

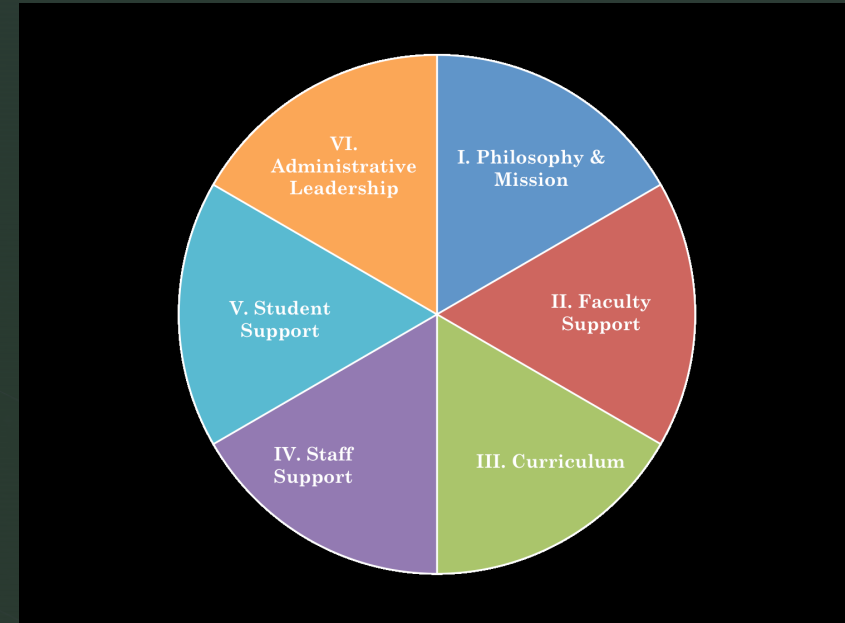
Updates from the Diversity, Equity, Inclusion, and Social Justice (DEISJ) Transformation Task Force

Board of Trustees DEI Committee Meeting

07 March 2022

3. Update from VSC DEI Transformation Workgroup: Where We Started

NERCHE Self-Assessment Rubric
for the Institutionalization of
Diversity, Equity, and
Inclusion in Higher Education



3. Update from VSC DEI Transformation Workgroup:
3 Pillars of DEI and Social Justice Work

1. **Data-Informed Decisions** about Diversity, Equity, Inclusion, and Social Justice
2. **Professional Knowledge** of Diversity, Equity, Inclusion and Social Justice
3. **Personal Knowledge** of Diversity, Equity, Inclusion, and Social Justice



3. Update from VSC DEI
Transformation
Workgroup:
Recent Accomplishments

1. Attended all Discovery Gate presentations and provided feedback
2. Designed and delivered trainings to help teams incorporate the NERCHE rubric and our 3 pillars into their design project work.
 1. In January and February, we delivered or scheduled trainings with 8 groups, representing over 100 employees, across all levels of transformation work.
3. Collaborated with Transformation Project Managers to further embed issues of DEI and social justice into existing project management tools.

4. Presentation of proposed VSCS Diversity Statement

Draft VSCS Diversity Statement

2/28/22

The Vermont State College System (VSCS) is committed to **nurturing a welcoming, diverse, and inclusive learning and working environment**. We condemn racism and welcome all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability, and want everyone to feel safe and welcome in our community.

As an institution of higher education, we formally condemn all discrimination in all its forms, commit to fair and equal treatment of everyone in our community, and strive to ensure all our actions, policies, and operating procedures reflect this commitment.


Our commitment is based on three pillars of diversity, equity, inclusion, and social justice:

- **Data informed Practices:** We make decisions and examine our policies and practices based on valid and reliable data sets and how those decisions, policies and practices may positively or negatively impact different populations.
- **Professional Knowledge of DEISJ:** We are committed to providing faculty, staff and students access to training and learning about how their knowledge of diversity, equity, inclusion, and social justice topics impact their professional and educational work.
- **Personal Knowledge of DEISJ:** We are committed to providing faculty, staff, and students opportunity for personal growth to increase their understanding of diversity, equity, inclusion, and social justice related topics so that they can then apply that information to their lives, their community engagements, and their career.

We recognize our diverse community members do not hold a single identity that may impact their belonging, or access to educational or professional opportunities. Each person holds multiple and intersecting personal and social identities that must be recognized as they engage in learning and professional development.

We actively pursue the inclusion of diverse students, faculty, and staff; break down barriers impacting access to education and professional growth for all; and nurture true belonging for our diverse community.

To provide feedback on the content of this statement, please email [Jae Basiliere](#), [Mary Brodsky](#), or [Kathleen Mason](#)



4. Presentation of proposed VSCS Diversity Statement: Timeline and Next Steps

1. Presentations and Communications with Employee and Student Groups (March 3 – April 8);
2. Revise Statement/Declaration as Appropriate (April 11 – 22);
3. To Chancellor and COP for Feedback (April 25 – 29);
4. To DEI Committee for Feedback in Advance of the Board Meeting May 9



5. Update on process for data systems and pronouns

DEI Systems Data Project Proposal:

1. Convene DEI Taskforce with additional systems expertise
2. Define which data points we need to collect and why
3. Determine what we are currently collecting and how we are using it
4. Gap analysis
5. Finalize data elements and values that we plan to implement
6. Create a plan for how to collect/manage/use the data across all key systems