The Office of the Vice President for Diversity was created with a conviction that we could not fully deliver on the land-grant promise as a university if we did not actively strive to reflect the society we serve. Our mission then has been to address issues inhibiting access, opportunity, and success of faculty, staff, and students with a focus on those who have been historically excluded from higher education. Our resolve and determination has been to address policies, procedures, and practices that have hindered us from meeting that mission. We are determined to make sustainable change and this generally takes time. Yet, we also understand that there is an urgency that compels us to move quickly.

To successfully effectuate this change and implement growth, we have come to rely on the commitment and contributions of many individuals across the university. There are those who have chosen to initiate or enhance programs that emphasize a particular interest; others have volunteered tirelessly to serve on committees that have developed institutional policies that introduce cultural change. Some have helped to author value statements such as the Principles of Community intended to promote respectful discourse while bridging our differences and not silencing them. Hundreds across campus have participated in training opportunities and classes revealing that they have never been involved in discussions related to diversity and equity and seek now to understand their individual role in advancing a diversity agenda. We owe a debt of gratitude to all.

We are proud of what has been accomplished to date, fully understanding that much work is yet to be done. We are hopeful and enthusiastic that this institution is indeed moving forward as we work to create a university with inclusive ideals that benefit all and reflect sustainable cultural change.
DIVERSITY AT CSU

Colorado State University is committed to embracing diversity, defining diversity inclusive of age, culture, different ideas and perspectives, disability, ethnicity, first generation status, familial status, gender identity and expression, geographic background, marital status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, socioeconomic status, physical appearance, medical diagnosis, documentation status, and veteran status. Special attention is given to populations historically underrepresented or excluded from participation in higher education. The University’s commitment to diversity is a longstanding one that reflects our role and mission as a land-grant institution.

The Office of the Vice President for Diversity fosters an inclusive environment that promotes and nurtures diversity, broadly defined, at Colorado State University. Our goal is to further develop an environment where all members of the University community are welcomed, valued, and affirmed.

THE OFFICE OF THE VICE PRESIDENT FOR DIVERSITY TIMELINE

- **2009**: The Diversity Task Force is established. Charged to research, debate, and advise leadership on the best structure to ensure that diversity is central to CSU’s operations and planning. The Task Force creates the Vice President for Diversity position.
- **2009**: The Consultation Team for Incidents of Bias is established to coordinate University responses to incidents of bias and ensure effective communication, systematic deployment of resources, and clear articulation of institutional values and expectations.
- **2010**: Mary Ontiveros named Vice President for Diversity.
- **2010**: First University-wide Campus Climate Survey for faculty and staff launched to assess employee perceptions related to campus and their immediate workplace. It revealed a need for supervisor training. Diversity and inclusion training programs put in place. The survey is conducted biennially.
- **2012**: Virtual Campus policy to eliminate barriers that can prevent individuals from fully accessing and enjoying the benefit of CSU facilities, educational opportunities, and information is launched.
- **2013**: The first Diversity and Inclusion Retreat for CSU leadership is held. The retreat helped set expectations that an institutional focus on diversity and inclusion is paramount. The message to leadership: “It begins with you.”
- **2014**: Spring: The VPD office launches the Creating Inclusive Excellence Program to develop awareness, knowledge, and skills around issues of diversity and inclusion at CSU. Program is offered every semester.
- **2015**: Summer: VPD office launches the Social Justice Leadership Institute. Participants gain key concepts for social justice education and implementation of inclusive policies and practices. Participants explore what it means to infuse diversity and inclusion best practices into the life of a university. Takes place every summer.
- **2015**: Summer: VPD office forms a committee of representatives across campus to start drafting what would become the Principles of Community.
- **Fall**: Council on Strategic Diversity Initiatives at CSU is formed. The committee brings together people from across campus whose job includes diversity and inclusion efforts. The committee eventually disburses and was replaced by the President’s Commission on Diversity and Inclusion.
- **Fall**: The Women of Color and Allies Network, originally established through the Commission on Women and Gender Equity, is reestablished to provide professional development and leadership training, and opportunities to build community for women of color at CSU.
- **January**: The Faculty Institute for Inclusive Excellence is launched to create a learning environment for faculty to engage in topics of diversity and inclusion in pedagogy, curriculum, and campus communities.
- **November**: The Multicultural Organizational Development Model is adopted to track progress toward diversity and inclusion at CSU.
- **December**: CSU Cabinet endorses the Principles of Community, which the campus community embraces and begins rapidly adopting.
- **2016**: Spring: President’s Commission on Diversity and Inclusion is officially commissioned.
- **2017**: Virtual Campus Cabinet approves the Inclusive Physical and Virtual Campus policy to eliminate barriers that can prevent individuals from fully accessing and enjoying the benefit of CSU facilities, educational opportunities, and information in the same way their peers might.
- **2018**: In collaboration with the President’s Office and General Counsel, VPD hosts the First Amendment Conversation Series and the “Think Tank: Free Speech Summit.” The day-long summit included a Presidential Panel and breakout sessions on various topics related to the First Amendment, free speech, and hate speech on campus.
- **2019**: July: The Women and Gender Collaborative joins the Vice President for Diversity team. The Women and Gender Collaborative connects and promotes campus efforts that support the University’s mission to improve the campus culture and climate around gender, and makes CSU the best place for women to work and learn.
CULTURE

CREATING THE PRINCIPLES OF COMMUNITY

In the spring of 2014, a number of bias incidents came to the attention of the VPD involving faculty, community members, and guests on campus. Through addressing these individual incidents, the need for a proactive and broader response became apparent.

In January 2015, the VPD called together a committee of 45 people including faculty, state classified staff, administrative professional staff, students, and administrators. Through an intensive retreat we learned that we not only needed to address unacceptable behavior, we also needed to make explicit the behavior that is expected of faculty, staff, students, administrators, and guests of the University.

Throughout the next year, the committee continued to meet to identify and prioritize the values and expected behavior at Colorado State University, eventually naming inclusion, integrity, respect, service, and social justice as our foundational principles.

After much vetting, the Principles of Community was endorsed by the President’s Cabinet in December 2015. It now stands as one of the foundational tenets of Colorado State University.

PRINCIPLES OF COMMUNITY

The Principles of Community support our mission and vision of access, research, teaching, service, and engagement. A collaborative and vibrant community is a foundation for learning, critical inquiry, and discovery. Therefore, each member of the CSU community has a responsibility to uphold these principles when engaging with one another and acting on behalf of the University.

INCLUSION

We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents, and contributions.

INTEGRITY

We are accountable for our actions and will act ethically and honestly in all our interactions.

RESPECT

We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

SERVICE

We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

SOCIAL JUSTICE

We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies, and procedures that promote justice in all respects.
The Office of the Vice President for Diversity collaborates on inclusive curricular and co-curricular initiatives, partnering closely with units within the Office of the Provost, the Division of Student Affairs, the Office of the Vice President for Enrollment and Access, and others across campus.

FIRST GENERATION UNIVERSITY INITIATIVE

The First Generation University Initiative seeks to unify and expand the numerous efforts across campus dedicated to serving first generation students at Colorado State University.

The FGUI members are a group of staff and faculty volunteers who develop coordinated communications and outreach strategies, encourage collaboration across departments and colleges, and work to increase faculty mentorship on behalf of first generation students. They also focus on increasing awareness among first generation students about the emotional, academic, and financial resources available to support their success.

In 1984, Colorado State became the first university in the nation to offer scholarships specifically for first-generation students. For decades, about 25 percent of students at CSU have been in the first generation of their families to earn college degrees. These first-generation students are a testament to the power of a land-grant university to improve individual lives, communities – and the world – by providing access to excellent education for every student with the talent and motivation to earn it.

1 in 4 CSU students is First Generation

A First Generation student is one whose parents have not completed a bachelor’s degree. CSU believes when our First Generation students succeed, we succeed.

INCLUSIVE PHYSICAL AND VIRTUAL CAMPUS COMMITTEE

The Inclusive Physical and Virtual Campus Committee prioritized the development of standards that define building expectations of the University to reflect our values. Our goal is to ultimately incorporate universal design in physical structures and in the virtual realm. Accessible electronic information and technology refers to making websites, course and instructional materials, and other digital content equally accessible to and independently usable by individuals with disabilities.

Because of the work of this committee, wayfinding and commuter showers were expanded, and the following University initiatives were implemented:

Gender inclusive restrooms
The initial phase converted 265 campus bathrooms to all-gender restrooms.

Lactation rooms
There are currently 16 lactation rooms across campus, and we’re working toward the goal that no parent needing a lactation room will need to walk more than 500 feet to reach one.

Meditation, prayer, and reflection rooms
Both community and individual spaces have been created, including the newest addition in the CSU Health and Medical Center.

CAMPUS CLIMATE SURVEY

The Campus Climate Survey is led by the Assessment Group for Diversity Issues. Campus Climate Surveys have been done in 2012, 2014, 2016, and 2018, the findings of which inform programs, policies, and initiatives.

The Campus Climate Survey Subcommittee oversees design, implementation, and evaluation of the survey that assesses employee perceptions related to campus and their immediate workplace. Survey results inform institutional efforts of continuous quality improvement and help administrators understand change in campus and workplace climate over time.
WOMEN AND GENDER COLLABORATIVE

The Women and Gender Collaborative connects and promotes campus efforts that support the University’s mission to improve the campus culture and climate around gender and make CSU the best place for women to work and learn. The Women and Gender Collaborative launched in Spring 2016 with Cori Wong, Ph.D., assuming the role of director. With a focus on increasing education and engagement around gender-related issues, the Women and Gender Collaborative supports several initiatives, including:

- **Feminist Fight Club at CSU**
  An inclusive space and resources for developing skills to identify and address problematic behaviors that disadvantage women and other marginalized groups on campus. CSU is the first university to collaborate with Feminist Fight Club to challenge subtle sexism on campus. By building upon the research and strategies presented by the book, Feminist Fight Club, the FCC at CSU holds members accountable to model and practice behaviors that foster a campus culture and climate that supports the success of all employees and students.

- **Collaborative Conversations**
  A consistent space and ongoing collection of video resources for those who are seeking to dive a little deeper into complex topics related to gender, diversity, inclusion, and equity. Each Collaborative Conversation Series features a group of “dialoguers” from across campus who explore their perspectives on a topic related to gender and share how they apply their insights in practice. The dialogues are open to the public and do more than just highlight the “what” of diversity and inclusion. They also model the “how” of engaging in unscripted, open-ended dialogue to learn from and with one another across our differences.

- **Women and Gender Collaborative Grant Program**
  Supports the development of several high-impact projects across campus that serve faculty, staff, and students through mentoring, community building, professional development, and research. Examples of successful grant projects that have become sustained campus programs include the Women’s Leadership Series, the Man: Educate Yourself program, the Women in Science Symposium, and the Women Reading @ CSU Book Club.

The Women and Gender Collaborative was developed with these principles in mind:

- **A single effort will not be sufficient or effective.**
  Changing campus culture and climate depends on, and must include, participation and effort from diverse groups with diverse interests that address a wide range of issues.

- **To effectively address a problem it must first be adequately understood.**
  This requires building a foundation of education and continued learning for the entire campus community through critical reflection, listening, and open dialogue.

- **There are existing groups on campus that have been committed to doing work around women and gender.**
  It should be a priority to bring them together and centrally promote their activities as part of a larger, more comprehensive campus-wide effort.

- **There may be interested individuals who want to get involved but don’t know how.**
  They are a crucial audience to engage and empower so everyone can effectively contribute to making positive changes at CSU. Core collaborators are the President’s Commission for Women and Gender Equity, the Office of the Vice President for Diversity, the Standing Committee on the Status of Women Faculty, the Women and Gender Advocacy Center, and the Center for Women’s Studies and Gender Research.

- **Culture change requires participation from and engagement with multiple audiences.**
  This includes those who are not always initially interested in or adequately informed about how gender shapes our everyday experiences. These groups must also be engaged and equipped with the necessary tools to contribute to creating an inclusive and equitable campus culture.
“We created the President’s Commission on Diversity and Inclusion at Colorado State University with full acknowledgment that we have, unfortunately, a great deal yet to learn about the challenges and obstacles to inclusion faced by members of our community.

We also have yet to fully comprehend the damage done to a learning community when promise goes untapped, barriers stand unchallenged, and privilege drives power.

In a spirit of hope and possibility, we created this Commission – with the commitment that we can do this work of learning and change more effectively when more of us are at the table.

As the mission and charge to the Commission make clear, our success in this work is inextricably linked with how successful we can be in upholding our University’s land-grant mission to create opportunity and elevate education for all people.”

– Dr. Tony Frank
President, Colorado State University

“IF YOU WANT TO GO FAST, GO ALONE.
IF YOU WANT TO GO FAR, GO TOGETHER.”

– Chinese Proverb
On Nov. 16, 2015, Colorado State University (CSU) students, staff, and faculty rallied in support of their peers at the University of Missouri who were speaking out against racially motivated violence and discrimination.

CSU President Tony Frank joined the "CSU Stands with Mizzou" march that day and left with a list of recommendations from the students about how Colorado State could improve its own support of diverse populations:

- The students’ first recommendation was that the University “create a strategic five-year plan for increasing diverse populations and meeting the other recommendations with a select board of diverse students and faculty to vet, maintain, and oversee the process.”
- Another recommendation was that CSU create “a select board of diverse students and faculty to vet, maintain, and oversee the process” of developing a five-year strategic plan to support diverse populations.

That recommendation gave impetus to re-envisioning the Council on Strategic Diversity Initiatives—a working group of administrators, faculty, and staff across campus who had been meeting since 2014—as a presidential commission that enhances the campus climate for all people and removes persistent barriers that inhibit the success of members of our campus community, especially those from underrepresented and historically marginalized populations.

The CDI has the following subcommittees:

- **Institutional Diversity Plan Subcommittee**
  - Established in 2017, this subcommittee created the CSU Diversity, Equity, and Campus Climate Blueprint 2018-2023 with the following stated purpose:
  - The overarching purpose of the Institutional Diversity, Equity, Inclusion, and Campus Climate Blueprint is to realize the vision that "CSU will be the best place to learn, work, and discover." Supporting this vision, it is our shared desire to mobilize CSU toward being a rewarding, inspiring, productive, and inclusive community for all employees and students.
  - The Blueprint was designed to serve as a roadmap for colleges and divisions in developing their own diversity plan. The subcommittee assisted all colleges and units in creating their own strategic diversity plans to attain defined goals.

- **Hiring Subcommittee**
- **Faith, Belief, and Religious Inclusion Committee**
- **Mission and Vision Subcommittee**
- **Policies and Practices for Transgender Support Subcommittee**
- **Student Behavior Subcommittee**

The Commission for Diversity and Inclusion, commissioned by CSU President Tony Frank in Spring 2016, serves as the institutional conscience for inclusive policies, programs, procedures, and services. It also functions as a catalyst for change that enhances the campus climate for all people and removes persistent barriers that inhibit the success of members of our campus community, especially those from underrepresented and historically marginalized populations.
The Vice President for Diversity office serves our campus as the central source for increasing awareness and understanding about the many dimensions of diversity and promoting diversity consciousness through programming designed to have broad outreach for both internal and external community members. Below are several events and initiatives offered to the campus and public as a service to provide access to diversity experts and educational opportunities.

**THINK TANK: FREE SPEECH SUMMIT**

Colorado State University’s Office of the Vice President for Diversity hosted a Free Speech Summit in April 2018 in partnership with the Colorado Association of Diversity Officers in Higher Education and CSU’s Office of the President.

The Summit attracted participants from campuses along the Front Range from Pueblo to Wyoming. University administrators, faculty, staff, and students attended sessions on topics ranging from First Amendment legal issues to proactive public relations and admissions considerations, the importance of communication among groups impacted by incidents, the role of the administration in supporting faculty in the classroom, and how faculty and staff can help targeted students.

The Summit also included a panel of university presidents who talked about the challenges in finding a balance between the free exchange of ideas that is part of the nature of college campuses and protecting all members of the academic community from hate speech and incidents of bias.

**DIVERSITY SYMPOSIUM**

The first Diversity Symposium was held at Colorado State University in 2001. It has grown from a one-day summit to a highly anticipated three-day event with workshops, panels, keynote speakers, and presentations surrounding the state of diversity on campus and across the nation. The event takes place annually and all sessions are free and open to the public. In 2014 the first CSU Inspire was added as a new component of the Diversity Symposium to highlight campus diversity initiatives in the areas of teaching, research, and service. The goal of CSU Inspire is to allow our community to share the many innovative, engaging, and inspiring initiatives that are happening on our campus in relation to diversity in a short inspiring 8-minute presentation.

**HIGH SCHOOL DIVERSITY CONFERENCE**

The goal of this annual event is to provide high school students with a safe environment to challenge stereotypes and biases; develop an appreciation and understanding of diversity; and empower individuals and organizations to build vibrant, diverse, and inclusive environments.

**UNIVERSITY AND COMMUNITY**

The Office of the Vice President for Diversity collaborates with the campus community and other institutions to offer workshops. Examples of this outreach include trainings for the Poudre River Public Library District, the City of Fort Collins, Front Range Community College, and the Community College of Aurora. The Office further recognizes the breadth of the larger University community and has partnered with CSU Extension and the Agricultural Experiment Stations to provide numerous professional development opportunities throughout the state.
EducatioN and Training

The Vice President for Diversity office began offering diversity and inclusion education and training programs in 2014. Working with the people who work with students, the programs are designed to improve Colorado State’s collective multicultural literacy and competency as an institution of higher education.

Multicultural literacy is necessary to recognize and welcome cultural diversity and its many facets, value the contributions of diverse perspectives and populations, and affirm our differences and our similarities.

The programs below support CSU faculty and staff who seek to build awareness of social diversity, enhance their competency and knowledge, and develop skills to support diversity and inclusion in their colleges, classrooms, departments, and other places of work.

Faculty Institute for Inclusive Excellence
The FIIE, launched in 2015, was designed to transform classrooms and positively influence campus climate to integrate awareness regarding diversity and inclusion with pedagogical practices. The intent is to develop awareness, knowledge, and skill sets that promote equity and social justice in educational settings. Faculty participants explore curriculum, pedagogy, and classroom culture with regard to diversity and inclusion best practices in the classroom. The Institute is a two-semester program with a new cohort beginning each spring semester.

Creating Inclusive Excellence Program
The CIEP began in 2014 and seeks to develop awareness, knowledge, and skills around issues of diversity and inclusion through a 20-hour staff certificate program. CIEP is geared toward state classified staff and administrate professionals and is offered every semester. Achieving inclusive excellence is a long-term commitment that requires a comprehensive broad approach, embedding inclusion best practices into the very fabric of Colorado State’s organizational culture.

Social Justice Leadership Institute
The SJLI was first offered in 2014 to Colorado State faculty and staff. Over this two-day summer retreat, participants gain key concepts for social justice education and implementation of inclusive policies and practices. Participants explore what it means to infuse diversity and inclusion best practices into the life of a university.

Supervisory Training
One of the initial findings of the first Campus Climate Survey conducted in 2012 was the need for supervisor training. The Vice President for Diversity office has partnered with the Office of Training and Organizational Development to create the Supervisor Development Program and include diversity and inclusion education as part of professional growth training. The program seeks to improve the quality of supervision and engagement and provides faculty and staff with the tools they need to be effective and inspired in their roles at the University, including creating a climate where all members are recognized, affirmed, and valued.

“WELCOME”

cultural diversity and its many facets,

“VALUE”
the contributions of diverse perspectives and populations,

“AFFIRM”
our differences and our similarities.

The Vice President for Diversity office also offers consultation and customized trainings for campus units upon request and when staff is available.

Please contact the Vice President for Diversity office to request a specific workshop.

“The workshop was great and it really gave me the tools to start conversations to address diversity.”
– Inclusive Excellence participant

“This was one of the best professional development events we have done. Ria was nothing short of outstanding. Post-training feedback was not only related to how helpful the information was (really interesting new ways to think about intent vs. impact), how engaging the training was, and how it has gotten very productive conversations going in our unit.”
– Lise Youngblade
Department Head for Human Development and Family Studies

“W hen it comes to a university community, if we’re able to create a cultural norm of putting yourself out there, jumping in, and embracing differences, then we’ll be creating students who are more prepared and more empowered when they leave here.”
– Nik Olsen
Assistant Director for Presidential and Administrative Communications, Creating Inclusive Excellence

EDUCATION AND TRAINING
Training Partnerships
These are events in which VPD coordinates with other departments across campus, and/or additional facilitators, for diversity, equity, and inclusion-related training.

Department Requests
Customized diversity, equity, and inclusion training for individual campus units.

Diversity Symposium
The largest event currently hosted by VPD, the Diversity Symposium is an opportunity for professional development for CSU faculty and staff, an opportunity to engage in and learn about diversity and inclusion, and an example of CSU’s commitment to diversity, equity, and inclusion. The symposium is held every year in the fall semester.

High School Diversity Conference
An annual event hosting over 200 high schoolers from around the state that gives students an opportunity to learn about diversity, equity, and inclusion. It also gives CSU staff and faculty an opportunity to present on their research.

Man: Educate Yourself
MEY is a partnership between the Office of the Vice President for Diversity and the Women and Gender Collaborative. It’s designed to engage men on our campus to build awareness leading to increased gender equity in office and classroom settings.

Think Tank: Free Speech Summit
Coordinated in conjunction with the Colorado Association of Diversity Officers in Higher Education, this one day conference offered opportunities to engage in free speech issues on university campuses.

Women of Color Summit
This network provides ongoing support for women of color on campus and seeks to contribute to the retention of diverse employees.

First Amendment Conversation Series
This series included six sessions in collaboration with the President’s Office and the Office of the General Counsel, with over 400 participants.

State and National Leadership
The Vice President for Diversity executive team is looked to for state and national leadership regarding diversity, equity, inclusion, and social justice. In addition to serving as reviewers for academic journals, examples of leadership include:

- National Association of Diversity Officers in Higher Education
- Association of Public and Land-grant Universities National Diversity in Research Leadership Task Force
- National Hispanic Advisory Committee for TIAA
- Governor appointed Board of Directors of the Colorado Opportunity Scholarship Initiative
- National Advisory Committee for the National Conference on Race and Ethnicity in American Higher Education
- Founder of the Colorado Association of Diversity Officers in Higher Education
- United States Department of Agriculture National Institute of Food and Agriculture, grant review panel
- Admissions
- Art and Art History
- Career Center
- Center for Environmental Management of Military Lands
- Collaborative for Student Achievement
- College of Agricultural Sciences
- College of Health and Human Sciences
- College of Veterinary Medicine and Biomedical Sciences
- Computer Science
- CSU Extension
- Diversity Plan Committee
- Environmental Health
- Ethnic Studies
- Facilities Management
- Fall Forum
- Food Science and Human Nutrition
- Forest and Rangeland Stewardship
- Forest and Rangeland Stewardship
- Graduate School
- Human Dimensions of Natural Resources
- Human Development and Family Studies
- Human Relations Commission
- Institutional Research
- Library
- Office of Equal Opportunity
- One Health Institute
- President’s Office
- RamEvents
- School of Education
- School of Social Work
- Society for Range Management
- Sociology
- Student Diversity Programs and Services
- The Institute for Learning and Teaching
- Training and Organizational Development
- University Operations
- Vice President for Diversity
- Walter Scott Jr. College of Engineering
- Warner College of Natural Resources
THE OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

The Office of the Vice President for Diversity is committed to promoting a campus environment which recognizes, values, and affirms diversity at Colorado State University. We welcome your feedback and suggestions on our continuing efforts to promote inclusive excellence.

Mary Ontiveros, Vice President for Diversity, leads CSU’s diversity efforts and reports to the President. Her duties include leading diversity planning efforts, assessment, evaluation, accountability, and developing strategic alliances. She coordinates activities on campus and represents the University through networking and collaboration with outside communities, schools, and organizations.

Dr. Oscar Felix serves as Associate Vice President for Diversity at CSU to develop inclusive learning and working environments. Oscar is passionate about increasing college access and graduation of first-generation and low-income students. He also serves as Assistant Professor in CSU’s Student Affairs in Higher Education masters program.

Dr. Shannon Archibeque-Engle, Assistant Vice President for Strategic Initiatives and Assessment, is committed to fostering an inclusive learning environment for students, faculty, and staff through education and evidence-based best practices. Dr. Archibeque-Engle’s research focuses on an intersectional and critical analysis of higher education and has been featured locally, nationally, and internationally.

Tim Brennan has been named Fiscal Officer for OVPD, responsible for all budgets, accounting, and personnel for the office. He replaces Jan Marquette, who retired from CSU at the end of June. Brennan will also oversee the newly created team of program coordinators: Alicia Sprague, Rachael McKinney, and Bailey Cross.

Bailey Cross serves as a Coordinator in the office. Bailey’s responsibilities include supporting Dr. Cori Wong with gender equity initiatives on campus such as Feminist Fight Club, Women’s Leadership Series, Women of Color Summit, and Man: Educate Yourself.

Rachel McKinney serves as the Assistant Vice President for Inclusive Organizational Practice. In addition to overseeing diversity education and training, Ria serves as a strategic thought leader and consultant to institutional departments in the ongoing process of infusing social justice, diversity, and inclusion into the culture of CSU.

Ria Vigil serves as the Assistant Vice President for Gender Equity and leads the Women and Gender Collaborative, a Presidential initiative to improve campus culture around gender. Informed by intersectional feminist theory and practice, she leverages education, critical reflection, and dialogue across difference as tools for liberation and political transformation.

Dr. Cori Wong serves as Assistant Vice President for Gender Equity and leads the Women and Gender Collaborative, a Presidential initiative to improve campus culture around gender. Dr. Wong’s research focuses on a critical and intersectional feminist analysis of higher education and has been featured locally, nationally, and internationally.

Linda Krier has been the Executive Assistant to the Vice President for Diversity since 2013. She works closely with Mary Ontiveros, Vice President for Diversity on committees and events the Office sponsors. She has been a Colorado State University employee for 28 years, also working in Social Work and Athletics.

Ria Vigil serves as the Assistant Vice President for Inclusive Organizational Practice. In addition to overseeing diversity education and training, Ria serves as a strategic thought leader and consultant to institutional departments in the ongoing process of infusing social justice, diversity, and inclusion into the culture of CSU.

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Alicia Sprague serves as Training Coordinator for the office, managing data and logistics, and acting as the main point of contact for VPD’s trainings and programs. Since joining the VPD team in 2017, she has become an ardent advocate for social justice and is honored to work towards making CSU a place where everyone feels welcomed, valued, and affirmed.

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Dr. Oscar Felix serves as Associate Vice President for Diversity at CSU to develop inclusive learning and working environments. Oscar is passionate about increasing college access and graduation of first-generation and low-income students. He also serves as Assistant Professor in CSU’s Student Affairs in Higher Education masters program.

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Fostering a university environment that welcomes, values, and affirms the contributions of all its members.