

WELCOME



The University of Vermont



UVM New Faculty Orientation 2023

Supporting Diversity, Equity & Inclusion on Campus

Vice Provost for Diversity, Equity and Inclusion



The University of Vermont

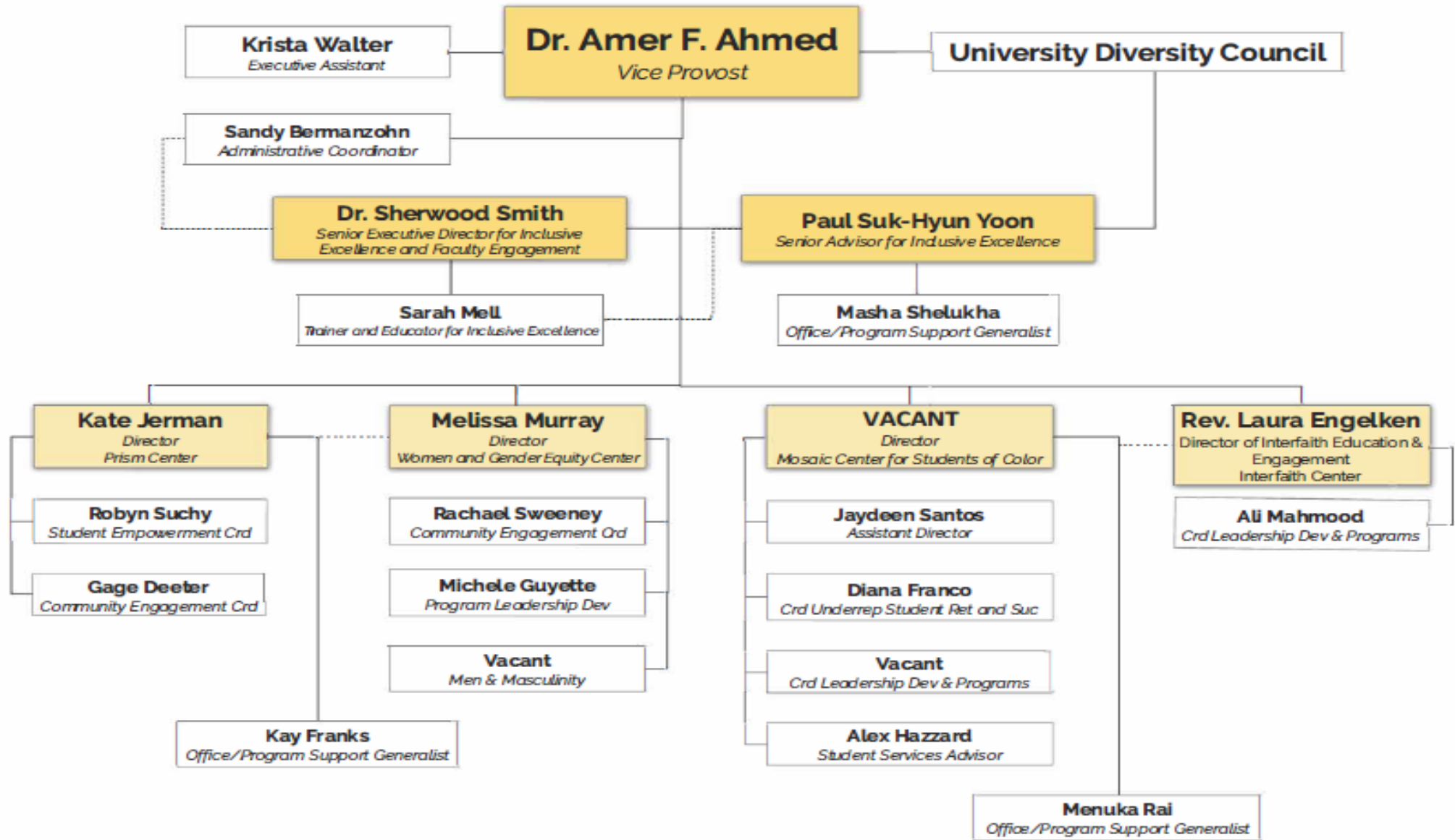
Land Recognition Statement

The University of Vermont is located on the lands and waters which has long served as a site of meeting and exchange among indigenous peoples for thousands of years and is home of the Western Abenaki People. UVM honors, recognizes and respects these peoples, especially the Abenaki, as the traditional stewards of the lands and waters on which we gather today. In that spirit, today we will begin by acknowledging that we are guests in this land. We need to respect and help protect the land and water within our use. In offering this land acknowledgement, UVM affirms Indigenous Peoples' sovereignty, history, and experiences. We note that a land acknowledge is only a beginning in a larger process of naming injustice and relationship building.

DEI Statement of Purpose

- **The Division of DEI** envisions a vibrant campus rich in cultures, spiritualities, identities, and lived experiences. We advance programs and initiatives that promote a sense of belonging, build more equitable campus systems, and celebrate diversity.
- We do this by partnering with every sector of UVM to embed DEI into all aspects of the campus community.





Office of the Vice Provost for Diversity, Equity & Inclusion

Allen House

461 Main Street

Burlington, VT 05405

802.656.8426

diversity@uvm.edu

www.uvm.edu/diversity



Inclusive Excellence Action Plans (IEAP)

UVM is firm in its commitment to inclusive excellence and upholding the foundational values of racial and social justice. Our strategy for these endeavors is shaped by [a framework for inclusive excellence and action plans across the university \(PDF\)](#) and is activated through the following areas:

- [Educating Our UVM Community](#)
- [Recruitment and Retention of Students of Color](#)
- [Recruitment and Retention of Faculty/Staff of Color](#)
- [Supporting Diverse Identities Across Campus](#)
- [University-Wide Honors and Recognition of Diversity, Equity and Inclusion](#)



Cultural Resource Guide:

- <https://www.uvm.edu/diversity/cultural-resource-guide>

The Office of the Vice Provost uses a collaborative approach to lead a university-wide strategic initiatives to build capacity and foster a culture of belonging. The Vice Provost oversees UVM's identity centers, chairs the University Diversity Council, and works with the President's Cabinet and the Provost's Leadership Team to enact change.



Dr. Amer F. Ahmed

Vice Provost for Diversity, Equity & Inclusion

He/Him

Staff: Office of the VP DEI



Sarah Mell
*Inclusive Excellence
Educator & Trainer*
They/Them or
She/Her



Jeanne Nauheimer Dorf
*Communications
Manager*
She/Her



Sandy Bermanzohn
*Administrative
Coordinator*
She/Her

Staff: Office of the VP DEI



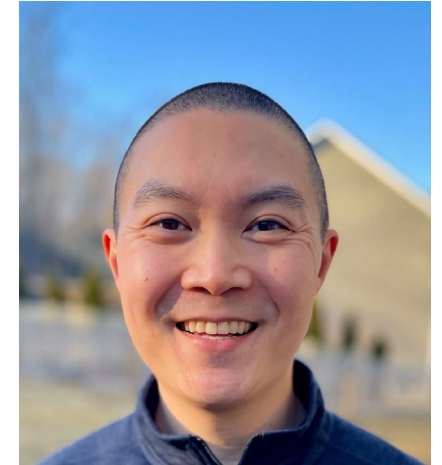
Masha Shelukha
Administrative
Assistant
She/Her



Dr. Sherwood Smith
Senior Executive
Director for Inclusive
Excellence & Faculty
Engagement
He/Him



Krista Walter
Executive Assistant
She/Her



Paul Suk-Hyun Yoon
Senior Advisor for
Inclusive Excellence
He/Him

RESOURCES: Office of the VP DEI

- Offer professional development programs: MLK Keynote, Inclusive Excellence Symposium, other speakers and workshops
- Support the distribution of information on social justice and cultural events
- Loan library of books and video materials to UVM faculty and staff
- Provide consultation or coaching services for curriculum transformation and social justice infusion, strategic diversity planning and support and intercultural communication skills advice
- Provide physical space for meetings, workshops, and retreat through Virtual EMS
- Leon Lawrence Lunge meeting space with coffee and tea available



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 completely with issues of spirituality and religion.



Spirituality as “Meaning Making”

We have a need to make meaning out of our sense of identity, purpose, and relationship to the world beyond us.



Who is it for?

Everyone! Students, staff, faculty, affiliates & community members.



What We Do at the Interfaith Center



Connect with US



Located on Redstone Campus (next to small blue water tower)

Interfaith@uvm.edu

www.uvm.edu/interfaithcenter

802 656 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



mcsc

THE MOSAIC CENTER FOR STUDENTS OF COLOR



The University of Vermont

Mission

The Mosaic Center for Students of Color (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



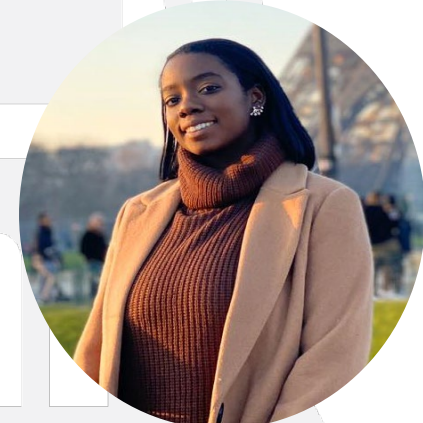
Meet the team



Jaydeen Santos
Assistant Director



Alex Hazzard
Student Services Advisor



Diana Franco
*Coordinator for Underrepresented
Success and Retention*



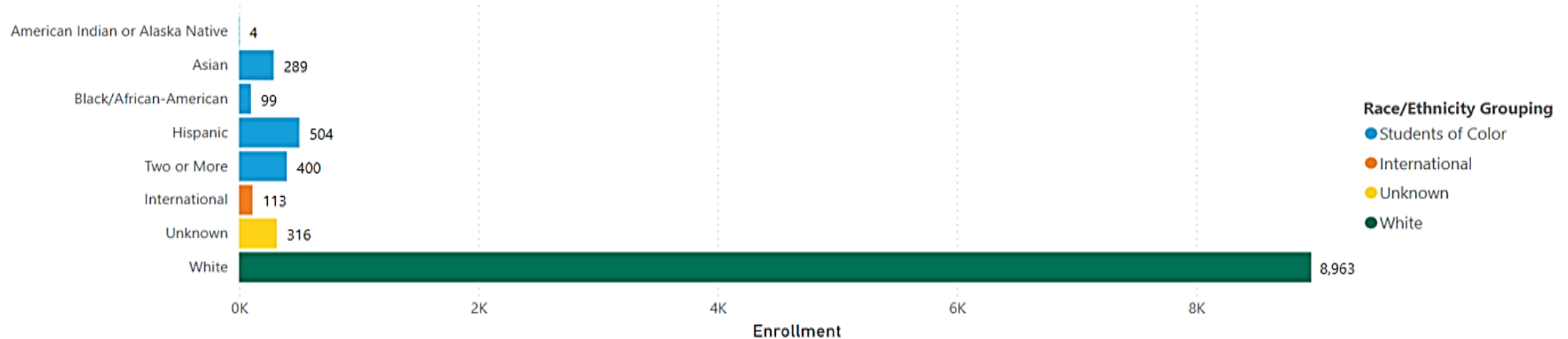
Menuka Rai
*Office/Program Support
Generalist*



Lena Ginawi
*Graduate
Assistant*

Race/Ethnicity of UVM Undergraduates

ENROLLMENT BREAKDOWN BY RACE/ETHNICITY GROUPING



RecatDesc	Students of Color	International	Unknown	White
American Indian or Alaska Native	4			
Asian	289			
Black/African-American	99			
Hispanic	504			
Two or More	400			
International		113		
Unknown			316	
White				8,963

As of spring 2023, 12% of all undergraduate students self-identified as a person of color

What we offer

- Student support services and programming
- Student mentoring, advising, and networking with campus and community resources
- Leadership education and coaching
- Support for student ethnic identity organizations
- Racial identity development programming
- Advocacy
- Food pantry
- On-site counseling
- Prayer and meditation space
- Discounted printing
- Living room, kitchen, and classroom



Programs

Weekly

Friday Breakfast

BIPOC counseling services

Free BIPOC Yoga and Meditation

Annual

SESP (Summer Enrichment Scholars Program)

Welcome Back Family Reunion

Women of Color Leadership Retreat

Racial Aikido

Spring Awards Banquet

Graduation Brunch

Monthly

Sisterhood Circle

The Brotherhood

Siblinghood





Connect with us

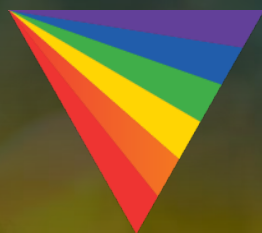
Living & Learning Center, E building

(802) 656-3819

mcsc@uvm.edu

www.uvm.edu/mcsc

@uvmmcsc



THE UNIVERSITY OF VERMONT
PRISM CENTER

Creating a campus community where people of all genders and sexualities thrive.



The three facets of our work:

- Student Empowerment: We partner with students to build their leadership skills, expand understandings of gender and sexuality, and support LGBTQ+ student success.
- Community Engagement: We create opportunities for all members of UVM's LGBTQ+ communities to be together, meet, and learn from one another.
- Campus Equity: We champion efforts to make all aspects of campus life equitable for, and fully inclusive of, LGBTQ+ people.



Meet the Team



Kate Jerman
Director



Robyn Suchy
Student Empowerment
Coordinator



Gage Monroe
Community Engagement
Coordinator



Elyse Ellis
Graduate Assistant



Kay Franks
Office Manager

Resources



**Gender-Inclusive
Restrooms map**

uvm.edu/map

My name is

My pronouns are

**Lived Name and
Pronouns**

go.uvm.edu/pronouns



**More Resources for
Students**

uvm.edu/prism/resources

Upcoming Events



**VT Pride Parade &
Festival**
September 9



**Everyone is Welcome
Party**
September 12



Rainbow Graduation
May 2024



Connect With Us



@PrismUVM



prism@uvm.edu



uvm.edu/prism



Living/Learning
Building C



LGBTQ+ employee listserv
vrohy@uvm.edu





Purpose



The Women & Gender Equity Center cultivates joyful community while advancing gender equity across identities.

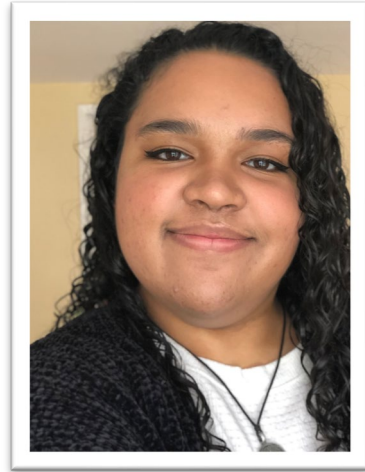
We envision a brave, diverse, and equitable learning environment for all members of the UVM community and strive to provide programming, education, and events that ask our community to explore the intersections of their gender and other identities.



WAGE Staff



Melissa Murray
Director



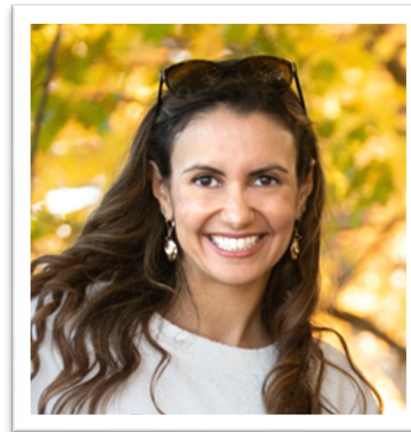
Kay Franks
*Office/Program Support
Generalist*



Rachel Sweeney
*Coordinator of Program and
Leadership Development*



Erin Adams
*Graduate
Assistant*



Michele Guyette
*Coordinator of
Community Engagement*

Our Programs & Events

- Welcome Back Event
- Women of Color Leadership Retreat
- Sisterhood & Siblinghood Circles
- MARCH: A Celebration of Leaders in Gender Equity
- Family Dinner
- Let's Talk
- Lots of other programs and events



Connect with 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 Facebook, YouTube and TikTok

Sign Up for our Newsletter by
Emailing: women@uvm.edu

uvm.edu/wagecenter

802 656 7892



Welcome Events plus for DEI 2023-2024

Interfaith Welcome Event	September 5th at the Interfaith Center
Mosaic Center Welcome Event	September 8th at Living/Learning
Prism Welcome Event	September 12th at Living/Learning
WAGE Welcome Event	September 14th at 34 South Williams St.
Office of the VP DEI Welcome	September 18th at Allen House
Andrew Harris Reception	October 1st at the Davis Center
MLK Keynote Celebration	January 25th at Ira Allen Chapel

THANK YOU

New Faculty 2023

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