



The University of Vermont

E. Thomas Sullivan
President

Date: September 13, 2017

From: Tom Sullivan, President
David Rosowsky, Senior Vice President and Provost

To: Deans and VPs

Re: Inclusive Excellence Framework Implementation Update for UVM's Colleges & Divisions

During our most recent *Campus Leaders Meeting* on June 5th, we along with Wanda Heading-Grant spoke about critical issues regarding diversity and climate at UVM and our commitment to understanding and addressing these issues. Now that we are in the beginning of a new academic year, this continues to be a pressing matter for us and we believe it is imperative that we take bolder, more coherent, and cohesive steps forward as an institution to ensure that we become a more diverse, inclusive, and equitable university.

During our remarks, we spoke about the campus-wide implementation of the *Inclusive Excellence Framework*. We now want to provide you with an update on this implementation process and to inform you of the next steps. As you are aware, [Inclusive Excellence at the University of Vermont: A Framework for Building a More Diverse, Inclusive, and Multiculturally Competent Campus](#) was developed in collaboration with the Office of the Vice President for Human Resources, Diversity and Multicultural Affairs and the President's Commission for Inclusive Excellence. This framework looks comprehensively at the four pillars of academics, community, environment, and operations across our entire university.

Since the beginning of this process, there have been multiple contacts with campus leaders and key stakeholders across UVM to provide information, counsel, and materials to support the implementation. Several information sessions and check-in meetings were held for implementation team leaders and those designated by you to support you in completing the inventory and action plans. In addition, we provided updates during meetings such as PSL, PALC plus, and campus leadership meetings.

Given planning and work that your units may have done this summer related to inclusive excellence, we are providing you with an opportunity to update or adjust your plans by September 29, 2017. Plans should be submitted to the Office of the Vice President for Human Resources, Diversity and Multicultural Affairs through Dr. Loretia Flash (ljflash@uvm.edu). To ensure accountability and full engagement across the campus, we will be reviewing the action plans of the Deans and VPs who report to us and engaging you in a conversation about your plan. By the end of October, you should have your inclusive excellence action plan posted on line.

We remain committed to this important work, which is critical to fulfilling our mission and strategic goals. We look forward to our ongoing collaboration with you to make UVM a more diverse, inclusive, and equitable institution.

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