

Supporting our Jewish Community

October 24, 2022

University of Vermont Presentation to the University of Vermont Hillel Board



The University of Vermont

Update on Campus Support and Response

Area of Work	Completed	Updates and New Actions
National Engage-ment	University leadership attended Summit on Antisemitism April 2022 in NYC & the AJC sponsored trip to Israel in July 2022	University leadership <ul style="list-style-type: none"> • attending ADL presentation on antisemitism on Oct. 30 • consulting with AJC about campus training on antisemitism • communicating with ADL board members and with AJC • attending, “Confront and address bias incidents on campus in an evolving legal and political landscape,” on Nov. 14, 2022
Campus prevention work	Select faculty & staff trained in Intergroup Dialogue, August, 2022	<ul style="list-style-type: none"> • Follow-up training on Intergroup Dialogue scheduled this fall • Develop course that trains student facilitators in this method, Fall 2023 • Interfaith Center working with Temple Sinai to develop antisemitism panel • Identity Centers providing programming and space for Jewish student connections across identities • Annual bias training instituted for for faculty, staff and students • Leadership participating in the Deliberative Citizenship Initiative through Davidson College

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UVM community/public statement antisemitism	<p>Provost's 9-1-22 message to students about our Common Ground and incident reporting</p> <p>President's 9-15-22 message to the campus community on the OCR investigation & antisemitism</p> <p>Provost's 9-16-22 message to faculty on the OCR report</p> <p>Provost's 9-22-22 message to students on antisemitism & supporting Jewish students</p> <p>Provost's 9-30-22 message on antisemitism to faculty</p>	<p>President to make a statement at the Board Meeting, October 28 which will be released to the community</p>
DEI Strategic Planning Process	<p>All academic and administrative unit leaders & their University Diversity Council reps trained on strategic diversity leadership and shared equity leadership in preparation for development of DEI action plans</p>	<p>DEI Strategic Action Plans due December 1, using the Spring 2022 Climate Survey data as baseline</p>

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Climate Survey	<p>All faculty, staff & students invited to participate with 70% of faculty & staff and 32% of students responding in Spring 2022</p> <p>Jewish students participated in post-survey charrettes to more deeply understand student experiences</p>	<p>Baseline data on the climate survey is available to UVM units via a data dashboard</p> <ul style="list-style-type: none"> OIRA met with Jewish students 10 times since February to pull data relevant to their concerns with antisemitism; students will be providing a report on their findings and recommendations to the Provost's Office. <p>Climate survey will occur every three years</p>
Reporting mechanism & awareness campaign	<p>Campaign to raise awareness on how to report bias incidents was initiated with campus-wide communications and a single platform was provided on the DEI website to report any incident: https://www.uvm.edu/diversity/report</p> <p>Websites were updated to increase clarity on where & how to report</p>	<p>Working with IT, DEI, Student Affairs, AAEO to create a platform that allows the institution to respond in an efficient and effective manner to reported bias incidents; ~2 months before this is ready</p>

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Bias Response Team	To increase clarity of the process, bias response program website updated: https://www.uvm.edu/deanofstudents/bias_response_program	UVM is reviewing the Discrimination, Harassment, and Sexual Misconduct Policy to ensure it sufficiently addresses incidents of bias that occur within our campus community—to be completed by Dec. 1 Renaming the team to better describe the work that is being done to Campus Support and Response Team with monthly meetings planned.
Timeliness and efficacy of response	Bias report submitted & reviewed by AAEO; investigation occurs if law/policy violation determined; if not, bias response team connects to student & offers safety panning with police & CAPS referral as needed & restorative practices if willing	Working with IT, DEI, Student Affairs, AAEO to create a platform that allows the institution to not only respond but track the timing of responses and the workflow and follow-up that occurs with students, student conduct, CAPs, police investigation, AAEO investigation & other areas of support as appropriate

NEW: Professional development training & education and community engagement

- We have developed a website for Jewish students to connect them to student engagement, education: <https://www.uvm.edu/jewishlife>
- Leadership working with local Rabbis to develop connections & possible panels on antisemitism
- Leadership connecting with faculty in Jewish Studies and the Holocaust Center at UVM to discuss possible faculty training
- Staff in Student Affairs (SA) will be looking at possible education in religious literacy
- SA staff will also be looking to train their 137 RAS in bystander intervention
- Leadership meeting with student leaders in Hillel & SGA to discuss future training for students