The Dean’s Advisory Committee on Diversity, Equity and Inclusion was created based on a recommendation of a Special Task Force on Diversity Initiatives in 2012 for a standing, Diversity Committee that would report to the Dean and advise and assist with implementing and evaluating DEI initiatives.

The recommendation was based on best practices that indicated DEI principles and initiatives needed to be embedded throughout all facets of the institution—faculty, staff, students—education, patient care, research—and by all stakeholders.

The committee was launched in 2013. DACDEI consisted of representation from faculty and medical students; Staff and graduate student positions were added in 2015.

Early initiatives included:
- Developing diversity statement
- Diversity training workshop for all senior leadership of the College, including the Intercultural Development Inventory (IDI)
- Defining “diversity”, “inclusion” and other DEI terms and frameworks
- Researching best practices for evaluation of initiatives
- Assisting with the development of the first diversity strategic plan (2012-2017)
- Publishing 5 year report of outcomes

First diversity plan (2012-2017) focused on visibility and creating a common language. The AAMC’s Diversity 3.0- A Systems Upgrade was a guiding document.

Successfully completed 2012-2017 diversity strategic plan initiatives, including:
- Ensuring intersectionality framework guided DEI policies
- Recommended holistic admissions and recruitment policies were created
- Climate and demographic surveys completed
- Diversity scholarships
- Standardized data collection system for faculty searches
- Staff subcommittee established to examine staff concerns and development
- Increases in diversity visibility and engagement per data from the 2016 climate survey.

Currently in year 3 of current DEI plan (2018-2023)

Needs:
- Creating synergy between DEI at all UVM affiliated institutions
- Meeting demands for anti-racism and structural change (see: Becoming an Anti-Racist Multicultural Institution)
- Curricular changes to meet current and future educational needs
- Student support changes to meet medical and graduate student needs
- Resources and ways to measure our progress