

INCLUSIVE EXCELLENCE ACTION

2023-2028

The Division of Student Affairs (DOSA) is committed to inclusive excellence and upholding the values of racial and social justice. For over 15 years, DOSA has intentionally worked to increase racial, gender, and sexual orientation diversity within the division's professional staff and leadership, as well as improve the experiences of historically marginalized groups across campus.

This 2023-2028 Inclusive Excellence Action plan was developed in alignment with the University of Vermont's strategic goal to *build a diverse and globally aware university community sustained by an*

Goal3: Establish partnerships with key Recognized Student Organizations (RSOs) to develop and host life-skills programming work for the greater UVM student body

Actions:

1. Conduct a survey of student clubs to establish how student needs are met and what the additional needs are (training, resources, connections, etc.)
2. Identify areas of opportunity to increase student participation.
3. Foster collaborations between RSOs and identity centers
4. Promote and support student clubs us.6 dens 1&)Cjg-iZ4Oy"6!ã)Jç.HãD÷™ f 2.1pçñ40 areas.ort3

7. Establish expectations of supervisors and leadership staff to support/participate in revamped

3. Conduct staff and select student group survey for accessibility issues in the above spaces
4. Host preliminary meetings with the Center for Disability and Community Inclusion for recommendation and best practices

Goal 2 Ensure availability of gender inclusive Residential Life facilities and spaces.

Actions:

1. Conduct a review of all bathroom facilities within each residential building
2. Conduct research on housing best practices for gender inclusive restroom availability.
3. Host meetings with area experts (CDCI, ADA) to develop action items for filling gaps and transforming spaces

Goal 3 Utilize accessibility services and options at large-scale, open invite DOSA student, family, and staff events.

Actions:

1. Explore Student Life practices for providing interpreter services at large events
2. Institute divisional practice for interpreter services at large student programming events
3. Share divisional practices with relevant student groups and the community
4. Share this information more broadly with DOSA staff and all students

Goal 4 Establish an inclusive environment for wide variety of neurodiverse community members.

Actions:

1. Conduct a review of DOSA offerings and practices relative to the creation of resources and training materials related to neurodiverse experiences
2. Develop partnerships with a university or external expert to review DOSA practices and operations in relation to cognitive accessibility to understand and develop a framework for provision of services for the neurodiverse community members.

E. International Inclusion and Global Education

Goal 1: Offer Divisional training in multicultural communication skills with cultural humility framework

Actions:

1. Design a multicultural communication curriculum
2. Create an oversight Committee for divisional training on multicultural communication skills
3. Conduct an assessment to evaluate the improvement in multicultural communication skills over time.
1. Create a mechanism to share feedback received back to the clubs and to DSPC

Goal 2: Establish partnerships with key student groups to further community understanding and intergroup dialogue.

Actions:

1. Host Intergroup dialogue meetings with key student groups
2. Create safe spaces that foster Intergroup dialogue.

Goal 3: Incorporate UVM's Land acknowledgment into physical spaces of VPDOS, Residential Life, Davis Center, Student Conduct, Living Well, OSCR, and others

Actions:

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1. Create a budget for the overall project.
2. Develop and deliver a print asset design with input from communicators/office managers.
3. Identify locations for the display of the printed signage
4. Develop and deliver conversational framework or reinforcement opportunity for discussion about this acknowledgement.

Goal4: Establish

3. Promote partnerships with food vendors/trucks to create a more globally inclusive dining experience for students.
4. Develop a framework for programming with internationally inclusive vendors and support diverse local BIPOC owned businesses and farmers.
5. UVM Dining to explore and prioritize Food Fleet vendors.
6. Relaunch live Global Chef program
7. Dining to engage with DEIVision on including Dining locations in cultural resource guide.
8. Review University policy surrounding off-campus food vendors (UES)
9. Generate list of BIPOC/international cuisine caterers/vendors. Use list for event planning/
Create process for updating vendor list.

F. Leadership Accountability and Operational Sustainability

Goal1: Demonstrate ethical leadership in the management of the Division

Actions:

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1. Develop a divisional strategic plan that is informed by diversity, equity and inclusion principles in the areas of succession planning, staff morale, communication, assessment, continuity of operations, capital planning and resource allocation
2. Develop an inventory list of areas of functioning that impact DOSA, and the nature of involvement in DEI focused change.
3. Create a mechanism to share and ~~at~~ list such as on the DOSA SharePoint

Goal4: Elevate DEI work that DOSA has done internally and externally.

Actions:

1. Develop an inventory to promote and increase the visibility of DEI work that is done across DOSA.
2. Promote visibility and recognition of staff whose work contributes to DEI efforts through awards.
3. Assess progress on DEI efforts and share this information with DOSA staff and all students in a divisional shared space

A. SMART and RACI Framework

Integrative and CoCurricular Learning

Goal1. Incorporate DEI
practices

Goal3. Establish partnerships
with key Recognized Student

Goal2. Deliver a welcoming, inclusive, and accessible staff onboarding experience.

Responsible:
DOSA Business Management Team; hiring officials.

Accountable:
DOSA Director of

Goal1. Deliver an annual DEI training curriculum for DOSA.

Responsible:
DEI Strategic
Planning Committee

Consulted

Accountable:
Strategic Initiatives
and DEI Coordinator

<p>Goal 1.Awareness of physical accessibility needs of all DOSA facilities and spaces</p>	<p>Responsible: DSPC</p> <p>Accountable: Strategic Initiatives and DEI Coordinator</p>	<p>Consulted ADACoordinator</p> <p>Informed: DSPC/DOSA executive</p>	<p>Timeline: Spring 2024 beginning January 2024 through June 1</p>	<p>Measurable A report on physical accessibility of all DOSA facilities and spaces</p>
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Goal2. Ensure availability of

<p>Goal 1 Offer Divisional training in multicultural communication skills with cultural humility framework</p>	<p>Responsible: Divisional working group or committee</p> <p>Accountable: Strategic Initiatives and DEI Coordinator, with input from CPSA</p>	<p>Consulted: VPSA; DOSA Exec; DSPC & VPDEI</p> <p>Informed: DOSA staff</p>	<p>Timeline: 1. Form committee by September 1, 2023</p> <p>2. Begin curriculum design through May 1, 2024.</p> <p>3. Ongoing, AY 234 Planning, AY 24-25</p>	<p>Measurable:</p> <ul style="list-style-type: none"> Representation from across the division. Trainings and learning activities implemented.
<p>Goal2. Establish partnerships with key student groups to further community understanding and intergroup dialogue.</p>	<p>Responsible: Associate Director of Residential Experience</p> <p>Accountable: Residential Life Director</p>	<p>Consulted DOSA Exec and input from the Division via representatives on committee & VPDEI Office</p> <p>Informed: VPSA</p>	<p>Timeline: Ongoing, AY 234 Planning, AY 245</p>	<p>Measurable:</p> <ul style="list-style-type: none"> Intergroup dialogues held.
<p>Goal3. Incorporate UVM's Land acknowledgment into physical spaces of VPDOS, Residential Life, Davis Center, Student Conduct, Living Well, OSCR, and others.</p>	<p>Responsible: Office Managers</p> <p>Accountable: Department Directors</p>	<p>Consulted Strategic Communications Manager, UVM Studios for design support</p> <p>Informed: DOSA staff</p>	<p>Timeline: Ongoing, AY 234 Planning, AY 245</p>	<p>Measurable</p> <ul style="list-style-type: none"> locations for the display of the printed signages

Goal4.
Establish stronger relationships with international students and internationally oriented clubs

Goal 5 Establish partnerships
with College of Arts and
Sciences to host recurring

<p>Goal 1. Demonstrate ethical leadership in the management of the Division.</p>	<p>Responsible: DOSA Exec</p> <p>Accountable: VPSA</p>	<p>Consulted All DOSA managers; VPDEI</p> <p>Informed: DOSA staff</p>	<p>Timeline: Research begins January 2024</p> <p>Training begins July 2024 through December 2024</p>	<p>Measurable</p> <ul style="list-style-type: none"> • Documentation of completed training and publicly available on internal divisional sharing site. • Annual supervised reflection on how participant learning impacts DEI and leadership praxis.
<p>Goal 2. Ensure that DOSA internal communication strategies include timely and relevant information about DEI resources, events, and institutional priorities.</p>	<p>Responsible: Strategic Communications Manager, Director of Business Operations</p> <p>Accountable: DOSA Directors and VPSA</p>	<p>Consulted Strategic Comms</p> <p>Informed: DOSA staff</p>	<p>Timeline: SharePoint launch May 2023 Editorial calendar Sept 2023</p>	<p>Measurable</p> <ul style="list-style-type: none"> • Attendance at DOSA events • Communication materials delivered.

