

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

# DIVERSITY

newsletter

JULY 2020



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**VICE PRESIDENT  
FOR DIVERSITY**  
**COLORADO STATE UNIVERSITY**

# CSU ANTI-RACIST COMMON READ

*How to Be An Anti-Racist By Ibram X. Kendi*

On behalf of the Office of the Vice President for Diversity, the Division of Student Affairs, and the Division of Enrollment and Access, we are pleased to share that 500 copies of leading racial justice scholar Ibram X. Kendi's *How To Be An Anti-Racist* have been purchased for members of the University to read, study, and implement actions based on ideas outlined in the book.

These books are available on a first-come, first-serve basis, and can be applied for here. Once you register, you will be sent an email giving you a time to pick up the book from the Diversity House.

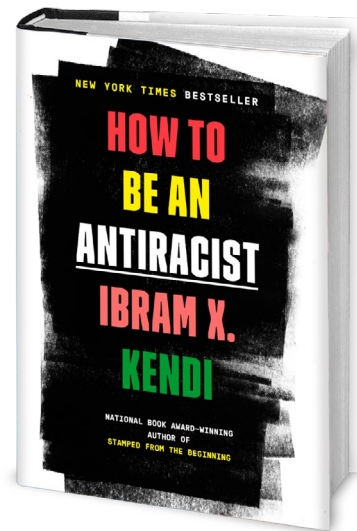
## RESOURCES TO COMPLEMENT YOUR READING

To supplement your study of the text, we have attached a variety of resources:

- [A book club kit](#), complete with study questions and a continued recommended reading list, compiled by Ibram X. Kendi.
- An opportunity to register for a free discussion on [How To Be An Anti-Racist on July 20th](#) between Ibram X. Kendi and Dr. Charlene M. Dukes, President of Prince George's Community College.
- And, critically, [this reminder from writer Tre Johnson](#), published in the Washington Post on June 11th of this year, that book clubs are not the goal, in and of themselves – rather, they need to be a means to informed action.

To help you consider concrete ways to put your anti-racism in practice at CSU, see these additional resources:

- [Notes from the Anti-Racism Q&A](#) recently hosted by the Office of the Vice President for Diversity
- [Addressing Anti-Blackness on Campus: Implications for Educators and Institutions](#), a webinar that provides historical context and discussions of the impacts of anti-Blackness at Universities, as well as suggestions for follow up actions







Informing and educating ourselves before taking action against racial injustice is necessary, but this is the key: educating ourselves before taking action. We must allow Dr. Kendi's book to propel us to revisit department, division, and university policies, practices, and curricula to center anti-racism in order to create a more just and equitable university for all.




## 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/>

 <p><b>CSU Spiritual Care Services</b></p> <p>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 Kai (Spiritual Care Resident) at <a href="mailto:okai@colostate.edu">okai@colostate.edu</a>, or Peter Strening (Spiritual Care Supervisor) at <a href="mailto:Peter.Strening@colostate.edu">Peter.Strening@colostate.edu</a>. CSU students can schedule a spiritual care appointment through the CSU Health Network at (970) 491-7121.</p>	 <p><b>Fort Collins Interfaith Council</b></p> <p>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 <a href="mailto:nelson.lauraj@gmail.com">nelson.lauraj@gmail.com</a> or you can visit their website.</p>	 <p><b>Faith in Progress Radio Show</b></p> <p>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."</p>	 <p><b>Wisdom Sharing Video Series</b></p> <p>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.</p>
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Online Inclusive Teaching Strategies  
Tips for how to center equity in online teaching



## 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)

# SAVE the DATE

for the  
**20<sup>TH</sup> ANNUAL DIVERSITY SYMPOSIUM**

**OCTOBER 19 – 23, 2020**

**DIVERSITY.COLOSTATE.EDU/SYMPOSIUM**



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# ANTI-RACISM Q&A

Last week, staff from the Office of the Vice President for Diversity hosted a Q&A session with individuals from across the university on anti-racism and equity. Participants included staff and faculty who serve on a diversity and inclusion-related committee in some capacity within their divisions or colleges. Attendees were able to submit questions prior to the session.

The Q&A session provided an opportunity for rich conversation and a robust information exchange related to enhancing anti-racism work at CSU. In order to share these resources with the broader CSU community, we have included the notes and themes from that session below.

## Common Themes from Pre-Submitted Questions

- I was wondering about your views about the balance between education and policy in the VPD's office and the most effective way for department diversity committees to spend their time. Also, do you have any suggestions about policies within departmental control that we should consider first?
- What are the ways VPD recommends sustaining efforts over the longer period with teams? Also any scaffolding approaches to creating conversations for individuals at different points in their self-work would be super helpful.
- What are some strategies to facilitate faculty/staff discussions about race and social justice? I'm specifically concerned about how to prevent/address harm while not avoiding crucial conversations.
- How can we engage colleagues in this work and/or in these conversations when they may feel they are being forced into conversations they do not want to have at work?
- How do we initiate and keep having conversations about diversity and especially race now that we have to do so much remotely? Trying to communicate and have dialogues about this via technology are so difficult. How do we create a safe space remotely to discuss these serious issues?

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- How do we operationalize anti-racism work within diversity committees?
- Are there any specific things we can start/stop/continue to do, at the department level, that would complement anti-racism efforts/resources happening across the university?
- I'm interested in hearing how other D&I Committees across campus are incorporating or recommending systemic change in their division/college policies and practices. Are there ways we can partner and strategize together so our collective work has more impact?
- What are best practices to partner across CSU to sustain anti-racism movements?

## Q&A Discussion

The CSU community is encouraged to explore these suggestions to engage in anti-racist work and advance diversity, equity, and inclusion (DEI) on multiple levels:

- What can I shift in my work as an individual?
- What can I shift in my work on a committee?
- How can I change the way we do things as a unit?
- Where can I influence the University to be more anti-racist?

## Continue Reading

To continue reading the notes from the Q&A, including resources and information to address the question themes above, visit <https://diversity.colostate.edu/notes-from-the-vpd-anti-racism-equity-qa/>.



# 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 early 2021.

Thank you for supporting the work of the VPD!

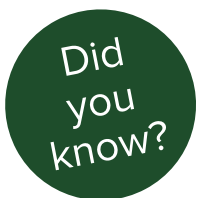
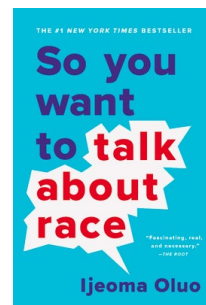
## BOOKS ON DIVERSITY, INCLUSION AND MORE AT CSU BOOKSTORE

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

We are reading a variety of books centering race and anti-racism, including: [How to Be An AntiRacist](#), by Ibram X. Kendi; [So You Want to Talk About Race](#), by Ijeoma Oluo; [When They Call You A Terrorist: A Black Lives Matter Memoir](#), by Patrisse Khan-Cullors and Asha Bandele; and [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](#), by Michelle Alexander.



Many of the titles in our "What We're Reading" section are available for check-out as e-books through the CSU Library? [This month's titles are available via a dedicated anti-racism webpage.](#)

*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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