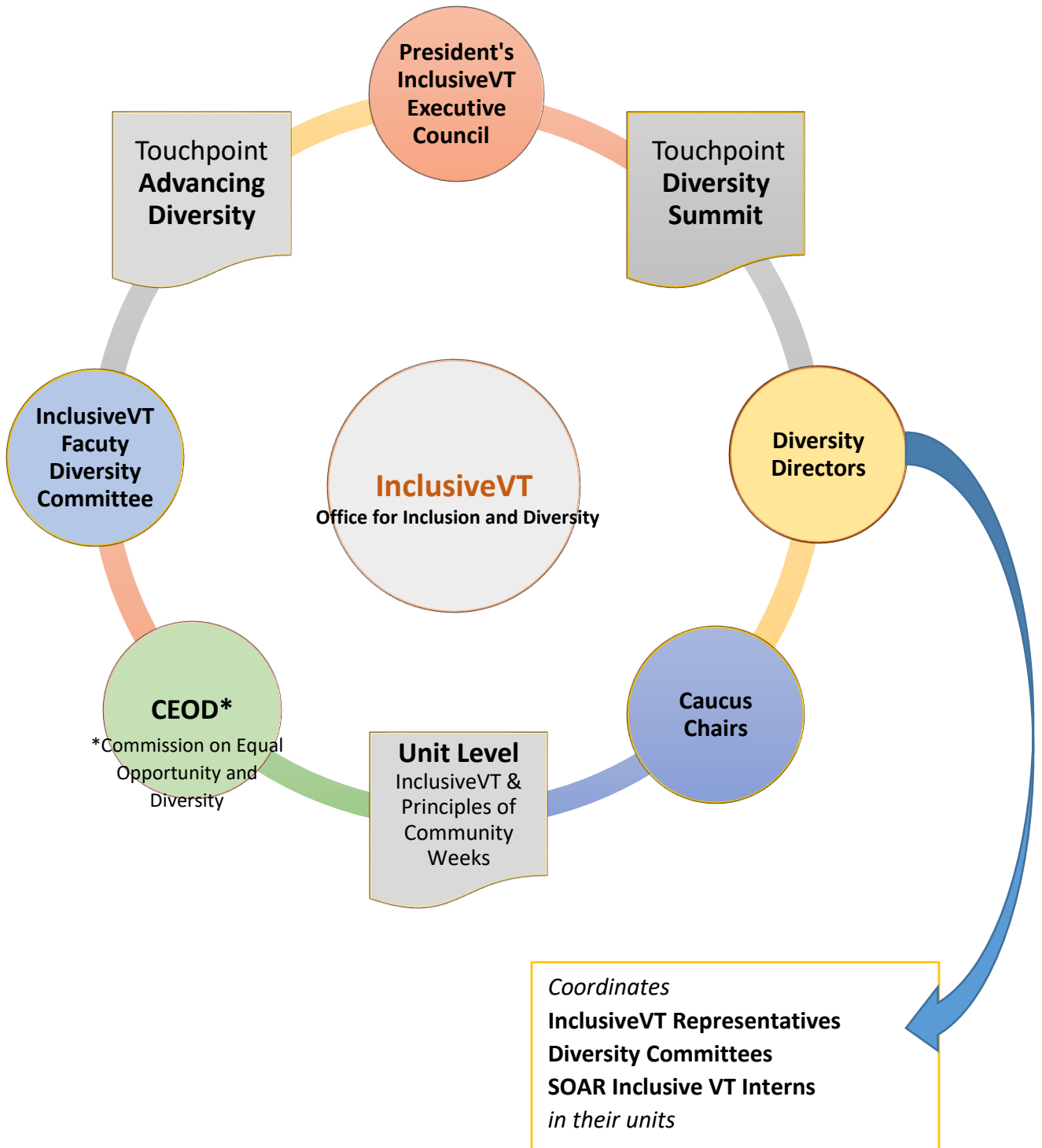


InclusiveVT 3.0 Framework



The InclusiveVT Framework Explained

President's InclusiveVT Executive Council

- Senior leadership group charged with identifying strategic priorities
- *Includes the* President, Provost, Vice Provost for Faculty Affairs, Vice Provost for Undergraduate Affairs, Vice President and Dean of the Graduate School, Vice President for Enrollment Management, Vice President for Student Affairs, Senior Vice President for Operations and Administration, selected Deans, and representatives of the Student Government Association and the Graduate Student Association.
- Meets once a semester, with a mid-semester update by email.
- May form work groups on strategic issues.
- The full senior leadership team convenes during Inclusive VT and Principles of Community week for a one hour diversity-focused professional development experience.

InclusiveVT Faculty Diversity Committee

- Senior level tenured faculty charged with advising on faculty recruitment and retention matters.
- Works with diversity advocates, search committee chairs, department heads and deans.
- Meets monthly with the Director of Faculty Diversity and Recruitment.

Diversity Directors

- Representatives from senior leadership areas charged with stewarding unit-level Diversity Strategic Plans in collaboration with their Deans or Vice Presidents, InclusiveVT Representatives and Diversity Committees.
- Works on alignment and engagement with InclusiveVT Representatives, Diversity Committees, Faculty Committee and SOAR InclusiveVT interns in their divisions.
- Meets monthly with the Assistant Provost for Diversity Strategic Planning and Assistant Provost for Diversity Education.
- *Currently, Diversity Directors are identified for the academic colleges. Directors will be identified for administrative units in the summer 2019.*

Commission on Equal Opportunity and Access (CEOD)

- CEOD is charged with advising the President's InclusiveVT Executive Council as well as studying, formulating, and recommending to University Council policies and procedures as they relate to the university's responsibilities regarding equal opportunity, affirmative action, accessibility, compliance, diversity, and inclusion.
- *Includes* the Chair of the CEOD and the elected chairs of the ten caucuses.
- Meets once a semester with Office for Inclusion and Diversity team.

Caucus Chairs and Alliances

- Elected chairs of each caucus charged with supporting faculty and staff caucuses and serving as an advocate on behalf of students.
- *Includes the* American Indian and Indigenous Caucus, Appalachian Caucus, Asian / Asian American Caucus, Black Caucus, Disability Alliance, Hispanic-Latinx Caucus, International Caucus, LGBTQ Caucus, Veteran's Caucus, and the Women's Alliance.
- Meets once a semester with Office for Inclusion and Diversity team.
- Engages with constituents monthly.

Touchpoints

- The annual **Diversity Summit** in August when critical objectives and new strategic initiatives are presented.
- The annual **Advancing Diversity Program** in January that showcases successful initiatives and offers a large-group professional development event.
- **InclusiveVT week** in September when units welcome new employees and students.
- **Principles of Community week** in March to reaffirm and reinvigorate our commitment to the Principles.