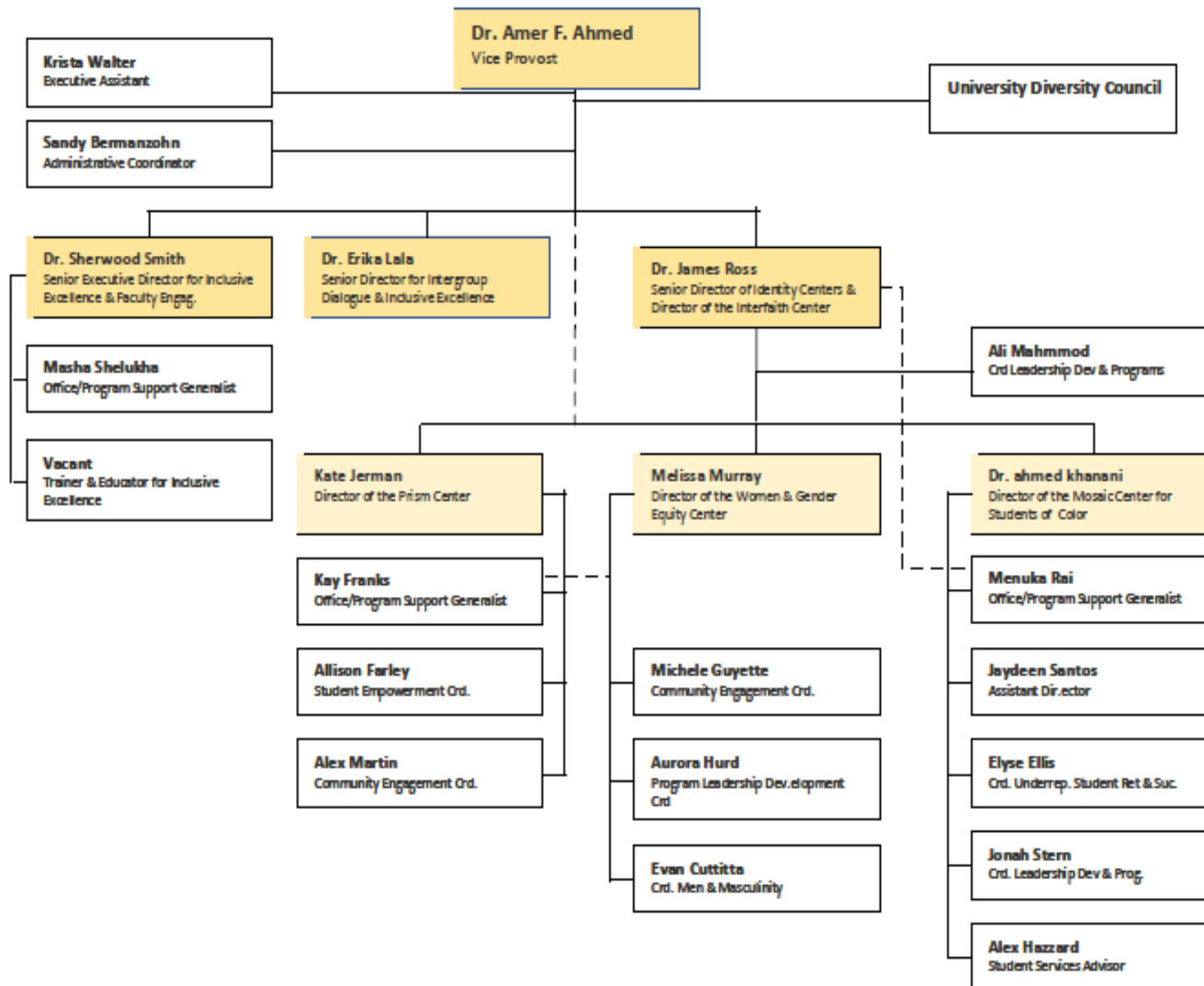
Acknowledging the relations between water, land, and people is in harmony with the mission of the university. Acknowledging the serious and significant impacts of our histories on Indigenous peoples and their homelands is a part of the university's ongoing work of teaching, research, and engagement and an essential reminder of our past and our interconnected futures for the many of us gathered on this land.

UVM respects the Indigenous knowledge interwoven in this place and commits to uplifting the Indigenous peoples' cultures present on this land and within our community.

# DEI Statement of Purpose

**The Division of Diversity, Equity and Inclusion envisions a vibrant campus rich in cultures, spiritualities, identities, and lived experiences. We advance programs and initiatives that promote a sense of belonging, build more equitable campus systems, and celebrate diversity**





# Office of the Vice Provost for Diversity, Equity and Inclusion

Allen House

461 Main Street

Burlington, VT 05405

802-656-8426

[InclusiveExcellence@uvm.edu](mailto:InclusiveExcellence@uvm.edu)

[www.uvm.edu/diversity](http://www.uvm.edu/diversity)



# Inclusive Excellence Action Plans (IEAP)

UVM is firm in its commitment to inclusive excellence and upholding the foundational values of racial and social justice. Our strategy for these endeavors is shaped by [a framework for inclusive excellence and action plans across the university \(PDF\)](#) and is activated through the following areas:

- [Educating Our UVM Community](#)
- [Recruitment and Retention of Students of Color](#)
- [Recruitment and Retention of Faculty/Staff of Color](#)
- [Supporting Diverse Identities Across Campus](#)
- [University-Wide Honors and Recognition of Diversity, Equity and Inclusion](#)



Cultural Resource Guide:

<https://www.uvm.edu/diversity/cultural-resource-guide>

The Office of the Vice Provost uses a collaborative approach to lead a university-wide strategic initiatives to build capacity and foster a culture of belonging. The Vice Provost oversees UVM's identity centers, chairs the University Diversity Council, and works with the President's Cabinet and the Provost's Leadership Team to enact change



Dr. Amer F. Ahmed

Vice Provost for Diversity, Equity and Inclusion

He/Him



# Office of the Vice Provost Staff



**Dr. Sherwood Smith**  
he/him  
*Sr. Executive Director,  
Inclusive Excellence  
& Faculty Engagement*



**Erika Lala**  
she/her  
*Senior Director,  
Intergroup Dialogue  
& Inclusive  
Excellence*



**Krista Walter**  
she/her  
*Executive  
Assistant*



**Rev. Dr. James Ross**  
he/him  
*Senior Director,  
Identity Centers and  
Director of the  
Interfaith Center*



**Sandy Bermanzohn**  
She/her  
*Administrative  
Coordinator*



**Masha Shelukha**  
she/her  
*Administrative  
Assistant*

# Interfaith Center (IC)

The Interfaith Center promotes religious pluralism on campus and beyond by equipping and empowering students, faculty, staff, and the campus community to productively engage with issues of religion, faith, spirituality, and other belief systems.





# Spirituality as “Meaning Making”

Spirituality is one of the ways that humans make meaning of their world in response to questions about purpose, relationships, identity and the actions that impact them and others.

At the Interfaith Center, we are ready to journey with you as you explore, experience, learn and, sometimes, change.





# The Interfaith Center is for everyone

Our space and programs are for students, faculty, staff, and the entire UVM community!

- Monthly Dinner & Dialogue
- Religious & Interfaith Education
- Celebrations of religious holidays
- Advocacy regarding religious accommodations
- Student leadership activities
- Pastoral care for people of any faith
- Collaborations with other identity centers, student groups and campus partners
- Fireplace Lounge for small gatherings and study
- Ablution station
- Walking labyrinth
- Prayer and Meditation Room
- Gathering Hall – available for special events

# Connect with US



- Located on Redstone Campus (next to small blue water tower)
- [Interfaith@uvm.edu](mailto:Interfaith@uvm.edu)
- [www.uvm.edu/interfaithcenter](http://www.uvm.edu/interfaithcenter)
- 802-656-4703
- 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.

Email us to sign up or register yourself on the web at [list.uvm.edu](http://list.uvm.edu)

WELCOME TO



**mcsc**  
**THE MOSAIC CENTER  
FOR STUDENTS OF COLOR**



# Our Mission ✨

The Mosaic Center for Students of Color (MCSC) fully supports the holistic development of self-identified students of color so that they attain their goals for academic achievement, personal growth, identity formation, and cultural development ✨





# Our Vision

The MCSC's 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



# Meet the Team!

(left to right, top to bottom)

ahmed khanani  
Director

Jaydeen Santos  
Assistant Director

Alexander Hazzard  
Communications and Engagement  
Specialist

Elyse Ellis  
Coordinator for Underrepresented Student  
Success and Retention

Jonah Stern  
Coordinator for Leadership Development  
and Programs

Menuka Rai  
Office Manager







# What We Do

- Student mentoring and networking to campus resources
- Leadership education and coaching
- Support for affiliated student organizations
- BIPOC community building
- Racial and other social justice programs
- Spring regalia rentals
- Celebrate BIPOC joy, excellence, and intersectional experiences
- Basic needs support

# Programming

## New!

- Halloween Party
- Fall Outdoor Programs
- Community Lunches/Dinners
- Cooking with Uncle Alex
- Spring Wellness Programs

## Weekly

- Friday Breakfast

## Annual

- SESP (Summer Enrichment Scholars Program)
- Welcome Back Family Reunion

- Beverly Belisle Leadership Retreat
- Spring Awards Banquet
- Graduation Brunch

## Periodic

- Young Men of Talent
- Study Breaks
- Collaborations with campus partners (i.e. Student Financial Services and College of Education and Social Services)
- Community iftars
- Outings in the community



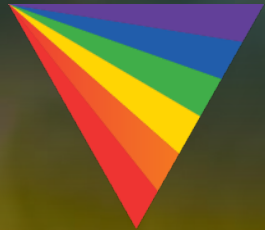




Living & Learning  
Building E-140  
633 Main Street  
Burlington, VT 05405

☎ 802-656-3819  
✉ mcsc@uvm.edu  
📷 @uvmmcsc





THE UNIVERSITY OF VERMONT  
**PRISM CENTER**



**Creating a campus community where people of all genders and sexualities thrive.**



## The three facets of our work:

- Student Empowerment: We partner with students to build their leadership skills, expand understandings of gender and sexuality, and support LGBTQ+ student success.
- Community Engagement: We create opportunities for all members of UVM's LGBTQ+ communities to be together, meet, and learn from one another.
- Campus Equity: We champion efforts to make all aspects of campus life equitable for, and fully inclusive of, LGBTQ+ people.



# Resources



## Gender-Inclusive Restrooms map

[uvm.edu/map](http://uvm.edu/map)

My name is

My pronouns are

## Lived Name and Pronouns

[go.uvm.edu/pronouns](http://go.uvm.edu/pronouns)



## More Resources for Students

[uvm.edu/prism/resources](http://uvm.edu/prism/resources)

# Upcoming Events



**Everyone is  
Welcome Party**  
September 5



**VT Pride Parade  
& Festival**  
September 8



**Rainbow  
Graduation**  
May 2025



# Meet The Team



**Kate Jerman**  
Director



**Allison Farley**  
Student Empowerment  
Coordinator



**Alex Martin**  
Community Engagement  
Coordinator



**Juneau Rich**  
Graduate Assistant



**Kay Franks**  
Office Manager



e26030df-a1bd-433f-  
bd54-5b11e85083fa

# Connect With Us



@PrismUVM



prism@uvm.edu



uvm.edu/prism



Living/Learning  
Building C



LGBTQ+ employee listserv/Teams  
vrohy@uvm.edu





V







# Purpose

The Women & Gender Equity Center cultivates joyful community while advancing gender equity across identities.

We envision a brave, diverse, and equitable learning environment for all members of the UVM community.

The WAGE Center strives to provide programming, education, and events that ask our community to explore the intersections of their gender and other identities.





Division of Inclusive Excellence  
Women and Gender Equity Center



Welcome Back Party  
September 12, 2024

Beverly Belisle  
Empowerment Retreat  
November 2-3, 2024

# Signature Events

MARCH! A Celebration of  
Leaders in Gender Equity  
April 1, 2025





# Programs & Collaborations

- Cookies & Cussing
- My Meaning of Masculinity (M3)
- Family Dinner
- Cooking Skills Series
- Let's Talk with CAPS
- Career Coaching
- Bathroom Graffiti Wall
- Friendship Bracelet Making
- Winter Sweater Swap
- Plant Potting





# WAGE Center Resources

- Food Pantry
- Snack Cart
- Full Kitchen
- Reservable Living Room
- Gender Neutral Bathroom with Shower
- Free menstrual products
- Free safer sex products
- Work Study Jobs
- Host Clubs at our Space



# WAGE Center Team



Melissa Murray  
she/her

Director



Michele Guyette  
she/her

Coordinator of Community  
Engagement



Evan Cuttitta  
he/him

Coordinator of Men and  
Masculinities Programs



Aurora Hurd  
they/them

Coordinator of Program and  
Leadership Development



Alex Fruge  
she/her  
Graduate Assistant



Kay Franks  
they/them  
Office Manager





**Division of Inclusive Excellence**  
Women and Gender Equity Center

## Stay Connected

### Women & Gender Equity Center



(802) 656-7892



wage@uvm.edu



[www.uvm.edu/wagecenter](http://www.uvm.edu/wagecenter)



34 South Williams Street  
Burlington, VT

Follow us on Social Media:



@uvmwagecenter



Sign up for the  
WAGE Center Newsletter:





University  
of Vermont

Division of Inclusive Excellence  
Women and Gender Equity Center

THANK  
YOU!



# DEI Welcome & Signature Events 2024-2025

Interfaith Welcome Event	September 3rd at the Interfaith Center
Prism Welcome Event	September 5th at Living/Learning
Mosaic Center for Students of Color Welcome Event	September 6th at Living/Learning
Longer Table Welcome Event	September 11th at Allen House
Woman & Gender Equity Center Welcome Event	September 12th at 34 South Williams Street
Andrew Harris Legacy Reception	September 29th at the Davis Center
Martin Luther King Jr. Keynote Celebration	January 30th at Ira Allen Chapel



# DIVISION OF DIVERSITY

## EQUITY & INCLUSION

### BINGO

Hosts Rainbow Graduation	Positive graffiti wall in bathroom	Connects to 12+ student orgs	Hosts monthly "Dinner & Dialogue"	Hosts the MLK Celebration
Hosts the Inclusive Excellence Symposium	Facilitates a summer bridge program	Has a walking labyrinth	Hosts MARCH! With SGA	find us in L/L "C"
Find us in Allen House at 461 Main Street	Promotes religious pluralism	<b>everyone is welcome</b>	programs encourage reflection on gender	Centers queer & trans joy
Nurtures student leaders on gender equity	founded 1999 in response to student activism	Launching a halloween party this year	Hosts Friday Breakfast	Gathering Hall can be reserved
Find us on the Redstone Campus	Founded in 1973	Home Away from Home	March with us in the Pride Parade	Andrew Harris Legacy Event