



OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

DIVERSITY

newsletter

JANUARY 2020 ISSUE



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VICE PRESIDENT
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COLORADO STATE UNIVERSITY

CSU'S ONTIVEROS, ULLOA GIRÓN RECEIVE HUMAN RELATIONS AWARD FROM CITY OF FORT COLLINS

by Brit Heiring and Tricia Howley

Two members of the CSU community have received the 2019 Human Relations Award from the City of Fort Collins. The recipients, who were recognized during a Dec. 3 ceremony at City Hall, were Vice President for Diversity Mary Ontiveros and Johanna Ulloa Girón (MSW, '11), an adjunct instructor in the School of Social Work specializing in culturally competent clinical practice, diversity and equity.

Passion for community engagement

When Ulloa Girón is not teaching SOWK 400, "Generalist Practice in Communities in the School of Social Work," she is transforming the local community into a better place to live through her knowledge of social and racial justice. Working with local grassroots and nonprofit organizations to advance issues of equity and diversity, Ulloa Girón is the chair of the board of directors for La Familia, a nonprofit organization providing childcare and supportive services in Larimer County, with an emphasis on cultural attunement with the Latinx community.

She is also a member of the Community Equity Consortium and a past member of the Human Relations Commission. In addition, Ulloa Girón serves as the outreach services manager for the Poudre River Public Library District.

"I am very proud of this award," said Ulloa Girón. "It's a recognition of my work in the community toward advancing diversity, equity and inclusion."

Considered an expert in the areas of participatory community approach, Latinx psychology and decolonization of clinical practice, Ulloa Girón has supervised community-based clinical programs with an emphasis on community engagement both in the U.S. and Latin America for more than 25 years. She is a psychologist and social worker from Bogotá, Colombia, and has worked with families as a clinical psychotherapist.

In her former position as director of community initiatives at the Tennyson Center for Children in Denver, Ulloa Girón managed prevention-based programs for families, and developed a crisis response program to preserve family units. Ulloa Girón also served in child protection with the Larimer County Department of Human Services for four years, where she received two annual awards for excellence.

Ontiveros' contributions

Ontiveros holds both CSU and the city of Fort Collins close to her heart. A CSU employee for nearly 50 years, she has been instrumental in developing the university's inclusion efforts, including the creation of the Office of the Vice President for Diversity in 2010, and contributing those efforts to the greater community outside of campus.

As a citizen of Fort Collins, Ontiveros collaborates with community organizations and schools on diversity work and has actively contributed to the City of Fort Collins' equity and inclusion strategic planning. She also represents the university on the Community Equity Consortium, a collaborative group of business owners, city leaders and private citizens working to promote and maintain a welcoming community for all Fort Collins residents.

Kim Kita, director of CSU Todos Santos, nominated Ontiveros for the award, stating, "Equal to her love of CSU is her love of Fort Collins. As a former member of the Human Relations Commission and an engaged citizen in many city initiatives, Mary's commitment to positive change has been consistent over the decades."

She added, "It is impossible to quantify the number of people Mary has inspired to learn, the attitudes that have shifted, or the personal and institutional growth that has resulted."

About the award

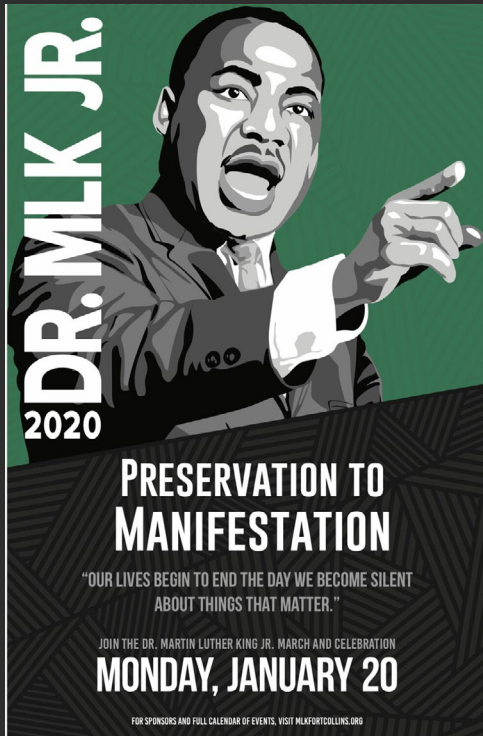
The Human Relations Award, which has existed for over three decades, recognizes the contributions of Fort Collins residents in the realm of diversity and inclusion. The award description states that "award recipients have embodied the spirit of inclusiveness, giving and altruism that has made Fort Collins into a better place for all people to live." Five awards are given annually spanning three age groups as well as organization and emergency services categories.

Awards are presented by the Fort Collins mayor and the City Council liaison to the Human Relations Commission, Emily Gorgol. In addition to sponsoring these awards, the Human Relations Commission conducts educational outreach and advises Fort Collins leadership on matters related to equity, diversity and social justice.

"I am feeling humbled and cognizant that community work around equity, diversity and inclusion in Fort Collins is ongoing," Ulloa Girón said. "It is an honor to work in the community alongside an incredible woman like Mary Ontiveros."



JOIN US FOR UPCOMING EVENTS:



Dr. Martin Luther King Jr. Day Celebration

Community Service
9:00AM

March
11:00AM

Celebration
12:00PM

Keynote Speaker:
Ryan Ross



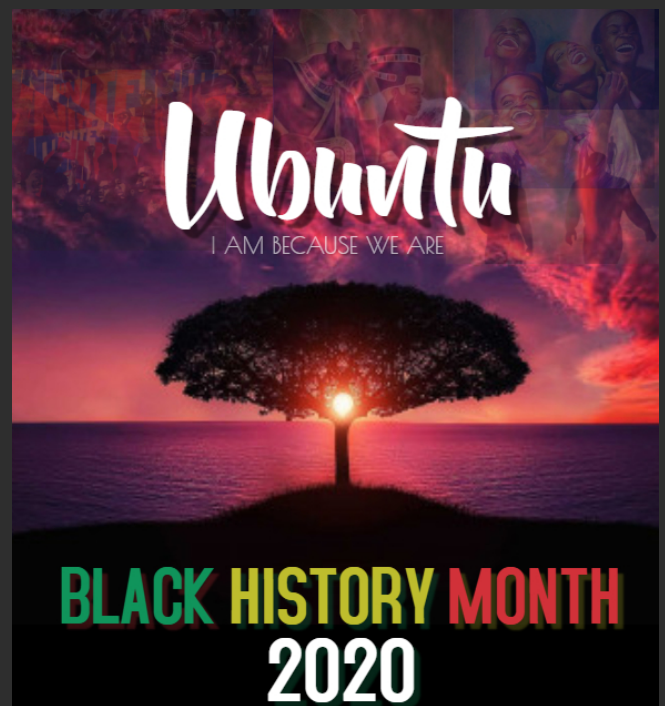
February is Black History Month

Black History Month Kick-Off
Friday, January 31, 2020
4:00PM-6:00PM
LSC Theatre

Yusef Salaam Keynote
Tuesday, February 4, 2020
6:00PM
LSC Theatre

Lawrence Ross Keynote
Monday, February 17, 2020
Lory Student Center

Haben Girma Keynote
Thursday, February 26, 2020
5:00PM - 6:00PM
Lory Student Center



UPCOMING EVENTS HOSTED BY THE BLACK/AFRICAN AMERICAN CULTURAL CENTER

by Adrian D. Jones

MLK Day Donation and Celebration

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. Join us Monday, January 20, 2020 in LSC 382 at 9:00AM to organize the donations.

Following the service, meet us in Old Town Square for the March at 11:00 . Transportation is provided. For additional information, reach us via email at baacc_email@mail.colostate.edu or phone at 970-491-5781. Let's make a difference for our community and be the change we want to see.

Black History Month

February is Black History Month. We invite you to take part in the events as we celebrate our Blackness in the theme Ubuntu: I am because we are. Be on the lookout for the official calendar to come before Spring Semester starts. For any questions, please feel free to email us at baacc_email@mail.colostate.edu or call us 970-491-5781.

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY HOSTING PDI SESSIONS

by Brit Heiring

Shannon Archibeque-Engle from the Office of the Vice President for Diversity will be co-facilitating two presentations during the 41st annual Professional Development Institute (PDI), January 13–15, 2020.

This year's PDI theme, "Building a Future Together: Increasing Equity at CSU", intends to celebrate the work CSU has done to promote equity in learning, teaching, research, and more. The 41st PDI hopes to help CSU staff envision and pursue the future work they will do together to increase equity for all members of the campus community.

PDI offers CSU faculty, state classified personnel, administrative professionals, and graduate students an opportunity to explore a wide range of topics designed to enhance professional growth and personal enrichment. The purpose of PDI is to provide an opportunity to share ideas, explore issues, and gain insights into learning, teaching, and service. For more information and to view the entire 2020 PDI schedule, please visit <https://tilt.colostate.edu/proDev/pdi/>.



Sessions co-facilitated by VPD staff:

Using the Multicultural Organizational Development (MCOD) Model to address Diversity, Equity and Inclusion issues for CSU Employees presented by Laura Larson and Shannon Archibeque-Engle

Date: Tuesday, January 14th • Time: 1:00 PM • Session Length: 1 hours 50 minutes • Room: 378

How CSU Responds to Hate and Bias presented by Joshua Alvarez and Shannon Archibeque-Engle

Date: Monday, January 13th • Time: 10:00 AM • Session Length: 50 minutes • Room: 312





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

“Un/Seen: How Gender Influences College Going, and the Possibilities of Transgender World-Making”



In collaboration with several campus units, the Office of the Vice President for Diversity invites you to attend a special session by Dr. Z Nicolazzo on supporting transgender students.

Thursday, February 6th | 2:00-3:30 pm | LSC North Ballroom

Gender is both everywhere and nowhere, in that gender mediates how people can(not) navigate their social worlds, and how just how gender does that is often invisible. In this talk, Dr. Nicolazzo will discuss her current research on transgender college students to explore how gender creates tension points for students, faculty, and staff on college campuses. She will also 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.

Register at <https://bit.ly/36IU7Os>



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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**



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
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Marie.Villescas@colostate.edu

SCHOOL OF SOCIAL WORK STUDENTS PRACTICE SPEAKING UP TO HELP OTHERS

by Tricia Howley

It looks a lot easier in a movie.

- A bartender notices two young women, who are clearly a couple, being followed around the brewpub by two young men. She walks over and calmly but firmly announces harassment won't be tolerated.
- An employee at a medical clinic hears a patient being misgendered by another member of staff. She speaks to her coworker privately to explain why it matters to get pronouns right.
- A job seeker is confronted with racist questions during an interview. He immediately recognizes inappropriate human resources policies, politely declines to answer, and redirects the conversation.

In real life, awkward moments like these are the kind of thing that motivates others to walk away. Yet for social work students, this is exactly what they want to walk towards, to practice intervention techniques for making a difference in the lives of others.

So social work students worked with theater students this fall in a unique exercise. Originally conceived by Brazilian theater visionary and Nobel Peace Prize nominee Augusto Boal, "Theatre of the Oppressed" is a form of popular community-based education that uses theater as a tool for social change.

An unresolved scene of oppression is presented. It is then replayed with the audience invited to stop the action, replace the character they feel is oppressed, struggling, or lacking power, and improvise alternative solutions.

Cross-campus faculty collaboration

The event was coordinated by School of Social Work Instructor Marie Villegas Zamow and Assistant Professor Tiffany Jones, and by College of Liberal Arts Instructor of Theatre Amy Scholl. Students from SOWK530 – Anti-Oppressive Social Work Practice and from TH 251 – Acting 2 participated.

"My hope was students would pick scenarios they have struggled with before," said Zamow, "and create theater around real-life oppressions, and then jump in and try out ways to resolve the situation without oppression and discrimination."

Scholl had previously collaborated with the School of Social Work to create mock counseling sessions in 2016. Using trauma scenarios developed by the social work students, the acting students improvised while playing the role of clients in therapy. "It is good for the social work students to practice seeing windows of opportunity to intervene," Scholl said.

"Often times, people only think of improvisation in a comedic way," said Scholl, "but there is a whole other world of improv

where the goal is not entertainment but rather to serve as a vehicle for generating greater empathy and connection."

For Theatre of the Oppressed, social work students wrote the scenes, acting students performed the scene, and then social work students were given the opportunity to join the actors and demonstrate ways to handle the situation. Instructor commentary provided a lens for wider perspective.

"It's hard to watch, and it's hard to speak up, even for the actors!" said Zamow, following one tense improvisational scene in which a person was being harassed in public. "Diffusing tension by avoiding engagement with aggressors can support someone in a tough situation. Stepping in by itself creates safety."

Other highlighted concepts included using body language to align with a struggling person; addressing policies and system changes within an organization; confronting challenges within a power imbalance; and converting interests when others challenge ideas.

Positive outcomes for all

Theater students learned about other types of acting. "It allowed them to learn about forum theater, but also about the world of simulation," said Scholl. "Many actors make supplemental income, and in some cases make a living, acting as mock patients for doctors and hospitals, as trial witnesses or defendants in mock trials, or in police training."

Social work students appreciated the dynamic of a theater setting for learning interventions.

"Students said it made things we were talking about in class more real," said Jones. "Talking about micro-aggressions is one thing, but thinking about what to do when you see it happening is totally different."

Continue reading the rest of this article at [Source.colostate.edu](https://source.colostate.edu).



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](#).

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](#).



BOOKS ON DIVERSITY, INCLUSION AND MORE AT CSU BOOKSTORE

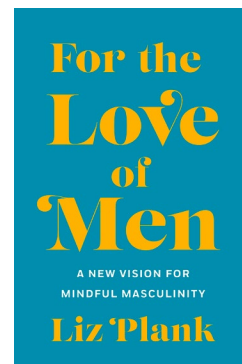
The CSU Bookstore is committed to offering books on diversity, professional and personal development, ethnicity, culture, feminism, LGBTQ+, and privilege. See the current list [here](#)!

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

For the Love of Men | Liz Plank

A nonfiction investigation into masculinity, *For the Love of Men* provides actionable steps for how to be a man in the modern world while also exploring how being a man has evolved.



*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



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