**College, Department, or Division Name**

Inclusive Excellence Action Plan

**General Information**

1. **Vice President, Dean, or Director Name**:
2. **Person submitting plan on behalf of College, Department, or Division**:
3. **Departments within College, Department, or Division**:
4. **Implementation Team Members** (including Team Lead/Chair):

|  |  |  |
| --- | --- | --- |
| **Name** | **Title** | **Department/Office/Unit** |
|  |  |  |

***Components of Inclusive Excellence Summary***

**Pillar 1 – Academics**

***Component 1:*** Faculty Support and Engagement

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 2:*** Student Support and Engagement

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 3:*** Curriculum, Pedagogy, and Research

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

**Pillar 2 – Community**

***Component 1:*** Representational/Compositional Diversity and Equity of Staff, Students, and Faculty

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
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***Component 2:*** Multicultural Competency Development of Staff, Students, and Faculty

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
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***Component 3:*** Inclusive Campus Climate for Staff, Students, and Faculty

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
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***Component 4:*** Programs, Services, & Events

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

**Pillar 3 – Environment**

***Component 1:*** Physical Accessibility

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 2:*** Technology Use and Accessibility

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 3:*** Cognitive Accessibility

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 4:*** Inclusive Spaces

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

**Pillar 4 – Operations**

***Component 1:*** Policies, Procedures, and Practices

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| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 2:*** Evaluation and Assessment

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 3:*** Financial

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Component 4:*** Internal/External Communications

|  |  |
| --- | --- |
| **Action/Initiative/Activity** | **Responsible Person or Group** |
|  |  |

***Action Plan for the Four Pillars of Inclusive Excellence***

**Pillar 1 – Academics**

*Central to the mission and strategic goals of the University of Vermont is excellence in the academic experience to help prepare members of our community to be globally responsible and engaged citizens, advance knowledge, and build critical thinking and problem-solving skills.*

1. What are the benefits, impacts, and/or learning outcomes of your actions, initiatives, and activities? How do these initiatives and practices promote inclusive excellence in your College, Department, or Division?
2. What actions, initiatives, and/or activities does your College, Department, or Division consider exemplary in this pillar and could serve as a model or best practice at UVM?
3. What S.M.A.R.T. goal(s) does your College, Department, or Division want to achieve within the next year in this pillar? Within the next two years?
4. What strategies and resources (e.g. skills, expertise, financial) will your College, Department, or Division use to meet your goal(s)?
5. What metrics will your College, Department, or Division use to gauge its progress to meet your goal(s)?

**Pillar 2 – Community**

*The University of Vermont aspires to be a community that affirms and demonstrates the value of the diverse identities and backgrounds of its members, promotes multicultural competence, and builds positive and productive connections throughout the community.*

1. What are the benefits, impacts, and/or learning outcomes of your actions, initiatives, and activities? How do these initiatives and practices promote inclusive excellence in your College, Department, or Division?
2. What actions, initiatives, and/or activities does your College, Department, or Division consider exemplary in this pillar and could serve as a model or best practice at UVM?
3. What S.M.A.R.T. goal(s) does your College, Department, or Division want to achieve within the next year in this pillar? Within the next two years?
4. What strategies and resources (e.g. skills, expertise, financial) will your College, Department, or Division use to meet your goal(s)?
5. What metrics will your College, Department, or Division use to gauge its progress to meet your goal(s)?

**Pillar 3 – Environment**

*The University of Vermont strives to create physical, virtual, and educational living, learning and work environments that are inclusive and accessible to all in our community.*

1. What are the benefits, impacts, and/or learning outcomes of your actions, initiatives, and activities? How do these initiatives and practices promote inclusive excellence in your College, Department, or Division?
2. What actions, initiatives, and/or activities does your College, Department, or Division consider exemplary in this pillar and could serve as a model or best practice at UVM?
3. What S.M.A.R.T. goal(s) does your College, Department, or Division want to achieve within the next year in this pillar? Within the next two years?
4. What strategies and resources (e.g. skills, expertise, financial) will your College, Department, or Division use to meet your goal(s)?
5. What metrics will your College, Department, or Division use to gauge its progress to meet your goal(s)?

**Pillar 4 – Operations**

*Business operations and organizational processes (e.g. policy development, fiscal and capital planning, human resource functions, and organizational practices and procedures) are critical to the daily functioning and long-term health of the University of Vermont.*

1. What are the benefits, impacts, and/or learning outcomes of your actions, initiatives, and activities? How do these initiatives and practices promote inclusive excellence in your College, Department, or Division?
2. What actions, initiatives, and/or activities does your College, Department, or Division consider exemplary in this pillar and could serve as a model or best practice at UVM?
3. What S.M.A.R.T. goal(s) does your College, Department, or Division want to achieve within the next year in this pillar? Within the next two years?
4. What strategies and resources (e.g. skills, expertise, financial) will your College, Department, or Division use to meet your goal(s)?
5. What metrics will your College, Department, or Division use to gauge its progress to meet your goal(s)?