



Supporting Diversity, Engagement & Professional Development



High Impact Educational Practices:

Practices that are correlated with positive educational results for students from widely varying backgrounds.*



- Knowledge of Human Cultures and the Physical and Natural World
- Intellectual and Practical Skills
- Personal and Social Responsibility
- Integrative and Applied Learning

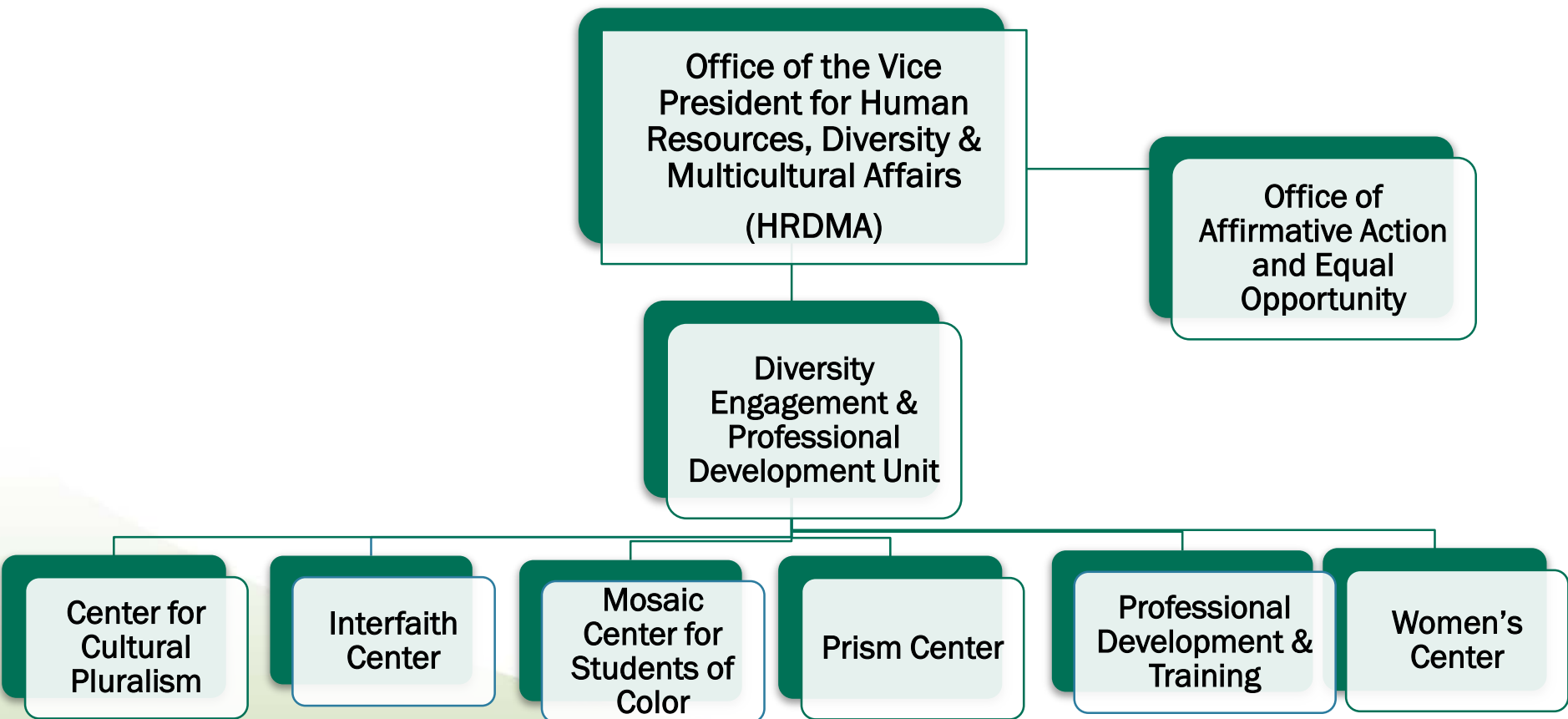
Kuh (2008).

High Impact Educational Practices: What They Are, Who Has Access to Them, and Why They Matter
AAC&U. (follow-up to LEAP report).

* Based on data from the National Survey of Student Engagement



Office of the Vice President for Human Resources, Diversity and Multicultural Affairs



Center for Cultural Pluralism (CCP)

Our Mission

The Center 's **mission** is to equip faculty, staff and students with the cultural and social justice competencies necessary to function at their best in their intellectual, leadership and pedagogical practices, so that the University can provide the highest quality of education.

The University of Vermont holds that diversity and academic excellence are inseparable. An excellent university, particularly one that is a public land grant, needs to actively seek to provide access to all students, who can excel at the institution, without respect to their backgrounds and circumstances.



Center for Cultural Pluralism (CCP)

What We Do

- Offer professional development programs: MLK Events, Blackboard Jungle, other speakers and workshops
- Support the distribution of information on social justice and cultural events
- Loan library and video materials to UVM faculty and staff
- Provide consultation or coaching services for curriculum transformation and infusion as well as professional development planning
- Offer small grants to develop programs or curriculum focused on cultural pluralism and social justice
- Provide physical space for meetings, workshops and retreats through Virtual EMS



Center for Cultural Pluralism (CCP)

Our Staff



Sherwood Smith,
Ed.D.
He/Him
*Sr. Executive
Director for DEPD*



Marie Waterworth
She/Her
*Program & Event
Coordinator*



Masha Shelukha
She/Her
*Administrative
Assistant*



Center for Cultural Pluralism (CCP)

Contact Us!

Allen House, 461 Main Street
Burlington, VT 05405

Main Phone: 802-656-8833

E-mail: ccp@uvm.edu

Website: www.uvm.edu/~ccpuvm



Interfaith Center (IC)

Mission

The Interfaith Center (IC) equips and empowers students, staff, faculty and the institution as a whole to engage more comfortably and competently with issues of spirituality and religion.



Interfaith Center (IC)

Spirituality as “Meaning Making”

We all have a need to make meaning of our life and relationships to the world beyond us. Each of does this differently, perhaps through a religious tradition, philosophy, spiritual practice or other means.



Interfaith Center (IC)

Vision

Our vision is to collaboratively create a university environment in which individuals can bring their full selves to their life and work, including their spiritual and religious identities and understandings.



Interfaith Center (IC)

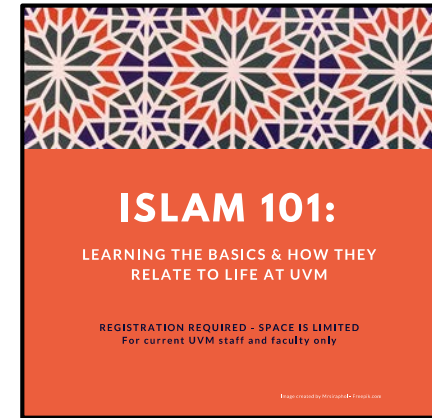
What We Do



Create Space



Programming



Training &
Development



Interfaith Center (IC)

Connect with Us



- Located on Redstone Campus (next to the Catholic Center)
 - interfaith@uvm.edu
 - www.uvm.edu/interfaithcenter
 - 656.4703
 - Follow us on Facebook or Instagram at “UVM Interfaith Center”
-
- Join the “Interfaith” listserve for a weekly email listing spiritual and religious opportunities happening on and off-campus. Either email us to sign up or register yourself on the web at list.uvm.edu



The Prism Center serves the diverse queer and trans communities at the University of Vermont.



We are committed to working with all members of the UVM community to create a more socially just, equitable, and inclusive campus through education, advocacy and community building.



STUDENT EMPOWERMENT

- Leadership Development
- Workshops & Trainings
- LGBTQA Collaborative
(themed housing)



COMMUNITY BUILDING

- Welcome Party
[Sept 6, 4:30pm at
Allen House]

- LGBTQ+ Faculty &
Staff listserv &
socials
 - Contact Professor Val Rohy
vrohy@uvm.edu



- check out our full events
calendar at uvm.edu/lgbtqa/

CAMPUS EQUITY

- Gender Inclusive Restrooms
- Alternative Housing
- Academic Connections
- Data Initiative



supporting students, building community, & empowering advocates for LGBTQ affirmation and liberation



Visit

student lounge, computers & printing, room to gather.
In the Allen House | 461 Main St.



Connect

lgbtqa@uvm.edu | uvm.edu/lgbtqa

subscribe to our newsletter: go.uvm.edu/rainbows

like & follow:



Welcome to...



mcsc
**THE MOSAIC CENTER
FOR STUDENTS OF COLOR**



Mission

The Mosaic center for Students of Color (MCSC) fully supports the holistic development of Asian, Latinx, African, Native American, multiracial and New American students so they can attain their goals for wellness, academic achievement, personal growth, identity formation, and cultural development.

Vision

The MCSC vision is to create a diverse and rich community of empowered, engaged, and enthusiastic students of color at UVM who:

- ❖ Are proud people of color who actively seek and create opportunities for self-development and personal understanding
- ❖ Believe in the power of community and participate responsibly in serving each others needs
 - ❖ Work to develop their full academic and leadership potential
- ❖ Are committed to social justice and serve as allies to causes not directly their own
- ❖ Share their multiple talents with the greater UVM, Burlington, and Vermont community



What We Do

- ❖ Support services and programming
- ❖ Student mentoring, advising, and networking to campus and community resources
- ❖ Leadership education and coaching
- ❖ Support for student racial and ethnic identity organizations
 - ✓ Alianza Latinx
 - ✓ Black Student Union
 - ✓ Asian Student Union
- ❖ Racial identity development programming
- ❖ Racial and other social justice programs



Programming

Weekly

- ❖ Friday Breakfast
- ❖ Let's Talk

Monthly

- ❖ Sisterhood Circle
- ❖ The Brotherhood
- ❖ Queer & Trans People of Color (QPOC)
- ❖ Tea time

Annual

- ❖ SESP
- ❖ Welcome Back Family Reunion
- ❖ Fall course—POC Counter-storytelling in EDU
- ❖ Women of Color Leadership Retreat
- ❖ Racial Aikido
- ❖ Spring Awards Banquet
- ❖ Graduation Brunch

Continuous

- ❖ Peer Mentoring Program
- ❖ Soul Spa

Periodic

- ❖ Book groups
- ❖ Study Breaks
- ❖ Partnership with academic units/departments
- ❖ Women of Color Staff & Faculty Brunch



Let's Talk

Friday, 11/6
11am-12:30pm
ALANA Student Center
(study lounge)
FREE for all students
Drop-ins welcome

Keith E. Smith
CAPS Counselor



MCSC Team



Beverly Colston
Director



Sarah M. Childs
Assistant Director



Jaydeen Santos
Student Services Advisor

Vacant
*Coordinator for
Assessment
& Retention*



Daniel Tovar
*Coordinator for
Programs & Student
Leadership Development*



Tatiana Martinez
*Program Support
Specialist*



Come by and say hi!

MCSC

Living and Learning, suite E-
140

633 Main St.

Burlington, VT 05405

(P) 802-656-3819

(F) 802-656-8511

Email: mcsc@uvm.edu

Website:

www.uvm.edu/mcsc



Professional Development & Training

Professional Development and Training strives to foster a culture of lifelong and continuous learning.

Our programs and services are designed to improve employee success and job effectiveness.

We strive to develop UVM employees, staff and faculty, at all stages of their careers.

University of Vermont

Billings Library

First Floor: B161-165

48 University Place Burlington

Telephone: 802-656-5800

ProfessionalDevelopment@uvm.edu

802-656-5800

www.uvm.edu/develop

ProfessionalDevelopment@uvm.edu



“Learning is a treasure that will follow its owner everywhere.”

Chinese Proverb

“The world is a book and those who do not travel read only one page.” Augustine of Hippo

“I don’t want to believe. I want to know.” Carl Sagan

“Change is the end result of all true learning.” Leo Buscaglia

“Education is not preparation for life. Education is life itself.”

John Dewey UVM Class of 1879

“Education is the most powerful weapon which you can use to change the world.”

“Education is the key to unlock the golden door of freedom.”

George Washington Carver

“Education is the kindling of a flame, not the filling of a vessel.”

Socrates

“Tell me and I forget, teach me and I may remember, involve me and I learn.” Benjamin Franklin

“The beautiful thing about learning is that nobody can take it away from you.” B.B. King



Professional Development and Training



Joel Shapiro

Director



Oleh Kaarmik

Talent Development Specialist



Paul Goldberg

Administrative Assistant



Professional Development & Training

Sampling of Workshops

Software Proficiency

- Excel, PowerPoint and more...
- Student Employment Jobs Board

Supervision, Management & Leadership

- MBTI®: Leading, Managing and Coping with Change
- Effective Performance Reviews

Personal Effectiveness

- Mindfulness for Everyday Life
- MBTI: Discover your Type
- Managing Stress Building Resiliency

Diversity, Equity & Inclusion

- What is Race and Why Does it Matter?
- Bias-Bystander Intervention Workshop
- Spirituality & Religion on Campus
- Seeing and Disrupting Racism
- Exploring Identities to Create a Harassment-Free Workplace

Communication & Customer Service

- Preventing and Defusing Anger and Hostility

Policy, Procedure, Reporting & Legal Issues

- Financial Reporting
- Sponsored Projects Administration



Professional Development & Training

Additional Learning Opportunities

Certificate Programs

- Supervisory Learning Series
- Supervising Today's Student Employees
- New Supervisor Orientation series

EDU@UVM Conference

- 3-day staff development event in March
- Keynote presentation
- Over 30 classes offered

Orientation: UVM Culture & Community

- Diversity and inclusion at UVM
- Compliance and ethics
- Internet and data security
- Professional development opportunities
- Fire and personal safety
- and more...



Professional Development & Training

Resources for Supervisors

Training Programs

- Supervisory Learning Certificate Series
- 15+ courses tailored to supervisors

Training & Consultation for Departments

- Customized Training Programs
- Learning Needs Assessments
- Diversity Consultation
- Retreat and Group Facilitation
- and more...

Track Professional Development

- Training Reports by Department
- Employee Training Summaries



Professional Development & Training

Workshops in collaboration with the Peace & Justice Center

Seeing & Disrupting Racism (single session)

Disrupting Racism Role Play Workshop (*single session*)

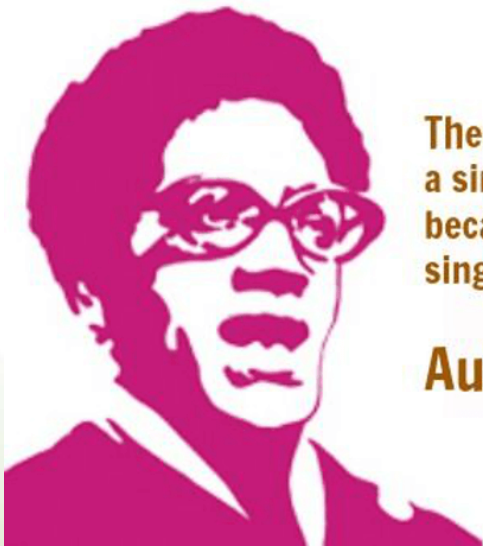
Building Empathy and Addressing Racism (*Three 2-hour sessions*)

Gives participants the opportunity to build skills and knowledge to engage in undoing racism.

Privilege & Accountability for Aspiring Allies (*Four 2-hour sessions*)

Workshop is designed for participants to increase their skills as aspiring allies who can effectively build support for and with colleagues, neighbors, and other community members to address oppression.





There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde

Serving all genders and working toward equity on our campus and in our worlds.



Mission



The Women's Center supports all facets of women's lives – the social, professional, spiritual, physical, intellectual, & emotional.

We empower women and their allies to become active leaders and global citizens in their communities.

The Center advocates, educates, and provides direct services and resources in support of gender equity and safety.



Our Programs

- Welcome Back BBQ
- Women@Noon
- Women of Color Leadership Retreat
- The Good Stuff – Positive Sexuality Discussion Group
- Women’s History Month
- The Women’s Awards Banquet
- Survivor Empowerment Group
- Dismantling Rape Culture Conference



Education & Training



For more information, or to request a workshop/training, contact:

sarah.mell@uvm.edu

Workshops and Trainings designed to meet the needs of participants and explore intersectional frameworks for

- identity development
- violence prevention
- manifestations of joyful communities
- harassment-free workspaces
- positive sexuality!
- And more...



CAMPUS VICTIM'S ADVOCATE



accessible to all genders

Providing free & confidential support
& resources for survivors of intimate
partner & sexual violence



The Campus Victim's Advocate can...

- Work with all genders
- Provide emotional support and resources for survivors of stalking, intimate partner, and sexual violence
- Help survivors decide if they want to make a report to UVM or to local law enforcement, and understand their options both on campus and in the community
- Make connections to UVM health services, counseling, academic relief, and/or housing relocation options
- Support friends and loved ones who are supporting a survivor

advocate@uvm.edu



Our Staff



Melissa Murray
She/Her
Director



Judy Rickstad
She/Her
Campus Victim's Advocate



Sarah Mell
She/Her or They/Them
Education & Outreach
Coordinator

Catarina Campbell
*Coordinator for
Programming & Leadership
Development*

Vacant
Office Manager



Visit Us at 34 South Williams St.

A home away from home, with a full kitchen, reservable living room, full bathroom with shower, snacks, backyard, and connected community!



Like and
follow us on:



women@uvm.edu

uvm.edu/womenscenter

656-7892



Presenter: Taryn Moran
AAEO Intake and Outreach Coordinator

The Mission of the Office of Affirmative Action and Equal Opportunity (AAEO) is to ensure compliance with state and federal laws and university policies related to discrimination through:

- Thorough and impartial **investigation** of all discrimination, harassment and sexual misconduct-related complaints;
- The effective development of, and compliance with, an **affirmative action plan** for recruitment, hiring, and retention of employees; and
- Campus-wide **education and outreach** about laws, policies, and goals related to AAEO and diversity.

Vision: To ensure that every member and prospective member of the campus community receives fair and equal treatment and opportunity, and experiences an inclusive environment.



How can AAEO be a resource for you?

- AAEO is a resource for students, staff, and faculty: www.uvm.edu/aaeo
- We provide assistance with sexual harassment and misconduct reports involving students and/or employees.
- We provide assistance with reports of discrimination and harassment based on protected categories (including race, ethnicity, national origin, disability status, gender, sexual orientation, religion, age, and veteran status).
- AAEO can facilitate reasonable accommodations for employees with disabilities
- AAEO conducts formal investigations, but also provides informal assistance when appropriate
- New faculty will be assigned an online course entitled “Preventing Discrimination and Harassment”



- All faculty are considered “Responsible Employees” under UVM policies prohibiting discrimination and harassment, including sexual misconduct. If a faculty member becomes aware of conduct that would violate UVM policies on discrimination, harassment, or sexual misconduct, the faculty must report to AAEO so we can provide support information and reporting options to the person making the disclosure and comply with legal requirements. We can help walk you through this process.
- Reports of sexual misconduct or sexual harassment involving UVM community members should be emailed to TitleIX@uvm.edu and the faculty should also fill out a Campus Security Authority Form if the conduct reported is of a criminal nature, available online at <http://www.uvm.edu/police/csa>. UVM offers a confidential Victim’s Advocate, Judy Rickstad and counseling services through CAPS.
- AAEO sometimes implements “interim measures” and provides accommodations, even if there is no formal investigation. This could entail class changes, changes in living space, and changes in supervision.
- If you experience a bias-related incident, discrimination, or harassment, you will have support resources and reporting options available – contact AAEO with any questions. AAEO offers online reporting at www.uvm.edu/aaeo



Questions?

AAEO is available for consultation – we are located at 428 Waterman.

Contact us at 656-3368 or visit www.uvm.edu/aaeo



Welcome back events

Interfaith Center is on Tuesday, September 4th
from 4-5:30 pm

Prism center is on Thursday, September 6th
from 4:30-6 pm

Women's center is on Friday, September 7th
from 4-7 pm

MCSC is on Friday, September 14th
from 4-6:30PM



Fall Semester Events

Staff Appreciation Social on the Green is
September 17th 11:30 am – 1 pm

Jazz Brunch is
October 7th, 10-12:30 am



THE
BLACKBOARD
JUNGLE 12

Blackboard Jungle 12 Symposium
March 21-22, 2019

SAVE THE DATES

Dr. Martin Luther King, Jr. Celebration
Education & Learning Events

January 14-25, 2019

MARTIN
LUTHER KING



Questions for the Panel



Round Table Discussions

- Each member of the panel will be going to a table for a small group discussion.

