

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

# DIVERSITY newsletter

MAY 2020



*Thank you to the essential staff and faculty working on campus, university leaders, all frontline workers, healthcare staff, delivery drivers, waste and custodial crews, maintenance and facilities personnel, food service operators, agricultural workers, caretakers, all other helpers, and to each one of you, for supporting and caring for our communities during this time.*

*in this issue...*

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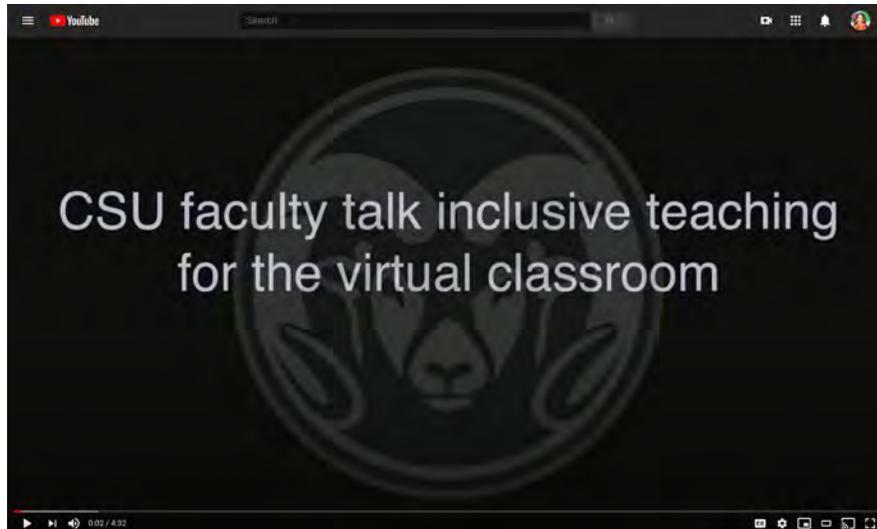
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### Inclusive Pedagogy Online - Part 1

Video link not working? Watch online at <https://www.youtube.com/watch?v=GltEM0lr4VY&feature=youtu.be>

This video was created in collaboration with The Institute on Learning & Teaching (TILT), the Office of the Vice President for Diversity and the Students Empowered and Engaging in Dialogue (SEED) program to share how current faculty are successfully applying inclusive teaching strategies in on-line learning. In addition, we wanted to share resources and demonstrate a collective support system for faculty/instructors to maintain a focus on diversity, equity and inclusion, even as we navigate through COVID-19.

### Inclusive Online Meeting Practices

In these current times, we are faced with the necessity to move meetings and gatherings to a socially-distanced, virtual space. Though this may be an adjustment from in-person meetings, we can still prioritize inclusion in our virtual workplace. The following is a list of suggested practices to center inclusion for digital group meetings.

#### Practices for Facilitators:

##### **Create shared expectations of meeting time**

Creating expectations allows for the group to understand the operational norms and community guidelines for shared virtual time together. Additionally, it can help minimize frustration, assist in communicating meeting values, and provide instructions for contributing to the discussion.

##### **Assign roles for the meeting beforehand**

As virtual meetings grow, so do the demands of effectively facilitating large meetings. Creating a virtual space which is free of unwanted attendees, while also centering accessibility by participants requires diligence and attention; consider designating individual roles to assist with required tasks in a virtual meeting.

Possible virtual roles include:

- Facilitator of meeting
- Cohost to assist with technology and remove participants, if necessary
- Moderator of the meeting who monitors chats and raising hands
- Note taker

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# INCLUSIVE TEACHING & MEETING RESOURCES (CONTINUED)

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## **Familial responsibilities**

Recognize that participants have different familial expectations, demands, and responsibilities; thus, altering their individual ability to participate consistently in virtual spaces.

Adjust expectations to accommodate parental expectations, familial obligations, shared space, wifi demands, and others.

## **Be aware of contributions to the group**

Extroverts and introverts often engage very differently, both in person and online. Since the goal of group meetings often includes gaining perspective and getting participant feedback, consider creating different opportunities for participants to contribute to the conversation.

For example:

- Utilize the chat function
- Utilize small group interaction

## **Provide materials ahead of time**

By providing materials before a virtual meeting, it allows for participants to have a better understanding of both what is being discussed and how they can better prepare. Given familial obligations, participants might need additional time to prepare adequately for meetings.

## **Consider technology access of participants when planning activities**

As you plan to create interactive opportunities in the virtual space, consider the technology requirements needed to access the materials. Questions to consider:

- Are all materials visual? Can individuals who are not able to utilize video still participate? Can people access this information later, when they have access to a computer?

## **Consider the individual needs of participants and mental health**

Some of your zoom participants have been quarantined with others, while some are quarantined alone. Consider that some participants might need interaction and provide ways to accomplish this in your meeting.

Examples

- Stay on the call after if able for questions and check-ins
- Provide time for small groups to interact
- Acknowledge that this experience is different for many participants from the beginning – name the mental impact

## **Practices for Everyone:**

- Respect others in the meeting by monitoring how much “space” you are using
- If you can, use video to display engagement, it helps others to know how you are experiencing the meeting
- Acknowledge your biases:
  - Seeing people’s homes
  - How they are dressed
  - How they are navigating technology (generational differences)
- Recognize the contributions of others to promote recognition and affirmation
- If your video is on... remember we can see you....





Lavendar Graduation Award Winners

**Sascha J. Franzel Ally Award:** Ash Powers

“They have a unique and positive impact on every person they interact with, bringing light to topics that are on the front end of a movement toward radical acceptance and love. This allows them to create deep and meaningful connections with many people, ultimately positively changing the community and helping it grow in many ways.”

**Rainbow Inspiration Award:** George Guardado

“He is intentional in his personal reflection about his work and shares a lot of excitement about his allyship on campus. He is innovative in finding ways to support students across all identities within housing and other campus departments.”

**Shining Star Award:** Mo Lundin

“Mo Lundin has demonstrated remarkable growth and leadership in creating the Pride Outside program, leading them, and gaining the full support and respect of the Campus Rec community of students and professionals. They are a Shining Star.”

**Morris Price Jr. Outstanding Alumnx Award:** Monica Rivera

“Monica always goes above and beyond to support LGBTQ+ folks in intentional and thoughtful ways both at CSU and in the community as well. Monica received her Masters here at CSU and much of her work that directly impacts LGBTQ+ folks often goes unnoticed”

**United Not Divided Award:** Rob Haggard

“As a graduate student Rob has gone above and beyond to support other undergraduate students in making connections with Pride and mentoring them. Rob is also incredibly vocal in important activist communities on campus.”



# SIGN UP FOR AN ONLINE SAFE ZONE TRAINING

*Safe Zone Training is a 3-hour training program with the objectives of reducing homophobia, transphobia and heterosexism at CSU, thereby making CSU a safer environment for all members of our community across sexual orientations, romantic orientations, gender identities, gender expressions and intersections of identities.*

**AVAILABLE DATES:**

- Tuesday, June 9: 2:00 PM - 5:00 PM**
- Wednesday, June 24: 2:00 PM - 5:00 PM**
- Thursday, July 30: 9:00 AM - 12:00 PM**
- Wednesday, August 5: 2:00 PM - 5:00 PM**

Register at <https://prideresourcecenter.colostate.edu/training-workshops/>  
For more information, email [maggie.hendrickson@colostate.edu](mailto:maggie.hendrickson@colostate.edu)



## RACE, BIAS, AND EQUITY INITIATIVE UPDATES

The Race, Bias, and Equity Initiative has made some major strides in the past three weeks. Catch up on the following news and announcements here:



President McConnell named Mary Ontiveros, VP for Diversity, as a co-chair of RBEI to serve alongside Blanche Hughes, VP of Student Affairs. [Read more about the new chapter here.](#)



A sub-group of RBEI Core Team met this past month to move the proposal process into its final steps. RBEI co-chairs then met with President McConnell to share the recommended proposals. Final step is the full Core Team meeting in early May. RBEI co-chairs hope to make a university announcement soon afterwards.



The [RBEI Twitter](#) account is now being updated Monday-Friday with news and information about progress and steps taken. Click the icon to follow!



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## ONLINE COVID-19 RESOURCES

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 a resources page on the new VPD website. On it, you'll find resources for local faith and belief groups for folks looking to connect during these trying times, tips for how to center equity in online teaching, and articles relating to diversity, equity, and inclusion and the COVID-19 pandemic.

<https://diversity.colostate.edu/resources/>



**BIG LIFE QUESTION?**  
Schedule a session.  
SPIRITUAL CARE SERVICES  
1920 YR-33

**CSU Spiritual Care Services**  
CSU Spiritual Care Services can help faculty, staff, and students connect with spiritual support and/or faith and belief based organizations. Faculty and staff can contact Olivia Kail (Spiritual Care Resident) at [okail@colostate.edu](mailto:okail@colostate.edu), or Peter Streng (Spiritual Care Supervisor) at [Peter.Streng@colostate.edu](mailto:Peter.Streng@colostate.edu). CSU students can schedule a spiritual care appointment through the CSU Health Network at (970) 491-7121.

**Fort Collins Interfaith Council**  
The Fort Collins Interfaith Council can also help you get connected with local spiritual, faith and belief based organizations. Reverend Laura Nelson, President of Fort Collins Interfaith Council, can be reached at [nelson.laura@gmail.com](mailto:nelson.laura@gmail.com) or you can visit their website.

**Faith in Progress Radio Show**  
Tune into Rabbi Hillel's "Faith in Progress" radio show if you're interested in "an exploration of people, organizations, issues and events in Northern Colorado from a progressive and multi-faith perspective."

**Sharing Wisdom**  
Videos from Northern Colorado during the 40th Centennial Festival  
The World Wisdoms Project and Fort Collins Interfaith Council are collaborating on a project to share videos every Monday and Thursday from people across faith and belief backgrounds in the Northern Colorado community reflecting on life in the time of COVID-19.



**Online Inclusive Teaching Strategies**  
Tips for how to center equity in online teaching

## EL CENTRO DIRECTOR UPDATE

The Office of the Vice President for Diversity joins the Division of Student Affairs in welcoming Dora Frias (she/her/hers) as the new Director of El Centro. Congratulations, Dora! We look forward to working together to support our Latinx students and staff as well as collaborating as CSU moves towards becoming a designated Hispanic-Serving Institution.



### A message from Dora:

*Comunidad, I am excited and humbled to have an opportunity to serve CSU and the Latinx community in this capacity. I look forward to honoring the legacy of El Centro as we look towards becoming a designated Hispanic-Serving Institution. Many of you know me as the Director of the Pride Resource Center, in this new role, I hope to continue building bridges and coalitions across race, nationality, gender, sexual orientation and all marginalized identities. The work in Pride has forever changed me and it is also with great orgullo that I step into this new role. Gracias a todos.*

## FACULTY INSTITUTE FELLOWS LIST NOW ONLINE

The Faculty Institute for Inclusive Excellence works 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 purpose of the Faculty Institute for Inclusive Excellence is to transform classrooms and positively influence campus climate such that awareness regarding diversity and inclusion is integrated within pedagogical practices. The intent is to develop awareness, knowledge, and skill sets that promote equity and social justice in educational settings. This Institute begins in the spring semester and runs through the following spring semester.

Since 2015, the Faculty Institute for Inclusive Excellence has been administered 5 times and awarded 40+ Fellows, who are now listed on the Office of the Vice President for Diversity's website at <https://diversity.colostate.edu/education/faculty-institute-for-inclusive-excellence/>.



## 20TH ANNUAL DIVERSITY SYMPOSIUM PROPOSAL SUBMISSIONS OPEN

In this time of uncertainty, we are keeping an optimistic eye on the future. We hope the anticipation of the 20th Annual Diversity Symposium 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.

We ask presenters to consider trending topics of diversity in higher education; current national and international dynamics; and topics directly relating to diversity initiatives at Colorado State. Sessions will be selected based on the criteria below:

### Session criteria

- Creativity is important in presentation style, format and title. Consider that participants will have a wide variety of learning styles. Highly participatory sessions are generally better received; please remember to include time for discussion.
- Attendees at the conference will consist of traditional and non-traditional age college students, community members, faculty, and staff. Please be sure to designate your target audience.
- Priority consideration will be given to proposals that address CSU's diversity definition specifically.
- Priority consideration will be given to proposals that cite peer-reviewed academic sources in the development of session content.
- Please note, sessions are 50 minutes in length. If you would like your session to be longer than 50 minutes, please make a note in your abstract and we will seek to accommodate this request if possible.

The selection committee reserves the right to select sessions which align with the mission and vision of the Office of the Vice President for Diversity. **All proposals, including a session abstract of no more than 150 words and a presenter bio of no more than 100 words, are due by Friday, June 19, 2020.** Submit a proposal at <https://diversity.colostate.edu/symposium/submit-a-proposal/>

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



SAVE  
*the*  
DATE

*for the*  
20<sup>TH</sup> ANNUAL DIVERSITY SYMPOSIUM  
OCTOBER 19 – 23, 2020  
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](mailto:brit.heiring@colostate.edu)



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