



OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

DIVERSITY

newsletter



MARCH 2020 ISSUE



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THE OFFICE OF THE VICE PRESIDENT FOR DIVERSITY: 20, 10 in 2020

By Brit Heiring

Along with the excitement of Colorado State University's 150th Birthday, 2020 is also a banner year for the Office of the Vice President for Diversity. The Office will be celebrating not one but two major anniversaries: 10 years as an office and 20 years of the Diversity Symposium.

10 Years of Promoting Inclusion

The Office of the Vice President for Diversity (VPD) will mark 10 years of service to the university this fall. Founded in 2010 with the naming of Mary Ontiveros in the Vice President role, the office has grown to a total of ten full-time professional staff and a dozen facilitation partners across campus, who together impact each area of the university through trainings and initiatives.

With a mission to provide leadership, accountability, and education, the VPD intentionally prioritizes equity at the individual, organizational, and structural levels in order to advance an inclusive university culture in meaningful and holistic ways. This means that initiatives range from individualized trainings all the way up to institution diversity strategic planning at the administrative level.

Current focal areas include training programs such as the Creating Inclusive Excellence Program (CIEP) and the Faculty Institute for Inclusive Excellence, university-wide initiatives such as the Employee Climate Survey and the creation of Institutional Diversity Plans, and events like the Diversity Symposium. Whether advocating on behalf of marginalized students and staff, training on topics that impact the university culture like gender equity, or sharing resources for deeper learning and conversation on racism and whiteness, the staff of the VPD remain dedicated to building an inclusive university community, welcoming and affirming of all.



The Diversity Symposium Celebrates 20 Years

The anniversaries continue into October, when the Office of the Vice President for Diversity will welcome attendees to the 20th Annual Diversity Symposium.

Beginning in 2001 with a one day event, the Diversity Symposium has grown into a week-long conference featuring over 70 hour-long educational sessions relating to diversity and inclusion, cutting-edge research presentations, workshops, and internationally and nationally-renowned keynote speakers.



In addition to longer format talks and sessions, a highlight of the Diversity Symposium is CSU Inspire. This beloved event features five to ten CSU faculty, staff and students in 8-minute long TED talk-like presentations, which focus on engaging and inspiring initiatives at CSU and personal narratives.

The 2019 Diversity Symposium was the largest event yet, with over 3,000 attendees representing every college and Vice President division on campus, as well as representation from faculty, students, state classified, and administrative professional staff.

The Diversity Symposium is free and open to the public and planning is already underway for milestone event. Dates will be announced shortly, along with a call for proposals.

Celebrate with Us!

Celebrations are being planned for the fall semester, including an open house for university community members to tour the near-completed addition to the Diversity House. Keep an eye out for more information to be released later this semester. Thank you for supporting the VPD!



Consider supporting the Office of the Vice President for Diversity during this year's Day of Giving, to be held on March 12 through 13th. The 2020 giving event will last for 1,870 minutes and encourages alumni, friends, faculty, and staff to make a gift to an area on campus that means the most to them.

\$10 supports one attendee at the 2020 Diversity Symposium

Give now



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20TH ANNUAL DIVERSITY SYMPOSIUM

20th Annual Diversity Symposium

2020 will mark an important anniversary for the Colorado State University Diversity Symposium – 20 years! Hosted by the Office of the Vice President for Diversity, the 20th Annual Diversity Symposium is open to all students, faculty, staff, alumni, and community partners and will offer an opportunity to engage in dialogue and learning on issues surrounding diversity, inclusion, and equity.



Diversity Symposium Impacts

Over the past 19 years, the Diversity Symposium has continued to grow in size, scope, and focus areas. From internationally known keynote speakers, such as Dr. Kimberlé Crenshaw (in 2019), to university thought leaders sharing their expertise on a range of topics, the Symposium offers presentations and learning opportunities for individuals at all levels of inclusion and equity knowledge.

Impacts from the 2019 Diversity Symposium include:

3,376
total
attendees

Attendees from:

8 colleges
(that's all of them!)

9 Vice President divisions
(that's all of them!)

300+
student attendees

1,100
keynote
attendees

73
sessions

Sponsorship Opportunities

In order to achieve our goal to celebrate the 20th Annual Diversity Symposium by creating the most dynamic and comprehensive event yet, we are looking for university departments, offices, and colleges to join us as a **sponsoring partner**. Sponsorship funds will be allocated towards the keynote speaker event to enable the Office of the Vice President for Diversity to invite the highest caliber thought leader(s) to CSU. Offices interested in partnering will receive recognition through Diversity Symposium marketing materials, including posters at the keynote event, university postcards, and more.

If you are interested in sponsoring the 20th Annual Diversity Symposium, please contact Ria Vigil at ria.vigil@colostate.edu or 970-491-2297.



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PRIDE RESOURCE CENTER'S LAVENDER GRADUATION

Please save the date for PRIDE Resource Center's 2020 Lavender Graduation! Lavender Graduation celebrates the accomplishments and achievements of LGBTQ+ undergraduate and graduate students. Please join us in celebrating our graduates, scholarship recipients, and annual award winner on Friday, April 24th at 6 PM in the LSC Theatre. We are now accepting nominations for our annual awards, to be recognized at this event. [Click here to submit a nomination by April 1st 2020.](#)

Awards include:

- **Sascha J. Franzel Ally Award:** This award celebrates a student who has exemplified what it means to be an ally to the LGBTQ+ community. This person expands their own knowledge of the history, struggles, and goals of the LGBTQ+ communities, but they also nurture the understanding of others.
- **Rainbow Inspiration Award [for Faculty & Staff]:** This award recognizes a CSU faculty or staff member based on their contribution to, involvement in, and/or impact on the GLBTQ* populations in the general community.
- **United Not Divided Award:** This award recognizes an undergraduate or graduate student who has broken down stereotypes, myths, and/or prejudice, and instead created or repaired bridges of understanding.
- **Shining Star Award:** The Shining Star Undergraduate Award recognizes an undergraduate student (first through third year) who impacts university life and demonstrates a high standard of values through their actions, program involvement, and leadership.
- **Morris Price Jr. Outstanding Alumni Award:** This award is given to an LGBTQ+ or Allied alumni of Colorado State University who has continued building relationships with the LGBTQ+ community at CSU or our local community.

WOMEN'S FOUNDATION 2020 LOBBY DAY AT THE CAPITOL

Aspiring Advocates Wanted: Learn to Lobby for Colorado Women and Their Families

Are you interested in becoming more civically engaged but need help getting started? Or do you want to polish up your advocacy skills? WFCO's got you covered at our annual Lobby Day. Join WFCO and community members from across Colorado at the State Capitol to learn to advocate effectively for policies that advance opportunities for Colorado women and their families. Register online at https://www.wfco.org/_connect/2020-lobby-day

March 5, 2020

7:30 a.m. - 3:30 p.m. (morning only or full-day option)

Colorado State Capitol | Old Supreme Court Chambers, 2nd Floor

200 E. Colfax Ave., Denver, CO 80203

At Lobby Day, you will have the opportunity to:

- Discover how the legislative process works
- Engage with legislators at a breakfast reception, by observing them on the House or Senate floor, or meeting with them directly
- Meet Colorado policy makers and other passionate volunteer advocates
- Learn about WFCO's priority bills
- Receive tips and tools for effective advocacy
- Become more confident in the power of your influence to create change

Register online at https://www.wfco.org/_connect/2020-lobby-day



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EXPLORE. EXPERIENCE. EXPAND.

CSU SUMMER 2020: K-12 PROGRAMS & EMPLOYEE STUDY OPTIONS

Explore youth academic programs and sport camps

Summer [K-12 programs](#) include credit-bearing, sport, and academic activities offered by many CSU departments and organizations. Academic categories include: animals and environment, arts and human sciences, industry and leadership, interdisciplinary programs, and science, technology, engineering and math (STEM).

Summer Session course registration opens Tuesday, March 24

Faculty and Staff may use their [employee study privilege](#) to take summer classes. It's easy to search for campus summer courses at [Courses at a Glance](#).

Please enjoy our [CSU Summer Video](#).



PLEASE JOIN US FOR THE 2ND ANNUAL SPEAK UP FOR KIDS LARIMER COUNTY!

When: Wednesday, April 15
9 a.m. to 1 p.m. (RSVP requested)

Where: Boyd Lake Room, Larimer County Building
200 West Oak, Fort Collins, 80524

Please RSVP by April 8th, 2020.

We will be hosting a screening of the documentary [No Small Matter](#), followed by a discussion with Larimer County leaders on local early childhood advocacy issues.

To register, please visit: <https://ecclc.org/speakup-for-kids-luncheon/>

This is an open meeting for professionals and community members from across the county who are concerned about early childhood.

SPEAK UP FOR KIDS LARIMER COUNTY
APRIL 15, 2020



Colorado State University is moving closer to becoming a Hispanic Serving Institution (HSI), which is a federal designation given to colleges and universities where at least 25% of the undergraduate student population identifies as Hispanic and/or Latinx.

Learn more about the designation and how institutions are building supportive and proactive networks as HSIs in the following podcast episode of [Latinx Intelligentsia](#), "Beyond the HSI Designation".

Dra. Gina Garcia and Dr. Andrés Castro Samayoa talk about pressing against the boundaries of the Hispanic-Serving Institution designation. Poet Lee Maracle is also featured.

pride resource center

SIGN UP FOR A SAFE ZONE TRAINING!

SPRING SEMESTER SESSIONS ARE OPEN FOR REGISTRATION
Register at <https://prideresourcecenter.colostate.edu/safe-zone>

Thursday | January 9 | 2-5 PM Monday | February 10 | 2PM - 5 PM
Tuesday | March 24 | 2-5 PM Wednesday | April 29 | 9AM - 12PM

The Pride Resource Center's Safe Zone Training is a 3-hour training aimed at reducing homophobia, transphobia & heterosexism at CSU, thereby making CSU a safer environment for all members of our community across sexual orientations, romantic orientations, gender identities, gender expressions & intersections of identities.

For questions or reasonable accommodations, contact gibt_studentservices@mail.colostate.edu.

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CONGRATULATIONS TO THE 2020 GRADUATES OF THE FACULTY INSTITUTE FOR INCLUSIVE EXCELLENCE

On February 18, thirteen Colorado State University faculty members graduated from the 2019 - 2020 cohort of the Faculty Institute for Inclusive Excellence. President Joyce McConnell, along with several Vice President for Diversity staff, program facilitators, college Deans and Department Chairs, attended the final project presentations and plaque ceremony to congratulate the faculty on their incredible achievement.

The goal of the Institute is to create a learning environment for faculty to engage in topics of diversity and inclusion in pedagogy, curriculum, and campus communities. Participants in the program explore civility, curriculum, and culture, with regard to diversity and inclusion best practices in the classroom. The intent is to develop awareness, knowledge, and skill sets that promote equity and social justice in educational settings, in order to transform classrooms and positively influence the university climate.

For more information about the Faculty Institute, [please click here](#).

Congratulations to the 2020 graduates:

- Tori Crain, College of Natural Sciences
- Erin Nishimura, College of Natural Sciences
- Sean Bryan, Warner College of Natural Resources
- Donna Davis, Warner College of Natural Resources
- Yu Wei, Warner College of Natural Resources
- Molly Gutilla, College of Health & Human Sciences
- Marie Villescasc Zamzow, College of Health & Human Sciences
- Ryan McTaggart, College of Health & Human Sciences
- Rosa Mikeal Martey, College of Liberal Arts
- Cindy O'Donnell-Allen, College of Liberal Arts
- Ashley Davies, College of Liberal Arts
- Andrea Duffy, College of Liberal Arts
- Tara Opsal, College of Liberal Arts
- Elena Windsong, College of Liberal Arts



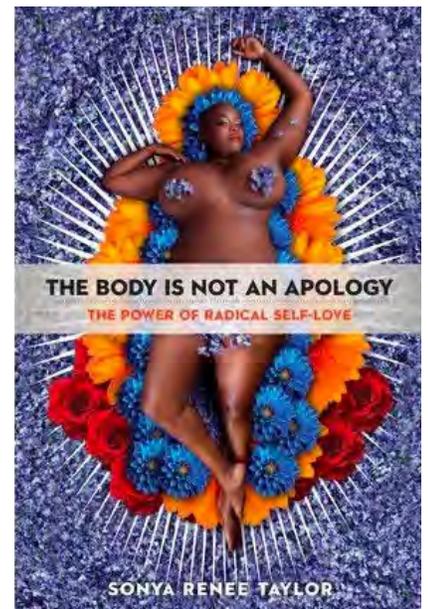
THE BODY IS NOT AN APOLOGY BOOK STUDY

“Radical self-love is not a destination you are trying to get to; it is who you already are.”

You are invited to book study events for Sonya Renee Taylor’s 2018 work *The Body is Not an Apology*. The premise of this book goes far beyond the often superficial, consumerist-based notions of body positivity to the heart of radical self-love. It challenges us to acknowledge how we have participated in violence towards our own bodies and the bodies of others. The format is 90 minutes total, with 30 minutes of reading and discussion of the chapter and 60 minutes vocalizing answers to the “Unapologetic Inquiry” questions. Mondays, from 6-7:30pm. Locations TBA. Please come with written answers to the Unapologetic Inquiries:

- March 2nd: Chapter Three discussion
- March 9th: Chapter Four discussion
- March 16th: Chapter Five discussion- come with written answers to the Unapologetic Inquiries AND ideas on how to implement toolkit from chapter

Questions or clarifications? Feel free to call or text Jessie@ 618.521.6348 or email at Jessie.Stewart@colostate.edu



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The Arab and Muslim Experience in America

Understanding impacts of discrimination and bias on campus and in communities.

WEDNESDAY, MARCH 11
 CSU STADIUM 1204
 12:00 - 12:50 P.M.

***A Dialogues Around Difference event
 from the Committee for Social Justice***



Israa Eldeiry

Israa Eldeiry (BSW, '17) is currently a student in CSU's Master of Social Work program. Eldeiry has been working with at risk youth for 5 years, and enjoys working with children and individuals who identify with minority populations. Eldeiry strives to build connection and create understanding between minorities and majorities. Eldeiry also creates Arabic calligraphy paintings to build connections between people with different cultures and languages.



Gabriella Zeidan

Gabriella Zeidan is an undergraduate Social Work student. Zeidan volunteers at a domestic violence shelter and support facility. She believes in the power of early intervention at the school level to address injustice for minority populations. Zeidan is on a self-discovery journey of her identities and their intersection with the economic status, gender, and racial biases of American society.

Photo: Amy Kwalwasser



SCHOOL OF SOCIAL WORK
 COLORADO STATE UNIVERSITY

Event Contact:
 Marie Villescas Zamzow, Advisor and Instructor
 (970) 491-3120
 Marie.Villescas@colostate.edu

THE JOURNALISM AND MEDIA COMMUNICATION DIVERSITY COMMITTEE PRESENTS:



FROM HUMAN ZOOS TO SLUM TOURS: THE EVOLUTION OF ZOOLOGY IN TRAVEL MEDIA

While dehumanizing exhibitions of exotified communities have taken place since Roman times, they took on a more entertaining function at the peak of human zoos in the early 19th century, where Black and Indigenous people were primarily put on display like souvenirs brought back from the journeys of imperial expansionists. Today, “slum tours” from The Bronx to Brazil and even more sustainable-touted treks carry on the zoological legacy of voyeurism of a Native/stolen people in their “natural” habitats. In this lecture, travel writer Bani Amor will interrogate the durable aesthetics of the white supremacist gaze in travel media and the danger of seeking “authentic” tourist experiences.

Public Lecture, Wednesday, March 4 from 1:00 to 2:30 in LSC 324.



Presenter: Bani Amor

Bani Amor is a gender/queer travel writer who explores the relationships between race, place, and power. Their work has appeared in CNN Travel, Fodor’s, AFAR, and Teen Vogue, among other outlets. They also have work in the anthology *Outside the XY: Queer Black and Brown Masculinity*, and in the upcoming *Where We Stand: Black and Brown People Speak the Earth*. Bani is a four-time VONA/Voices Fellow. Follow them on Twitter @bani_amor and on Instagram at @baniamor.

For more information contact Dr. Tori Omega Arthur at Tori.Arthur@colostate.edu

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 the fall. Keep an eye out for information on planned events here in this newsletter.

In addition to celebrating 10 years as an office, our longest-standing event will also mark a major milestone in 2020: the 20th Annual Diversity Symposium. More information about the upcoming Symposium will be available later this semester.

Thank you for supporting the work of the VPD!

BOOKS ON DIVERSITY, INCLUSION AND MORE AT CSU BOOKSTORE

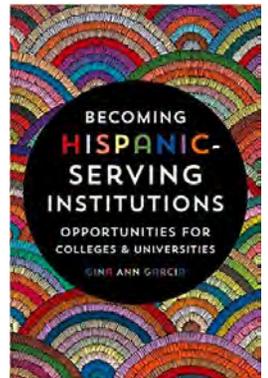
The CSU Bookstore is committed to offering books on diversity, professional and personal development, ethnicity, culture, feminism, LGBTQ+, and privilege.

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

Becoming Hispanic-Serving Institutions
| Gina Ann Garcia

Gina Ann Garcia explores how institutions are serving Latinx students, both through traditional and innovative approaches. Drawing on empirical data collected over two years at three HSIs, Garcia adopts a counternarrative approach to highlight the ways that HSIs are reframing what it means to serve Latinx college students.



*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



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