



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

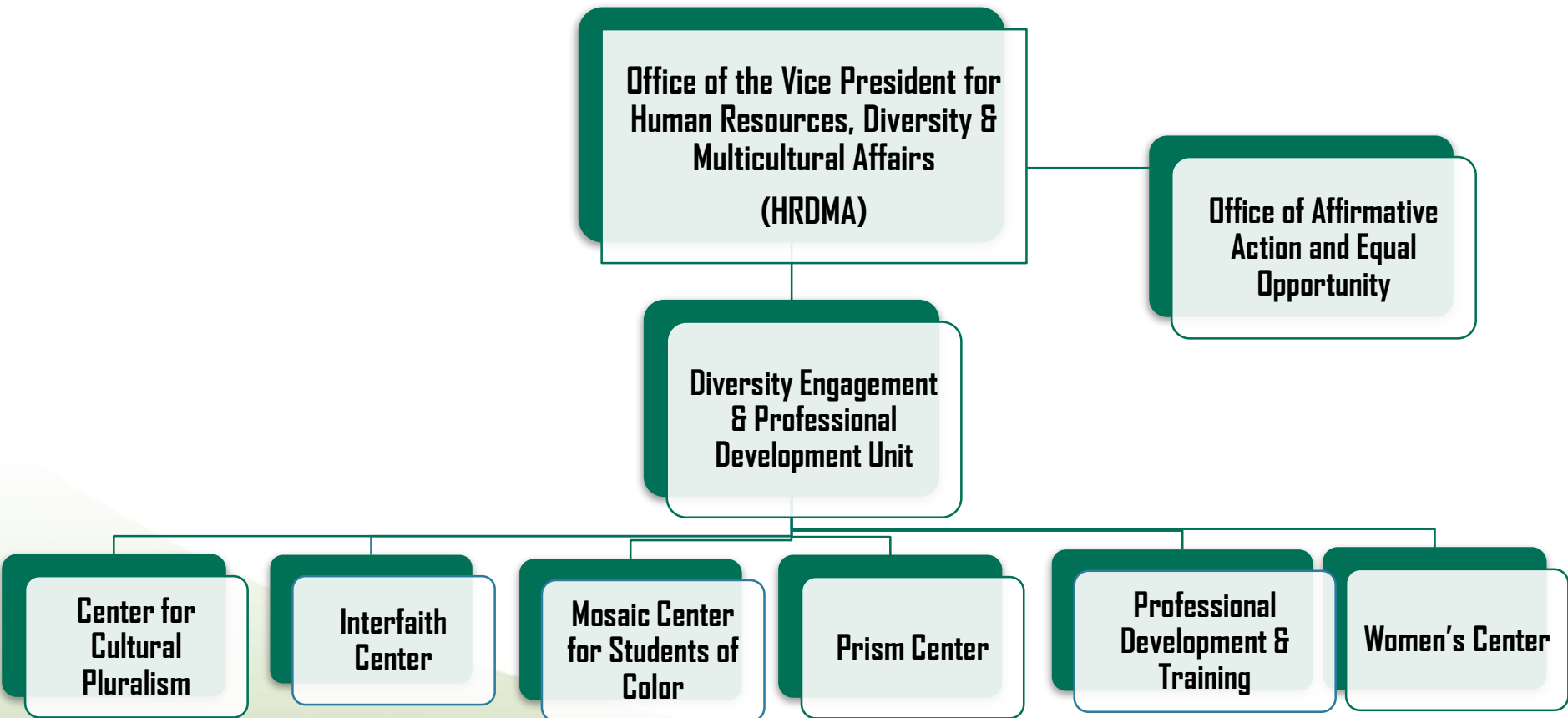
Kuh (2008).

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.



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)

Events for Academic Year 2019-2020

- Vermont & UVM Celebrates Indigenous People's Day 2019: Oct. 10 speaker
- Dr. Cook: United Nations' Declaration of Human Rights and the Role of Eleanor Roosevelt: What's Does This Mean Today? October 11, 2019
- Social Justice Film Showings: Fall and Spring Semester
- CCP Visiting Scholar: January 2019



Center for Cultural Pluralism (CCP)

Our Staff



Sherwood Smith, Ed.D.
He/Him
*Sr. Executive Director for CCP
& 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/ccp



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)

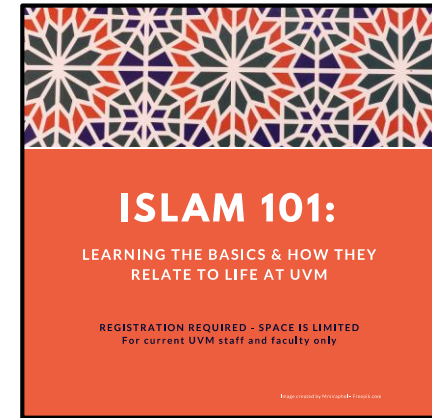
What We Do



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” listserv 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 UNIVERSITY OF VERMONT
PRISM CENTER

STUDENT
EMPOWERMENT

COMMUNITY
BUILDING

CAMPUS
EQUITY



STONEWALL50 | PRISM20

OUR LEGACIES | YOUR STORY | OUR FUTURE

October 04, 2019

We Are All Gay History: Intergenerational Story Sharing

LGBTQ Archives Display | Dance Party

Special Guests

UVM ALUMNI HOUSE





All LGBTQ+ UVM community, families, partners and allies welcome.

1-mile parade route begins on the south end of Church St.
and ends at Battery Park where the festival is held.

Questions and accessibility requests: cvaccaro@uvm.edu

March with UVM at Vermont Pride

Sunday, September 8

Meet at Allen House
11:30am

Fabulous UVM and Pride
attire encouraged!



Vist us in the Allen House

461 Main Street

Burlington, VT 05405

802.656.8637 | prism@uvm.edu

www.uvm.edu/prism

Follow us @PrismUVM



To join the LGBTQ+ Faculty & Staff Listserv contact:

vrohy@uvm.edu





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





Living/Learning

Building E. Ste. 140

633 Main Street.

Burlington, VT 05405

(P) 802-656-3819

(F) 802-656-8511

Email: mcsc@uvm.edu Website: www.uvm.edu/mcsc



Mission

The MCSC fully supports the holistic development of students of color so that they attain their goals for academic achievement, personal growth, identity formation, and cultural development.

Vision

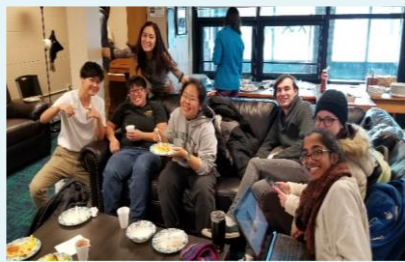
The MCSC's Vision is to create a diverse and rich community of empowered, engaged, and enthusiastic students of color at UVM who:

- ❖ 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 ethnic identity organizations
- ❖ Racial identity development programming
- ❖ Racial and other social justice programs



Programming

Annual

- ❖ SESP (Summer Enrichment Scholars Program)
- ❖ Welcome Back Family Reunion
- ❖ Fall course—POC Counter-storytelling in EDU
- ❖ Peer Mentoring Program
- ❖ Women of Color Leadership Retreat
- ❖ Racial Aikido
- ❖ Spring Awards Banquet
- ❖ Graduation Brunch

Periodic

- ❖ Book groups
- ❖ Study Breaks
- ❖ Partnership with colleges/departments
- ❖ Women of Color gatherings
- ❖ Community iftars
- ❖ Outings in the community

Monthly

- ❖ Sisterhood Circle
- ❖ The Brotherhood
- ❖ Queer & Trans People of Color (QTPOC)
- ❖ Transracial Adoptee Group
- ❖ Peer Mentoring Program
- ❖ Soul Spa

Weekly

- ❖ Friday Breakfast
- ❖ Counseling with Keiba/Keith
- ❖ Yoga for POCs
- ❖ Meditation



MCSC Course



MCSC
THE MOSAIC CENTER
FOR STUDENTS OF COLOR

EDHI 096: Counter-storytelling in EDU

8 week course, 9/17 to 11/5

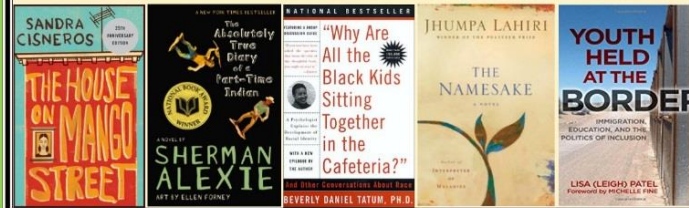
Tuesdays 4:15pm-6:15pm, L/L E166

CRN 94053 1 credit

In the course and curriculum, you can expect:

- An introduction to Critical Race Theory (CRT) and Counter-storytelling: a method of telling the stories of people whose experiences are not often told (i.e. those on the margins of society) as a tool for exposing, analyzing, and challenging the majoritarian stories of racial privilege
- To learn about culturally relevant literature from authors and scholars of color
- An affirming learning environment where your assets and history are acknowledged
- An outlet to explore personal identities, both marginalized and dominant
- To be exposed to the unique challenges students of color face while navigating through college
- Opportunities for meaning-making and identity development through the lens of race and ethnicity

For course permission, contact Sarah Childs at schilds@uvm.edu



Our Staff



Beverly Colston
Director



Sarah M. Childs
Assistant Director



Jaydeen Santos
Student Services Advisor



Daniel Tovar
*Coordinator for
Underrepresented Leadership
Development*



Valeria Pinzon-Mendez
*Coordinator for
Underrepresented
Retention & Success*



Tatiana V. Martinez
Office Manager



Professional Development & Training

With a focus on learning, development and professional growth, we offer programs to improve performance, foster individual and team effectiveness and better understanding of the University policies and procedures.

We provide learning experiences designed 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

802-656-5800

www.uvm.edu/develop

ProfessionalDevelopment@uvm.edu



Professional Development & Training

We serve
our community of learners



Professional Development & Training



Joel Shapiro
Director



Oleh Kaarmik
Talent Development Specialist



Christa Hagan-Howe
Diversity Educator



Paul Goldberg
Administrative Assistant





Culture and Community

The University of Vermont



Professional Development & Training

UVM Culture and Community

- *Orient you around the 'City of UVM.'
- *Overview of UVM social and educational events throughout the year.
- *Initiate a dialogue around Our Common Ground and how UVM Core Values connect to your work, your community and our culture.



Professional Development & Training

Sampling of Classes and Workshops

Supervision, Management & Leadership

- MBTI®: Leading and Managing Change
- Effective Performance Reviews
- MBTI®: Conflict Management

Diversity, Equity & Inclusion

- What is Race and Why Does it Matter?
- Bias-Bystander Intervention
- Spirituality & Religion on Campus
- Seeing and Disrupting Racism

Communication & Customer Service

- Preventing and Defusing Anger and Hostility
- Conflict Resolution Skills (3 levels)

Personal Effectiveness

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

Policy, Procedure, Reporting & Legal Issues

- Financial Reporting
- Sponsored Projects Administration

Software Proficiency

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

Supervisory Training

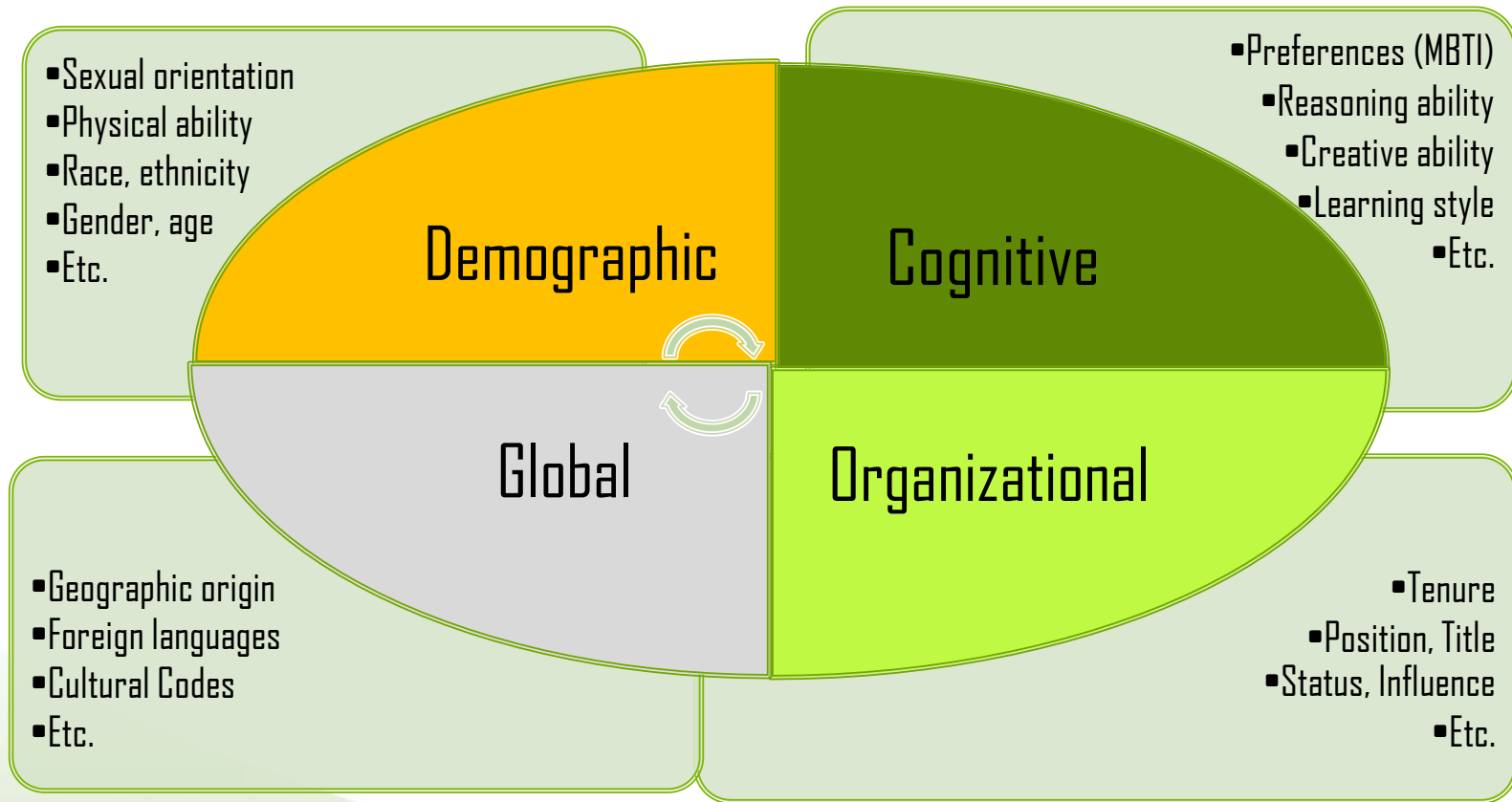
- Supervisory Learning Certificate Series
- 15+ courses tailored to supervisors

Training & Consultation for Departments

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



Professional Development & Training



Diversity of **Identities** • Diversity of **Experience** • Diversity of **Preferences**



Professional Development & Training

Diversity, Equity, & Social Justice Initiatives

Mental Health First Aid

- 8-hour training course
- Gives people the tools to identify when someone might be struggling with a mental health or substance use problem
- Teaches local & national resources and ways to offer appropriate support

Groundwork: A Diversity, Equity, & Social Justice Learning Series

- 6 course certificate designed to give foundational knowledge around diversity work here at the University
- Learning series is comprised of 2 required courses, 4 electives, and a final session for all completers
- Certificate can be started in September or November

Wide Array of Offerings Including:

- What is White Supremacy Culture?
- Exploring Disability and Deaf Cultures: Becoming an Agent of Change
- Gender & Leadership
- Islam 201: Islam, Muslims, & Gender
- Step Up: Bias/Bystander Intervention

More Information?

www.uvm.edu/develop/diversity-equity-inclusion



Professional Development & Training



Introductory Level

- MBTI: Discover Your Type

Intermediate Level

- MBTI: Conflict Management
- MBTI: Your Type and Stress
- MBTI: How to Influence People
- MBTI: Improved Decision Making
- MBTI: Your Type in Action: Workplace
- MBTI: How to Give and Receive Feedback
- MBTI: Leading, Managing and Coping with Change

Advanced Level

- MBTI: Academic Success and Student Retention
- MBTI: Your Type "In-the-Grip" & How to Restore Your Balance



Professional Development & Training

University of Vermont

Billings Library

First Floor: B161-165

48 University Place Burlington

802-656-5800

www.uvm.edu/develop

ProfessionalDevelopment@uvm.edu





THE UNIVERSITY OF VERMONT
**WOMEN'S
CENTER**

“There is no such thing as a single-issue struggle because we do not live single-issue lives.” – Audre Lorde



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
- Womxn@Noon
- Women of Color Leadership Retreat
- The Good Stuff – Positive Sexuality Discussion Group
- Sisterhood & Siblinghood Circles
- Building a Better Activist Conference
- The Women’s Awards Banquet
- Empowerment Series
- 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
- gender equity & empowerment
- 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 students, faculty, and staff of 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



Catarina Campbell
They/Them or She/Her
*Coordinator for Programming &
Leadership Development*



Adriana Conners
She/Her
Office Manager



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



Judy Rickstad
She/Her
Campus Victim's Advocate



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: Nick Stanton
AAEO Director, Title IX 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
- AAEO staff is available to discuss concerns related to sexual harassment or misconduct.
- AAEO staff is available to discuss concerns related to discrimination, harassment, and bias incidents based on protected categories (including race, ethnicity, national origin, disability status, gender, sexual orientation, religion, age, and veteran status).
- AAEO facilitates reasonable accommodations for employees with disabilities
- AAEO conducts formal investigations, but also provides informal assistance when appropriate.



How to get help or consultation?

- If you or a colleague experience a bias-related incident, discrimination, or harassment, you will have support resources and reporting options available. Please contact AAEO at Waterman 428, or 802-656-3368 with any questions.
- Please be aware: If a student discloses sexual misconduct, or other forms of discrimination or harassment, faculty have an obligation to report under UVM policy. Please contact us if you have questions about these reporting obligations. These topics are covered in the online training you will receive.
- AAEO offers online reporting and other resources 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 2019

Interfaith Center is on Tuesday, September 3th
from 4-5:30 pm

Prism center is on Thursday, September 5th
from 4:30-6 pm

Women's center is on Tuesday, September 10th
from 5-7 pm

MCSC is on Friday, September 13th
from 4:30-6:30PM



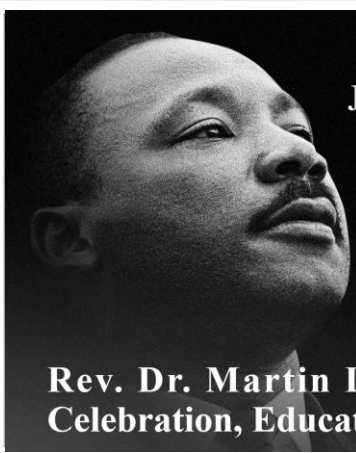
Fall Semester Events

Staff Appreciation Social on the Green is September 9th 2019-
11:30 am – 1:00 pm

**Andrew Harris Commons Legacy Breakfast, A Sunday Morning
Coffee House featuring Food, Music, & Reflection** is October 6, 2019
from 9:30am-11:30am - \$15.00 Advanced reservations are required. Space is
limited.



Signature Events



SAVE THE DATES
JANUARY 13 – 28, 2020

MLK @UVM

Rev. Dr. Martin Luther King, Jr.
Celebration, Education and Learning Series

SAVE THE DATE FOR BLACKBOARD JUNGLE SYMPOSIUM 13

March 26 & 27, 2020

*THE
BLACKBOARD
JUNGLE 13*

www.uvm.edu/hrdma/bbj

www.uvm.edu/hrdma



Questions for the Panel



Round Table Discussions

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

