

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

DIVERSITY newsletter

APRIL 2020 - SPECIAL COVID-19 ISSUE



"We see you. We hear you. We share your feelings of concern, anxiety, and discomfort. Know that you are not alone and we are here to share the burden with you."

in this issue...

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**VICE PRESIDENT
FOR DIVERSITY
COLORADO STATE UNIVERSITY**

MESSAGE FROM THE VPD: CONSIDERING EQUITY DURING THE COVID-19 CRISIS

To Our University Faculty and Staff Community:

In times of uncertainty and fear it is crucial to continue to take care of ourselves and one another for the good of our community. It is in the midst of crises like these that our most marginalized communities suffer enhanced oppression and inequities, and it is for this reason that we call your attention to continuing CSU's strong commitment to diversity, equity, and inclusion and our Principles of Community. To aid you in these important efforts, we are providing guidance and resources to center equity in your new work situation. This is an unprecedented time for all of us and it will take collective action to ensure that our new virtual university environment is equitable for all staff, faculty, and students.

First off, we want you to know that we are here and we care about you. Many of us are struggling. Many of us are deeply worried about what is happening to our world, families, and communities, all while we continue to do what we can to support the university community through our in-person or remote work. We see you. We hear you. We share your feelings of concern, anxiety, and discomfort. Know that you are not alone and we are here to share the burden with you.

The following takeaways and resources have been collected from a variety of sources, including discussions on higher education social media feeds, suggestions from our own university community members, and discussions in the VPD virtual office space. These practices will aid your efforts to move forward in ways that are equitable and intentional. If you have additional suggestions or questions, please do not hesitate to reach out to the VPD. We are here to help you as we can.

- When checking in with staff or faculty who are working from home, please remember to approach your expectations with compassion and thoughtfulness. Many staff members will be juggling a variety of needs in their home environment, including caring for children, pets, spouses and partners, parents, and more. Keep in mind that this additional burden of care might not be equally distributed in your colleagues' households.
- Access to electronic resources is likely unequally available to your colleagues. Co-workers who live in rural or remote locations may not have the level of internet access necessary to support all of their efforts to work remotely, especially if there are multiple family members stretching the internet capacity. Several adults may be working from home while children are engaging in remote learning at the same time. This can be difficult both in terms of technology and physical space.
- Remind yourselves and your colleagues that you are more than what you accomplish. In order to take care of ourselves during this anxiety-producing time, it is important to give yourself grace as to what tasks you are able to complete in a day or week. For many staff whose work will be severely altered by moving to a virtual environment, there may be a sense of loss or confusion as to what to do next. Allow yourself to work through those emotions and know that they are valid. Consider creating water cooler-style, casual, virtual check-ins for your team to share where they are at and how they are feeling on a regular basis.

First off, we want you to know that we are here and we care about you. Many of us are struggling. Many of us are deeply worried about what is happening to our world, families, and communities, all while we continue to do what we can to support the university community through our in-person or remote work.

Continued on the following page



MESSAGE FROM THE VPD (CONTINUED)

- Supervisors, keep equity in mind when you make decisions about monitoring your remote employees and remember that privilege can show up here in terms of positional power. Ask yourself critical questions such as “who am I asking to report daily work tasks and who am I not?”; “what does professional courtesy and trust look like for our staff in this new environment?”; “who am I leaning on more and what extra burden might that be causing individual employees?”; and “how can I ensure that the work for our office or department is shared equitably?”. Consider also asking your colleagues “how can I support you”.
- For advisors, support services, faculty, and anyone directly serving students in the virtual university environment, consider the unusual needs that a virtual university environment will create, such as time zone differences. Now that many students have traveled home, they are distributed throughout the country and the world and these student-centric roles may need to work outside of the typical 8:00am to 5:00pm timeframe. Approach your expectations with flexibility for what the workday might look like compared to our traditional approach. Additionally, colleagues may need to alter their work hours to allow for multiple family members to utilize the strained internet capacity in their home.
- This time is bound to induce stress, anxiety, and mental health strain. Not only are we pulling together as a community to support our students and one another, but we are also being leaned on by family, friends, and our neighbors. Be patient with yourselves and one another and know that your mental health may experience drastic shifts from day-to-day as the situation develops.
- Be aware that there are reports across the country of internet trolls accessing private video meeting services to share inappropriate imagery or offensive language. This form of online harassment can be deeply upsetting and if it happens within a video meeting you are in, please alert our office as soon as possible. To protect your meeting spaces, utilize privacy setting such as the “waiting room” feature in Zoom in which the host must approve all guests prior to them joining the virtual space.
- E-mails, comments in video conferences, and other forms of electronic communication are not immune from incidents of bias. If you receive such a communication, the Bias Reporting System remains a resource for your use. Please be assured that we are still responding to reports.
- Incidents of bias towards Asian and Asian-American individuals have increased across the country and here in our very own university community. It is imperative that you not engage in racist narratives or promote harmful stereotypes. Do not use phrases linking COVID-19 to one country, race, or ethnic group. Scientists, epidemiologists, and experts around the world, as well as our own lived experience over the past two weeks, show us that this virus is not bound to one group of people. This is a shared crisis that we are all susceptible to and we need to come together now more than ever. Be kind and be advocates for our community.
- Regardless of your own identities and relative status of health, it is important to prevent the spread of illness, particularly to help protect those who are most vulnerable to risks from infection, including older folks and those with chronic illnesses or weakened immune systems. Following recommendations from the Center of Disease Control is a practical and necessary way to demonstrate care, support, and solidarity for others.

The Office of the Vice President for Diversity will also be releasing a variety of resources and support in the coming weeks through our monthly newsletter and on our website. Visit diversity.colostate.edu to continue engaging with us or email diversity@colostate.edu if you have any suggestions or needs in relation to equity, diversity, and inclusion.

Be safe, be well, and thank you for all that you are doing to support one another and our community.

-Office of the Vice President for Diversity



Many employees will be juggling a variety of needs in their home environment, including caring for children, pets, spouses and partners, parents, and more. Keep in mind that this additional burden of care might not be equally distributed in your colleagues' households



Approach Expectations of Others with Compassion and Understanding



your mental health may experience drastic shifts

this time is bound to induce stress, anxiety, and mental health strain

you may have feelings of loss or confusion

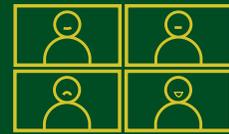
Be patient with yourselves and one another

Consider the unusual needs that a virtual university environment will create, such as time zone differences and colleagues needing to alter their work hours to allow for multiple family members to utilize the strained internet capacity in their home



CENTER EQUITY

equitably share the work load for your office among colleagues



we're here for you!

Consider creating water cooler-style, casual, virtual check-ins for your team to share where they are at and how they are feeling on a regular basis



internet workspaces computers

REMEMBER: ACCESS TO RESOURCES IS LIKELY UNEQUAL AMONG COLLEAGUES

supervisors, utilize

FLEXIBILITY

The virtual workspace is not immune from incidents of bias

THE BIAS REPORTING SYSTEM

located at supportandsafety.colostate.edu is a resource for you if you experience an incident of bias

It is imperative that you not engage in racist narratives or promote harmful stereotypes. Do not use phrases linking COVID-19 to one country, race, or ethnic group

Remember: Not everyone is working remotely. Thank you to the employees who are taking care of our university campus, including our custodial, facilities, and maintenance staff, animal caretakers and more

VPD LAUNCHES NEW WEBSITE

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 its [new website](#) a month ahead of schedule. The launch was a collaborative effort between the VPD and Web Services.

New to the website (which is still being developed, so please excuse the dust) are a variety of resources, including:

- An [Educate Yourself blog](#), which houses all of the previously shared resources through the Women and Gender Collaborative's page of the same name, and adds categories of learning across all identities and realms of diversity, equity and inclusion.
- A COVID-19 section of the [Educate Yourself blog](#), which highlights articles and messaging centering equity.
- Diversity, equity, and inclusion-related [events feed](#), which will be frequently updated once in-person events and opportunities launch again at Colorado State University. If there are virtual opportunities in the meantime, they will be posted.

Additional resources and features will continue to be added throughout the following months.

COLORADO STATE UNIVERSITY | OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

About - Advocacy - Data - Education - Resources - Symposium -

Our mission: Through community collaboration, we provide leadership, accountability, and education to advance an inclusive university culture that prioritizes equity at individual, organizational, and structural levels.

COVID-19 Update

The Office of the Vice President for Diversity has transitioned to a remote service office for virtual work period. If you need assistance, please contact Linda Krier at 970-219-5917, [members](#), or email diversity@colorstate.edu.

Read the VPD's message on [Considering Equity During COVID-19](#).

PRINCIPLES OF COMMUNITY

- INCLUSION
- RESPECT
- SOCIAL JUSTICE
- INTEGRITY

Educate Yourself

Doing better means knowing better, and that requires agency to learn. To assist you in your quest to learn more about topics related to diversity, equity, and inclusion, we've curated articles, resources, and news stories into one page. The most recent resources are highlighted as well as additional options for sorting through the content.

If something is tagged with the category "External Resource" please know that it is a link to an external website. If a resource is tagged with "News" it is a link to CSU's Source page. Articles written by our experience and knowledgeable staff are tagged "By the VPD". Thanks for taking the time to educate yourself!

COVID-19 Resources

- Your Money: A Hub for Help During the Coronavirus Crisis
- Trans People and Navigating COVID-19
- Message from the VPD: Considering Equity During COVID-19
- Coronavirus Has Upended Our World. It's OK To Grieve
- Reinventing Easter, Passover and Other Holiday Meals in a Time of Limits

Articles by the VPD

- Message from the VPD: Considering Equity During COVID-19
- The CSU Employee Climate Survey: What We've Learned
- Human Trafficking Symposium Has Local, International Focus



RESOURCES FOR COMMUNITIES DURING COVID-19

There are a variety of Colorado State University departments and offices, local nonprofits, and community activists pulling together resources to support our most marginalized communities during the COVID-19 crisis. In an effort to share these resources with you all, we have compiled the following list. This list will continue to be expanded as new initiatives come to our attention, and you can find the [most up-to-date list on our website](#).

General Resources

- United Way of Larimer County has compiled a list of resources [on their website](#).
- The Women's Foundation of Colorado has compiled a list of resources for women in need [on their website](#).
- COLOR (Colorado Organization for Latina Opportunity and Reproductive Rights) has compiled a list of [resources in a Google Document](#) ranging from Emergency Medicaid and free internet to child care programs and local resources.

Mental Health

- CSU's Center for Mindfulness will continue hosting Mindful Monday from 12:00 - 12:45pm each Monday through April 6. The sessions are open to the public and beginners are welcome. Join at <https://us04web.zoom.us/j/389442956>

Non-English Speakers

- United Way's 211 Line – For general questions about COVID-19: Call CO-Help at 303-389-1687 or 1-877-462-2911 or email COHELP@RMPDC.org, for answers in English and Spanish, Mandarin, and more.
- The CDC has a [COVID-19 resource website](#) translated into Spanish
- This Google Document provides [information on COVID-19](#) in at least 30 languages

Undocumented Individuals

- United We Dream has compiled a list of [healthcare options](#) for undocumented individuals to access care

People with Disabilities

- Colorado Cross Disability Coalition has created a [page for COVID-19](#) vetted resources for people with disabilities, including financial assistance and funding opportunities

Transgender and Non-Binary

- The Transgender Legal Defense & Education Fund has created a [website with resources](#) for Transgender and Non-Binary individuals in relation to the COVID-19 crisis.

Hunger and Food Assistance

- The Food Bank for Larimer County's Food Share Pantry is open with adjusted hours and serving community members in response to COVID-19. More information can be found [on their website](#).
- Several Larimer County schools will continue to serve food through a partnership with the Food Bank of Larimer County. Meals are offered as free grab-and-go lunches for student and [hours and locations are located here](#).
- Colorado Blueprint to End Hunger has launched a [grant related to COVID-19 hunger assistance](#) open to mutual aid groups, community cooperatives, non-profits, schools, local governments, food producers, business owners, and more.

Homelessness

- Northside Aztlan is serving as a 24/7 shelter for individuals experiencing homelessness through April 10th. More information can be found online at the [FCGov website](#).

Older Adults

- CSU Extension has partnered with local aging organizations to create [Senior Access Points of Larimer County](#), with topics ranging from legal services, transportation options, caregivers relief, and more.

Thanks to [The Colorado Trust](#), [COLOR](#), [United Way of Larimer County](#), the [Women's Foundation of Colorado](#), the [City of Fort Collins](#), our CSU community, and others for passing along these resources.



VOLUNTEER AND GIVING OPPORTUNITIES DURING COVID-19

GIVING OPPORTUNITIES (click the images to visit the giving websites)



FORT COLLINS
List of area nonprofits

RAMAID
Help support CSU students in vulnerable situations

Elevations Community Relief Fund

To support those impacted by the COVID-19 crisis.



VOLUNTEER OPPORTUNITIES (click the images to visit the volunteer websites)



Adopt a Neighbor
Give Help, Get Help

Connect with a neighbor needing help. fcgov.com/volunteer

Larimer County Volunteer Opportunities Spreadsheet



Health Care Response Volunteering



MESSAGE FROM THE PROVOST – ACCESSIBILITY FOR STUDENTS WITH DISABILITIES

Dear Colleagues:

These past few days of preparing for and responding to a COVID-19 pandemic has revealed the strength and dedication of our incredible faculty and staff. It has shown how deeply committed you are to our students' success and although we have asked so much of you, you continue to step up to do what you can. We know this is a heavy lift and that in addition to preparing your classes for online instruction, you also have your own self-care to do and family and friends who need you. Thank you for all you are doing to keep us moving forward with our mission of access and excellence amid this challenging event.

I would like to ask your help once again, this time to make sure everything is in place to support our students with disabilities. The Student Disability Center and the Assistive Technology Resource Center offer the following recommendations as you redesign your face-to-face courses for online delivery. The focus is on accessibility, as well as accommodation for individual needs. Building in accessibility at the start will enable all students to participate in your course on an equitable level (inclusive pedagogy), while certain accommodations will mitigate the effects of a student's particular disability.

Additional resources are available at inclusivcampus.colostate.edu

- Design for asynchronous delivery. Students may be accessing your course from different time zones, while students with disabilities may need to work around the effects of their disability.
- Record your lectures and have them available for a longer period of time (more than two weeks). Increased access to lectures for all students gives them the opportunity to review points they may have missed when first presented. It also allows students to use other accommodations, such as sign language interpreters, more effectively.
- Caption and transcribe recorded lectures. Students have different strengths in how they learn. Captions and transcripts help those who have stronger visual modes of learning. They are especially helpful for students with hearing disabilities.
- Be sure that all content is accessible. Not all PDF, power points, videos, etc. will be accessible, due either to format or to the limits of specific technologies. Students may have different types of technology, some of which will make some content difficult to access. Some content (e.g., PDFs) may not be compatible with assistive technology, such as screen readers, unless the content has been reformatted. A helpful guide: <https://accessibility.colostate.edu/>
- Provide access and accommodation for exams. Many of the students with disabilities simply need extra time for exams due to the effects of their disability. [It's easy to provide extra time for exams in Canvas.](#)
- Be able to alert [Proctor U](#) of any accommodations needs. If using Proctor U, faculty will need to request the accommodation for any student, such as extra time, word banks, page of notes, etc. Please be sure that you are aware of the needs of your students with disabilities using the information provided to you through Accommodation Letters from SDC.

The SDC and the ARTC recognize that these recommendations may require a bit more thought and work as you move your face-to-face courses online. TILT, ACNS and CSU Online are working hard to assist you with these processes. The steps for building accessibility will be made explicit on the ["Keep Teaching" site](#). Links to more thorough and robust tutorials are available at <https://accessibility.colostate.edu/>. You can submit a ticket for assistance with these aspects through the ["Keep Teaching" site](#).

Following these recommendations will enable all students, and especially those with disabilities, to have the opportunity to be as successful as possible in your courses. Both the SDC and the ATRC are here to help you, and we encourage you to reach out if you have any concerns or questions as to how to provide access and accommodation for your courses.

Students will also be encouraged to let us know if they encounter any unanticipated barriers to their participation in your courses. If they do, you will be contacted by us to help find a way to resolve the barrier. These are challenging times for all of us, but together we can enable successful learning for all students.

Please feel free visit these websites:

- Student Disability Center: <https://disabilitycenter.colostate.edu/>
- Assistive Technology Resource Center: <https://www.chhs.colostate.edu/atrc>

Again, thank you for your dedication. Don't forget to take care of yourself – stay healthy (and stay tuned...).

- Rick
Rick Miranda
Provost and Executive Vice President

ANNOUNCING THE DATES FOR THE 20TH ANNUAL DIVERSITY SYMPOSIUM

In this time of uncertainty, we are keeping an optimistic eye on the future. We hope the announcement of the 20th Annual Diversity Symposium dates gives you something to look forward to as it does for us. This is a milestone year for our long-standing Symposium and we are hopeful that it will be the biggest, most engaging, and collaborative event yet. The proposal application for sessions will open in April and a separate email will announce the dates and proposal deadline to the entire university community.

Stay safe and thank you for all you are doing to protect our communities and most vulnerable populations throughout this COVID-19 pandemic.

For more information about the Diversity Symposium as it is released, please visit the new landing page at <https://diversity.colostate.edu/symposium/>.

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

SAVE
the
DATE



for the
20TH ANNUAL DIVERSITY SYMPOSIUM

OCTOBER 19 – 23, 2020

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



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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

What aren't we reading right now? With the stay-at-home directive in Colorado, many of us have been curling up in the sun with a good book as a form of self-care. Here are some of our favorite titles right now: [Trick Mirror](#) by Jia Tolentino, [Educated](#) by Tara Westover, [All You Can Ever Know](#) by Nicole Chung, and [Pleasure Activism](#) (Emergent Strategy) by adrienne maree brown.



*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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