



# INCLUSIVE EXCELLENCE NEWS

SEPTEMBER/OCTOBER 2023

## *Your Guide to the 2023 Symposium for Inclusive Excellence*

By Adriana Avila McClintock

More than 50 workshops over five days, highlighted by two keynote speakers and a host of special events make up the 2023 Symposium for Inclusive Excellence. All are welcome to join the events from Oct. 23-27, with online and in-person programming throughout the week.

"We have partnered with the CSU System – Pueblo, Global, CSU Spur and Todos Santos in Mexico – as well as many community partners, including the City of Fort Collins, Poudre School District and the United Way," said Assistant Vice President Ria Vigil, who oversees the annual symposium for the Office for Inclusive Excellence and leads a volunteer committee that reviews and selects programming proposals, coordinates keynote speakers and events and promotes the symposium to the greater community. They added: "We have scaled up the event to include so many community and system partners; it's exciting to see how much we've grown and so encouraging to see the excitement for DEI education events."

### Keynote Speakers

Keynote speaker **adrienne maree brown** (lowercase intentional by author), writer, activist and facilitator will present an online keynote address virtually on Monday, Oct. 23, from 11 a.m. to noon. Bestseller author of *Emergent Strategy*, brown writes about radical self-help, society-help, and planet-help to shape the future we want to live in.

OiYan Poon will deliver a keynote address titled "We Won't Go Back: Sustaining Movements for Racial Justice After 'Affirmative Action'" virtually on Thursday, Oct. 26, from 11 a.m. to noon. Poon is a program officer at the Spencer Foundation, an associate professor affiliate of Higher Education Leadership, and the former director of the Race & Intersectional Studies for Educational Equity (RISE) Center at Colorado State University. Her research focuses on the racial politics and discourses of college access, higher education organization and policy, affirmative action, and Asian Americans. Thursday is co-sponsored by the School of Education and features sessions focused on DEISJ educational practices.



adrienne  
maree brown  
Oct 23 | 11 AM

### Opening Reception and Film

Graphic of 2023 speakers at Symposium for Inclusive Excellence An opening night reception and film screening is set for Monday, Oct. 23, starting at 5 p.m. at the CSU Fort Collins campus in the Lory Student Center theatre. The film selection, "Breaking the News," will begin at 6 p.m. at CSU Fort Collins with additional watch parties at CSU Pueblo and Todos Santos.

"Breaking the News" documents the frustration of the media's dearth of women and people of color. Emily Ramshaw wanted to do something radical about the white men dominating newsrooms. So, in 2020, she and a motivated group of women journalists banded together to buck the status quo and launch The 19th\* News, a digital news startup based in Austin, Texas.

The film documents the honest discussions at The 19th\* around race, gender and identity equity, revealing that change doesn't come easy and showcases how one newsroom confronts these challenges both as a workplace and in journalism. But this film is about more than a newsroom. It's about a nation in flux and the voices that are often left out of the story.

*Continued on the next page*

## *Additional Symposium Programming and Highlights*



**OiYan Poon**  
Oct 26 | 11 AM

A panel discussion will follow the film featuring Emmy-nominated Mexican-American Director and Producer Chelsea Hernandez and The 19th's interim chief product officer and audience director Alexandra Smith. The ACT Human Rights Film Festival, CSU's Thematic Year, CSU Pueblo and CSU's Todos Santos Center in Mexico are partners for this program.

### **MURALS Presentations**

Undergraduate research symposium students from the Multicultural Undergraduate Research Art and Leadership Symposium (MURALS) will present projects on Tuesday, Oct. 24, from 11:00 a.m. to 12:30 p.m. in the Lory Student Center Theatre. MURALS immerses students of color in various disciplines to expose them to diverse research opportunities. The four main aspects of the program include mentoring, presenting scholarly work, networking, and learning about multicultural leadership.

Presenters include 2023 Overall Winner Jocelyn Lapham, Creative Arts Winner Kyla Ballard, STEM Winner Sreeya Kairamkonda, Service Learning and Leadership Winner Victoria Silva, Social Sciences/Humanities Winner Abrao Soares Pereira and Innovation and Entrepreneurship Winner Joselle Gyamfi. The 2022 First Year Scholars Academy Experience winners Charlotte Avanzi (Grad Student) and Lauren Bennett will also present their research. First Year Scholar students are given a \$2,000 stipend to complete relevant research for a faculty member on campus. All MURALS students are mentored throughout their research and presentation

preparation. Students, faculty and staff interested in getting involved with MURALS as a participant or mentor are encouraged to attend this showcase.

### **CSU Inspire**

The symposium celebrates the work of CSU's faculty and staff through CSU Inspire. This featured event brings five to 10 TED Talk-like sessions led by CSU faculty, staff, and students, and focuses on sharing engaging and inspiring initiatives happening on campus about social justice in short, eight-minute presentations. Watch this year's presenters on Wednesday, Oct. 25, from 10:50 a.m. to noon in the Lory Student Center Theatre or online. Featured speakers include:

- **Reham Abdunabi**, senior political science student
- **Shannon Archibeque-Engle**, associate vice president for the Office for Inclusive Excellence
- **Molly Gutilla**, associate professor of public health at Colorado State University
- **Ruth Hufbauer**, director of the Graduate Degree Program in Ecology
- **Roberto Munoreanu**, assistant professor graphic design, art and art history
- **Elizabeth Sink**, master teaching instructor in Communication Studies

### **Montana State Rep. Zooey Zephyr**

The Transgender Policy Panel on Wednesday, Oct. 25, from 5-6:30 p.m. will discuss "Politics, Transgender Rights, and Democratic Health" with Montana State Rep. Zooey Zephyr and Erin Reed. Zephyr is the state representative for Montana's 100th House District and the first trans woman to hold public office in Montana. She made national news when the state's Republican supermajority banned her from the House floor due to her advocacy for trans people and her constituents. Reed is an independent journalist and author of the Anti-Trans Legislative Risk Assessment Map, which tracks legislation impacting trans people in state legislatures. Moderated by Pride Center Director Maggie Hendrickson, panelists will discuss why reactionary politicians frequently target LGBTQ+ people and how attacks on trans people's civil rights undermine democratic health. They will also share how they cultivate queer joy during extreme political precarity.

"The 2023 Symposium planning committee, led by Assistant Vice President Ria Vigil, have this year put together one of the best symposia ever hosted by





**Zooey Zephyr**  
Oct 25 | 5 PM

OIE, and I encourage our CSU community to attend as many events as possible,” said Vice President for Inclusive Excellence Kauline Cipriani. “The breadth of topics pertaining to diversity, equity, inclusion, accessibility, and justice (DEIAJ) is stunning, with speakers addressing such topics as the lack of diversity in media, sustaining on-campus diversity without race-conscious admissions, and the connection of transgender rights to a healthy democracy. Of course, we are also highlighting the work of our own amazing students, staff and faculty during the MURALS and CSU Inspire sessions. I am incredibly proud of the work of our small but mighty CSU planning committee whose collective vision and passion always lead to a powerful week of DEIAJ programming for our community and among the best offered at any institution of higher education in the country.”

### Workshop Highlights

Community partners, including the City of Fort Collins and United Way, and CSU faculty, students and staff will present 90-minute workshops centered around diversity, equity, inclusion and social justice. Workshops will be available online all week from 9 a.m. to 5 p.m. daily. Additionally, workshops will be presented in-person on Tuesday and Wednesday at CSU Fort Collins.

CSU’s Pride Center in Fort Collins celebrates its 25th anniversary this year. They will discuss the current political realities for our LGBTQIA+ students and employees from a national and local context and offer tangible, actionable resources for participants

to help us invest in queer futures and the vision to create a campus climate where all LGBTQIA+ people can thrive.

Several teaching methodologies will be offered, including “Inclusive Teaching Symposium – Promoting Diversity, Inclusion, and Equity in the Classroom” and “Talking Across Differences: A Healing Justice Framework for Assisting International Students in the U.S.”

Ranked as one of the best in the U.S. for military veterans by Military Times, CSU will also offer workshops for military and veteran students with “Serving the Military and Veteran Student” and “More Than a ‘Thank You’ for Your Service: Integrating Awareness of America’s Military and Affiliate Needs Across the College Curriculum.”

Alejandro Covarrubias will host a featured session titled “Why Latine & Latinx? – Exploring the depth, breadth, and beauty of the Latina/e/o/x community and how to create a community of belonging” virtually on Friday, Oct. 27, from 12:00 – 1:30 p.m. This session will discuss the complexities within the Latine community and explore the concept of Latinidad across multiple dimensions of identity. This session intends to broaden our awareness and knowledge about what communities constitute the Latine community and how CSU works to create a space of belonging through language and practice rooted in institutional values.



**Alejandro Covarrubias**  
Oct 27 | Noon

## *Good Food and Company: Building a Thriving Community*

*By Samantha Schaefer*

On Thursday, August 31, the Black/African American Cultural Center (B/AACC) kicked off the school year with their Welcome B/AACC barbecue. Club members gathered at Rolland Moore Park to enjoy good food, good music, and of course, good company. As people loaded their plates with burgers and hotdogs, mac and cheese and baked beans, and other delicious BBQ dishes, they also enjoyed music from the DJ and great conversations with old and new friends.

Though the B/AACC BBQ event is about welcoming Black/African American students back to CSU after summer vacation, it is also about making meaningful connections with the community. Whether one is a returning member or new to the university, all are welcome to engage with those around them and have a sense of place within this giant University. For

students of color at a predominantly white school such as CSU, that can be hard to come by.

Miriame Dimulu, a content creator for the B/AACC office, said that she works for the office in pursuit of that very goal. She strives to connect more Black/African American students to the office, "It's important so you won't feel left out of things, everybody likes to feel involved, like they belong to something. So, I think it's important to have stuff like this to have people meet each other and be involved in some sort of way."

Dimulu's sentiment is shared by many marginalized students all across the country. According to a [Gallup poll](#) from Feb. 9, 2023, about one in five black postsecondary students say they "frequently" or "occasionally" feel discriminated against at their institutions. This number increases the less diverse

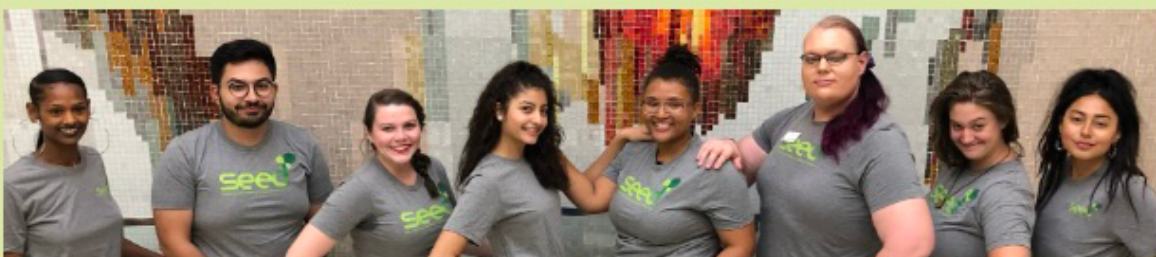
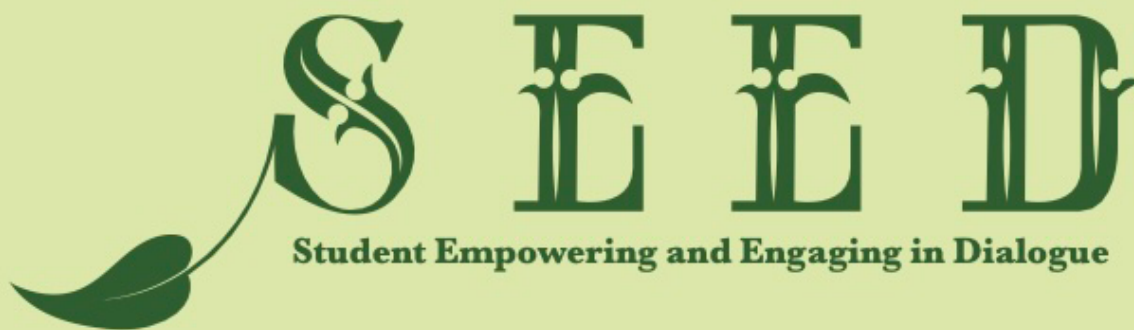


Image: 2019 Peer Educators

**JOIN THE TEAM!  
BECOME A SEED PEER EDUCATOR**

**The Student Empowering and Engaging in Dialogue Program (SEED) is seeking undergraduate student leaders interested in building their social justice awareness and facilitation skills.**



## *for Black/African American Students Through B/AACC*

a postsecondary institution is. When about 21% of black students feel discriminated against in their colleges and universities, it is always important for disenfranchised people to find a group that can relate to their own personal experiences.

Enock Monanti, a Junior at CSU, seconds this attitude, "If you're able to find people who can understand some of the similar struggles that you face, you understand that you have that support, and that you're not alone. And it's a very comforting vibe."

Events like the B/AACC BBQ are more than just social events. They are ways for marginalized communities to connect with each other and find similar experiences that help them feel a little less left out. When people feel like they are part of something bigger, and that their experiences are valid, they are more likely to succeed and have a more fulfilling life.



### **WHO ARE SEED PEER EDUCATORS?**

**Peer Educators are trained undergraduate students that develop and co-facilitate workshops to other undergraduate students that request them.**

### **WHY SHOULD I BECOME A SEED PEER EDUCATOR?**

**As a Peer Educator you will gain leadership experience, career development, opportunities for creativity, develop cultural competency, and build facilitation skills that respond to needs of diverse audience.**

### **APPLICATION:**

**If you are interested in becoming a SEED Peer Educator, applications will be available on Monday, October 16, 2023 through CSU Handshake:**

**<https://colostate.joinhandshake.com/login>**



**INCLUSIVE EXCELLENCE**  
**COLORADO STATE UNIVERSITY**





# Healing Happens in Community

Relationship Violence  
Awareness Month 2023

**OCTOBER 9: Indigenous People's Day Event with NACC - Beading**

2:00-4:00pm • LSC 234 • Drop-in

Low-sensory and relational beading for Indigenous People's Day! Open to all.

**OCTOBER 9: Survivor's Speakers Bureau Orientation Workshop**

5:30-8:30pm • Location given upon sign-up • Registration required

Training for sharing your story in educational panels across campus.

**OCTOBER 10: WGAC on the Plaza**

10:00am-2:00pm • LSC Plaza • Drop-in

Info about healthy relationships, free tie dye, resources, and more!

**OCTOBER 11: The Science of Regulation** with Heather Wright (MA, CAR, SEP, BCST)

2:00-4:00pm • LSC 300 • Registration required, capped at 25 participants

First of two date/time options. Learn to self-regulate & build capacity within your body.

**OCTOBER 18: The Science of Regulation** with Heather Wright (MA, CAR, SEP, BCST)

6:00-8:00pm • LSC 308 • Registration required

Second date/time option. Learn to self-regulate & build capacity within your body.

**OCTOBER 19: Wear Purple for Relationship Violence Awareness**

Purple ribbons available in the WGAC office all day long!

Pick up a ribbon from our office to wear as a symbol of courage and survival.

**OCTOBER 19: UnMasc Series: Cards for Masculinity**

5:00-7:00pm • Brewery classroom at Ramskeller • Drop-in

Card games and conversation about healthy masculinity for men & masc people.

**OCTOBER 24: Consensual Costumier**

3:00-6:00pm • LSC 226-228 • Drop-in

Craft in community! Start making a costume, or bring one in progress.

**OCTOBER 26: Barbie World Trivia and Costume Contest  
with Red Whistle Brigade**

6:00pm • The Ramskeller • Registration required to play

Barbie-themed trivia, prizes, pizza, and soda! Teams must register.



Scan the QR code to learn more  
and register for specific events!



WOMEN AND GENDER  
ADVOCACY CENTER  
COLORADO STATE UNIVERSITY





# *Symposium for Inclusive Excellence Schedule of Events*

## Monday, October 23

### 9 – 10:30 AM

- Reclaiming Our Crown: Black Hair Journey Towards Acceptance and Liberation
- The Do's and Don'ts of DEI Data, Metrics and Reporting
- I Know My Rights and Am Very Willing to Be a Problem" Student Voice and Formative Evaluation for Peer Mentoring Program at the Student Disability Center

### 11 – Noon

Keynote Speaker  
adrienne maree brown

### 12:15 – 1:45 PM

- DEIB: A Curriculum Approach for Inclusive Excellence
- The Discussion Board Is The Heart & Soul of Online Learning
- Equity Action Framework: Campus-Wide Strategic Planning to Center Servingness as HSI's- The CSU Pueblo and CSU Fort Collins Stories

### 2:00 – 3:30 PM

- Culturally Relevant Youth Programming to Bolster CSU Equity Initiatives
- Twice as Hard: Exploring purpose for Womxn of Color in STEM disciplines
- Inclusive Word Documents and PowerPoint Presentations

### 3:45 – 5:00 PM

- Community Resiliency Model: Community Care for High Stress and Trauma
- Exploring the Intersections of the Disability and the LGBTQ+ Communities
- From Consultation to Meaningful Engagement with Indigenous & Marginalized Communities in Conservation

## OPENING NIGHT RECEPTION AND FILM

Monday, October 23

**5PM** Reception – Light bites, cash bar

### 6 PM

Film, "Breaking the News"

### 7:30 PM

Panel Discussion featuring the film's director and member of *The 19th\* News*

## Tuesday, October 24

### 9:00 – 10:30 AM

- Cultivating a Community of Excellence – Supporting First-Generation Students at Colorado State University
- Practicing what we preach: Using the planned change process to acknowledge and address bias within the School of Social Work
- BIPOC student organization's view on how to approach mentor/mentee relationships

### 11 AM – 12:30 PM

MURALS

### 12:15 – 1:45 PM

- Community Disparity Data: Unraveling Inequities to Drive Inclusive Solutions
- Inclusive Teaching Symposium – Promoting Diversity, Inclusion, and Equity in the Classroom
- Supporting Survivors of Interpersonal Violence

### 2:00 – 3:30 PM

- Elevating and Connecting: Asset Mapping Identity-Based Efforts to Foster Places and Spaces of Belonging
- 25 Years of Pride: Honoring our Past & Looking to a Future of Queer Thriving
- Truancy Court: A New Avenue for Access and Partnership – Pueblo

**Tuesday, October 24 (continued)****3:45 – 5:00 PM**

- Everyday Organizing Through Our Relationships ●
- Supporting SWANA Students
- DEI and Language Access Implementation in CSU Extension

**Wednesday, October 25****9:00 – 10:30 AM**

- Becoming Advocates for Diversity, Equity, Inclusion and Justice at Colorado State University- Strategies for Collaborative and Systemic Action

- Transportation as an Equitable Recruitment and Retention Strategy

- Developing JEDIs: Broadening HSI STEM by Empowering Student Wellness & Community Building

**11 AM – 12:30 PM**

CSU Inspire ●

**12:15 – 1:45 PM**

- We're Here, We're Queer: A Round Table Discussion with the CSU LGBTQIA+ Employee Network

- Music Cultivates Community: Combining Social Work Values and Music Therapy Practice in Pueblo

- Embodied Ecology: Supporting Survivors of Gender-Based Violence in Ecological Practice

**2:00 – 3:30 PM**

- Supporting CSU Students Who Are Undocumented – From Campus to Career ●

- Examining Racial and Ethnic Demographic Collection & How CSU's Asian Pacific American Cultural Center (APACC) Approaches Racial and Ethnic Data Collection

- Bridge Building Across Beliefs Through Storytelling

**3:45 – 5:00 PM**

- Celebrating Neurodiversity
- Inclusive Meeting Management - How to Facilitate Meetings to Promote Diverse, Collaborative Participation

- Can I Tell You a Story?: Using the "Storytelling for Social Justice" Framework to Foster Antibias Antiracist Teaching

**5:00 – 6:30 p.m.****Transgender Policy Panel ●**

Featuring:

Colorado State Representative Brianna Titone  
Montana State Representative Zooey Zephyr  
Activist and Journalist Erin Reed

Moderator:

Pride Center Director Maggie Hendrickson

**Thursday, October 26****9:00 – 10:30 AM**

- Race and Research
- Trauma-Informed Teaching Strategies for Teacher Educators

**11:00 AM – Noon**

- Keynote Speaker: OiYan Poon ●

**12:15 – 1:45 PM**

- Talking Across Differences: A Healing Justice Framework for Assisting International Students in the U.S.

- Fostering Inclusivity in an Online Learning Environment

- Embedding the Library into Curriculum for More Diversity, Equity, and Inclusion

**2:00 – 3:30 PM**

- Strategically Recruiting Faculty and Staff
- Diversifying Curriculum: Representation, Risks, and Responsible Pedagogy
- A Toolkit for Inclusive Online Teaching

**3:45 – 5:00 PM**

- Leveraging Student Data and Experience for Inclusive Learning: Empowering Diversity and Success
- Serving the Military and Veteran Student

● *Spanish Translation Available During These Sessions*



**Friday, October 27****9:00 – 10:30 AM**

- Understanding, Preventing, and Supporting around Microaggressions
- Recipe for Inclusive Events workshop
- Embracing our Neighbors

**10:45 – 1:45 PM**

- ARIA and HTML: A Technical Approach to Web Accessibility
- More Than a 'Thank You' For Your Service: Integrating Awareness of America's Military and Affiliate Needs Across the College Curriculum
- Inclusive Leadership

**12:00 – 1:30 PM**

- Why Latine & Latinx? – Exploring the Depth, Breadth, and Beauty of the Latina/e/o/x

**Symposium Things to Know**

- Attend online or in person on Tuesday and Wednesday.
- Registration will be open throughout the week.
- You do not need to notify us if your schedule changes.
- Recordings will be available after the symposium on our website. The keynote speakers will not be recorded.
- All are welcome! This event is open to the CSU community AND the general public.

*APACC Graduate Students, Faculty and Staff Mixer*

Photo shows a group of smiling people who attended the first APACC mixer of the semester for graduate students and staff.



# COLORADO STATE UNIVERSITY 39TH ANNUAL POWWOW OCTOBER 21<sup>ST</sup>, 2023

WE ARE STILL HERE: KEEPING OUR TRADITIONS ALIVE



**SATURDAY 10AM - 10PM**  
**LORY STUDENT CENTER**  
**GRAND BALLROOM**  
**GRAND ENTRY**  
**1:00 PM AND 7:00 PM**

**HOST DRUMS**  
**NORTHERN: DRIFTING BULL SINGERS**  
**SOUTHERN: BAD COMPANY**



**HEAD STAFF**  
**MC: STEVE LAPOINTE,**  
**ARENA DIRECTOR: RANDY MEDICINE BEAR,**  
**CULTURAL ADVISOR: DOUG GOODFEATHER**

**FRYBREAD SALE & DANCE EXPO**  
**FRIDAY, OCT 20TH**  
**11 AM - 1 PM**  
**LSC PLAZA**



**NATIVE AMERICAN**  
**CULTURAL CENTER**  
**COLORADO STATE UNIVERSITY**

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