



OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

# DIVERSITY

newsletter



FEBRUARY 2020 ISSUE



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COLORADO STATE UNIVERSITY

# THE CSU EMPLOYEE CLIMATE SURVEY: WHAT WE'VE LEARNED



*By Shannon Archibeque-Engle*

The Colorado State University Employee Climate Survey has one goal: to assess the current working environment and to inform strategic decisions and investments that allow employees to work in alignment with the land-grant mission. In short, CSU thrives to be an environment where all feel welcomed, valued and affirmed to enable every employee to thrive.

## The Assessment Group for Diversity Issues

The Assessment Group for Diversity Issues was formed in 2011. The committee of State Classified (SC) Personnel, Administrative Professionals (AP) and faculty members, supported by the Office of the Vice President for Diversity, immediately began work to develop a university-wide metric for assessing the climate of CSU. The group decided to rely upon three guideposts for the survey: a commitment to transparency (administration does not see the results before they are made available to all employees), protection of the anonymity of respondents, and a reliance on the university community to assist in interpreting the results.

## 2012: The first Employee Climate Survey

The 2012 Employee Climate Survey established baseline measures to guide future surveys. While making comparisons between the first two surveys of work experiences (2002 and 2004) and the 2012 survey is difficult, some comparison can be made on the topic of harassment.

In 2002, 27% of respondents reported “experiencing the discomfort of discrimination at CSU;” in 2004, 26% of respondents reported “having felt harassed while working at CSU.” Of the respondents to the 2012 survey, 20% reported that they have “felt harassed while working at CSU.”

While it was noted that the percentage of respondents who reported harassment had declined, the indicator that 1 in 5 respondents report harassment was still a cause for concern and action. These results were critical in informing management of the workplace climate, serving as a catalyst for administrative

discussions and guiding some of the education programs that were developed by the Vice President for Diversity office.

## 2014: Trends begin to emerge

The majority of respondents self-reported positive responses in the 2014 administration of the Campus Climate Survey (2014 presentations), including commitment and satisfaction with their supervisor. Almost three-quarters (72%) of respondents strongly agreed or agreed with the statement, “Overall, I am satisfied with my supervisor;” however, a fifth of respondents strongly disagreed or disagreed with the statement “My supervisor treats all employees fairly.” Almost all respondents (95%) indicated they either strongly agreed or agreed with “I feel comfortable interacting with people from diverse backgrounds.” Minorities agreed with this item more than non-minority respondents. Two-thirds of respondents agreed or strongly agreed that “All employees should participate in diversity training.” Women and minority respondents agreed with this more when compared with men and non-minorities respectively.

While these results began to demonstrate encouraging trends to inform the Diversity office’s work, there were additional areas of concern. Over a fifth of respondents agreed or strongly agreed with the statement, “Women’s voices are not recognized as frequently as men’s during meetings” (women and minorities agreed with this statement more than men and non-minorities respectively). Twenty-nine percent of respondents agreed or strongly agreed that “Employees sometimes make derogatory comments or jokes based on stereotypes” (minority respondents agreed with this more than non-minority respondents), while 29% agreed or strongly agreed to the statement “I fear I would experience negative job consequences if I were to raise the issue of inequitable treatment.” Over a fifth of people (22%) reported experiencing one or more incidents related to discrimination, harassment or retaliation.

In addition to the survey results, a theme that CSU values harmony over accountability emerged from the 2014 focus groups, which are used to supplement the quantitative data of



## CONTINUED FROM PAGE 2: THE CSU EMPLOYEE CLIMATE SURVEY: WHAT WE'VE LEARNED

the survey. These findings led to discussions about mandatory supervisor training and resulted in the inclusion of more in-depth questions regarding the supervisor/supervisee experience in the 2016 survey. The mandatory supervisor development program led by Talent Development began in the spring of 2017 as a result of this data.

### 2016: Expanding our knowledge across campus populations

Key findings of the 2016 Employee Climate Survey found consistent and significant differences across employee categories. These included the findings that faculty respondents had less favorable perceptions than AP respondents on all constructs tested; that AP respondents had significantly more favorable responses than SC respondents on all constructs except Work Overload and CSU Perceptions; and that SC respondents had significantly more favorable responses than faculty on the constructs of CSU Perceptions, Work Overload, and Time Demands & Expectations.

Over two-thirds of respondents, regardless of employment category, agreed that there are inequities and accountability differences among employment categories; however, SC respondents emerged as having particular feelings of disrespect and inequity based on their employment category and/or job type. Only 36% of SC respondents self-reported they were treated with the same respect as other employment categories, while 58% of AP and 62% of faculty reported they were treated with equal respect.

Among the focal areas, Executive Leadership and Accountability Standards emerged as having the least favorable perceptions among employees. For example, less than a quarter of respondents agreed CSU leadership is transparent in their decision-making and less than a third of employees agreed university leaders adequately address negative or inappropriate behavior in the workplace. These findings validated the need for consistent university-wide training of supervisors and led to the inclusion of the two Inclusive Excellence seminars provided by the Office of the Vice President for Diversity as part of the supervisor development program through Talent Development.

### 2018: The most extensive and segmented data yet

Based in part on a request from the Council of Deans, the 2018 survey was administered through separate links to each college and division within the University, allowing for segmented results to be shared through 23 department-specific presentations. This new approach empowered administrators to tackle specific areas of concern in their particular divisions.

In addition to the segmented data, the 2018 response rate nearly doubled from previous surveys, increasing from 26% in 2014 and 30% in 2016, to 58.5% (n= 4,058) in 2018. The increase in respondent numbers for 2018 provided richer data that

better represented employees at CSU and allowed for more meaningful comparisons by subgroups.

The majority of the 2018 participants responded positively when asked about their Department/Unit Diversity Culture, Sense of Belonging, Perceptions of CSU, and Respect. On the other end of the spectrum, Leadership Accountability and Favoritism were two of the survey's takeaways with relatively less positive overall results. Further, State Classified respondents, respondents from a minoritized race/ethnicity, transgender/non-binary/gender non-conforming respondents, and women respondents had less favorable responses on average.

Notably, 80% of 2018 respondents agreed with "CSU encourages discussions related to diversity" compared to 63% in 2016. In 2018, 71% of respondents agreed they would recommend their department/office as a place of employment compared to only 56% in 2016.

### Looking forward

The Assessment Group for Diversity Issues is already working on plans for the next Employee Climate Survey. After the success of the 2018 survey, especially in terms of the segmented data for individual units, changes are necessary to ensure that the results are given enough space for intentional action and planning. The survey is moving from a two-year to a three-year cycle in order to measure the impact of intentional trainings and organizational changes that may result from the previous cycle's data.

In the new cycle, the survey will be administered in 2021 with data analysis occurring in early 2022, followed by presentations to individual units with a goal to wrap up by the end of 2022. Departmental administrators will then be able to use the following year, 2023, to shape policy, introduce new trainings, and collaborate with the Vice President for Diversity on the results before the next survey is administered in 2024.

The Vice President for Diversity, along with the Assessment Group for Diversity Issues, encourages all CSU employees to engage with the Employee Climate Survey in a variety of ways, including viewing respective unit results, taking the survey, encouraging colleagues to complete the survey, and participating with their unit's administrators on change recommendations.

The CSU Employee Climate Survey is made stronger by the participation of the entire employee community. Together, we can work to achieve the goal of being an environment where all feel welcomed, valued and affirmed and employees are able to do their best work and thrive.





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# BLACK HISTORY MONTH 2020

<b>Friday, Jan. 31</b> Black History Month Kick-Off 102.9 Launch Party Lory Student Center - Theatre 4:00PM - 7:00PM	<b>Saturday, Feb. 1</b> Black Student Activist Conference Eddy Building 12:00PM - 6:00PM	<b>Monday, Feb. 3</b> The Central Park 5: Movie Showing LSC 386 5:00PM	<b>Tuesday, Feb. 4</b> Real Talk: When They See Us LSC 335 (B/AACC) 4:00PM - 5:00PM	<b>Tuesday, Feb. 4</b> Dr. Yusef Salaam: Keynote Speaker Lory Student Center - Theatre 6:00PM
<b>Wednesday, Feb. 5</b> Black Faculty/Staff and Student Luncheon LSC - Longs Peak Room 11:30AM - 1:00PM <b>**RSVP Required by Jan. 31</b>	<b>Thursday, Feb. 6</b> Being Black & Series: Generation - Baby Boomers LSC 300 4:00PM - 5:30PM	<b>Thursday, Feb. 6</b> Blacks on Ice Lory Student Center Plaza 10:00AM - 3:00PM	<b>Friday, Feb. 7</b> Blacks on Ice Lory Student Center Plaza 10:00AM - 3:00PM	<b>Sunday, Feb. 9</b> United Women of Color: Hair Show Lory Student Center - Theatre 4:00PM
<b>Monday, Feb. 10</b> National Society of Black Engineers Movie Showing: Marshall Morgan Library Event Hall 5:00PM	<b>Tuesday, Feb. 11</b> Real Talk: Relationships in the Black Community LSC 335 (B/AACC) 4:00PM - 5:00PM	<b>Tuesday, Feb. 11</b> Susan Rice - Keynote Speaker Lory Student Center Grand Ballroom 6:00PM	<b>Wednesday, Feb. 12</b> Black Student Alliance Sex for Chocolate LSC 386 5:00PM - 6:15PM	<b>Thursday, Feb. 13</b> Being Black & Series: Generation - Gen X LSC 308-310 4:00PM - 5:30PM
<b>Friday, Feb. 14</b> Dancing with Africans United LSC Plaza 12:00PM - 2:00PM	<b>Friday, Feb. 14</b> Fredrick Douglass Day Morgan Library 10:00AM - 1:00PM	<b>Saturday, Feb. 15</b> Black Student Alliance Hip Hop Explosion Step Show Lory Student Center - Theatre 6:00PM	<b>Monday, Feb. 17</b> Lawrence Ross Keynote Speaker LSC Grand Ballroom 6:30PM	<b>Tuesday, Feb. 18</b> Real Talk: Ubuntu Today in partnership with Africans United LSC 335 (B/AACC) 4:00PM - 5:00PM
<b>Thursday Feb. 20</b> Black History Month Themed Lunch in Aspen Grille 11:00AM-1:00PM <b>** Call 970-491-7006 to RSVP</b>	<b>Thursday, Feb. 20</b> Being Black & Series: Generation - Millennials LSC 308-310 4:00PM - 5:30PM	<b>Friday, Feb. 21</b> Black History Month Themed Lunch in Aspen Grille 11:00PM-1:00PM <b>** Call 970-491-7006 to RSVP</b>	<b>Saturday, Feb. 22</b> National Pan-Hellenic Council Spring Carnival LSC 335 (B/AACC) 12:00PM-4:00PM	<b>Monday, Feb. 24</b> Zeta Phi Beta Sorority, Inc.: We Are Civil Rights: Black Greeks in the Movement LSC 335 (B/AACC) 5:00PM
<b>Tuesday, Feb. 25</b> Black History Month Themed Lunch in The Foundry 11:00AM - 2:00PM	<b>Tuesday, Feb. 25</b> Real Talk: The Validity of the N-Word? in partnership with El Centro LSC 335 (B/AACC) 4:00PM - 5:00PM	<b>Wednesday, Feb. 26</b> Black History Month Themed Lunch in The Foundry 11:00AM - 2:00PM	<b>Wednesday, Feb. 26</b> Haben Girma - Keynote Speaker LSC Grand Ballroom D 5:00PM	<b>Thursday, Feb. 27</b> Being Black & Series: Generation - Gen Z LSC 308-310 4:00PM - 5:30PM
<b>Friday, Feb. 28</b> Black History Month Kick B/AACC LSC 335 (B/AACC) 2:00PM-4:00PM		<b>Saturday, Feb. 29</b> From Dearfield to Denver: Day Trip Meet at B/AACC at 9:00AM 9:00AM-4:00PM <b>**RSVP by Feb. 21</b>		

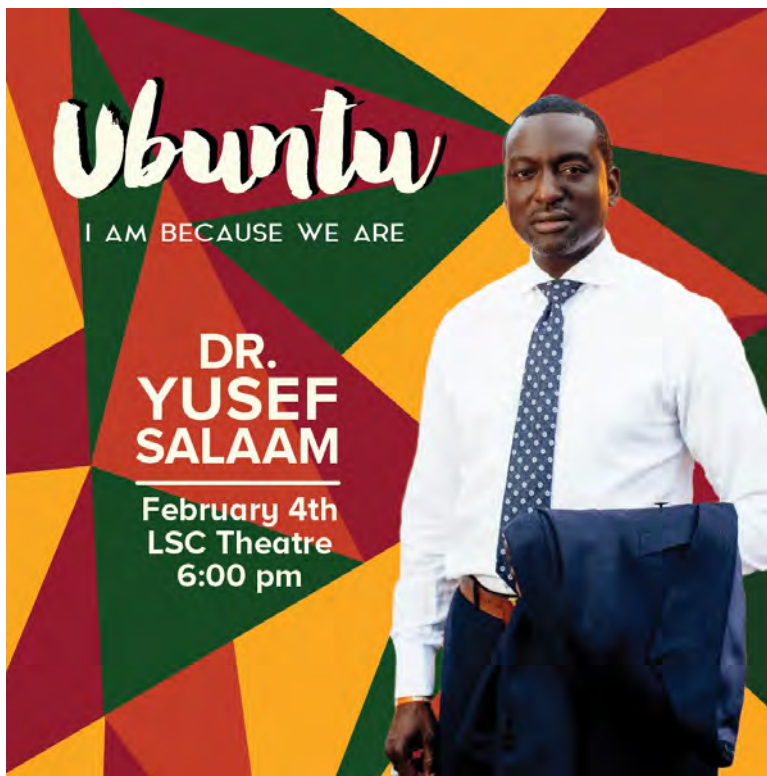


BLACK/AFRICAN AMERICAN  
CULTURAL CENTER  
COLORADO STATE UNIVERSITY

Thank you to our sponsors for partnership and support with the events this  
Black History Month. Please find them listed on our website.  
For more information, visit [baacc.colostate.edu](http://baacc.colostate.edu)

Created by Mia Adkins





## Latinx and/or Hispanic Listening Session

The Vice President for Diversity office would like to engage Latinx and/or Hispanic-identifying staff and faculty about the significance of Colorado State University potentially becoming a Hispanic-Serving Institution (HSI).

More information on this designation is available at <https://sites.ed.gov/hispanic-initiative/hispanic-serving-institutions-hsis/>

*We ask others to demonstrate allyship by encouraging and supporting Latinx and/or Hispanic-identifying colleagues to attend.*

**Wednesday, February 12 • 9:00-10:30am at LSC Grey Rock**

**Monday, February 17 • 2:30-4:00pm at LSC Cherokee Park**

*No registration needed*



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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](mailto:MAGGIE.HENDRICKSON@COLOSTATE.EDU)**



# HUMAN TRAFFICKING IN LARIMER COUNTY

By Bailey Boggs

When the term “human trafficking” is mentioned, more often than not minds immediately conjure a scene from the movie “Taken,” in which actor Liam Neeson’s daughter is kidnapped and held as a sex slave in a faraway country. The reality is that while a very small percentage of cases may have similarities, Hollywood didn’t get it right.

Human trafficking is often broken down into two categories: sex trafficking and labor trafficking. The Polaris Project, which operates the National Human Trafficking Hotline, defines sex trafficking as “the crime of using force, fraud or coercion to induce another individual to sell sex. Common types include escort services, pornography, illicit massage businesses, brothels, and outdoor solicitation.” Unlike the movie “Taken,” traffickers often work to gain a victim’s trust through romantic or familial relationships before eventually using coercive tactics.

Recently, Fort Collins assumed the number one place for cities with the highest demand for commercial sex trafficking in Colorado. In fact, over the past few months, the Fort Collins Police Department has conducted 10 stings and charged 127 men for crimes related to trafficking. Within Northern Colorado, the Larimer County Community Response Team, comprised of numerous law enforcement agencies and community organizations, has been working to identify and rescue victims and prosecute traffickers. They have been quite successful, having uncovered a brothel operating under the guise of a spa in Fort Collins in January of this year. In 2018, a sting led by Fort Collins Police intended to help curb the demand for human trafficking resulted in 282 responses, 9 citations and 2 arrests for soliciting a prostitute.

Another common form of human trafficking is labor trafficking, which is defined as “the crime of using force, fraud or coercion to induce another individual to work or provide service.” While sex trafficking is the most commonly talked about form of human trafficking, labor trafficking is a huge issue in Colorado, as well as around the world. Labor trafficking is prevalent in industries such as agriculture (including the sheepherding industry in Colorado), domestic work, restaurants, cleaning services, and carnivals.

## Misconceptions about human trafficking

- **Myth:** Sex traffickers often find victims through kidnapping or following people at the grocery store.
- **Fact:** Although a favorite on social media, Fort Collins Police have yet to connect anyone being approached in a grocery store to human trafficking. People are significantly more likely to be trafficked by someone they already know than a random stranger. Most traffickers rely on cultivating relationships with victims in vulnerable situations. Victims are often trafficked by romantic partners, spouses, or family

members, including parents. According to a report from the Laboratory to Combat Human Trafficking, which runs the Colorado Human Trafficking Hotline, there are several factors in Northern Colorado that contribute to creating vulnerable situations. A lack of access to affordable housing plays a significant role in the community. Social factors such as trauma or violence within the home, addiction, a lack of education, a lack of citizenship status, or marginalization of LGBTQ+ individuals also play a role. In Larimer County specifically, poverty, an unsafe family environment, drug use and lack of affordable housing are often cited as contributing factors.

- **Myth:** Only women or girls can be victims or survivors of human trafficking.
- **Fact:** Many studies estimate that as many as half of all victims are men or boys. LGBTQ+ boys and young men are particularly vulnerable to being trafficked, especially when they are living in a situation that is not supportive of their identity.
- **Myth:** People who are being trafficked are being physically held against their will.
- **Fact:** While this is the sometimes the case, more often than not the restraints that hold victims back are much more complicated. Some victims are not able to leave due to a lack of safe housing, transportation, or means to support themselves on their own. Others may be battling addiction and dependent on their trafficker for drugs. Some victims fear for their safety if they were to leave, while others have been manipulated so much that they no longer recognize the situation they are in. According to the Polaris Project, “fear, isolation, guilt, shame, misplaced loyalty and expert manipulation are among the many factors that may keep a person from seeking help or identifying as a victim even if they are, in fact, being actively trafficked.”
- **Myth:** All commercial sex is human trafficking.
- **Fact:** Any commercial sex that involves a minor is automatically classified as human trafficking, as minors are unable to give consent. Commercial sex in which an adult is being forced to participate against their will through force, fraud, or coercion is also classified as human trafficking.



2020 Northern Colorado  
Human Trafficking Symposium

## Second annual Northern Colorado Human Trafficking Symposium

Here at Colorado State University, the College of Business has been stepping up in the fight against human trafficking. As a host of the second annual Northern Colorado Human Trafficking Symposium, they are seeking to engage and educate



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on the issue of human trafficking through research, training and collaboration.

The theme for the 2020 symposium is 'Joining Forces on the Frontlines'. The event will feature several keynote speakers including Sean Reyes, Attorney General of Utah; Ruth Dearnley, CEO of Stop the Traffik; and Megan Lundstrom, Founder and Executive Director of Free Our Girls, as well as presentations by survivors, professionals, leading academic researchers in the field and influential allies against modern slavery.

The 2020 symposium offers three tracks for participants to engage in. A '101' Awareness Track offers free registration for community members, a '201' Professional Track is geared towards professionals seeking advanced training (\$45 registration) and a '301' Research Track geared towards researchers and academics intended to highlight cutting-edge research in the field (\$45 registration). The '301' Research Track aims to be the largest gathering of its kind in terms of research paper submissions and seeks to highlight innovative and rigorous quantitative and qualitative research that will inform policy and practice and contribute to the ongoing development of theory and research in human trafficking.

For more information or to register, visit [www.nocohumantraffickingsymposium.org](http://www.nocohumantraffickingsymposium.org).



SEAN D. REYES



RUTH DEARNLEY



MEGAN LUNDSTROM



2020 Northern Colorado  
Human Trafficking Symposium

The Northern Colorado Human Trafficking Symposium is an Annual Symposium hosted by the College of Business at Colorado State University that seeks to engage and educate on the issue of human trafficking through research, training and collaboration. The theme for the 2020 symposium is 'Joining Forces on the Frontlines'.

The event will feature key-note speakers: Sean Reyes, Attorney General of Utah, Ruth Dearnley, CEO of Stop the Traffik, and Megan Lundstrom, Founder and Executive Director of Free Our Girls, as well as presentations by survivors, professionals, leading academic researchers in the field and influential allies against modern slavery.

The 2020 symposium offers three tracks: a '101' Awareness Track which has FREE registration for community members, a '201' Professional track for professionals who seek advanced training (\$45 Registration) and a '301' research track for researchers and academics that will highlight cutting-edge research in the field (\$45 Registration). The '301' Research Track aims to be the largest gathering of its kind in terms of research paper submissions and seeks to highlight cutting-edge and rigorous quantitative and qualitative research that will inform policy and practice and contribute to the ongoing development of theory and research in human trafficking and modern slavery.

For more information or to register, visit [www.nocohumantraffickingsymposium.org](http://www.nocohumantraffickingsymposium.org).

**Date:** Thursday, February 6, 2020

**Time:** 10:30 am to 6:00 pm (Plenaries at 11:30 am, 2:15 pm, and 5:00 pm)

**Sponsors:** [Richardson Foundation](#), [College of Business](#), [U COUNT Campaign](#), [Neenan Archistruction](#), [Life for the Innocent](#), [Hope Roots](#), [Office of the Vice President for Diversity](#), and [Bailey Cross Photography](#)

**Location:** Lory Student Center, 1101 Center Avenue Mall Fort Collins, Colorado 80523

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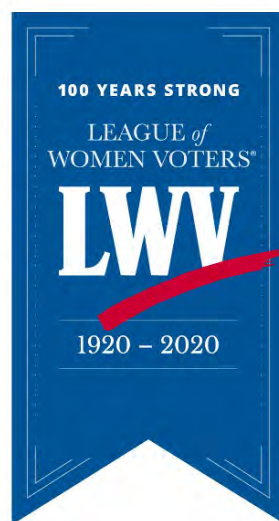
# 2020 ELECTIONS

## The Power of Your Vote

**The importance of voting and the shift from a caucus to a primary system in the state of Colorado**

MONDAY, FEBRUARY 3  
LORY STUDENT CENTER 304  
12:00 - 12:50 P.M.

***A Dialogues Around Difference event  
from the Committee for Social Justice***



**Did you know?** As of 2020, Colorado is using a primary voting system for the first time. Join us for a discussion with the League of Women Voters of Larimer County to learn how you can vote and make a difference.

We will be discussing the importance and power of voting, the shift from a caucus to a primary system in the state of Colorado, what to expect on the 2020 ballot, and other non-partisan voter information. Students will have the opportunity to register to vote after the event.



SCHOOL OF SOCIAL WORK  
COLORADO STATE UNIVERSITY

Event Contact:  
Marie Villescas Zamzow, Advisor and Instructor  
(970) 491-3120  
[Marie.Villescas@colostate.edu](mailto:Marie.Villescas@colostate.edu)

# TRANS\* STUDIES PROFESSOR, DR. Z NICOLAZZO, COMING TO CAMPUS FEB. 6

By Brit Heiring

Dr. Z Nicolazzo, assistant professor of Trans\* Studies in Education at the University of Arizona's Center for the Study of Higher Education, is coming to Colorado State University as part of a collaborative visit to host workshops and listening opportunities with several departments across campus.

Nicolazzo is giving a presentation in the Lory Student Center North Ballroom on Feb. 6 at 2 p.m. The talk is free and open to the public, but registration is required at [bit.ly/36IU7Os](https://bit.ly/36IU7Os).

Nicolazzo will share her current research on transgender college students to explore how gender creates tension points for students, faculty and staff on college campuses. She also will discuss what possibilities exist for reimagining gendered futures, including how trans people have already been using the internet to do this sort of world-making and visioning.

## Event information

**Date:** Thursday, Feb. 6, at 2 p.m.

**Location:** Lory Student Center North Ballroom

**Registration:** The event is free and open to the public, but registration is required at [bit.ly/36IU7Os](https://bit.ly/36IU7Os).

**Sponsors:** School of Education, Pride Resource Center, Vice President for Diversity, University Housing, Vice President for Student Affairs, the Health Network, and the Office of the Provost

"We are excited to be hosting Dr. Z Nicolazzo on campus, bridging efforts with a variety of campus partners and colleagues," said Dora Frias, director of the PRIDE Resource Center. "As one of the leading scholars on the experiences of Transgender College students, Z's work is critical as we continue to move forward efforts at CSU to shift systems that create a thriving community for our transgender students and colleagues."

Frias added that they have received several data points (Campus Climate Survey, National College Health Assessment) that indicate they must address the oppressive experiences of the transgender, non-binary and gender non-conforming CSU community. "We hope our campus colleagues will join us during the open session as we work to learn more and do better," Frias said.



Nicolazzo's work has focused on mapping gender across college contexts. As a doctoral candidate at Miami University, she concentrated her dissertation studies on the strategies used by nine trans-identified college students as they navigated their collegiate environments. Nicolazzo's dissertation was published as a book by Stylus Publishing and is titled *Trans\* in College: Transgender Students' Strategies for Navigating Campus Life and the Institutional Politics of Inclusion*.

In addition to researching the experiences of trans students on campus, Nicolazzo also explores the intersections of race, gender, and disability as well as interrogating how postsecondary educators conceptualize and deploy understandings of gender throughout their professional practices. She has been published in a variety of academic journals, including the *Journal of Diversity in Higher Education* and the *Journal of LGBT Youth*. Nicolazzo also serves on several journal editorial boards and is a member of the International Advisory Board for the book series, *Queer Studies in Education*.

Nicolazzo will be engaging with a variety of campus constituents during her two-day stay on campus. She will be consulting with University Housing, the Health Network, the Pride Resource Center Safe Zone Facilitators, and working with Deans and Academic Leaders.



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PRIDE RESOURCE CENTER  
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The Pride Resource Center and the Graduate QT's  
invite you to attend

# **LGBTQ+ Faculty, Staff & Graduate Student Mixer**

**Tuesday, February 4th  
5:30-7:30**

**Lory Student Center  
Room 382**

Please join us for an opportunity to Mix and Mingle with LGBTQ+ Graduate Students, Faculty and Staff. The LGBTQ+ Graduate student experience can sometimes be a lonely one. Join us for an opportunity to build community with other LGBTQ+ Graduate Students, Faculty and Staff from other departments.

**Sponsored by the Graduate School.**

**RSVP: <https://forms.gle/tgRMxNxDE3DEw9iu9>**

If accommodations are required for your participation, please contact our office as soon as possible.

For more information please visit [prideresourcecenter.colostate.edu](http://prideresourcecenter.colostate.edu) or LSC 232 or call 970-491-4323

# SHINING A LIGHT ON LATINX HEALTHCARE DISPARITIES IN THE U.S.

By Tricia Howley

On January 23, faculty and students, as well as practitioners, leaders, and other members of the Colorado regional community who care about the health and mental health of Latinx populations, gathered on the Colorado State University campus for a conference focused on the great differences in healthcare for Hispanic and Latino/a/x individuals living in the U.S. today.

The conference, “Addressing Latinx Health Disparities in the U.S.,” was organized in joint partnership between CSU’s School of Social Work and the [National Hispanic and Latino chapter of the Mental Health Technology Transfer Center \(MHTTC\)](#). The event drew nearly 200 in-person attendees and 500 online webcast viewers.

Funded by the Substance Abuse and Mental Health Services Administration (SAMHSA) of the U.S. Department of Health and Human Services, the National Hispanic and Latino MHTTC is one of 10 regional centers dedicated to disseminating and implementing evidence-based practices for mental disorders into the field.

## Healthcare issues for Latinx populations and their practitioners

During the conference, campus and community partners examined the intersections of immigration, trauma, substance use, and mental health. Presentations included:

- “Trauma Informed Care for Latinx Populations” by Dr. Luis R. Torres of the University of Houston;
- “Prevention of Substance Use and Mental Health Disorders in Latinx Communities” by Dr. Haner Hernandez of the Universidad Central del Caribe, School of Medicine;
- Adverse Childhood Experiences (ACES): Suicide Prevention Approaches with Latinx Children and Youth” by Dr. J. Rocky Romero of the Universidad Central del Caribe, School of Medicine;
- and “Self-care and Mindfulness as Important Strategies for Professionals serving Latinx Populations” by counseling psychologist Dr. Fabiola Giraldo.

“The work that you are doing today could not be more timely or more important to us as a campus, as a community, as a state, and as a nation,” said Lise Youngblade, dean of CSU’s College of Health and Human Sciences.

“We’ve prioritized, as a college, the areas of mental and behavioral health, and our commitment to diversity, equity, and inclusion,” Youngblade said. “Providing students with great training in mental and behavioral health, in the context of culturally appropriate care, is incredibly important.”



“Not only are we thinking about students here at CSU, but what skills and knowledge they’ll take to their communities, and how that impacts what our future holds,” said Youngblade.

In its [2021 strategic plan](#), CSU’s College of Health and Human Sciences laid out a commitment to help address issues of inequity and social justice with the intention of improving lives for all people, including the underserved and underrepresented.

## Social work perspective on systems

In her welcome, School of Social Work Director Audrey Shillington discussed the history of discriminatory immigration policies in the U.S. for the past hundred years, noting how policies change relative to shifting economic demands.

“In 2018, the ‘zero-tolerance’ policy memorandum was created for attempted entry or reentry in the U.S. along the Southwest border,” Shillington said. “This zero-tolerance policy criminalized the act of asylum-seeking.”

“Policies that have driven immigration control efforts have resulted in trauma and its long-term effects on individuals, families, and communities,” said Shillington. “We know that many of the immigrant families crossing our borders are seeking refuge or asylum from atrocities and unlivable circumstances in their home countries.”

“The practice of separating children from their families compounds their trauma, causes irreparable damage, and is a violation of human rights,” Shillington said. “In addition to the harm caused to children and their families, these practices do and will continue to have an impact and consequences rippling through our society.”

Continue reading at: <https://chhs.source.colostate.edu/latinx-healthcare-disparities/>



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## CAMPUS RECREATION YOGA SCHOLARSHIP

Yoga has a very deep history and is an important part of life for millions of people globally. It is a practice founded on the idea that yoga is for everybody. Yoga in the West, however, has largely done a poor job of being inclusive to people of color, people with disabilities, people from low-income backgrounds, and people with other marginalized identities. One step toward solving these problems is to have more diversity among yoga teachers. This is why Campus Recreation is introducing the Yoga Teacher Training Scholarship for one student recipient for spring 2020.

In alignment with the Campus Recreation values, the yoga program is committed to offering a space inclusive of all backgrounds, body types, genders, experience levels, belief systems and identities. Campus Recreation strives to hire a diverse team of instructors, to make inclusion a pillar of the program, and to constantly challenge themselves to grow.

Yoga teacher trainings (Y.T.T.) require a large commitment of time and money, and this is a common barrier for people to obtain a certification. Therefore, this need-based scholarship awards the registration cost for a fall 2020 Y.T.T. to one first- or second-year Colorado State University (C.S.U.) student with a passion for yoga who would like to join the yoga instructor team at C.S.U. Campus Recreation. For more information, please visit: <https://csurec.colostate.edu/fitness/yoga-scholarship/>

# YOGA SCHOLARSHIP

*Apply for a scholarship to cover a 200-hour yoga teacher training sponsored by Campus Recreation*

**This scholarship is for first- and second-year CSU students with a passion for yoga who would like to join the yoga instructor team at CSU Campus Recreation!**

*Yoga teacher trainings require a large commitment of time and money, and this need-based scholarship awards the money to pay for registration to one recipient. The yoga program is committed to offering a space inclusive of all backgrounds, body types, genders, experience levels, belief systems and identities.*



Learn more & apply here: <https://csurec.colostate.edu/fitness/yoga-scholarship/>



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# INTRODUCING FEMINIST FRAMEWORKS ONLINE COURSE

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](#).



## THE VICE PRESIDENT FOR DIVERSITY OFFICE IS CELEBRATING 10 YEARS!

2020 marks the 10th anniversary of the Vice President for Diversity office's existence here at Colorado State University! While there is always more work to do, we plan to celebrate this important milestone together with our campus community in the fall. Keep an eye out for information on planned events here in this newsletter.

In addition to celebrating 10 years as an office, our longest-standing event will also mark a major milestone in 2020: the 20th Annual Diversity Symposium. More information about the upcoming Symposium will be available later this semester.

Thank you for supporting the work of the VPD!

## BOOKS ON DIVERSITY, INCLUSION AND MORE AT CSU BOOKSTORE

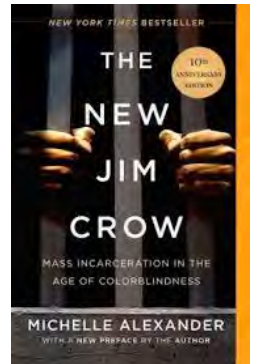
The CSU Bookstore is committed to offering books on diversity, professional and personal development, ethnicity, culture, feminism, LGBTQ+, and privilege.

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 at <https://www.bookstore.colostate.edu/shop/general-books/diversity/>. To navigate to the above page on your own, click 'Shop General Books' under the 'General Books' tab and click the 'Diversity' category.

## WHAT WE'RE READING

The New Jim Crow | Michelle Alexander

The New Jim Crow is a stunning account of the rebirth of a caste-like system in the United States, one that has resulted in millions of African Americans locked behind bars and then relegated to a permanent second-class status—denied the very rights supposedly won in the Civil Rights Movement. The New Jim Crow tells a truth our nation has been reluctant to face.



*Make  
your gift  
today*

## SUPPORT DIVERSITY AND INCLUSION WORK AT CSU

Support of our initiatives impact the entire campus community. We appreciate your contributions to our programs designed to create the best CSU possible!

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



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