General Notes for Inventory/Self-Assessment

- This inventory/assessment should be submitted electronically via for each college and division at UVM. Deans and Vice Presidents/Vice Provost may choose to convene an implementation team to assist in compiling and consolidating data across the units within your college or division.
- As colleges/divisions complete this inventory/self-assessment, please identify current and recent (within the last five years) activities and initiatives from your college/division that address the components and strategic priorities outlined in the Framework for Inclusive Excellence.
- Within a given component, strategic actions may occur at both the institutional (central) and at the college/division/department/unit levels. For this inventory, please respond based on actions taken within your college/division.

Key Terms
Throughout this inventory, the following terms are frequently used and are defined as follows:

- **Diversity** – a broad term encompassing different identities and backgrounds, including race, color, religion, national or ethnic origin, age, sex, sexual orientation, marital status, disability, gender identity or expression

- **Underrepresented populations** – identity groups that have typically been marginalized or underrepresented in higher education or certain fields (particularly around race/ethnicity and gender)

- **Inclusive excellence** – the understanding that the success and excellence of an institution or community is dependent on how well it engages the diversity of its members (e.g., students, faculty, staff, and administrators)

- **Multicultural competency** – the process of developing the multicultural awareness, knowledge, and skills to effectively engage with those from diverse backgrounds, as well as with diversity-related issues
• **Pillars** – In *The Framework for Inclusive Excellence*, pillars refer to the four core areas (i.e., academics, community, environment, and operations) of focus for institutional diversity efforts

• **Components** – In *The Framework for Inclusive Excellence*, components refer to the major areas of systemic engagement and intervention (e.g., student support and engagement; multicultural competency development; technology use and accessibility; policies, procedures, and practices) within the four pillars

• **Strategic Actions** - In *The Framework for Inclusive Excellence*, strategic actions refer to specific activities and tasks within the components

• **Americans with Disabilities Act (ADA)** – A civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public

• **Universal Design** - the broad-spectrum idea of creating buildings, products and environments that are inherently accessible to all people regardless of physical ability

• **Universal Design for Learning** - an educational framework that guides the development of flexible learning environments that can accommodate individual learning differences
PILLAR 1: ACADEMICS

Central to the mission and strategic goals of the University of Vermont is excellence in the academic experience to help prepare members of our community to be globally responsible and engaged citizens, advance knowledge, and build critical thinking and problem-solving skills.

Component 1: Faculty Support and Engagement

1. What strategies does your college/division use to engage faculty in incorporating diversity and inclusive excellence into their teaching, pedagogy, research, scholarship, and service? Select all that apply.
   - Provide a clear set of expectations and guidelines, which are posted and accessible for faculty to participate in diversity-related initiatives.
   - Provide graduate research support (e.g., research assistants, teaching assistants) to faculty focusing on diversity, inclusion, and multicultural competency
   - Provide research funds to faculty focusing on diversity, inclusion, and multicultural competency
   - Other (please describe): Provide travel funds for faculty and staff for diversity conferences
   - Not applicable to college/division

2. What strategies does your college/division use to recognize or reward faculty who incorporate diversity and inclusive excellence into their teaching, pedagogy, research, scholarship, and service? Select all that apply.
   - Publicly recognize or award
   - Provide grants or other funding
   - Give consideration in the reappointment, promotion, and tenure process
   - Other (please describe): ____________________________
   - Not applicable to college/division

3. What strategies, in addition to the ones normally available to all faculty, does your college/division use to support the scholarly engagement and success of faculty from underrepresented backgrounds? Select all that apply.
   - Offer mentoring or leadership development programs
   - Coordinate identity-group or cohort focused leadership development
   - Provide graduate research support (e.g., research assistant, teaching assistant)
   - Provide start-up research funds
   - Implement family-flexible promotion and/or tenure timelines or policies
   - Other (please describe): ____________________________
   - Not applicable to college/division

Component 2: Student Support and Engagement

4. What strategies does your college/division use to provide opportunities for students to develop multicultural competency in their coursework? Select all that apply.
   - Assign readings by authors from diverse and underrepresented backgrounds
Assign readings about diverse and underrepresented identities or communities
☐ Incorporate current events or issues of diversity and inclusion into classroom discussions and assignments
☐ Incorporate historical/past events or issues of diversity and inclusion into classroom discussions and assignments
☐ Use diversity-related media
☐ Partner with on-campus diversity initiatives, cultural centers, and other entities
☐ Partner with off-campus diversity initiatives, cultural centers, and other entities
☐ Other (please describe): _________________
☒ Not applicable to college/division

5. What strategies does your college/division use to support the academic engagement and success of students from underrepresented and diverse backgrounds? Select all that apply.
☒ Academic support programs
☐ Leadership development programs
☐ Academically-themed diverse student organizations
☐ Supplemental instruction
☐ Free tutoring support
☒ Culturally relevant advising
☐ Summer bridge programs
☐ Other (please describe): _________________
☐ Not applicable to college/division

6. What strategies does your college/division use to encourage, recognize, or reward students who incorporate diversity and inclusive excellence into their scholarly work? Select all that apply.
☐ Give awards for diversity and inclusive excellence work
☐ Provide scholarships for diversity and inclusive excellence work
☐ Use other forms of recognition (please describe): _________________
☒ Not applicable to college/division

Component 3: Curriculum, Pedagogy, and Research

7. To what extent is diversity and inclusive excellence incorporated in the curricula across the disciplines in your college/division? Select the best answer.
☐ Frequently
☐ Occasionally
☐ Rarely
☐ Never
☒ Not applicable to college/division

8. To what extent do students have structured learning opportunities to develop effective interpersonal and intercultural skills in your college/division? Select the best answer.
☐ Frequently
☐ Occasionally
☐ Rarely
9. Is diversity and inclusive excellence incorporated into the review process for academic programs and courses? Select the best answer.
   - ☐ Never
   - ☒ Not applicable to college/division

   □ Yes (please describe): _______________________________
   □ No
   □ Not applicable to college/division

10. What partnerships and collaborations does your college/division have to support diversity and inclusive excellence within the curricula, pedagogy, and research? Select all that apply.
   - ☐ Academic units within college/division
   - ☐ Academic units outside college/division (please describe): _______________
   - ☒ Diversity and equity units (e.g., Mosaic Center for Students of Color/ALANA Student Center, LGBTQA Center, Women’s Center) (please describe): __________________________
   - ☒ Non-academic units (e.g., Residential Life, Student Life) (please describe): ____
   - ☐ Off-campus partnerships and collaborations (please describe): _____________
   - ☐ Other (Please specify): _______________
   - ☐ None
   - ☐ Not applicable to college/division

**PILLAR 2: COMMUNITY**

The University of Vermont aspires to be a community that affirms and demonstrates the value of the diverse identities and backgrounds of its members, promotes multicultural competence, and builds positive and productive connections throughout the community.

**Component 1: Representational/Compositional Diversity and Equity of Staff, Students, and Faculty**

11. Beyond efforts that are implemented institutionally/centrally at UVM, what strategies does your college/division use to affirmatively recruit students from diverse and underrepresented backgrounds? Select all that apply.
   - ☐ Implement a student diversity recruitment plan
   - ☐ Have a dedicated student diversity recruitment specialist position/role (please indicate who does this) _______________
   - ☐ Engage in regional/national partnership efforts
   - ☐ Dedicate funds to affirmative recruitment
   - ☐ Other (please describe): _______________
   - ☒ Not applicable to college/division
12. Beyond efforts that are implemented institutionally/centrally at UVM, what strategies does your college/division use to recruit faculty from diverse and underrepresented backgrounds? Select all that apply.

- [ ] Implement a faculty diversity recruitment plan
- [ ] Have a dedicated faculty diversity recruitment specialist position/role (please indicate who does this) __________________________
- [x] Engage in regional/national partnership efforts
- [x] Advertise positions in publications/job boards/groups specifically geared to people from diverse and underrepresented backgrounds
- [ ] Utilize strategic funds to increase financial offers to job candidates from diverse and underrepresented backgrounds
- [ ] Other (please describe): __________________________
- [ ] Not applicable to college/division

13. Beyond efforts at UVM that are implemented institutionally/centrally, what strategies does your college/division use to recruit staff from diverse and underrepresented backgrounds? Select all that apply.

- [ ] Implement a staff diversity recruitment plan
- [ ] Have a dedicated staff diversity recruitment specialist position/role (please indicate who does this) __________________________
- [ ] Engage in regional/national partnership efforts
- [x] Advertise positions in publications/job boards/groups specifically geared to people from diverse and underrepresented backgrounds
- [ ] Utilize strategic funds to increase financial offers to job candidates from diverse and underrepresented backgrounds
- [ ] Other (please describe): __________________________
- [ ] Not applicable to college/division

14. What strategies does your college/division use to retain students from diverse and underrepresented backgrounds? Select all that apply.

- [ ] Implement a student diversity retention plan
- [ ] Have a dedicated student retention specialist position/role (please indicate who does this) __________________________
- [ ] Provide culturally inclusive or sensitive advising
- [ ] Provide mentoring
- [ ] Provide affinity groups/spaces
- [ ] Track or assess retention/attrition
- [ ] Track or assess student success patterns while at UVM
- [ ] Track or assess student success patterns while after graduation
- [ ] Plan and organize events/conferences for students
- [ ] Sponsor or fund events/conferences for students
- [ ] Refer students to campus resources
- [ ] Refer students to off-campus resources
- [ ] Other (please describe): __________________________
- [x] Not applicable to college/division
15. What strategies does your college/division use to retain faculty from diverse and underrepresented backgrounds? Select all that apply.

☐ Implement a faculty diversity retention plan
☐ Have a dedicated faculty retention specialist position/role (please indicate who does this) __________________________
☐ Provide mentoring programs
☐ Provide affinity groups/spaces
☒ Refer faculty to campus resources
☒ Refer faculty to off-campus resources
☐ Assess retention/attrition of faculty
☐ Other (please describe): __________________________
☐ Not applicable to college/division

16. What strategies does your college/division use to retain staff from diverse and underrepresented backgrounds? Select all that apply.

☐ Implement a staff diversity retention plan
☐ Have a dedicated staff retention specialist position/role (please indicate who does this) ______________________
☐ Provide mentoring programs
☐ Provide affinity groups/spaces
☒ Refer staff to campus resources
☒ Refer staff to off-campus resources
☐ Assess retention/attrition for staff
☐ Other (please describe): __________________________
☐ Not applicable to college/division

Component 2: Multicultural Competency Development of Staff, Students, and Faculty

17. In your college/division, who is/are primarily responsible for multicultural competency professional development or training efforts? [insert name(s)/title(s)] ________

We have a Faculty/Staff Professional Development Committee that includes diversity in its programming. The membership is elected each year by the faculty and staff.

18. What opportunities to develop multicultural awareness, knowledge, and skills does your college/division provide to students outside of their academic and curricular experiences? Select all that apply.

☐ Mentoring programs
☐ Diversity/multicultural organizations
☐ Diversity/multicultural events
☐ Diversity/multicultural trainings/workshops
☐ Other (please describe): __________________________
☒ Not applicable to college/division
19. Indicate the topics your college/division provides to faculty to support their professional development in diversity and inclusive excellence. Select all that apply.

- Class (social and/or economic)
- Disability/ability (including Universal Design for Learning)
- First-generation college students
- Gender identity and expression (e.g., trans, genderqueer, and gender-nonconforming)
- Nationality/international populations (e.g., non-citizens, immigrant, refugees, undocumented)
- Race/ethnicity
- Religious diversity
- Sexual assault, rape culture, and serving/supporting survivors of sexual violence
- Sexual identity/orientation
- Veterans
- Other (please describe):__________________
- Not applicable to college/division

20. Indicate the topics your college/division provides to staff to support their professional development in diversity and inclusive excellence. Select all that apply.

- Class (socio and/or economic)
- Disability/ability (including Universal Design for Learning)
- First-generation college students
- Gender identity and expression (e.g., trans, genderqueer, and gender-nonconforming)
- Nationality/international populations (e.g., non-citizens, immigrant, refugees, undocumented)
- Race/ethnicity
- Religious diversity
- Sexual assault, rape culture, and serving/supporting survivors of sexual violence
- Sexual identity/orientation
- Veterans
- Other (please describe):__________________
- Not applicable to college/division

21. What strategies does your college/division use to equip faculty with the awareness, knowledge, and skills to effectively work with diverse and underrepresented populations? Select all that apply.

- Curate a library of diversity-related resources
- Encourage attendance at diversity-related conferences, events, or lectures
- Offer discussion groups on topics related to diversity and inclusive excellence
- Plan diversity-related conferences, events, or lectures
- Provide diversity and multicultural competency professional development/training
- Provide funding for attendance at diversity-related conferences and other professional development activities
- Other (please describe):__________________
22. What strategies does your college/division use to equip staff with the awareness, knowledge, and skills to effectively work with diverse and underrepresented populations? Select all that apply.

- Curate a library of diversity-related resources
- Encourage attendance at diversity-related conferences, events, or lectures
- Offer discussion groups on topics related to diversity and inclusive excellence
- Plan diversity-related conferences, events, or lectures
- Provide diversity and multicultural competency professional development/training
- Provide funding for attendance at diversity-related conferences and other professional development activities
- Other (please describe): _________________

23. How are expectations and accountability for developing multicultural competence communicated to faculty and staff? Select all that apply.

- Faculty/staff meetings
- Performance reviews
- Retreats
- Supervision meeting
- Other methods (please specify): ___________________

Component 3: Inclusive Campus Climate for Staff, Students, and Faculty

To complete this section, please list key strategies and actions done by your college/division for each of the three items listed below. This need not be a list of everything you do, but should highlight key strategies/actions. Note – You may want to work on this section last, since some of the actions you indicated in other sections of this inventory may also be listed for this section. Overlap is expected given that many actions cross the four pillars and impact climate.

Format note (for items 24-28) – either one large box for write-in responses or check boxes that can be increased based on how many items the respondent has for each item in this section.

24. What key strategies does your college/division use to improve climate?

   Individual counseling through Dean's Office when climate issues occur. Ongoing discussion of climate issues at leadership and supervisory meetings. Diversity and inclusion is an explicit part of our most recent strategic plan.

25. What strategies does your college/division use to increase the visibility and accessibility of diversity-focused programs and initiatives?

   Postings on the Libraries listserv. Engagement of Libraries Dean's Council in diversity discussions

26. How does your college/division recognize outstanding contributions to the advancement of diversity and inclusive excellence goals by students, faculty, and staff?
We don't, yet, other than mentions in Libraries’ internal communications.

Component 4: Programs, Services, & Events

27. List services that your college/division has created to advance diversity and inclusive excellence goals. For each service you list, provide the name of service, a brief explanation of the service, and the unit that provides the service.

- Name of service, brief description, unit implementing service: McCrorey Gallery of Multicultural Art in Howe. Special exhibits in both Howe and Dana Libraries Diversity and social justice lectures and guest speakers in both Libraries Brown Bag lunch sessions on diversity topics, with both guest speakers and Libraries faculty/staff speakers

- Not applicable to college/division

28. List programs/events that your college/division has created to advance diversity and inclusive excellence goals. For each program/event you list, provide the name of program/event, a brief explanation of the program/event, and the unit within your college/division that coordinates the program/event.

- Name of program/event, brief description, unit implementing program/event: See above

- Not applicable to college/division

29. When planning services, programs, or events, which of the following accessibility accommodations do you incorporate in the planning process? Select all that apply.

- Sign language interpreters, CART, and/or closed captioning
- Auditory descriptions of images
- Accessible parking, entrances, elevators, and restrooms
- Accessibility of web-based materials
- Dietary considerations and options (e.g., Kosher, vegan)
- Other, (please specify): ____________
- None
- Not applicable to college/division

30. What partnerships and collaborations does your college/division have to support diversity and inclusive excellence in planning services, programs, and events? Select all that apply.

- Academic units within college/division
- Academic units outside college/division (please describe): ____________
- Diversity and equity units (e.g., Mosaic Center for Students of Color/ALANA Student Center, LGBTQA Center, Women’s Center) (please describe): All gender restroom task force, most recently. LGBTQA provided Library with all gender bathroom training. Participated in ALANA Student breakfast.
- Non-academic units (e.g., Residential Life, Student Life) (please describe): diversity training
- Off-campus partnerships and collaborations (please describe): ____________
- Other (Please specify): ____________
PILLAR 3 – ENVIRONMENT

The University of Vermont strives to create physical, virtual, and educational living, learning and work environments that are inclusive and accessible to all in our community.

Component 1: Physical Accessibility

31. Has your college/division participated in an ADA physical space or Universal Design assessment? Select the best answer.
   - ☒ Yes (frequency of assessment ______________________)
   - ☐ No
   - ☐ Not yet, but we are planning to assess facilities for ADA compliance and/or Universal Design by (insert timeframe) ___________

32. To what extent are your physical spaces and facilities ADA accessible? Select the best answer.
   - ☒ All or nearly all
   - ☐ Most
   - ☐ Some
   - ☐ Few
   - ☐ None
   - ☐ Unsure

33. Which features are present in most or all of your college’s/division’s physical spaces? Select all that apply.
   - ☒ Wheelchair-accessible curbs and building ramps
   - ☒ Elevators (excluding certified historical ones)
   - ☒ Wheelchair accessibility (excluding certified historical ones)
   - ☐ Lactation rooms
   - ☒ All gender/gender inclusive restrooms
   - ☒ Fully accessible restrooms
   - ☐ Other features for accessibility (please describe) _________________

Component 2: Technology Use and Accessibility

34. What technology does your college/division routinely use to ensure the accessibility of information, materials, or experiences? Select all that apply.
   - ☒ Closed captioning (of videos and visual displays)
   - ☐ AdobePro Accessibility Checker
   - ☒ Section 508 website compliance/WCAG 2.0 AA Standard
   - ☒ Website compatibility with screen readers
Instructional and other materials in accessible formats
X Online learning systems accessible to all students
☐ Other (please describe): __________________

35. To what extent are your college’s/division’s information, materials, and experiences (e.g., presentations) accessible? Select the best answer.

☐ All
☐ Most
X Some
☐ Few
☐ None

Component 3: Cognitive Accessibility

36. Based on Universal Design for Learning principles, what strategies does your college/division routinely use when developing and representing information? Select all that apply.

a. We provide options for perception, such as:
   ☐ Customize the display of information
   ☐ Provide alternatives for auditory information
   ☐ Provide alternatives for visual information
   ☐ Other (please describe): __________
   X None

b. We provide options for language and symbols that:
   ☐ Define vocabulary and symbols
   ☐ Clarify syntax and structure
   ☐ Decode text or mathematical notation
   ☐ Promote cross-linguistic understanding
   ☐ Illustrate key concepts non-linguistically
   ☐ Other (please describe): __________
   X None

c. We provide options for comprehension that:
   ☐ Supply or activate background knowledge
   ☐ Highlight critical features, big ideas, and relationships
   ☐ Guide information processing
   ☐ Support memory and transfer
   ☐ Other (please describe): __________
   X None

37. How often is information from your college/division made available in different forms and different languages to ensure accessibility? Select the best answer.

☐ Routinely
☐ When requested
Component 4: Inclusive Spaces

38. How often does your college/division provide opportunities or space (e.g., meeting or event space) for cultural activities and engagement (e.g., meetings, programs, events, affinity groups)? Select the best answer.
   - □ At least weekly
   - □ At least monthly
   - □ At least once a semester
   - □ At least yearly
   - □ Rarely
   - □ Never

39. To what extent do the units within your college/division provide opportunities or space (e.g., meeting or event space) for cultural activities and engagement (e.g., meetings, programs, events, affinity groups)? Select the best answer.
   - □ All (or nearly all)
   - □ Most
   - □ Some
   - □ Few
   - □ None

40. To what extent are the following aesthetics in your college/division inclusive of diverse identities and cultural backgrounds? Select the best answer.

   a. Marketing materials
      - □ Extensively
      - □ A significant amount
      - □ Some
      - □ A little
      - □ Not at all

   b. Web presence
      - □ Extensively
      - □ A significant amount
      - □ Some
      - □ A little
      - □ Not at all

   c. Artwork
      - □ Extensively
      - □ A significant amount
      - □ Some
      - □ A little
PILLAR 4 – OPERATIONS

Business operations and organizational processes (e.g., policy development, fiscal and capital planning, human resource functions, and organizational practices and procedures) are critical to the daily functioning and long-term health of the University of Vermont.

Component 1: Policies, Procedures, and Practices

41. To what extent have the policies, operating procedures, planning documents, and practices within your college/division been reviewed and revised to align with inclusive excellence goals. Select the best answer.
   □ All
   □ Most
   □ Some
   X □ A few
   □ None

42. To what degree have policies, procedures, and practices in your college/division been created or enhanced to better support the recruitment and retention of students, faculty, staff, and administrators from diverse and underrepresented backgrounds. Select the best answer.

   □ Extensively
   □ As significant amount
   X □ Somewhat
   □ A little
   □ None

Component 2: Evaluation and Assessment

43. What strategies does your college/division use to assess or evaluate diversity, inclusive excellence, and multicultural competency goals? Select all that apply.

   □ Course evaluations
   □ Evaluations of faculty by students
   □ Evaluations of staff by students
   X □ Employee performance review process
   X □ Reappointment, promotion, and tenure process
   X □ Program/event evaluations
   X □ Assessment/evaluation of services
   □ Other (please describe): __________
   □ None
44. What benchmarks for diversity and inclusion are used by your college/division? Select all that apply.

- National benchmarks
- Vermont/state benchmarks
- Professional benchmarks/standards
- Other (please describe): ___________________
- X None

**Component 3: Financial**

45. Does your college’s/division’s budget include funding for diversity-related initiatives (e.g., research, programs, services, resources, professional development opportunities)? Select the best answer.
- X Yes (please describe if there was a request for diversity-related programming, we would prioritize funding that proposal based on its diversity goals.)
- □ No

46. On average, how much does your college/division directly invest annually in diversity-related initiatives and priorities? Select the best answer.

- □ Less than $5,000
- X $5,000-$10,000
- □ $10,001 - $20,000
- □ $20,001- $40,000
- □ $40,001 - $50,000
- □ $50,001-$60,000
- □ More than $60,000

47. Does your college’s/division’s budget include funding to address accessibility concerns and Universal Design implementation? Select the best answer.
- X Yes
- □ No

48. Does your college’s/division’s budget include funding to support underrepresented students? Select the best answer.
- □ Yes
- X No

**Component 4: Internal/External Communications**

49. What strategies does your college/division use to promote and publicize diversity and inclusive excellence initiatives and accomplishments? Select all that apply.

- X Internal communications shared within your college/division
- X External communications shared outside of your college/division
- X Websites
- X Promotional materials
Other (please describe) _________________________

**FINAL THOUGHTS**

50. Is there anything else you wish to share about your college’s/division’s engagement in diversity and inclusive excellence that we did not ask. Please explain in the space below.

In the Libraries, we focus on diversity programming and funding participation in diversity initiatives. We do not have a curriculum, nor faculty teaching traditional courses, and we do not have students in classes--other than those many thousands of students coming through our doors daily (truly, 7K/day during most of the semester). Our commitment to diversity and inclusion is deep and we provide services, programs, and collections in support of that commitment.
GENERAL INFORMATION

This action plan is to be completed and submitted by the person designated by the dean or vice president/provost in your college/division. If you have any questions about completing or submitting this template, please contact Lacretia.Flash@uvm.edu or 802-656-7854.

a. Name of College/Division/Office

Divisions and Administrative Units
- Enrollment Management
- Finance
- Human Resources, Diversity and Multicultural Affairs
- Legal Affairs
- Libraries & Learning Resources
- Office of the President
- Office of the Provost
- Research
- Student Affairs
- University Relations and Administration

Colleges and Schools
- Agriculture & Life Sciences (and Extension)
- Arts and Sciences
- Continuing and Distance Education
- Education & Social Services
- Engineering & Mathematical Sciences
- Graduate College
- Grossman School of Business
- Honors College
- Larner College of Medicine
- Nursing & Health Sciences
- Rubenstein School of Environmental & Natural Resources

b. Name of Dean or Vice President/Provost: Mara Saule
c. **Name of person submitting inventory on behalf of College or Division**
   Name: Sarah Gordon  
   Title: Assistant Dean  
   Department/Office/Unit (write in) Libraries Dean’s Office  
   e-mail address (write in) smgordon@uvm.edu  
   phone number (write in) 656-3293

d. **Departments and/or core functions within the unit (please list)**  
   Access, Technology and Media Services  
   Collection Management Services  
   Information & Instruction Services  
   Special Collections  
   Dana Medical Library

e. **Implementation team members** (including team lead/chair)

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department/Office/Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mara Saule</td>
<td>Dean</td>
<td>Dean’s Office</td>
</tr>
<tr>
<td>Nancy Fawley</td>
<td>Director</td>
<td>Information &amp; Instruction Services</td>
</tr>
<tr>
<td>Laura Gewissler</td>
<td>Director</td>
<td>Collection Management Services</td>
</tr>
<tr>
<td>Marianne Burke</td>
<td>Director</td>
<td>Dana Medical Library</td>
</tr>
<tr>
<td>Jeffrey Marshall</td>
<td>Director</td>
<td>Special Collections</td>
</tr>
<tr>
<td>Paul Philbin</td>
<td>Director</td>
<td>Access, Technology &amp; Media Services</td>
</tr>
<tr>
<td>Selene Colburn</td>
<td>Associate Professor</td>
<td>Special Collections</td>
</tr>
<tr>
<td>Sarah Gordon</td>
<td>Assistant Dean</td>
<td>Dean’s Office</td>
</tr>
</tbody>
</table>
Components of Inclusive Excellence (Summary)

For each component, please list significant actions/initiatives/activities done by your college/division [including the unit(s)/role(s) charged with this responsibility in your college/division]. If a component is not applicable to the mission or work of your college/division, please explain why in the space provided.

**Pillar 1: Academics**

**Component 1: Faculty Support and Engagement**

☑ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide incentives to faculty for diversity-related professional development.</td>
<td>Library administration</td>
</tr>
<tr>
<td>Provide incentives to faculty for diversity-related research.</td>
<td>Library administration</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)

* Update: The Libraries will be creating a working group to be charged with crafting a definition of "diversity and inclusion" and a statement of values/commitments that will be due by January 31, 2020. From this work, additional working groups/committees will formed to review many of the pillars more closely.

**Component 2: Student Support and Engagement**

☐ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
</table>

☑ Component is not applicable to the mission or work of college/division (please explain: University Libraries does not have students.)

**Component 3: Curriculum, Pedagogy, and Research**

☑ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continue to collect resources on diversity, inclusion, non-discrimination, civil rights, etc. in support of curriculum, pedagogy and research.</td>
<td>Collection Management</td>
</tr>
<tr>
<td>Continue to have a library liaison to ALANA.</td>
<td>Information &amp; Instruction Services</td>
</tr>
<tr>
<td>Work with Student Accessibility Services as needed to build awareness and support for working with students with disabilities.</td>
<td>Information &amp; Instruction Services</td>
</tr>
</tbody>
</table>
*Update: The Libraries continues to collect resources on diversity, inclusion, non-discrimination, civil rights, has a library liaison to ALANA, as well as work with the Student Accessibility Services.

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)

**Pillar 2: Community**

**Component 1:** Representational/Compositional Diversity and Equity of Staff, Students, and Faculty

☑ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship/Fellowship for recent (or soon-to-be) library school graduate from under-represented groups.</td>
<td>Dean’s Council or task force researches and writes job description, procedures</td>
</tr>
<tr>
<td>Review recruitment procedures to update best practices</td>
<td>Dean’s Council</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)

*Update: A Libraries working group will be closely examining current procedures as well as recommending a new recruitment document in FY20. The Internship/Fellowship program has not been developed as of today.

**Component 2:** Multicultural Competency Development of Staff, Students, and Faculty

☑ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Encourage faculty &amp; staff to enroll in existing classes and workshops; provide release/protected time; set goal of x% attendance; attendance to be designated as an accomplishment in annual review.</td>
<td>Dept. heads, supervisors should identify and enroll in appropriate classes, then encourage supervisees to do so</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)

*Update: Faculty and staff continue to be encouraged to enroll/participate in classes/workshops and a number of Libraries employees do participate in on-campus trainings. At this time, there is no set goal x% of attendance for the Libraries unit wide. Attendance is recognized as part of faculty and staff annual reviews.

**Component 3:** Inclusive Campus Climate for Staff, Students, and Faculty

☑ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultation from Human Resources (or other) on making public services procedures inclusive; focus training on procedures as enabling access, not</td>
<td>Dean’s Office and Library public service areas</td>
</tr>
</tbody>
</table>
imposing burdens (that can sometimes create misunderstandings).

Establish “inclusive content” goals for social media posts.

| Component is not applicable to the mission or work of college/division (please explain: _______________________________) |

* Update: Consultation with other campus partners continues to occur to ensure an inclusive campus climate for staff, students, and faculty. The Libraries public service departments reviews policies and edits them to ensure patrons have the ability to access all services.

**Component 4: Programs, Services, & Events**

- Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Create McCrorey Gallery team to plan ongoing programming around the gallery.</td>
<td>Dean’s office and McCrorey team</td>
</tr>
<tr>
<td>Write diversity programming into an appropriate person’s job description.</td>
<td>Dean’s Office, Library Directors</td>
</tr>
</tbody>
</table>

| Component is not applicable to the mission or work of college/division (please explain: _______________________________) |

* Update: The Libraries will be creating a working group to be charged with crafting a definition of "diversity and inclusion" and a statement of values/commitments that will be due by January 31, 2020. Both of these component examples have not occurred to date but may when working groups are developed.

**Pillar 3: Environment**

**Component 1: Physical Accessibility**

- Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff work space accommodations</td>
<td>Libraries’ Facilities Supervisor, UVM ADA Liaison</td>
</tr>
<tr>
<td>Most physical spaces and facilities are ADA accessible, including wheelchair-accessible curbs and building ramps, elevators, gender inclusive restrooms. Restroom, elevator and wayfinding signs in Howe Library are also in Braille.</td>
<td>Libraries’ Facilities Supervisor, UVM ADA Liaison</td>
</tr>
<tr>
<td>Most public computer workstations, printer, and copying stations are ADA accessible</td>
<td>Libraries’ Facilities Supervisor, UVM ADA Liaison</td>
</tr>
<tr>
<td>Assess inclusion needs in Libraries’ facilities and develop a prioritized investment plan in collaboration with UVM’s ADA Coordinator.</td>
<td>Libraries’ Facilities Supervisor, UVM ADA Liaison, Libraries’ Dean’s Council</td>
</tr>
</tbody>
</table>

| Component is not applicable to the mission or work of college/division (please explain: _______________________________) |

*Update: The Libraries continues to ensure the facility space is ADA accessible and the work space is accommodating. Working with partners in Risk Management and the ADA Coordinator continue to be helpful in this area.*
Component 2: Technology Use and Accessibility

☒ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructional and other materials in accessible formats; use the VPAT/WCAG2.0 template to ensure compliance when purchasing materials for the collection. VPAT (Voluntary Product Accessibility Template), WCAG (Web Content Accessibility Guidelines).</td>
<td>Libraries’ Collection Management Services</td>
</tr>
<tr>
<td>Videos and visual displays are close captioned (if an item is not close captioned, have a policy in place to acquire a close captioned version)</td>
<td>Libraries’ Collection Management and Multimedia Services</td>
</tr>
<tr>
<td>Library website is Section 508 compliant; use WCAG 2.0 AA standard as well as WAVE: Web Accessibility Evaluation Tool to identify and correct errors. WCAG (Web Content Accessibility Guidelines).</td>
<td>Library Technology Services and UVM Compliance Services</td>
</tr>
<tr>
<td>The Libraries hope to obtain results of any campus-wide website accessibility audits and incorporate them into continuous improvement of the Libraries’ website.</td>
<td>Library Technology Services and Library Information Systems Group</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)

*Update: The University is undergoing a campus wide initiative of reviewing all technologies purchased to ensure that they are accommodating and accessible to all. The Libraries is working with Purchasing and external vendors to comply with this process.

Component 3: Cognitive Accessibility

☒ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
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</tr>
</thead>
<tbody>
<tr>
<td>The Universal Design Technology Lab handles most of the principles and strategies discussed in questions 36, which is located in Howe Library.</td>
<td>UVM Universal Design Technology Lab</td>
</tr>
<tr>
<td>Howe Library provides handouts at various service desks. They are provided in one format (print) and one language (English).</td>
<td>All Library Departments</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)

* Update: The Libraries' Universal Design Technology Lab has the more up-to-date software to ensure cognitive accessibility.

Component 4: Inclusive Spaces
<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Cultural groups for meetings and programs on weekly basis use Group Study Rooms and Libraries’ Projection Room. Examples: CDAE 195: Introduction to the Caribbean and Central American; Dance 033: Brazilian Dance.</td>
<td>Libraries Access and Multimedia Services, various departments and cultural groups.</td>
</tr>
<tr>
<td>Artwork, McCrorey Multicultural Gallery presents a rotating collection of artworks by people of color, providing a focus within the University for the expression and exploration of the themes of racism, social justice and the celebration of our diverse community.</td>
<td>Libraries’ Administration</td>
</tr>
<tr>
<td>Contesting Race and Citizenship in the Gilded Age: Featuring political cartoons by Thomas Nast and other artists, this Howe Library exhibit examines the fierce debates over the meaning of the Fourteenth Amendment and the development of racial stereotypes in the twenty-five years after the U.S. Civil War. Items in the exhibit were collected and interpreted by TAP students in History 096: The Gilded Age.</td>
<td>Libraries’ Special Collections and University Archives, UVM History Department</td>
</tr>
<tr>
<td>Marketing materials and web presence include content of diverse identities and cultural backgrounds, and will continue to increase representation in all channels.</td>
<td>Libraries’ External Relations, Access and Multimedia Services, all library departments</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________

* Update: The Libraries provide meeting rooms that can be used by all patrons. The McCrorey Gallery has a rotating collection artwork. The Libraries continues to collaborate with on-campus partners to showcase an array of exhibits that are welcoming to all patrons.

**Pillar 4: Operations**

Component 1: Policies, Procedures, and Practices

☒ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>University Libraries mission, vision and strategic plan include some of the University’s inclusive excellence goals.</td>
<td>Dean’s Council, Strategic Planning Council</td>
</tr>
<tr>
<td>The Libraries mission statement, vision and strategic plan are posted on the Libraries website for all UVM staff, faculty, students and patrons to view. These documents are updated as needed.</td>
<td>Libraries Systems (responsible for uploading documents) and Dean’s Council, Strategic Planning Council, etc. (responsible for document updates)</td>
</tr>
</tbody>
</table>
Component 2: Evaluation and Assessment

☒ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yearly evaluation of diversity and inclusive excellence for Library staff during performance review process</td>
<td>Library staff supervisors</td>
</tr>
<tr>
<td>The Libraries assess diversity and inclusive excellence in program/event evaluations as well as the assessment and evaluation of services.</td>
<td>Library departments, Dean’s Office</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: benchmarking for diversity and inclusion are not used by the Libraries)

*Update: The Libraries recognizes staff and faculty diversity and inclusive excellence in yearly performance evaluations. The assessment in program/event evaluations has not occurred to date.

Component 3: Financial

☒ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide funding for UVM community diversity programming.</td>
<td>Libraries Dean’s Office</td>
</tr>
<tr>
<td>Financial support for professional development and other diversity related activities for staff and faculty.</td>
<td>Libraries Dean’s Office</td>
</tr>
<tr>
<td>The Libraries budget is also used to address accessibility concerns and Universal Design implementation.</td>
<td>Libraries Dean’s Office</td>
</tr>
</tbody>
</table>

☐ Component is not applicable to the mission or work of college/division (please explain: ______________)

*Update: The Libraries provides support for on-campus diversity initiatives such as Blackboard Jungle; professional development for staff and faculty, as well as accessibility concerns.

Component 4: Internal/External Communications

☒ Component is applicable to the mission or work of college/division (see examples provided examples in the space below)

<table>
<thead>
<tr>
<th>Action/Initiative/Activity</th>
<th>Responsible Unit(s)/Role(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communicate diversity and inclusive excellence initiatives and accomplishments on the Libraries</td>
<td>Libraries Dean’s Office and Library departments</td>
</tr>
</tbody>
</table>
website as well as print material (both internal and external communication). This would also include promotional materials as well.

*Update: The Libraries continues to communicate diversity and inclusive excellence initiatives and accomplishments on the Libraries website, print and promotional material (both internal and external).

☐ Component is not applicable to the mission or work of college/division (please explain: _______________________________)
Action Plan for the Four Pillars of Inclusive Excellence

Please insert your narrative response into the appropriate section below.

**Pillar 1: Academics**

*Central to the mission and strategic goals of the University of Vermont is excellence in the academic experience to help prepare members of our community to be globally responsible and engaged citizens, advance knowledge, and build critical thinking and problem solving skills.*

1. What are the benefits, impacts, and/or learning outcomes of your initiatives and practices? How do these initiatives and practices promote inclusive excellence in your college/division?
   
   To be determined

2. What initiatives and practices for inclusive excellence does your division/college consider exemplary and could serve as a model or best practice at UVM?
   
   To be determined

3. What goals does your college/division want to achieve within the next year? Within the next three years?
   
   To be determined

4. What strategies and resources (e.g., skills, expertise, financial) will your college/division use to meet your goals within a given component? What resources are needed?
   
   To be determined

5. What metrics will your college/division use to gauge its progress with diversity and inclusive excellence goals?
   
   To be determined. The Libraries will be focusing on diversity and inclusive statement and values in FY20 and from this, it will drive what metrics make the most sense to measure.

**Pillar 2: Community**

*The University of Vermont aspires to be a community that affirms and demonstrates the value of the diverse identities and backgrounds of its members, promotes multicultural competence, and builds positive and productive connections throughout the community.*

1. What are the benefits, impacts, and/or learning outcomes of your initiatives and practices? How do these initiatives and practices promote inclusive excellence in your college/division?
   
   To be determined
2. What initiatives and practices for inclusive excellence does your division/college consider exemplary and could serve as a model or best practice at UVM?

To be determined

3. What goals does your college/division want to achieve within the next year? Within the next three years?

To be determined

4. What strategies and resources (e.g., skills, expertise, financial) will your college/division use to meet your goals within a given component? What resources are needed?

To be determined

5. What metrics will your college/division use to gauge its progress with diversity and inclusive excellence goals?

To be determined. The Libraries will be focusing on diversity and inclusive statement and values in FY20 and from this, it will drive what metrics make the most sense to measure.

**Pillar 3: Environment**

_The University of Vermont strives to create physical, virtual, and educational living, learning and work environments that are inclusive and accessible to all in our community._

1. What are the benefits, impacts, and/or learning outcomes of your initiatives and practices? How do these initiatives and practices promote inclusive excellence in your college/division?

To be determined

2. What initiatives and practices for inclusive excellence does your division/college consider exemplary and could serve as a model or best practice at UVM?

To be determined

3. What goals does your college/division want to achieve within the next year? Within the next three years?

To be determined

4. What strategies and resources (e.g., skills, expertise, financial) will your college/division use to meet your goals within a given component? What resources are needed?

To be determined
5. What metrics will your college/division use to gauge its progress with diversity and inclusive excellence goals?

To be determined. The Libraries will be focusing on diversity and inclusive statement and values in FY20 and from this, it will drive what metrics make the most sense to measure.

**Pillar 4: Operations**

*Business operations and organizational processes (e.g., policy development, fiscal and capital planning, human resource functions, and organizational practices and procedures) are critical to the daily functioning and long-term health of the University of Vermont.*

1. What are the benefits, impacts, and/or learning outcomes of your initiatives and practices? How do these initiatives and practices promote inclusive excellence in your college/division?

   To be determined

2. What initiatives and practices for inclusive excellence does your division/college consider exemplary and could serve as a model or best practice at UVM?

   To be determined

3. What goals does your college/division want to achieve within the next year? Within the next three years?

   To be determined.

4. What strategies and resources (e.g., skills, expertise, financial) will your college/division use to meet your goals within a given component? What resources are needed?

   To be determined

5. What metrics will your college/division use to gauge its progress with diversity and inclusive excellence goals?

   To be determined. The Libraries will be focusing on diversity and inclusive statement and values in FY20 and from this, it will drive what metrics make the most sense to measure.