



**VICE PRESIDENT
FOR DIVERSITY
COLORADO STATE UNIVERSITY**

DECEMBER NEWSLETTER



Dancers perform during the 37th AISES (American Indian Science And Engineering Society) Pow Wow at CSU

HIGHLIGHTS FROM THIS ISSUE:

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LAND ACKNOWLEDGMENT WEBSITE

The Colorado State University Native American Advisory Council to the President (formerly the Task Force on Native American Initiatives) is eager to share the newly developed CSU Land Acknowledgment website: <https://landacknowledgment.colostate.edu>

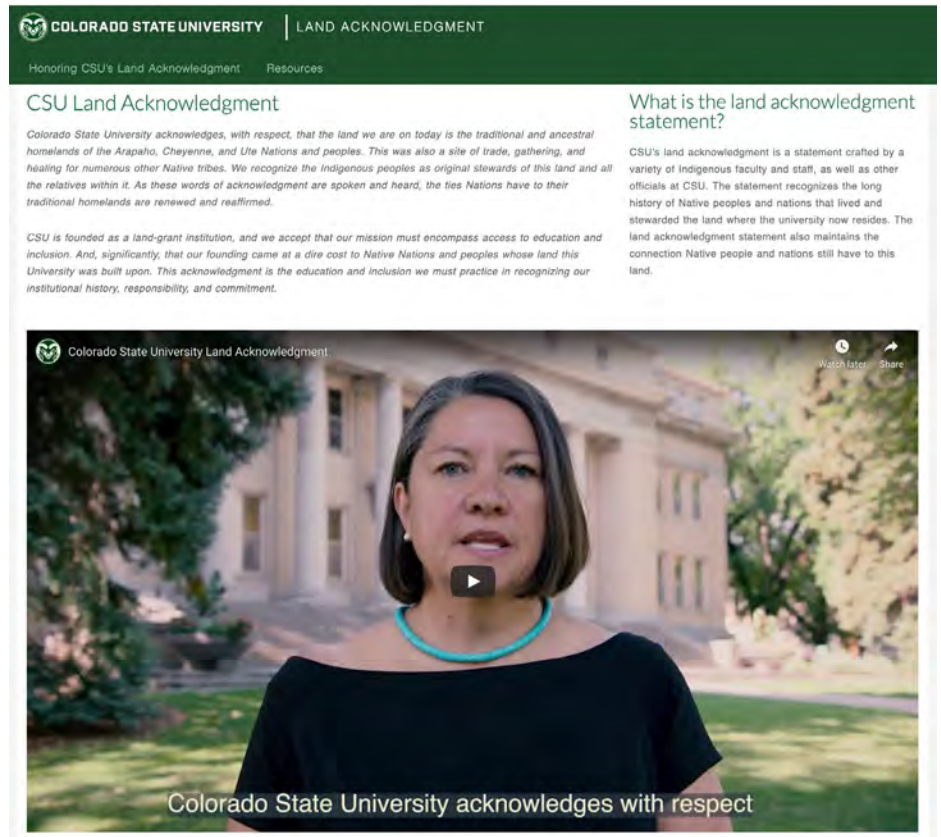
This is an opportunity for the CSU campus and community to further engage with the desired mission and outcomes captured in the Land Acknowledgment. Beyond sharing the Land Acknowledgment Statement or video at events, we seek to connect people more to this initiative, learn more about its significance and meaning for Native American/Indigenous peoples and communities, and provide opportunities for accountability and education.

With the same deep respect and responsibility that we share the Land Acknowledgment statement, we are also offering the CSU Land Acknowledgment video. We are asking if your department is interested in sharing the CSU Land Acknowledgment video on your website or social media, you only link to the official Land Acknowledgment website as it provides needed context surrounding these historical and contemporary relationships to the land.

The website will contain various ways to engage with the Land Acknowledgment and to keep folks updated to any possible changes, new initiatives, and added resources. The CSU Native American Advisory Council has been working extremely hard over the past year and half to develop ways to engage with the values of Land Acknowledgments in good ways, which includes accountability for its distribution and the content messages. We appreciate your assistance in respecting this process.

Respectfully,

Tiffani Kelly, Native American Advisory Council Co-Chair



Tiffani Kelly

Pronouns: she / her / hers

Assistant Director

Native American Cultural Center

Lory Student Center, Room 327

970.491.1332 | www.nacc.colostate.edu

The Sundance Institute Indigenous Program and Art House Convergence Present

A COLLECTION OF INDIGENOUS SHORT FILMS FROM THE SUNDANCE FILM FESTIVAL



Birds in the Earth,
directed by Marja Helander



My Father's Tools,
directed by Heather Condo



Fainting Spells,
directed by Sky Hopinka



Shinaab, Part II,
directed by Lyle Mitchell Corbine Jr.



Jáaji Approx.,
directed by Sky Hopinka



Throat Singing in Kangirsuk,
directed by Eva Kaukai and Manon Chamberland

act.
HUMAN RIGHTS
FILM FESTIVAL


COMMUNICATION STUDIES
COLORADO STATE UNIVERSITY

12/5/2019 | 6:30 P.M. at
www.actfilmfest.org



[HTTPS://ACTFILMFEST.COLOSTATE.EDU/ACT-YEAR-ROUND](https://actfilmfest.colostate.edu/act-year-round)



ART HOUSE
CONVERGENCE

eclairplay

Learn more about Sundance Institute's Indigenous Program and events by visiting sundance.org/indigenous or by contacting indigenous_program@sundance.org.

THE BLACK/AFRICAN AMERICAN CULTURAL CENTER
PRESENTS

BLACK HEALING WEEK

WE ASK THAT YOU DEMONSTRATE YOUR ALLYSHIP BY PRESERVING
THIS AS A SPACE FOR US, CREATED BY US

DECEMBER 2ND-6TH

MONDAY

AFFIRMATION WALL
ALL DAY EVENT

*Take what you need

TUESDAY

MASSAGES

12:00PM - 3:00PM

*Sign up in B/AACC

VOLLEYBALL

LOCATION: MAC GYM- CAMPUS REC

6:00PM - 7:30PM

*Dress comfortably, closed toe shoes suggested

WEDNESDAY

MOVIE NIGHT

LOCATION: B/AACC - LSC 335

6:00PM - 8:00PM

THURSDAY

BLACK HEALING SPACE WITH DUAN & RENECA RUFF

LOCATION: B/AACC - LSC 335

7:00PM - 8:30PM

FRIDAY

POTLUCK

LOCATION: B/AACC - LSC 335

4:00PM - 7:00PM



BLACK/AFRICAN AMERICAN
CULTURAL CENTER
COLORADO STATE UNIVERSITY

Faculty Listening Session

The Office of the Vice President for Diversity (OVPD), in partnership with the Faculty Council and Office of the Provost, is hosting a University listening session on Tuesday December 10th from 9 – 10:30 a.m. in the LSC Cherokee Park room.

The goal of the listening session is to provide space for faculty to process bias related events on campus; hear the needs of faculty impacted by bias incidents; and, to gather information regarding what the OVPD and the University should be doing to support faculty during these times.

Snacks will be provided, and registration is strongly encouraged.

To register visit: <https://diversity.colostate.edu/vpd-listening-session-registration-12-10-19/>

Healing Space Session

On behalf of the Office of the Vice President for Diversity you are warmly invited to Healing Space: Dismantling Oppression as Self and Community Care, a session led by Atlas Tanudjaja, former Spiritual Care Resident at the University and current staff member at the Asian/Pacific American Cultural Center. [Registration here.](#)

Healing Space: Dismantling Oppression as Self and Community Care

Facilitated by Atlas Tanudjaja

Dec 9th, 1:30 pm – 3:30 pm, LSC Grey Rock

Join us for a gathering to explore intentional ways of being with our healing journey, while actively dismantling oppression inside and outside of our lives. Our healing process is always unfolding, so it is our responsibility to be intentional regarding our wellbeing.

When we cultivate an intentional practice in our daily lives, not only do we better maintain our capacity and prevent burnout, but we are also collectively working towards expanding our capacities to work with bigger issues that are often overwhelming.

Through this interactive session we will utilize contemplative practices as methods of being with our present selves and each other; we will deepen our capacity to recognize our internal responses to external stimuli; and we will build greater self-awareness towards healing and connection with our sanity.

USEFUL RESOURCE FOR FAITH AND BELIEF SYSTEM INCLUSION

By Rachel McKinney

When we talk about diversity, what's often left out of the conversation is faith and religion – which is, in many cases, a core piece of a person's identity. Our CSU Community is made up of nearly 40,000 faculty, staff, and students that easily represent twenty or more faith and belief traditions. Most of these traditions set aside multiple dates throughout the year for various types of observance, celebration, memorial, or remembrance.

In the fall of 2018, a subcommittee functioning under the President's Commission on Diversity and Inclusion debuted the [“Faith, Belief, and Religious Observances Calendar,”](#) created to educate about the wide diversity of holiday, belief and faith traditions being celebrated by CSU students, faculty and staff and in our community. This calendar empowers students, staff, and faculty to be inclusive of the hundreds of faith, belief, and religious observances that take place throughout the year.

How might you use the Faith, Belief, and Religious Observances Calendar?

- **As an employee:** Check the calendar when scheduling large events or mandatory trainings that involve staff members or members of the community. If you know that a co-worker practices a faith and belief system that you are unfamiliar with, check the calendar to better understand what they are observing or to offer them well wishes while they observe a certain celebratory date.
- **As a faculty member:** When scheduling major class events, exams, or trips, check the calendar to avoid dates that may involve students taking time off because of an observance. While it may be impossible to avoid all observances when scheduling, a quick check of the calendar still provides educational opportunities for faculty members and more familiarity with observances to avoid.
- **As a student:** Check the calendar after receiving your syllabus to identify whether an academic requirement might fall on a date of observance for you. If you locate a conflict, communicate with your instructor and/or make an accommodations request with the Office of the Vice President for Student Affairs.

Take a minute to look at the calendar or even add dates from it to your Outlook calendar – small steps like these are important in becoming a more thoughtful and inclusive member of the CSU Community.

If you are an employee seeking accommodations for a religious observance, take a look at the [Religious Holidays & Observances Policy](#), contact CSU Human Resources, and/or discuss accommodations with your supervisor.

Suggestions for observances that could be added to the calendar can be emailed to [Alicia Sprague](#), a member of the Subcommittee of Faith, Belief and Religious Observances. Please include date(s), community and a description of the observance.

[CSU Spiritual Care Services](#) is available to support the exploration of life's questions, experiences, and transitions in a safe, nonjudgmental space. Spiritual Care is available to those from all beliefs, faiths, cultures, and identities (including those who do not identify as religious or spiritual). Support is FREE for all CSU students, faculty and staff.

The image shows a digital calendar for November 2019. The calendar is organized by days of the week (Sunday through Saturday). Various religious and cultural observances are listed for specific dates. For example, on November 27, Diwali (Hindu, Sikh, Jain, Buddhist) is listed. On November 29, the Birth of The Bab (Bahá'í) is noted. On November 30, the Birth of Baha'ullah (Bahá'í) is marked. On November 31, Samhain (Wicca) is listed. On November 1, All Saints' Day (Christian) and All Souls Day (Christian) are noted. On November 2, Native American Heritage Month (Indigenous) is indicated. Other observances include Qudrat (Bahá'í), Eid-Maulad-un-Nabi (Islam), Full Moon (Pagan), Guru Nanak's Birthday (Bikrami) (Sikh), Lokashah Jayanti (Jain), Native American Heritage Month (Indigenous), Gazi (Bahá'í), Day of the Covenant (Bahá'í), New Moon (Pagan), and Ascension of 'Abdu'l-Bahá (Bahá'í). The calendar is powered by Trumba.



DR. MLK JR.
2020

PRESERVATION TO MANIFESTATION

**“OUR LIVES BEGIN TO END THE DAY WE BECOME SILENT
ABOUT THINGS THAT MATTER.”**

JOIN THE DR. MARTIN LUTHER KING JR. MARCH AND CELEBRATION


MONDAY, JANUARY 20

FOR SPONSORS AND FULL CALENDAR OF EVENTS, VISIT MLKFORTCOLLINS.ORG

DR. MARTIN LUTHER KING JR. DAY, JANUARY 20, 2020

Colorado State University and the Black/African American Cultural Center are excited to celebrate Dr. Martin Luther King Jr. Day 2020. Support the celebration by volunteering! In partnership with Homeward Alliance, this is an opportunity for students, faculty and staff, and the community to directly make an impact in areas of accessibility, equity, and inclusion for all.

Consider donating the following items: deodorant, conditioner, shampoo, tooth brushes, tooth paste, soap, lotion – travel sized preferred - diapers, and wipes. Join us Monday, January 20, 2020 in LSC 382 at 9:00 a.m. to organize the donations. Following the service, meet us in Old Town Square for the March at 11:00 a.m. Transportation is provided. For additional information, reach us via email at baacc_email@mail.colostate.edu or phone at 970-491-5781.



THE BLACK/AFRICAN AMERICAN CULTURAL CENTER
PRESENTS

DR. MARTIN LUTHER KING JR. DAY

TOILETRY DRIVE

DECEMBER 4TH-18TH

Day of Service

JANUARY 20, 2020
9:00AM - LSC 382


SUPPORT THE 2020 DR. MARTIN LUTHER KING JR. CELEBRATION BY VOLUNTEERING! IN PARTNERSHIP WITH HOMEWARD ALLIANCE, THIS IS AN OPPORTUNITY FOR STUDENTS, FACULTY, STAFF, AND THE COMMUNITY MEMBERS TO DIRECTLY MAKE AN IMPACT IN AREAS OF ACCESSIBILITY, EQUITY, AND INCLUSION FOR ALL.


PLEASE CONSIDER DONATING THE FOLLOWING ITEMS:
DEODORANT, CONDITIONER, SHAMPOO, TOOTH PASTE,
TOOTH BRUSHES, SOAP, LOTION, DIAPERS, AND WIPES

DROP OFF LOCATIONS:

- Residence Halls
- SDPS Office:
B/AACC, NACC, APAAC, EL CENTRO, WGAC,
PRIDE RESOURCE CENTER, STUDENT DISABILITY CENTER,
- Other Locations:
SASS, CAREER CENTER, ALVS, RAMEVENTS.

DROP OFF DURING REGULAR BUSINESS HOURS


BLACK/AFRICAN AMERICAN
CULTURAL CENTER
COLORADO STATE UNIVERSITY


HOMEWARD
ALLIANCE
COURTESY | COMMUNITY | CONNECTION



SIGN UP FOR A SAFE ZONE TRAINING!

SPRING SEMESTER SESSIONS ARE OPEN FOR REGISTRATION

Register at <https://prideresourcecenter.colostate.edu/safe-zone>

Thursday | January 9 | 2-5 PM

Monday | February 10 | 2PM - 5 PM

Tuesday | March 24 | 2-5 PM

Wednesday | April 29 | 9AM - 12PM

The Pride Resource Center's Safe Zone Training is a 3-hour training aimed at reducing homophobia, transphobia & heterosexism at CSU, thereby making CSU a safer environment for all members of our community across sexual orientations, romantic orientations, gender identities, gender expressions & intersections of identities.

For questions or reasonable accommodations,
contact glbt_studentservices@mail.colostate.edu.



PRIDE RESOURCE CENTER
COLORADO STATE UNIVERSITY

INTRODUCING FEMINIST FRAMEWORKS!

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.

Courses are self-paced and contain 5-7 modules that typically consist of a reading, video lecture, and multiple choice quiz. Students may enroll in one of both courses and have 3 months per course to complete.

Full-time CSU employees may be eligible for a 50% discount on tuition, reducing the cost to \$37.50 for an individual course, or \$63.50 when registering for both. For more information, please click [here](#).

APPLY FOR THE FRIEDMAN FEMINIST PRESS COLLECTION RESEARCH GRANT!

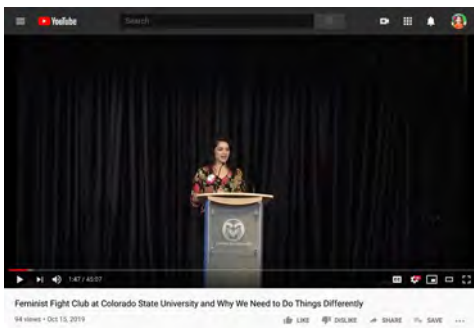
Colorado State University Morgan Libraries is now accepting applications for its Friedman Feminist Press Collection Research Grant. A grant will be awarded for up to \$1500 to enable visiting scholars and graduate students to pursue research in original sources in feminist/lesbian literature and second-wave feminism, along with multi-genre works of fiction, poetry, memoirs, and essays by feminist publishers. The deadline for application is January 21, 2020. More information about the grant is available [here](#).



FEMINIST FIGHT CLUB ADDRESS AT THE DIVERSITY SYMPOSIUM

On the first day of the 2019 Diversity Symposium, CSU Feminist Fight Club members and the greater campus community gathered together to celebrate FFC@CSU Day. As part of the kick-off to the day's events, which included educational sessions and discussions about the

FFC's work on campus, Dr. Cori Wong delivered the FFC@CSU Address. The address focused on the question "What good is talking about culture change if the culture doesn't actually change?" and highlighted the progress of FFC@CSU since its creation two years ago.



Watch the full address online now at https://www.youtube.com/watch?v=FXwUGeBG87w&feature=emb_title.

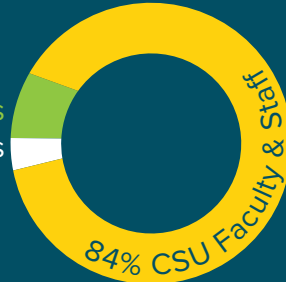
19TH ANNUAL
diversity
SYMPOSIUM

2019 Impact Summary

*Attendance numbers based on session sign-in sheets and are not a complete representation.
Attendance figures do not include the Fireside Chat held on Wednesday, October 13.*

3,376
total
attendees

13% - CSU students
3% - community members



73
sessions
over
5
days
totaling
74
hours of
training

70+
community member
attendees

300+
student attendees

1,100
attendees at Kimberlé
Crenshaw's keynote

Testimonials from session evaluations:

"Very informative! Wish all diversity talks were this engaging, educational, and impactful!"

"Exceeded my expectations!"

"Very sensitive topics were handled skillfully and openly and created a space for me to really examine my thoughts and feelings."

"I enter this space excited and always leave inspired and ready to do more and be more."

"I really appreciate the multi-institutional collaboration to present this."

"Every year is better than the last!"

"The presenters were absolutely phenomenal and it was great to see different identities represented."

Attendees from every area of campus!

8 colleges
(that's all of them!)

9 Vice President divisions
(that's all of them!)

59 departments & offices
(that's over half of all offices!)

153
presenters



VICE PRESIDENT FOR DIVERSITY
COLORADO STATE UNIVERSITY





PRIDE RESOURCE CENTER
COLORADO STATE UNIVERSITY

LOOKING TO ADD LGBTQ+ CONTENT TO YOUR COURSE OR PROGRAM FOR SPRING?

REQUEST A WORKSHOP THROUGH THE PRIDE RESOURCE CENTER



Visible Voices is an educational program that is styled as a speakers bureau (panel) made up of CSU students, staff, faculty, and community members who volunteer to share about their experiences and coming out stories. and answer audience questions.

The Pride Resource Center's Safe Zone Training is a 3-hour training program with the objectives of reducing homophobia, transphobia and heterosexism at CSU, thereby making CSU a safer environment for all members of our community across sexual orientations, romantic orientations, gender identities, gender expressions and intersections of identities.



**WE ALSO OFFER LGBTQ+ 101
AND SPECIAL REQUEST WORKSHOPS**

TO LEARN MORE VISIT

**[HTTPS://PRIDERESOURCECENTER.COLOSTATE.EDU/TRAINING-WORKSHOPS/](https://prideresourcecenter.colostate.edu/training-workshops/)
OR EMAIL MAGGIE.HENDRICKSON@COLOSTATE.EDU**

BOOKS ON DIVERSITY, INCLUSION AND MORE AT CSU BOOKSTORE

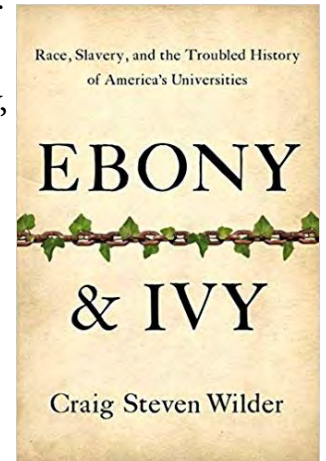
The CSU Bookstore is committed to offering books on diversity, professional and personal development, ethnicity, culture, feminism, LGBTQ+, and privilege. See the current list [here!](#)

You can find these books on the CSU's Hot Topics display located on the upper level of the CSU Bookstore or on the website is www.bookstore.colostate.edu. Simply select 'Shop General Books' and click on the Diversity tab to look up the books currently available.

WHAT WE'RE READING

Ebony & Ivy | Craig Steven Wilder

In *Ebony and Ivy*, Wilder lays bare uncomfortable truths about race, slavery, and the American academy. It is a powerful and propulsive study, revealing a history of oppression behind the institutions usually considered the cradle of liberal politics.



VPD HIRES DIRECTOR OF COMMUNICATIONS



The Office of the Vice President for Diversity is pleased to welcome Brit Heiring to the team. Brit will serve as the Director of Communications, working to elevate the VPD through strategic communications and marketing outreach.

Brit has been a CSU employee since 2012, working as a marketing and communications professional for Housing & Dining Services, Campus Recreation, and CSU Extension. She co-chairs the CSU Inclusive Communications Committee and the Feminist Fight Club Communications Subcommittee and has facilitated trainings on Inclusive Communications practices at CSU since 2014.

Brit is excited to bring her passion for inclusive and intentional communications to the VPD team. Her first initiatives will include developing a brand for the office and launching a strategic communications plan. You can contact Brit at brittany.heiring@colostate.edu or 491-1882.

SUPPORT DIVERSITY AND INCLUSIVE EXCELLENCE

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**

NEWSLETTER RELAUNCH COMING JANUARY 2020

The Office of the Vice President for Diversity will be relaunching the monthly newsletter in January 2020 as part of a new office communications strategy. The relaunched newsletter will contain a new look and format, as well as enhanced features to more easily subscribe, unsubscribe, and forward each edition.

While the format and look of the newsletter may change, the process for submitting articles and content will remain the same, only with a new contact person. If you are interested in submitting content for the newsletter, please email Brit Heiring, the VPD's new Director of Communications, at brittany.heiring@colostate.edu, no later than 25th of the month. Newsletters will continue to be emailed on the last business day of the month prior.

Thank you for your support of this newsletter and the work of the Office of the Vice President for Diversity. If you have any questions, feedback, or comments, please don't hesitate to email us.



Want to be featured in our next newsletter or be placed on the mailing list?
Please email brittany.heiring@colostate.edu

