



The University of Vermont

Wanda Heading-Grant

*Vice President for Human Resources,
Diversity and Multicultural Affairs*

Date: Monday, September 23, 2019
From: Wanda Heading-Grant, Vice President for Human Resources, Diversity and Multicultural Affairs
To: UVM Community
Re: 2019 UVM Campus Climate Survey

I am excited to share data from the 2019 UVM Campus Climate Survey with the UVM Community.

The linked [Summary](#) contains background information, methodology, key findings, and next steps. The information we received from the Climate Survey will help inform a plan of action designed to help the community continue to grow and to be a place where individual differences are respected and valued by all.

In addition, Alex Yin, Executive Director of the Office of Institutional Research (OIR) and Paul Suk-Hyun Yoon, Senior Advisor for Strategic Diversity and Assessment from my Division will begin meeting with leadership from all of the Governance Bodies, Colleges, and Administrative Units, including the Student Government Association, Graduate Student Senate, Identity Centers, and the President's Commission for Inclusive Excellence. These meetings begin Friday, September 27. During these meetings, they will discuss results of the survey both generally and specific to each group's constituents. A list of the dates of all of the scheduled meetings can be found [here](#).

As a result of these meetings, my Division and partners across the University from the Center for Teaching and Learning to the Division of Student Affairs will continue working closely with constituent groups to translate the results into concrete action, including, as appropriate, modifications of individual unit [Inclusive Excellence Action Plans](#). For more information about these efforts and about the climate survey, go to go.uvm.edu/climatesurvey.

The OIR has worked hard to analyze the data and provide it to the campus community in a form that maximizes access to the results without compromising participant confidentiality. Current members of the UVM Community will be able to access the survey results via Catamount Data, the University of Vermont's official data site. UVM Community members can access the data via their UVM net ID [here](#) beginning on Friday, September 27, 2019.

Finally, it is my expectation that the key findings in the Campus Climate Survey will be used to inform unit changes and decisions around diversity, equity, inclusion, and safety. My Division will be utilizing a number of strategies to ensure UVM is an inclusive learning environment for all community members; promotes greater dialogue that emphasizes mutual respect and understanding across communities; promotes our shared values of inclusive excellence; increases capacity of the campus community to respond effectively to hostile, harassing, and bullying behavior; refines and enhances strategies to recruit and retain a diverse faculty, staff, and student body; and increases campus safety for all members of our community. Please visit the [Advancing Diversity and Inclusion at UVM](#) website, which will be updated regularly regarding university-wide, college and administrative units' active efforts that make a difference. I would like to thank everyone for their participation in this important process. Together, we can help UVM become an even more inclusive and equitable community.