

# Faculty Fellows for Diversity and Inclusion Program

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for Diversity and  
Inclusion



The University of Vermont

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# The Diversity Requirement at UVM

## *Six credits*

- 1 three-credit course in the D1 category (Race and Racism in the US)
- 1 three-credit course in either the D1 or the D2 category (Diversity of Human Experience)

### *D1: must promote an understanding of*

- Race and racism in the U.S.
- The meaning of power and privilege
- The importance and impact of diversity and multiculturalism in U.S. society

### *D2: must promote an awareness and appreciation for*

- the diversity of human experience in all its forms including, but not limited to race, ethnicity, religion, socio-economic status, language, sex, gender identity, sexual orientation, age, and disability; and/or
- foster an understanding of global and international issues including the flow of people, cultures, diseases, and capital or other resources within or across political and geographical boundaries.



# D1/D2 courses 2014-2016

Category	Courses	Faculty	Students
D1	268	56	10,386
D2	573	132	18,669

- Majority of courses offered in CAS
  - D1 (SOC 19, ENGS 057, GEOG 060)
  - D2 (ANTH 021, CDAE 002, REL 020)
- Average class size
  - D1 = 38.70
  - D2 = 33.31

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# Challenges - Faculty

- Frustrations with D1/D2 approvals process
- Faculty of color (especially junior faculty, women and lecturers) frustrations with classroom experiences and course evaluations
- Loss of faculty with expertise in teaching on race/racism
- Lack of clarity on the purpose of the diversity requirement

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# Challenges - Students

- Lack of clarity on the purpose of the diversity requirement
- Different expectations based on background and major
- Class size, format, preparation and training of instructor, handling of sensitive classroom discussions, connections to events beyond the classroom

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# Faculty Fellows for Diversity and Inclusion

This is a year-long, cohort-based program focused on developing a community of practice for teaching and research faculty across the UVM campus. We combine monthly meetings throughout the academic year with a 2-day institute in May devoted to curricular design, integrating teaching into the classroom, facilitating dialogue, and the campus climate on diversity and inclusion issues.

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# Goals of the Fellows Program

- Create a cohort of faculty who are committed to strengthening the teaching of the diversity requirement on campus
- Provide participants with a range of faculty, student and staff perspectives on diversity courses and issues at UVM
- Explore best practices and lessons from various disciplines and institutions in the teaching and practice of diversity and inclusion on campus
- Develop teaching and course design strategies that will engage students in diversity from a multidisciplinary approach
- Discuss and enhance the understanding of diversity and inclusion concepts amongst faculty and the university community

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# Specific Topics to be Addressed

- The diversity requirement at UVM – its history and present status
- Student experiences in the diversity courses
- Faculty experiences in the diversity courses
- Addressing the diversity competencies at UVM
- Course design
- Facilitating discussion
- Online, in-person, large lectures and small seminars
- Incorporating contemporary issues



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# Expectations for Fellows

- Attend a monthly workshop with fellow participants through 2018-2019
- Participate in a two-day training institute in May 2019
- Attend at least two campus-wide events organized as part of the diversity and inclusion initiatives at UVM
- Redesign or enhance a course to integrate concepts of diversity
- Contribute to the growth of diversity general education at UVM, such as by submitting a course for the D1 or D2 designations
- Evaluate the new or redesigned course to gauge attitudes and knowledge regarding diversity
- Contribute to the campus dialogue on the imperative of diversity and inclusion (e.g. as presenters or mediators in the continuation of the CTL diversity series or as members of the Diversity Inclusion Board)

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# Important Dates

<i>First announcement at Faculty Conference</i>	<b>August 20</b>
<i>Request for applications</i>	<b>August 22</b>
<i>Applications due</i>	<b>September 5</b>
<i>Announcement of Inaugural Cohort</i>	<b>September 19</b>
<i>Introductory Meeting</i>	<b>September 30</b>

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**Questions?**