

# OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

W E L C O M E D , V A L U E D , a n d A F F I R M E D

## MAY NEWSLETTER

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## 2016 Campus Climate Survey Updates By Jennifer Schneider

The 2016 Employee Campus Climate Survey, the third climate survey conducted in the past six years, is designed to assess the current state of the university work environment. Results provide an overall picture of the University, further CSU's commitment to institutional accountability and advance efforts toward an exceptional, equitable work environment for faculty and staff. Further, survey results, and accompanying focus groups, will inform decision making as appropriate. Some past issues that have been identified and addressed through previous climate surveys include diversity and inclusion training, bullying (resulting in a formal policy adopted last year), and the lack of supervisory training, which became a priority for the employee councils and HR.

The survey was web-based with optional hard copy or Spanish versions. The Assessment Group for Diversity Issues designed the 2016 survey during the AY2015-2016 semester. Areas of focus were determined after soliciting feedback from campus constituents on their areas of concern. The 2014 survey results also informed the 2016 survey design by utilizing the previous version's strengths and improving on noted limitations. The survey included a variety of questions related to workload, work respect, leadership, search committee, the physical campus environment, diversity in the work environment, campus trainings, and campus perceptions.

All current employees at Colorado State University were invited to participate in the 2016 Campus Climate Survey via an electronic invitation sent by the President's Office (October, 2016). Employees were given at least three weeks to submit the survey which took approximately 15-20 minutes to complete and was anonymous. All respondents were assured in the email and at the beginning of the survey that results would be kept strictly confidential, reported in aggregate, and no identifying information would be reported when analyses involved small cell sizes.

### ***Click Each Audience for 2016 Employee Campus Climate Survey Presentations:***

[Cabinet](#)

[Focus Group](#)

[Open Forum](#)

[Multicultural Staff and Faculty Network](#)

[Administrative Professional Council](#)

[Classified Personnel Council](#)

[VP Council for Student Affairs](#)

[President's Commission for Diversity and Inclusion](#)

More 2016 Campus Climate Survey Results will be updated on [VP for Diversity website](#).

If you have any questions or concerns about the survey, the results, or how the results will be used, please contact IRP&E (970-491-1419 or [j.schneider@colostate.edu](mailto:j.schneider@colostate.edu)).



# Too Big to Fail:

## *Understanding the CSU First Generation College Student Experience over Coffee and Conversations* By Jaelyn Coates

Recently, Colorado State University's First Generation Diversity Initiative (FGUI) brought together students and faculty to engage in some exciting and tough conversations. The event, fittingly named "Coffee and Conversations," centered on the experiences of First Generation College Students and their unique college experiences. Students across varying majors and journeys came to sit with faculty, share their story, and have in-depth conversations about how faculty could better support the students.

Being new on campus comes with a set of challenges for all students. Yet First Generation College Students experience additional challenges that other students may not face. Students who are First Generation (First Gen) are the first in their families to go to college. Their parents or immediate family members may have little experience with navigating the complex college journey, including everything from navigating a campus, to selecting courses or a major, to filling out financial aid and admissions applications. As CSU is a land grant institution, the university is committed to access for First Gen students and to ensure the campus is providing stellar service that leads to success. For FGUI committee members, creating an event like Coffee and Conversations was a tangible way to support this commitment.

The event began with faculty and students grabbing coffee and refreshments,

then taking a seat at an assigned table. Facilitated by First Gen graduate students, the faculty and undergraduate students engaged in honest and thought-provoking conversations about what worked and what did not work for First Gen students, and how faculty can be a part in making the experience better. Many students talked about their journey to CSU, sharing stories about their parents' tireless efforts to save money so that their child could reach their dream of a college education. Others shared how different the academic environment is at CSU, citing that they felt less prepared than their peers and therefore needed to work twice as hard just to stay on par. Still, others spoke about holding the immense weight and pressure of their family as a First Gen student, feeling responsible to learn how to navigate college and pave the way for their siblings, their own children, and their community to follow in their footsteps. Above all else, students named that they hold a constant fear of failure.

Vulnerability emerged as a common theme, as students and faculty dove deeper into the stories of the First Gen experience. Many faculty who also identified as First Gen began to share their experiences with students, drawing connections and contrasts on past and present college journeys. The conversations then transitioned into practices faculty can utilize to make First Gen students

feel more supported and welcomed on campus. Students expressed interest in connecting with their faculty and the need for their faculty to meet them where they are. Students shared that they need guidance from their faculty in order to make good academic decisions, as well as reassurance that their faculty cares about their success. Finally, students asserted that they wanted to feel as though their faculty have a vested interest in their academic and professional journey at CSU.

Following the conversations, faculty were presented data on First Gen students at CSU and their success rates. The data reinforced the need for faculty, as well as the broader CSU community, to be intentional about making connections with First Gen students. Throughout the space, it was apparent that faculty learned the importance of making these connections, as well as better ways to support students in the classroom. Everyone left with more insight and new ideas, but most importantly, with a better understanding of the First Generation journey. They come to college to reach not only their dreams, but the dreams of everyone in their family who have been committed to their success in college. Failure is not an option for First Gen students, and our campus community should commit to helping First Gen students see it through.





## Call for Session Proposals

The Office of the Vice President for Diversity is pleased to announce the call for session proposals for the 18th Annual Diversity Symposium. The 2017 Diversity Symposium will be held September 26-28 in the Lory Student Center.

This year we are asking presenters to consider trending topics of diversity and inclusion in higher education; topics directly relating to diversity initiatives at Colorado State; and for presenters to consider **"What have you always wanted people to know about diversity?"**

Click [Here](#) for more information.



**The Pride Resource Center** would like to invite you to participate in the ***Safe Zone Program Summer Sessions!***

The purpose of the Safe Zone program is to make Colorado State University a safer campus environment for all members of our community. We prepare individuals to be resources around LGBTQ+ issues and believe education is how we create a more supportive community, committed to the CSU Principles of Community. There are several Safe Zone sessions throughout this summer dedicated to provide training for our CSU Staff and Faculty.

If you are interested in registering for a Safe Zone training, please visit our website or click [HERE!](#)

For any questions, email us at [gibt\\_studentservices@mail.colostate.edu](mailto:gibt_studentservices@mail.colostate.edu)



**Resources for  
Disabled Students**

### ***Volunteers needed to help disabled students take exams***

Resources for Disabled Students is in need of volunteers for finals week, May 8—May 12. Last semester RDS administered 1,400 exams during finals week for students who need specific accommodations when taking exams. This volume is increasing each semester; satellite areas are set up all over campus to meet the need. Volunteers are needed to act as monitors/proctors for these areas. Hours are from 7 am to 8 pm. , so there are plenty of opportunities for you to pitch in. Graduate students or professional staff; no undergraduates. All volunteers will be trained (mandatory; about 1/2 hour) before you are assigned. Available for at least 2 hour blocks of time, or whatever time you can offer. Monitors are needed especially for Monday through Thursday of finals week, both morning and afternoon.

Contact **Dede Kliever** at [dede.kliever@colostate.edu](mailto:dede.kliever@colostate.edu) for more information.



## Beyond Partisan Politics: Bridging Divides Through Authentic Engagement & Storytelling

**A**re you concerned about the level of animosity and division in our public discourse? Feeling as if your opinion doesn't count? That no one wants to hear what you have to say? Believe that our country's political divide is more pronounced than ever?

Join your neighbors for an evening of engagement and discussion. The Community Equity Consortium, with support from Poudre River Public Library District and CSU Center for Public Deliberation, will host the free community dialogue on Wednesday, May 3, from 6:30-8:30 PM at the Fort Collins Senior Center's Prairie Sage room (1200 Raintree Dr.). The program aims to provide practical tools to create effective community discussions and collaborative solutions.

Click [HERE](#) to RSVP for the event.

BEYOND

PARTISAN POLITICS

**Bridging Political Divides  
through Authentic  
Engagement and  
Storytelling**

**LET'S TALK**

6:30-8:30 pm

Wednesday, May 3rd

Fort Collins Senior Center

Prairie Sage Room

**RSVP at [col.st/zbLsU](http://col.st/zbLsU)**

**Presented by**

**COMMUNITY EQUITY  
CONSORTIUM**



**POUDRE RIVER  
PUBLIC LIBRARY  
DISTRICT**



**CENTER FOR  
PUBLIC DELIBERATION  
COLORADO STATE UNIVERSITY**

# How LAND GRANT UNIVERSITIES can engage in a redesign of the FOOD SYSTEM *and why they should!*

## NANCY CREAMER

Director, Center for Environmental  
Farming Systems, NC State and  
Member, Board for the USDA's  
Foundation for Food and  
Agriculture Research



Dr. Creamer is the Distinguished Professor of Horticulture and Sustainable and Community-Based Food Systems at NC State University and the Director for their Center for Environmental Farming Systems. Her Center is a best practice model for interdisciplinary food systems research, including integrating Extension and outreach into the Center's activities.

THURSDAY  
**MAY 4, 2017**  
1-2:30PM

Lory Student Center Room 382

[sustainability.colostate.edu/events/nancy-creamer-lecture](http://sustainability.colostate.edu/events/nancy-creamer-lecture)



SCHOOL OF GLOBAL  
ENVIRONMENTAL SUSTAINABILITY  
COLORADO STATE UNIVERSITY



FOOD SYSTEMS  
COLORADO STATE UNIVERSITY



COLLEGE OF  
AGRICULTURAL SCIENCES  
COLORADO STATE UNIVERSITY



OFFICE of  
ENGAGEMENT

Colorado State University

For more info, contact  
**Amy Bibbey**

970-491-6274

[amy.bibbey@colostate.edu](mailto:amy.bibbey@colostate.edu)





## THE WOMEN & GENDER COLLABORATIVE

### Call for Proposals

In 2013, President Frank charged the University during his Fall Address to become the best place for women to work and learn, thereby initiating the President's Women and Gender Initiative, which launched as the Women & Gender Collaborative last spring. Over the 2016-2017 academic year, the Collaborative supported five grant-funded projects which have provided targeted opportunities for improving the culture and climate around gender at CSU and will continue for another academic year.

It is with great excitement that the Women & Gender Collaborative announces another call for proposals. In order to support innovative ideas across campus that will produce long-term positive effects for women and improve the gendered culture at CSU, the Women & Gender Collaborative will fund and assist in the development of selected projects over the course of two years.

***Deadline: May 29th by 5 pm***

Find more info [HERE](#).

Email [Katie Esquivel](#) to schedule a time to meet with the Collaborative.

# WHO'S HAD A RUFF WEEK?



Take a break & head to the  
**Morgan Library Event Hall**  
to play with some furry friends!

**Thursday, May 4th • 12 p.m.**

*Applications are now being accepted for the*

# ***Social Justice Leadership Institute***

Dr. Kathy Obear, (<https://drkathyobear.com/>) has over 25 years' experience as a trainer and organizational development consultant specializing in creating inclusion, team and organizational effectiveness, conflict resolution, and change management. **Cost: \$250, all meals and materials included. Application Deadline: May 26th, 2017**



VICE PRESIDENT FOR DIVERSITY

**June 5-6, 2017**

## **Social Justice Leadership Institute**

Registration deadline: May 26, 2017

### Overview

Over two days, participants will gain key concepts for social justice education and implementation of inclusive policies and practices. Participants will explore what it means to infuse diversity and inclusion best practices into the life of an organization.

### Learning Outcomes

- Use an Inclusion Lens to engage in authentic dialogue about the current culture and climate in the division and on campus
- Apply the MCOD model (Jackson & Hardiman; Jackson & Holvino) to begin to assess the Stage of Inclusion in departments, the division, and the overall campus
- Review and consider specific strategic actions that support organizational movement towards becoming a more inclusive and socially just campus
- Practice using an Inclusion Lens to analyze current policies and practices within your division
- Identify next steps for creating greater inclusion and social justice within the division and your spheres of influence

Cost for CSU Community: \$250

### Register Here

Participation is limited, so early registration is highly recommended.

### Our Facilitator



**Dr. Kathy Obear,** ([www.drkathyobear.com](http://www.drkathyobear.com)), has over 25 years' experience as a trainer and organizational development consultant specializing in creating inclusion, team and organizational effectiveness, conflict resolution, and change management.

### **Purpose:**

To engage leadership at Colorado State in an experiential in-depth social justice training and to build awareness and skills toward the application of a social justice lens to policies and procedures.

### Register Here

*Early registration is highly recommended.*

*The Office of the Vice President for Diversity has limited availability each semester to offer customized and pre-designed trainings to individual campus departments*

*Request a session **HERE** for Fall 2017*

## 2017 TILT Summer Conference on Learning, Teaching, and Critical Thinking May 17–18

We are pleased to invite you to the 2017 TILT Summer Conference: High Impact Practices Intersect with the Science of Learning Approach. This annual conference is open to all CSU faculty, staff, and graduate students.

This is free of charge.

**Wednesday, May 17th** will be devoted to CSU faculty members' research and presentations on learning, teaching, and related topics including Active learning, Learning Assistants in the classroom, Student Engagement, Experiential Learning, Adaptive Learning Systems, Inclusion and Diversity, and many others.

**NOTE:** Additional faculty presentations will occur on Thursday as well.

**Thursday, May 18th** will feature keynote speakers, Candace Thille, Assistant Professor of Education at Stanford University's Graduate School of Education and Senior Research Fellow for the Office of the Vice Provost for Online Learning and Dale Johnson, Adaptive Program Manager at Arizona State University's EdPlus. Each will present a workshop as well. Click [HERE](#) to RSVP.



**Candace Thille** is the founding director of the Open Learning Initiative (OLI) at Carnegie Mellon University and at Stanford University. She is a senior research fellow in the Office of the Vice Provost for Teaching and Learning and an assistant professor in the Graduate School of Education at Stanford University. Her focus is in applying the results from research in the science of learning to the design and evaluation of open web-based learning environments and in using those environments to conduct research in human learning.



**Dale Johnson** is the Adaptive Program Manager at Arizona State University. He works with faculty and vendors to develop new courses and educational technologies to enable student success. Dale studied architecture at ASU and public policy at Harvard, a learning path that combined his interests in design, engineering, art and history. In his spare time, he enjoys traveling and building: he's traveled to over 30 countries, lived in Barcelona for a year, and built his own solar home in Phoenix.

### 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**

**Contact Us:** Have an idea to be featured in our next newsletter or would like to sign up for the newsletter? Please email [tammy.liu@colostate.edu](mailto:tammy.liu@colostate.edu)