



Tiffany Delaney is an ARTISAN—she displays Adaptability, Resilience, Tenacity, and Inclusion as a Student Advocate and Nurturer. In her previous role as Director of Admissions at the Larner College of Medicine and her current role as Director of the Office of Diversity and Inclusion, Tiffany has strived to recruit students of diverse backgrounds and has worked tirelessly to retain students by creating an environment of justice, respect, and responsibility that acknowledges and validates their contributions to the College and Medicine.

Tiffany embodies the principles of *Our Common Ground*. She developed an *Our Common Ground* interview day diversity presentation for Larner

College of Medicine applicants. This presentation demonstrates that the University of Vermont firmly believes diversity and inclusion to be drivers of academic excellence and necessary to address health disparities. Tiffany also developed several *Our Common Ground* activities for medical student orientation focused on the principles of openness and respect for ourselves and others, integrity, justice, innovation, and responsibility that sets the tone for incoming medical students.

Tiffany empowers student to enact change. However, change can be difficult; Tiffany's tenacity, resilience, and adaptability are key to ensuring their success. She was essential in creating the Larner College of Medicine's first explicitly gender-neutral restroom and private changing room adjacent to the anatomy lab, ensuring students were not forced to change in gendered communal changing spaces. These resources encourage students to feel respected, acknowledged, validated, and safe.

As a result of these initiatives, the Larner College of Medicine is now a recognized leader in openness and inclusivity of transgender students not just in theory but in practice, providing an environment where all our students can achieve their true academic potential.

Tiffany's impact is not limited to medical students. Her work has also cultivated and supported members of the Larner College of Medicine faculty, staff, and the broader UVM community through collaboration with the LGBTQA Center, the [ALANA Student Center](#), the Women's Center, and the Division of Human Resources, Diversity, and Multicultural Affairs. In 2014, her work helped UVM earn its first Higher Education Excellence in Diversity award from *INSIGHT Into Diversity* magazine.

Through her advocacy, support, and leadership, Tiffany Delaney has guided so many students and future physicians and has impacted the Larner College of Medicine in countless ways. People like Tiffany, who devote themselves to the nurturing and cultivation of lifelong leaders, make ours an outstanding community that others want to join.