

# New Diversity, Equity, and Inclusion Structures at CSU

*Creating pathways to better support cross-  
university collaboration and action*



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# Background & Framing

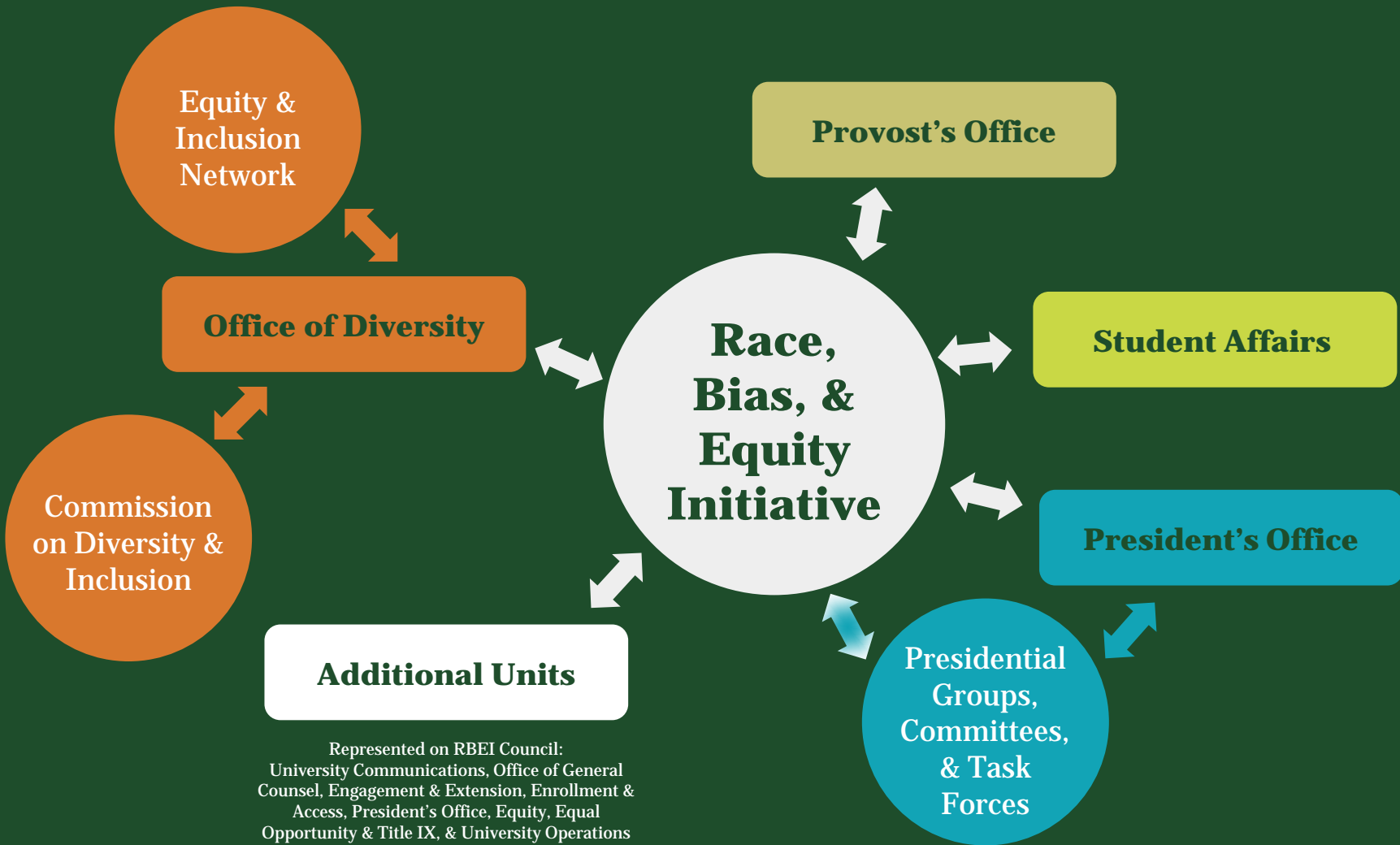
## *Why are we discussing this topic today?*

- To create deeper connections between DEI work occurring across the university
- To help address the narrative that “CSU isn’t doing anything”
  - There is much more work to do, but we need to honor the efforts thus far
- To address gaps in knowledge and consistency of DEI work university-wide
- To reinforce support structures for embedded DEI-focused individuals and committees
- To create a platform for implementing institutional-level policy changes and DEI work
- To connect DEI efforts not specific to one unit (ie student demands) and communicate about these more consistently and transparently
- To better connect DEI work in Presidential Groups to university-wide efforts and support the efforts of these groups
- To more clearly identify the roles and goals of each university-wide group working on DEI efforts



# Structure Overview





# Roles



# **Race, Bias, & Equity Initiative**

- Led by three co-chairs representing diversity, student affairs, and academics, mirroring structure of RBEI
- 10-member RBEI Council consisting of Executive Leadership Team members
- Serve as an institutional hub for diversity work
- Provide a home for university-wide DEI communications
  - Example: student demands progress updates on the RBEI website
- Establishing equity-focused policies, processes and practices through institutional authority of RBEI Council
- Regularly gather the chairs of all Presidential Leadership Groups, including task forces, commissions and councils to discuss the focus areas of each group, foster deeper connections and collaborate wherever possible or appropriate
- RBEI Council to identify specific focus areas based on the general guidelines above



## Commission on Diversity & Inclusion

- Led by three co-chairs representing diversity, student affairs, and academics, mirroring structure of RBEI
- Work and action-driven group
- Housed within the Office of the Vice President for Diversity
- Priorities will be informed by data and themes from resources such as the RBEI Council, student demands, student surveys, bias reports, employee climate surveys, retention and exit interviews, direct input from CSU community members, and more
- Serve as a grassroots pipeline to share information with RBEI Council, as appropriate
- Work will be accomplished through the establishment of cross-university work groups, who will coordinate their goals on a prescribed timeline



## Equity & Inclusion Network

- Led by three co-chairs representing diversity, student affairs, and academics, mirroring structure of RBEI
- Networking and support-driven group
- Housed within the Office of the Vice President for Diversity
- Membership will continue to consist of one representative with official diversity, equity, and inclusion job responsibilities from each college and division
- Space to share resources and best practices
- Connect unit-specific work across the university to better align embedded efforts
- Will host a frequent Diversity, Equity, and Inclusion Forum
  - Forums will be open to **all** CSU employees who serve on diversity-related committees in their units
  - Will be a space to share successful practices, learn from expertise and leadership, and to align and guide efforts across the university



# Questions



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