

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

# DIVERSITY newsletter

JUNE 2020

# BLACK RAMS MATTER

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**VICE PRESIDENT  
FOR DIVERSITY  
COLORADO STATE UNIVERSITY**

## A NOTE OF SOLIDARITY

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As we try to find words to begin this note, the weight of what needs to be acknowledged feels heavy. During this pandemic, the pain and unprocessed grief we are collectively facing are tremendously difficult to hold. While stories of communities coming together to support one another in the midst of COVID-19 are heartwarming and serve as much-needed reminders of the good in humanity, the fact remains there are people and systems among us that perpetuate violence and injustice.

The presence of a global pandemic has not mitigated the racism and inequities in our society; if anything, it reveals them and threatens to deepen them. Racism continues to show up in hateful and baseless rhetoric tying the pandemic to Asian and Asian American communities, resulting in countless acts of bias, microaggressions, and outright acts of hate. Systemic injustices have led to [higher COVID-19 mortality rates](#) among [Black and African American, Latinx and Hispanic, and Native American and Indigenous communities](#), [with the Navajo Nation being one of the most severely impacted regions](#), per capita. And as our country looks to reopen and rebuild, our institutions that have long been characterized by inequities, such as education, will still be affected by the [inequitable allocation of critical recovery funds](#).

In just these past few months, we have also seen horrific examples of racism and [anti-Blackness](#) that are continuations of our country's history of enslavement and racialized state violence. The killings of George Floyd, Breonna Taylor, Sean Reed, and Ahmaud Arbery. The killing of Nina Pop, the fifth known violent death of a trans woman of color within a single month. The accosting of Christian Cooper in Central Park. While each person's life and story are distinct, they are connected by overarching themes of anti-Blackness, police brutality, and intersections of gender within a society that devalues the lives and humanity of Black people. In a society such as this, living while Black continues to make one a target of bias and life-threatening violence.

We share this to acknowledge the pain our Black and African American colleagues, students, and community members are experiencing and to share the weight of that pain, in whatever ways we can. When we say CSU is a place where all are welcomed, valued, and affirmed, that comes with a responsibility to be allies, advocates, and accomplices. To see these events and face them. To name them. To choose to not turn away or ignore the painful parts of our reality.

To our Black and African American community members: we see you and we are here for you. While these words could never be enough to alleviate all of the hurt you may be experiencing, it is still important to acknowledge that many people are hurting. We, the Office of the Vice President for Diversity, promise to continue doing all we can to challenge and change systems of inequity that perpetuate anti-Blackness, racism, and bias within our university. We will continue to center equity and our most marginalized communities in our trainings and resources. We will listen, and we will learn how we can improve. We are committed to centering and addressing anti-Blackness in our work. We will advocate and emphasize accountability for our university community. And we will continue to work with our partners in Fort Collins to see these efforts expand across the greater community that we live and work in.

Our hearts are with you. Our words and actions are with you.

In solidarity,  
– the staff of the Office of the Vice President for Diversity



# BLACK LIVES MATTER

# SUMMER & FALL TRAININGS

*Virtual learning opportunities*

The Office of the Vice President for Diversity is pleased to announce our summer and fall training opportunities, including a virtual summer series entitled **Moving From Surviving to Thriving: Centering Diversity, Equity, and Inclusion in the Virtual Workplace** and the fall cohort of the **Creating Inclusive Excellence Program**, which will also be held virtually.

## MOVING FROM SURVIVING TO THRIVING

This new series is composed of 3 unique trainings. **There are no prerequisites for these trainings** - register for one or all three, as your interest and availability allows. Click on the title of the training to register.

6/10/2020	<a href="#">Session 1: Facilitating Inclusive Virtual Meetings</a>	9:00 – 10:30am
6/24/2020	<a href="#">Session 2: Organizational Strategies to Implement the Principles of Community During Crisis</a>	9:00 – 10:30am
7/1/2020	<a href="#">Session 3: Supervising and Supporting Our Staff: Strategies for Inclusive Organizational Practice</a>	9:00 – 10:30am

## CREATING INCLUSIVE EXCELLENCE PROGRAM

The Creating Inclusive Excellence Program is a 6 session (21 hour) certificate program designed for CSU administrative professional and state classified employees and sponsored by the Office of the Vice President for Diversity.

### Outcomes for the Creating Inclusive Excellence Program Participants:

- Develop awareness, knowledge, and skills to understand and implement multicultural competency.
- Integrate Inclusive Excellence in the planning, implementation, and evaluation of programs and services.
- Equip Colorado State employees with tools to proactively affirm and promote equity and inclusion.

The CIEP Fall 2020 schedule is listed below. **\*Attendance in all sessions is mandatory for completion.\***

9/16/2020	Workshop 1: Diversity and Inclusion at CSU (Opening Retreat)	9:00am – 2:00pm
9/30/2020	Workshop 2: Unconscious Bias and Stereotyping	9:00am – 12:00pm
10/14/2020	Workshop 3: Exploring the Isms	9:00am – 12:00pm
10/28/2020	Workshop 4: Social Identity Construction	9:00am – 12:00pm
11/11/2020	Workshop 5: Microaggressions and Inclusive Language	9:00am – 12:00pm
11/18/2020	Workshop 6: Interrupting Oppression/Tools to Intervene/Closing	9:00am – 1:00pm

If you are interested in the Fall 2020 Creating Inclusive Excellence Program, [please apply here](#).



# Connection 2020:

An  NCORE Experience

NCORE, the National Conference on Race and Ethnicity in American Higher Education, has developed an online event launching June 23-26, 2020 in place of the five-day NCORE Conference which had to be cancelled due to the COVID-19 pandemic. Connection 2020: An NCORE Experience will showcase keynote speakers, educational content and programming that can only come from this community. Several of the outstanding planned face-to-face sessions are being redesigned and promise to be exciting, engaging, and interactive in a virtual platform.

**NCORE creates opportunities for learning on critical topics related to race, ethnicity, diversity, and inclusion which can directly benefit our university's efforts toward becoming a community that welcomes, values, and affirms Rams of all backgrounds. With the uncertain budget situation that COVID-19 has created, we know that professional development funding may be limited or non-existent for many of our colleagues. In light of this, the Office of the Vice President for Diversity is pleased to announce funding for up to 30 individuals to attend NCORE online this year. If you are interested in applying for an NCORE registration scholarship, please [fill out the application form](#). We ask that only individuals who otherwise would not have professional development funding apply.**

## Registration

- All-day programming will begin Tuesday, June 23rd, and conclude Friday, June 26th. You can choose to attend any or all of the days. Choose the 4-day experience and you will attend for a discounted rate!
- Single Day Rate - \$125.00
- Full Conference Rate - \$400.00

## Schedule of Events Sample Outline



- 8:45 – 9:45 a.m. • Coffee with a Thought Leader
- 10:00 – 11:30 a.m. • Concurrent Sessions
- 12:15 – 2:15 p.m. • Keynote Session
- 3:00 – 4:30 p.m. • Concurrent Sessions
- 5:00 – 6:30 p.m. • Facilitated Dialogue on Keynote Session or Open Forum
- 7:00 – 8:30 p.m. • Evening Programming - Mixers, Virtual Dances, Caucus Meetings, and More



# ONLINE COVID-19 RESOURCES


In an effort to provide as many resources as possible in the COVID-19 crisis, the Office of the Vice President for Diversity has launched a resources page on the new VPD website. On it, you'll find resources for local faith and belief groups for folks looking to connect during these trying times, tips for how to center equity in online teaching, and articles relating to diversity, equity, and inclusion and the COVID-19 pandemic.

<https://diversity.colostate.edu/resources/>

			
<b>CSU Spiritual Care Services</b> CSU Spiritual Care Services can help faculty, staff, and students connect with spiritual support and/or faith and belief based organizations. Faculty and staff can contact Olivia Kail (Spiritual Care Resident) at <a href="mailto:okail@colostate.edu">okail@colostate.edu</a> or Peter Strening (Spiritual Care Supervisor) at <a href="mailto:Peter.Strening@colostate.edu">Peter.Strening@colostate.edu</a> . CSU students can schedule a spiritual care appointment through the CSU Health Network at (970) 491-7121.	<b>Fort Collins Interfaith Council</b> The Fort Collins Interfaith Council can also help you get connected with local spiritual, faith and belief based organizations. Reverend Laura Nelson, President of Fort Collins Interfaith Council, can be reached at <a href="mailto:nelson.laura@gmail.com">nelson.laura@gmail.com</a> or you can visit their website.	<b>Faith in Progress Radio Show</b> Tune into Rabbi Hillel's "Faith in Progress" radio show if you're interested in "an exploration of people, organizations, issues and events in Northern Colorado from a progressive and multi-faith perspective."	<b>Wisdom Sharing Video Series</b> The World Wisdoms Project and Fort Collins Interfaith Council are collaborating on a project to share videos every Monday and Thursday from people across faith and belief backgrounds in the Northern Colorado community reflecting on life in the time of COVID-19.



Online Inclusive Teaching Strategies  
Tips for how to center equity in online teaching



## SIGN UP FOR AN ONLINE SAFE ZONE TRAINING

*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.*

**AVAILABLE DATES:**  
**Tuesday, June 9: 2:00 PM - 5:00 PM**  
**Wednesday, June 24: 2:00 PM - 5:00 PM**  
**Thursday, July 30: 9:00 AM - 12:00 PM**  
**Wednesday, August 5: 2:00 PM - 5:00 PM**

Register at <https://prideresourcecenter.colostate.edu/training-workshops/>  
For more information, email [maggie.hendrickson@colostate.edu](mailto:maggie.hendrickson@colostate.edu)



## CSU DIVERSITY SYMPOSIUM MOVING ONLINE FOR 2020

The Diversity Symposium is moving to an online format for 2020 in order to balance public health safety concerns with continuing to offer this critical learning opportunity for our community. Making this decision now allows presenters the opportunity to prepare for a virtual session as they submit their proposal ideas instead of having to adjust later due to possible continued in-person restrictions. While this year's Symposium may look different than in previous years, our team is working hard to ensure it is still an engaging and powerful experience for learning and presenting on issues of diversity, equity, inclusion, and social justice.

Thank you for your understanding and we look forward to connecting virtually with you in October!

### Interested in Presenting?

We ask presenters to consider trending topics of diversity in higher education; current national and international dynamics; and topics directly relating to diversity initiatives at Colorado State. Sessions will be selected based on the criteria below:

#### Session criteria

- Creativity is important in presentation style, format and title. Consider that participants will have a wide variety of learning styles. Highly participatory sessions are generally better received; please remember to include time for discussion.
- Attendees at the conference will consist of traditional and non-traditional age college students, community members, faculty, and staff. Please be sure to designate your target audience.
- Priority consideration will be given to proposals that address CSU's diversity definition specifically.
- Priority consideration will be given to proposals that cite peer-reviewed academic sources in the development of session content.
- Please note, sessions are 50 minutes in length. If you would like your session to be longer than 50 minutes, please make a note in your abstract and we will seek to accommodate this request if possible.

The selection committee reserves the right to select sessions which align with the mission and vision of the Office of the Vice President for Diversity. **All proposals, including a session abstract of no more than 150 words and a presenter bio of no more than 100 words, are due by Friday, June 19, 2020.** Submit a proposal at <https://diversity.colostate.edu/symposium/submit-a-proposal/>

The 20th Annual Diversity Symposium • October 19 – 23rd

SAVE  
*the*  
DATE

for the  
20<sup>TH</sup> ANNUAL DIVERSITY SYMPOSIUM

OCTOBER 19 – 23, 2020

[DIVERSITY.COLOSTATE.EDU/SYMPOSIUM](https://diversity.colostate.edu/symposium)



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# RACE, BIAS, AND EQUITY INITIATIVE ANNOUNCES SELECTED PROPOSAL THEMES

*This message was emailed to the CSU community on May 11, 2020*

Today, we are excited to share some important news with you on behalf of the Race, Bias, and Equity Initiative. Over the past six months, countless individuals have been working hard to bring this university initiative to life, beginning with the gathering of thoughtful and impactful ideas from our community through the proposal process. What follows in this message are announcements about the proposal decisions as well what we have outlined for the future of the Race, Bias, and Equity Initiative at Colorado State University.

## **The value of RBEI**

First, we want to share the vision for RBEI with you as President Joyce McConnell conceived it and as our Core Team has simultaneously refined and expanded it. While the first phase was centered on the proposal process, RBEI will not be limited to only policy ideas and proposals. The potential for this initiative is limitless and we hope to be a collaborative hub for lasting, marked transformation across the university.

We are looking at what comes as a sort of next chapter for RBEI, expanding our focus to not only include movement on the selected proposals, but to serve as a connector and a partner to the many individuals, departments, and organizations at CSU who are doing critical work in the realm of diversity, equity, race, inclusion, and bias. We, as co-chairs of RBEI, will be working this summer to define clear goals and expectations of the initiative to share with you all prior to the fall semester. It will take each of us to see these efforts succeed in every area of CSU.

## **Proposal review decisions**

Many of you took an active role in the proposal process, either as a proposal author or reviewer. We are grateful for your time, energy, and support of RBEI and for your patience while we worked through the proposal review process. As with many novel and ambitious university initiatives, it has taken time to develop RBEI, its areas of focus, and a system that answers the specific needs of our university community. Your input helped us shape this initiative and showed us where we need to be spending our energy.

## **What we learned**

As you may know, we received more than 100 proposals, from every college and unit, and from students, staff, and faculty. You can review the thematic data of the proposals submitted in an infographic [here](#). The depth and span of the proposals was astounding and we learned a great deal from reading them. Key takeaways include the following:

- We learned that CSU is a community ready for big, transformative change, eager to help with that change, and equipped with the knowledge and expertise to achieve it.
- While there were several new ideas, many proposals were similar to existing programs and initiatives. This demonstrated that we need to do a better job connecting individuals, colleges, and units to the resources available to them and that we need to communicate more widely and frequently about the work we are doing related to diversity, equity, and inclusion.
- Many proposals shared similar themes, showing us where our gaps as an institution lie and where we can make the biggest impacts.
- Several proposals aimed to bring thought-leaders and speakers to CSU. We are keeping a record of the nominated individuals for future events and opportunities.
- A handful of proposals pertained to programs or needs at the college level. We believe that RBEI can make crucial connections by sharing these ideas with the leadership teams in these divisions.
- Finally, we learned that there are a variety of ideas and proposals that need to move through existing university channels and processes. RBEI can both lead and facilitate that process.

## **Transforming the university through the selected proposals**

After a lengthy review process to consider each submission carefully, including input from student groups, faculty, and staff, RBEI Core Team has made decisions about next steps. It is important to note that in order to truly begin making progress we must focus. While we wish we had the capacity and resources to pursue all the ideas submitted, we wouldn't be able to do so without risking the success of each. Keeping this in mind, the proposal ideas that we will be moving forward at this time are:



## Unify and strengthen First Generation efforts at Colorado State University

First Generation students come from a variety of backgrounds and circumstances, but one thing they have in common is the shared experience of being the first in their families to navigate the higher education environment. This creates unique opportunities and challenges for First Gen students, as well as First Gen faculty and staff. Unifying and strengthening the current initiatives, including research, scholarships, committees, and countless individuals dedicated to guiding and supporting these students, will transform the First Gen experience at CSU. In the unique budget environment that COVID-19 has presented, we will begin this work through seed funding for RBEI that has been provided by the President's Office and we will look to creative options for additional funding sources to ensure this project has the support it needs to succeed. We plan to release more information this summer outlining the process and steps we will need to take to achieve our goal of unifying our First Generation programming at CSU.

### Create a Teaching Certificate Program for graduate students

Graduate students are the future of higher education, as many of them go on to pursue careers in academia both here at CSU and across the country, as well as serve as graduate teaching assistants while on campus. In addition to their contributions to higher education, graduate students enter fields in the private sector where they become thought leaders and change makers. It is critical that these brilliant, up-and-coming minds have the tools and resources they need to become inclusive and adaptive leaders. A Teaching Certificate Program, focused on diversity and equity in the classroom, for all graduate students will be one step toward creating a unified approach to inclusive classroom environments. In addition to the focus on graduate students, RBEI aims to enhance and support existing programs for faculty and staff diversity and equity training. We feel hopeful that this proposal will create a meaningful difference for students through their experiences in the classroom and we see a direct connection between it and the recently shared student demands. We are also grateful and excited to share that the Provost's Office has offered funding to move this project forward. We plan to release more information later this summer, as we work alongside several university partners on next steps.

Many members of our community submitted proposals that sought to achieve goals related to either diversity and equity training for classroom teachers or support for First Gen students; the frequency with which these ideas rose to the top helped us prioritize them. There were also specific proposals in each case that laid out structures and plans for achieving the outlined goals. The authors of those proposals will be contacted directly to begin next steps.

### What happens to the rest of the proposals?

RBEI is excited and energized to move forward with the First Generation proposal and the Teaching Certificate Program, but this doesn't mean that any proposals have been forgotten. Here is what we plan to do with the proposals that remain:

- We will share a summary paragraph of each full proposal for our community to read on the [Race, Bias, and Equity Initiative website](#). Proposals will be shared anonymously to protect the identities of the authors.
- Additional proposals will move forward as we identify partners and collaborators at the university and beyond who can both lead and help fund them. There are already several proposals we are discussing with strategic partners throughout the university and we will announce more about those as we are able.
- Proposals related to existing programs and initiatives will be shared with the groups who own those programs so that they can potentially expand their offerings to include any new ideas and contact individuals interested in helping, if appropriate.
- Proposals that pertain to initiatives and needs at the college or divisional level will be shared with the leadership teams within those colleges and units for further consideration and development.
- Finally, full proposals that don't fit into the categories above will be kept by RBEI for future consideration and development if possible based on resources and capacity.

### Stay connected as we begin our next steps

While change of this magnitude takes time, we look forward to keeping you up to date as we make progress, as well as introducing new programs for our community to ideate and learn with us along the way. Keep an eye out for future events and opportunities to engage with RBEI, to give to initiatives you care most about, and to participate with us and our countless university partners as we work together to transform CSU into the institution we know it can, and must, be. If you haven't already, be sure to follow our [Twitter account](#) and visit our [website](#) to stay connected with RBEI as we move into this exciting new chapter.

Thank you once again for your part in this important era of CSU's history.

– Blanche Hughes and Mary Ontiveros





# 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 early 2021.

Thank you for supporting the work of the VPD!

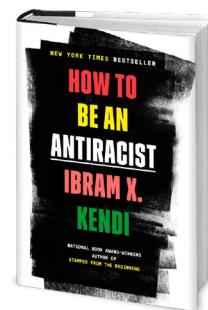
## BOOKS ON DIVERSITY, INCLUSION AND MORE AT CSU BOOKSTORE

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

Ibram X. Kendi's concept of antiracism reenergizes and reshapes the conversation about racial justice in America—but even more fundamentally, points us toward liberating new ways of thinking about ourselves and each other. Instead of working with the policies and system we have in place, Kendi asks us to think about what an antiracist society might look like, and how we can play an active role in building it. [More info.](#)



Many of the titles in our "What We're Reading" section are available for check-out as e-books through the CSU Library? [Instructions for identifying e-books are located here.](#)

*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 [brit.heiring@colostate.edu](mailto:brit.heiring@colostate.edu)



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