Supporting our Jewish Community

University of Vermont Presentation to the University of Vermont Hillel Board

October 24, 2022
## Update on Campus Support and Response

<table>
<thead>
<tr>
<th>Area of Work</th>
<th>Completed</th>
<th>Updates and New Actions</th>
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| National Engagement     | University leadership attended Summit on Antisemitism April 2022 in NYC & the AJC sponsored trip to Israel in July 2022 | University leadership  
  • 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       |  
  • 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 faculty, staff and students  
  • Leadership participating in the Deliberative Citizenship Initiative through Davidson College |
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| **UVM community/public statement antisemitism**   | **Provost’s 9-1-22 message** to students about our Common Ground and incident reporting  
**President’s 9-15-22 message** to the campus community on the OCR investigation & antisemitism  
**Provost’s 9-16-22 message** to faculty on the OCR report  
**Provost’s 9-22-22 message** to students on antisemitism & supporting Jewish students  
**Provost’s 9-30-22 message** on antisemitism to faculty | President to make a statement at the Board Meeting, October 28 which will be released to the community |
<p>| <strong>DEI Strategic Planning Process</strong>                | All academic and administrative unit leaders &amp; their University Diversity Council reps trained on strategic diversity leadership and shared equity leadership in preparation for development of DEI action plans | DEI Strategic Action Plans due December 1, using the Spring 2022 Climate Survey data as baseline |</p>
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<td>Climate Survey</td>
<td>All faculty, staff &amp; students invited to participate with 70% of faculty &amp; staff and 32% of students responding in Spring 2022&lt;br&gt;Jewish students participated in post-survey charrettes to more deeply understand student experiences</td>
<td>Baseline data on the climate survey is available to UVM units via a data dashboard&lt;br&gt;• 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.&lt;br&gt;Climate survey will occur every three years</td>
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<td>Reporting mechanism &amp; awareness campaign</td>
<td>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: <a href="https://www.uvm.edu/diversity/report">https://www.uvm.edu/diversity/report</a>&lt;br&gt;Websites were updated to increase clarity on where &amp; how to report</td>
<td>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</td>
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# Update on Campus Support and Response

## Area of Work | Completed | Updates and New Actions
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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](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 planning 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