

OFFICE OF THE VICE PRESIDENT FOR  
**DIVERSITY**

WELCOMED, VALUED, and AFFIRMED

# AUGUST NEWSLETTER



## HIGHLIGHTS FROM THIS ISSUE:

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## FEMINIST FIGHT CLUB AT CSU

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The Feminist Fight Club (FFC) at CSU provides an inclusive space for community, growth, learning, and support for all members. We seek to develop our skills in identifying and addressing problematic behaviors that disadvantage women and other marginalized groups in the workplace by building upon the research and strategies presented in the book, Feminist Fight Club. We also focus on holding ourselves accountable to one another as we model and practice behaviors that foster a campus culture and climate that supports the success of all students and employees. To this end, we commit to support one another through honest reflection, courageous dialogue, and collective action.



Visit the [website](#) for more info!

## VPD IS HIRING!

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The Office of the Vice President for Diversity is looking to hire a Director of Communications. This position will create and implement communications strategies for VPD; lead production, review, and evaluation of all communications materials for the office; develop campaign outreach strategies and collaborate with other communications units across campus to enhance the visibility and awareness of the OVPD, inside and outside of CSU. For full consideration, all materials must be received by August 11, 2019.

Click [here](#) to apply or view the full position announcement!

For any questions, please direct them to the search chair, [Rudy Garcia](#).



# DO YOU WANT TO CONTRIBUTE TO RESEARCH THAT WILL HELP MAKE HEALTH SYSTEMS MORE INCLUSIVE FOR TRANSGENDER AND NON-BINARY FOLX IN COLORADO?

Join One Colorado and the University of Denver Graduate School of Social Work for a focus group.

The focus group will take no longer than 90 minutes and will be audiotaped.

Participation in this study is voluntary and focus group participants will be compensated for their time.

**If you are interested in participating or have questions, please contact:**

Donny Gerke, Assistant Professor  
University of Denver Graduate School of Social Work  
Phone: 303-871-6058 | Email: [Donny.Gerke@du.edu](mailto:Donny.Gerke@du.edu)



**DO YOU LIVE IN COLORADO?  
ARE YOU 18+ AND IDENTIFY AS TRANSGENDER OR NON-BINARY?**

## PRINCIPLES OF COMMUNITY SIGNAGE

Is your office prominently displaying the CSU Principles of Community? If the answer is “no” then VPD can help change that! Email [Rachel McKinney](#) to talk through what sizes would be right for your space and schedule a time to come pick them up!

The Principles of Community support the CSU mission and vision of access, research, teaching, service and engagement. A collaborative, and vibrant community is a foundation for learning, critical inquiry, and discovery. Therefore, each member of the CSU community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University.

Principles of Community posters are now available in English, Spanish, and Arabic!



THE

SAVE

DATE

19th ANNUAL

diversity

SYMPOSIUM

OCTOBER 14 – 18, 2019

<http://diversity.colostate.edu/diversity-symposium/>



VICE PRESIDENT

FOR DIVERSITY

COLORADO STATE UNIVERSITY

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# 11<sup>TH</sup> ANNUAL COLORADO SPRINGS INTERTRIBAL POWWOW

**A ONE NATION WALKING TOGETHER EVENT**

Saturday, August 10, 2019

Norris-Penrose Event Center

1045 Lower Gold Camp Rd

10:00 a.m. - 6:00 p.m.

Grand Entry 11:00 a.m.

Admission \$5, Dancers &

Children 12 & Under FREE

**CELEBRATE NATIVE  
AMERICAN HISTORY  
AND CULTURE!**

- Master of Ceremonies: Cordell KillsCrow
- Arena Director: Sid Whiting
- Spiritual Advisor: Lee Plenty Wolf
- Honor Guard(s):
  - Native American Women Warriors
  - Native American Veterans of Colorado
- Host Northern Drum: Plenty Wolf Singers
- Host Southern Drum: Slice of Southern
- Invited Drum: Colorado Crew
- Head Man Dancer: Brad Bearheart
- Head Woman Dancer: Rhyia JoyHeart



**ONE  
NATION**   
**WALKING TOGETHER**

FOR FURTHER INFORMATION:

CALL: RHETTA WALTER 719-559-0525 OR 703-798-4320

RHETTA.WALTER@HOTMAIL.COM

VISIT: COLORADOSPRINGSPOWWOW.ORG OR

ONENATIONWT.ORG

FACEBOOK.COM/ONENATIONWT







# Appreciation or Appropriation: Día de los Muertos

1:00 - 2:00 PM,  
Saturday, August 31  
Old Town Library

You're invited to a conversation between community members and experts on the fine line between cultural appropriation and cultural appreciation.

**CULTURAL APPROPRIATION:** *Taking an aspect of someone else's culture, adopting it for your own purposes, and diminishing its significance as well as its value.*

**CULTURAL APPRECIATION:** *Learning about another culture with respect and courtesy, interacting with people within the culture, and actually understanding the culture.*

Join us for a powerful community discussion on how to positively encourage appreciation versus appropriation in Fort Collins. We will focus on Day of the Dead as we are in the midst of organizing our annual celebration.

After the conversation, please stay for a presentation by Jimena Sagas and Ludy Rueda on the focus group with Latinx community members on Day of the Dead.

We will have coffee and churros.

**Please RSVP at:**

[lrueda@poudrelibraries.org](mailto:lrueda@poudrelibraries.org), 970-416-2818



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## REQUEST AN EMPLOYEE CLIMATE SURVEY PRESENTATION

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Thank you to all that participated and provided valuable feedback on your employment and experiences at CSU. Overall results, division/college level results, an intersectional takeaways report, and slide-decks from presentations that have already taken place are posted on the [VPD Website](#).

Additional Data Coming Soon:

- Open ends
- Focus Groups
- Open Forums

If you would like to schedule a results presentation for your division/college, please fill out the [presentation request form](#). If you would like additional analyses or have questions about the results please contact [Jennifer Schneider](#) in Institutional, Planning Research & Effectiveness.

## REGISTER FOR INTRODUCING FEMINIST FRAMEWORKS!

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Introducing Feminist Frameworks is a two-course online badge program that provides a functional framework for advancing critical understandings of feminism, intersectionality, gender, and systems of oppression.

This series is ideal for those seeking to advance their learning beyond that which can typically be covered through introductory trainings and workshops on gender, diversity, and inclusion.

A limited number of eligible CSU employees may also register for these non-credit courses with discounted tuition thanks to a sponsorship from the Women & Gender Collaborative and Commitment to Campus, in collaboration with CSU Online.

With the discounted tuition, the cost is only \$33 for an individual course, or \$52 when registering for both! For more information, please click [here](#).

## SUPPORT DIVERSITY AND INCLUSIVE EXCELLENCE

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Your support of our inclusive excellence initiatives will impact the entire campus. We appreciate your contributions to our programs designed to create the best CSU possible!



**MAKE YOUR  
GIFT TODAY**

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Want to be featured in our next newsletter or be placed on the mailing list?  
Please email [Rachel.e.mckinney@colostate.edu](mailto:Rachel.e.mckinney@colostate.edu)