

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

NOVEMBER NEWSLETTER



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NATIONAL FIRST GEN DAY, NOVEMBER 8TH

CSU will celebrate the success of our First Generation students, faculty, and staff. Come to the Plaza between 11:30 a.m. - 1 p.m. to pick up some swag, snap a photo with a #ProudToBeFirstGen frame, and have a chance to share your story. For more information, contact Oscar Felix (Oscar.Felix@colostate.edu) or Rachel McKinney (Rachel.e.Mckinney@colostate.edu).

Women of Color Network Luncheon

Tuesday | November 27, 2018 | 11:30 a.m.- 1:30 p.m.
Lory Student Center | Longs Peak Room

Join us for an informal luncheon! All faculty, staff, and post-docs who self-identify as women of color, trans women of color or non-binary folks of color are encouraged to attend. Space is limited so please [RSVP here!](#)



COLORADO STATE
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THE WOMEN & GENDER
COLLABORATIVE

Learn More About Communities of Practice with Oscar Felix, Ph.D

CSU's Associate VP for Diversity, Oscar Felix, recently authored an article for the Pell Institute entitled "Creating and Sharing Knowledge Through Communities of Practice". Read thoughts from Oscar on the article below and read the entire piece [here](#)!



How did this article come about?

I was invited to write this article to highlight how practitioners can engage in research to enhance their professional practice and program outcomes. Upon reflection on three decades of college access and success work, I realize my contributions to the profession could have been enhanced through more intentional engagement in research and data-driven program design and assessment. Yet, I will not judge myself harshly on this as I am truly a practitioner and my focus (and that of most of my colleagues) is on delivering programs and services on a daily basis. Understanding this reality, my goal then was to inspire the development of Communities of Practice that would connect, in facilitated ways, practitioners with research in order to improve outcomes such as student success.

Why is it so crucial for College Access and Success professionals to use or operate within Communities of Practice?

While College Access and Success professionals are deeply committed to enrollment and graduation outcomes, research tends to be underutilized in informing practice and approaches. The article highlights what I believe to be one of the most profoundly life-changing experiences a student can have in college, and research has shown the value of education abroad in increasing academic achievement and graduation rates. Understanding the value of this experience, and creating pathways to participate in a global experience, requires knowing data on benefits of participation, student aid opportunities and policies, family engagement approaches, and other important considerations. Communities of Practice make the case for use of research and data in ways that resonate with practitioners, provide a community to facilitate dialogue to share ideas, discoveries, and program and student success stories, and increase familiarity and comfort in creating and sharing knowledge leading to a culture that embraces research in everyday practice

How has CSU implemented the Communities of Practice model and what sort of results have come from it?

At CSU, an informal Community of Practice has met over the last three years to develop the Global Access Program. The Global Access Program engages Community For Excellence students in a series of services and activities designed to increase awareness, commitment and participation in an education abroad experience. The program also provides a financial award to cover costs associated with a global study experience. Staff members from the Office of Financial Aid, Collaborative for Student Achievement, Office of International Programs, the Access Center, and the Office of the Vice President for Diversity worked together to develop a new and exciting program through a community where practitioners were able to connect research and practice.



NATIVE AMERICAN HERITAGE MONTH



Morgan Library,
Multicultural Services has
created a research guide for
Native American
Heritage Month at:
[http://libguides.colostate.edu/
nativeamerican](http://libguides.colostate.edu/nativeamerican)

Friday October 26
An Evening with Susan Harness;
Author of Bitterroot: A Salish
Memoir of Transracial Adoption
Wolverine Farm Letterpress &
Publick House
5:00 p.m.-8:00 p.m.
Please join the evening being
co-sponsored by CSU's Department of
Anthropology and Department of
English. Susan Harness will be reading
two 20 minutes excerpts from her book,
followed by a booksigning and
reception. For more information:
[https://anthropology.colostate.edu/
events/bitterroot-susan-harness/](https://anthropology.colostate.edu/events/bitterroot-susan-harness/)

Monday October 29
NACC Talking Circle:
Native Mascots and Imagery
6:00p.m.-7:00p.m.
Summit Hall,
Colorado State University

Join NACC for the first Talking Circle of
the semester. The Talking Circle
program includes time to dialogue
around different issues that are facing
the Native American community both at
CSU and nationally. This talking circle
will feature the conversation around
Native American mascots and
imagery. Everyone is welcome!

Thursday November 1
Pow wow 101
6:00p.m.-7:30p.m.
LSC Room 328-330,

Colorado State University
Pow wow is a wonderful way to
remember and celebrate heritage,
culture and traditions among Native
Americans. Join local resident, Randy
Medicine Bear, who will explain the
basics of Pow-wow. The presentation
will range from the different styles of
dancing and singing, to the traditional
aspects of pow wow, including an
overview of the day's events and
celebration.

Friday November 2
Frybread Sale, Drum Group
and Pow wow Dance Expo
11:00a.m.-1:00p.m.
LSC Plaza,

Colorado State University
To celebrate Native American Heritage
Month and the 36th Annual AISES Pow
Wow, drum groups and dancers will
provide performances to preview
Saturday's event. Frybread will be sold
at the event!

Saturday November 3
Colorado State University
36th Annual AISES Pow wow

- Gourd Dance 10:30a.m.-12:30p.m.
- Pow wow 1:00p.m.-10:00p.m.
- Grand Entry 1:00p.m. & 7:00p.m.
- Pow wow Feed 5:00p.m. (free)

The Lory Student Center,
Grand Ballrooms,
Colorado State University

In an effort to increase awareness of
Native cultures at Colorado State
University, the Native American
Cultural Center, American Indian
Science & Engineering Society,
Associated Students of Colorado
State University and Colorado State
University will sponsor the 36th Annual
CSU Pow wow. Community members
and students alike are welcome and
encouraged to attend this free event,
which will feature Pow wow dancers,
drum groups, food, vendors, social
events and more.

Monday November 5
Duhesa Art Gallery Reception
Cowgirls and Indians
Featuring comments from
the artist, Sarah Sense
4:30p.m.-6:30p.m.
Lory Student Center
Duhesa Gallery

Sarah Sense (Choctaw) creates
photo-weavings with traditional Chitimacha
and Choctaw techniques, her photography,
and found imagery. Her work in this exhibit
juxtaposes real history against Native
North American stereotypes through
woven photographs. Gallery walkthrough
and words from the artist at 5:15 p.m.
(Co-Sponsored with Campus Activities
and the Lory Student Center
Arts Program).

Tuesday November 6
Keynote Event:
A Night with Winona LaDuke
6:00p.m.-7:30p.m.
Lory Student Center Theater
Colorado State University

Please join us as we welcome Winona
LaDuke back to CSU! LaDuke is a rural
development economist and author
working on issues of Indigenous
Economics, Food, and Energy Policy.
She works nationally and internationally
on the issues of climate change,
renewable energy, and environmental
justice. She is known for her grassroots
activism regarding sustainability efforts
and preservation of tribal land.
(Co-Sponsored with RamEvents).

Wednesday November 7
Thursday November 8
Aspen Grille –
Featured Traditional

Native American Dishes:
Do you enjoy corn, sunflower seeds,
potatoes, squash, and pumpkins? How
about tomatoes, strawberries, and chile
peppers? They are all native to the
Americas and have been part of the diet of
Native Americans since time immemorial.
Make your reservations at the LSC Aspen
Grille to enjoy lunch specials prepared by
Chef Ken Symmsack that recognizes these
gifts to today's cuisine.

For reservations
please call 970-491-7006 or visit:
[https://lsc.colostate.edu/dining-at-the-
lory-student-center/aspen-grille/](https://lsc.colostate.edu/dining-at-the-lory-student-center/aspen-grille/)

Monday November 12
Open House hosted by NACC
North Star Peer Mentors
6:00p.m.-7:30p.m.

Native American Cultural Center
Lory Student Center Room 327
Come meet the 2018-2019 North Star
Peer Mentors, while enjoying a movie,
popcorn, and hot chocolate and apple
cider. North Star Peer Mentor Program
is a program of the Native American
Cultural Center that matches incoming
students with current students to guide
the transition to Colorado State
University.

Tuesday November 13
Harvest Dinner,
Community Event
6:30p.m.-8:30p.m.
Location
TBA

Ron Hall and Roe Bubar, owners of
Arikara Farm worked the farm this year
to engage students, family, and the
community to support our farm as we
grew traditional food and heritage turkey
to bring about the Harvest for our
Community Dinner. Come join in the
"Indigenous Food Revolution" to learn
how the earth is our teacher and food is
our medicine. Arikara Farm and NACC
are pleased to support this Indigenous
Community Dinner.

Wednesday November 14
Warrior Women Documentary
Lory Student Center Theater
Film begins at 6:00p.m.
Doors open at 5:30p.m. with light
snacks.

Warrior Women is the story of mothers
and daughters fighting for Indigenous
rights in the American Indian Movement
(AIM) of the 1970s. The film unveils not
only a female perspective of history, but
also examines the impact political
struggles have on the children who bear
witness. Please join us for a screening
of the documentary, followed by a
conversation about the film.
(Co-Sponsored with RamEvents).

For more information please
visit: www.nacc.colostate.edu
or call 970-491-1332



HEALTH EQUITY LEARNING SERIES PRESENTS

PRESENTAMOS UNA SERIE DE CHARLAS Y APRENDIZAJE ACERCA DE EQUITAD Y SALUD GRATIS

SICK OF BEING POOR: The Deadly Impacts of Poverty

Noon – 3:00 PM, Tuesday, November 13
Utilities Administration Building
222 LaPorte Avenue

HEALTH EQUITY LEARNING SERIES

Free, local viewings of
recorded presentations
with professionally
facilitated
discussions.

NIKI OKUK founded RCO Tires in 2012. The Compton, California-based company has recycled more than 300 million pounds of rubber, diverting 70 million gallons of oil from landfills, and provides stable jobs for Black and Latino residents who struggle to find employment because of past criminal convictions or legal status. Okuk's talk explored the way systemic class oppression operates to make and keep people poor, and the toll this can take.

Lunch included. Spanish language interpretation and childcare provided.



PLEASE RSVP:

Edgar Dominguez, edgardominguez.co@gmail.com

For more information, see monthly calendar. www.poudrelibraries.org, 221-6740

2016 Employee Campus Climate Survey: Intersectional Takeaways



VICE PRESIDENT
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THE WOMEN & GENDER
COLLABORATIVE
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VICE PRESIDENT FOR DIVERSITY AND WOMEN & GENDER COLLABORATIVE JOINT REPORT

Recently, the [VP for Diversity](#) and the [Women & Gender Collaborative](#) created the 2016 Employee Campus Climate Survey: Intersectional Takeaways Report.

The data used was from the 2016 Employee Campus Climate Survey which was meant to assess employee perceptions related to campus and their immediate workplace. The report breaks the data down in order to provide a more intersectional view. Click [here](#) to view the entire report!

MONDAYS FIRST

On the first Monday of each month of the semester, take a moment to gather with other women-identified colleagues, connect, and set your writing in motion. Each gathering opens with a gender-aware discussion session about writing, academic life, and strategies for supporting each other. This short discussion is followed by an 2.5-hour writing session in which participants write “on their own” yet together in a positive and communal space. Sponsored by the Women & Gender Collaborative. Learn more [here!](#)



Fall 2018 Dates:
November 5 (LSC 304) & December 3 (LSC 304)

GIRL RISING

Documentary Film Screening



Peace Corps

Change Starts with Courage



Wednesday, November 7 | 6 p.m.
Behavioral Sciences Building
Room A 101

Follow 9 girls from Haiti, Nepal, Ethiopia, India, Egypt, Peru, Cambodia, Sierra Leone, and Afghanistan on their journey to education.

COLORADO STATE UNIVERSITY INTERNATIONAL PROGRAMS
WOMEN AND PHILANTHROPY

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**

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