



Vermont State
University

Office of Diversity, Equity, Inclusion, and
Social Justice Update

BOT DEI Committee Meeting 10/30/23

Highlight

Meetings with
NAACP President

Anti-Racism
Pledge

BARWE

Successes

The interest in engaging with DEISJ topics and content have been expressed by students, faculty, and staff. Some ways this is showing up is through:

Student Success has made improvement towards integrating DEISJ goals into operations and strategic planning.

More and more employees and students have reached out to the Office of DEISJ looking for tools to create inclusive campuses.

Creation of Office of DEISJ Resource page.

Welcome to The Office of Diversity, Equity, Inclusion, and Social Justice (DEISJ)



Educational Resources



 Vermont State
University

Contact Us

Challenges

Lack of resources and prioritization leads to students and employees, especially BIPOC, experiencing harm:

Students and employees see DEI goals and Diversity Statement as performative – statements need to be operationalized.

Lack of resources for providing DEISJ training and programming to employees, leadership, and students.

DEISJ Office reporting to student success means other key areas are not incorporating DEISJ into their operations at the same rate.

Upcoming Projects

In the coming months...

- Continue Chief Diversity Officer Search Process
- Send VTSU Campus Climate Survey
 - One for Students
 - One for Employees
- Support Complete College America Project
- Finalize University Event Guidelines to ensure events and programming are inclusive
- Support Creation Of and Review Strategic Plans

We're



Together

When

Extraordinary

Importance of Social Justice

You will notice that the office title goes beyond DEI. Including Social Justice is a commitment to go beyond words and make what we say into actions.

Vermont being the 2nd whitest state doesn't happen by accident – it speaks to the barriers and forces keeping and pushing out Vermonters of color.

Vermont State University has a chance, in partnership with CCV, to break those barriers down and create supports so that everyone feels like they belong at our institution and in our state. But we must turn our words into actions to be





Thank You