

New Faculty Orientation 2025

Division of Intercultural Excellence

Presenters:

Dr. Erika Lala

Senior Director for intergroup Dialogue and Intercultural Excellence

Rev. Dr. James D. Ross II

Senior Director of Intercultural Centers and Director of the Interfaith Center

Dr. Sherwood Smith

Senior Executive Director for Intercultural Excellence and Faculty Engagement

Erika Lala, PhD

Senior Director for IGD & Intercultural Excellence

- Founded by the University of Michigan in the late 1980s, intergroup dialogue (IGD) is a pedagogical model centered around engaging individuals and groups across differences
- IGD in the Provost Academic Success Goals (Priority 3 – Engagement)
 - *3.1.B. Develop learning opportunities and assess outcomes in intergroup dialogue for students, faculty and staff that improve civil discourse and civic engagement*
- With a focus on dialogue and dialogic efforts more broadly, we've:
 - Hosted and collaborated on various workshops on dialogue and facilitation
 - Convened an IGD Community of Practice, incorporating principles into everyday work
 - Been selected for an AY 25-26 AAC&U PLC – granting us campus-wide access to an online dialogue skills program called *Perspectives*
- Also co-lead University Intercultural Excellence Council and University Outreach Council

Sherwood Smith, Ed.D. – Senior Executive Director for Intercultural Excellence & Faculty Engagement

- My work seeks to support the continuing development of new skills and behaviors to interact and communicate more effectively across cultures with our clients, learners and peers.
- Intercultural excellence involves not only nurturing an awareness of other's cultures, but perhaps more importantly becoming aware of your own cultures; it also involves the capacity to apply knowledge and develop the skills to work effectively within, across and among cultural differences.
- With a focus on curriculum, pedagogy and intercultural best practices more broadly:
 - Professional advising, coaching/development programs and inviting guest speakers to campus
 - Consultation services on intercultural skills linked to curriculum, pedagogy, strategic assessment planning
 - Supporting the distribution of information on cultural events
 - Sharing/loaning materials in our Intercultural Resource library (articles, books and videos)

UVM Interfaith Center

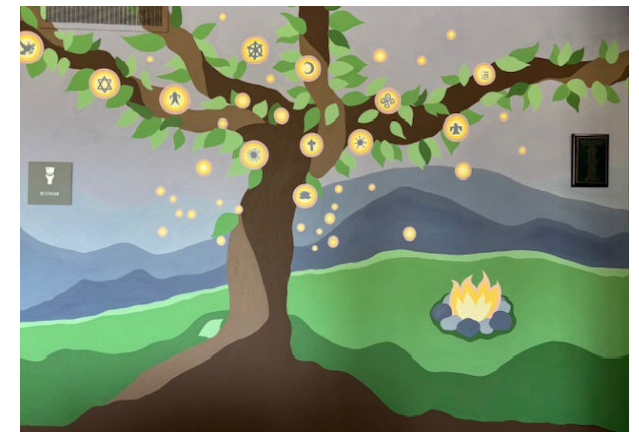
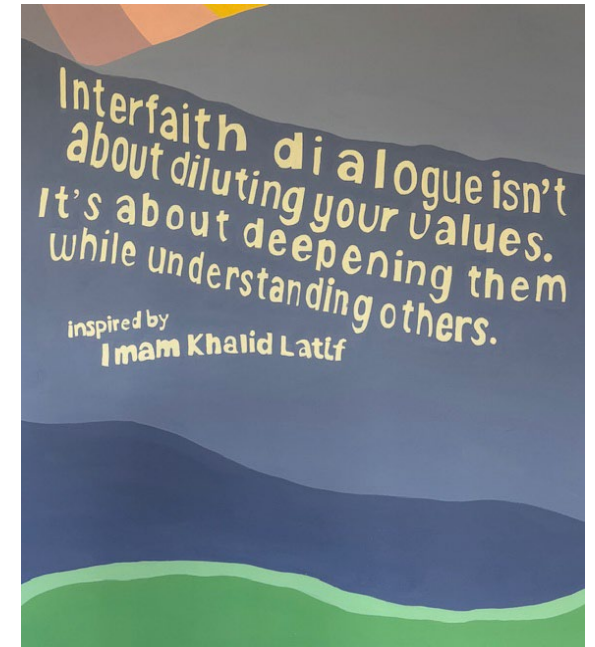
The Interfaith Center promotes religious pluralism on campus and beyond by equipping and empowering students, faculty, staff, and the campus community to productively engage with issues of religion, faith, spirituality, and other belief systems.

Our key approaches:

- **Offering (literal and metaphorical) space to celebrate and explore, faith, beliefs, and religious traditions.**
- **Providing resources, support, advocacy, and education about religion, faith, and spirituality to the UVM community and beyond.**
- **Demonstrating thought leadership regarding the role of faith within our communities.**



400 S. Prospect St. uvm.edu/ie/interfaithcenter @uvminterfaith



Finding Community: Mosaic Intercultural Center

- **WHO:** mosaic@uvm.edu or (802) 656-3819
- **WHERE:** Living/Learning, Building E
(Access via L/L 2nd floor, or outside entrance)
- **WHAT:** Services & Programs
 - a. Mosaic Intercultural Center lounges & full kitchen with food pantry
 - b. Let's Talk Drop-In Counseling
 - c. Financial Support – Discount printing, emergency grants fee event tickets
 - d. Events and Programs – Welcome Back BBQ, Friday Breakfasts, Community Dinners, Spring Awards Banquet, Graduation Bruch
 - e. Collaboration with Affiliated Clubs and Organizations



Prism Intercultural Center



WAGE Center



Prism @ UVM



**Men & Masculinities
Program**

Prism Intercultural Center: **WAGE Center**

The WAGE Center cultivates a 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 encourage our community to engage in meaningful conversations about gender and its impact on their lives.

Signature Events

- Welcome Back Party
- Beverly Empowerment Retreat
- March! A Celebration of Gender Equity

Programs & Collaborations

- Family Dinner
- Cooking Skills Series
- Let's Talk with CAPS
- Career Coaching
- Bathroom Graffiti Wall
- Satellite Advising
- Civic Engagement
- Arts & Crafts
- Plant Potting
- and much more!

WAGE 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



Connect with Us:



34 S. Williams Street



www.uvm.edu/wagecenter



wage@uvm.edu



[@uvmwagecenter](https://www.tiktok.com/@uvmwagecenter)

Prism Intercultural Center: PRISM @ UVM



**Everyone is
Welcome Party**



**VT Pride Parade &
Festival**



**Rainbow
Graduation**

The Three Pillars of Our Work

Student Empowerment:

We collaborate with students to develop leadership skills, deepen their understanding of gender and sexuality, and foster the success of LGBTQ+ students and all UVM students.

Community Engagement:

We create spaces for all members of UVM's LGBTQ+ communities and other members of the UVM community to connect, learn, and grow together.

Campus Equity:

We advocate for campus-wide efforts that ensure all aspects of university life are inclusive and equitable for LGBTQ+ individuals and all members of the UVM community.



Connect with Us:



Living/Learning Bldg. C



www.uvm.edu/prism



prism@uvm.edu



@prismUVM

Prism Intercultural Center:

Men & Masculinities Program

Purpose of Men & Masculinities Program

Advances UVM's *Our Common Ground* values by creating student success programs through the lens of men and masculine-identified people.



- A. **Community Engagement:** My Meaning of Masculinity (M3), Advisory Council
- B. **Student Leadership:** Peer mentorship, student leader recruitment
- C. **Student Conduct:** Violence prevention, STARRSA facilitation
- D. **Access:** EAB Navigate, High School Outreach

My Meaning of Masculinity (M3) - Monthly program for UVM community to examine and express diverse masculinities, build relationships across genders, and practice respectful communication over shared dinner.



UPCOMING EVENTS:

September 24th, 5:00 - 7:00 PM Topic: TikTok-ification of Dating Advice
October 22nd, 5:00 - 7:00 PM Topic: Masculinity: Pain to Healing

DOIE Welcome, Signature Events & Resources 2025-2026

September 2nd Interfaith Welcome Event at the Interfaith Center

September 4th Prism at UVM Welcome Event at Living/Larning

September 5th Mosaic Intercultural Center Welcome Event at Living/Learning

September 10th Longer Table Welcome Event at Allen House

September 11th WAGE Center Welcome Event at 34 S Williams Str.

September 28th Andrew Harris Legacy Reception in the Davis Center

January 2026 Martin Luther King Jr. Keynote Celebration at Ira Allen Chapel

March 16-20th 2026 the Our Common Ground Symposium in the Davis Center

Allen House offers a physical drop in space for UVM faculty/staff to share community. The Leon Lawrence Lounge provides coffee/tea and can be reserved in Virtual EMS like our other space for meetings, workshops, and retreats.

Cultural Resource Guide: <https://www.uvm.edu/ie/cultural-resource-guide>