



The University of Vermont

Date: December 3, 2019

From: Patty Prelock, Provost and Senior Vice President
Wanda Heading-Grant, Vice President, Human Resources, Diversity and Multicultural Affairs

To: Vice Presidents, Deans, and Directors

Re: Incorporating Campus Climate Survey Results

We would like to thank all of you for meeting with Alex, Paul, and Wanda to discuss the results and the data dashboards highlighting the 2019 UVM Campus Climate Survey (CCS) results. As you learned, there is an incredible amount of data available to you to help drive action at all levels throughout the University.

We are asking you to please take the time to go through the results with your units, and begin integrating actionable information into your Inclusive Excellence Action Plans. As part of your annual review in the spring of 2020, we will be asking you to discuss the actions you have taken that incorporate what you learned and applied from the CCS results.

As Wanda, Alex, and Paul discussed with you, it is our hope that strategic actions guided by the results will take place across the University to help improve our climate and culture and that every community member will see evidence of these strategic actions. Thank you all for engaging in this important work to help make UVM a better place for everyone to learn, work, and live.

For your convenience, please find attached a summary sheet of five best practices you might employ to support your work in diversity and inclusive excellence.