Kindness is Not the Solution to Racism

by Alicia Sprague

Growing up white in the U.S., I learned one solution for fighting injustice: if I just treated people well, I could cause a ripple effect of kindness that would spread across the world. That’s how I used to picture solving all the world’s problems; start with smiling at one person and watch how that action spread, all the way to City Council, Congress, the United Nations, and beyond. Self-interest conquered; corruption eradicated; racism uprooted; goodness wins the day.
I believe in the power of kindness. I believe how we treat people matters. But I no longer think that kindness will end oppression.

Dear Colleagues,

Welcome back! We hope that you are finding your footing and enjoying the beginning of the semester in the midst of this extraordinary and challenging season. As we navigate through the rest of the semester, we want to make sure that everyone has the opportunity and knowledge to be involved in the Diversity Symposium in ways that are specifically relevant to you and the work you do.

We are excited about the continued infusion of equity and inclusion into the fabric of University Life. Through your colleges and departments, there is a commitment to provide the following this Fall:

- Creating space to hold dialogues among staff and faculty in relation to Diversity Symposium sessions
- Identify sessions at the Symposium that are topic related to colleges
- Provided space in syllabi for students to be able to attend sessions
- Equity & Inclusion representatives and committees will support and advertise Diversity Symposium efforts
- Increasing representation and attendance at the Symposium at the college level from last year

The symposium may be a week long, but the work never ends. We encourage you to take
lessons learned to engage your colleagues, highlight career opportunities in diversity and inclusion for students, or build on your own professional development needs to increase your knowledge and inform your learning. Connect with your college equity and inclusion staff member or committee to find ways to stay involved.

We look forward to seeing you virtually at the Symposium!!

Diversity Symposium Partnership Committee

Register for the 2020 Diversity Symposium today!

October 19 – 23, 2020
Engage with topics surrounding diversity & inclusion
100% virtual format
FREE & open to CSU students, faculty, and staff
35+ sessions
Live Zoom presentations + prerecorded videos
6 CSU Inspire presenters

Post information about the Diversity Symposium in your unit

How Leaders Can Take Action to Advance Equity Training

The Office of the Vice President for Diversity invited university leaders to attend a virtual Q&A specifically intended for those in positions as Directors, Department Heads, and above. Registrants were asked to submit a question in advance and the presenters, Cori Wong, Shannon Archibeque-Engle, and Ria Vigil, used these questions to guide their discussion. View the presentation and read the notes from the discussion.
FALL 2020 VPD ZOOM OFFERINGS:

RACIAL JUSTICE SERIES

In order to directly address anti-racism at Colorado State University, the Office of the Vice President for Diversity announces a series of racial justice-focused sessions to be held throughout the fall 2020 semester.

CSU eID is required to access the webpage for added Zoom security.

Registration is required. Sessions limited to 100 attendees.

COMMUNITY DISCUSSION SERIES

Join Dr. Cori Wong for a series of community discussions on a variety of topics surrounding equity, anti-racism work, and diversity at CSU. Topics and descriptions available at the link.

CSU eID is required to access the webpage for added Zoom security.

Registration is not required. Sessions limited to 300 attendees.
SIGN UP FOR AN ONLINE SAFE ZONE TRAINING

Safe Zone Training is a 3.5 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:
- Wednesday, August 5: 1:30 PM - 5:00 PM
- Wednesday, September 9: 1:30 PM - 5:00 PM
- Thursday, October 8: 9:00 AM - 12:30 PM
- Monday, November 9: 1:30 PM - 5:00 PM
- Friday, December 4: 9:00 AM - 12:30 PM

Register at https://prideresourcecenter.colostate.edu/training-workshops/
For more information, email maggie.hendrickson@colostate.edu

Report incidents of bias connected to the university community at:

biasreporting.colostate.edu

Call 911 if immediate threat to health or safety

Working towards a vision of

No more hate and bias

INCLUSION • INTEGRITY • RESPECT • SERVICE • SOCIAL JUSTICE
Post information about the Bias Reporting System in your unit

Inclusive Pedagogy Online Videos - Part 1 & 2

Inclusive Pedagogy Online at Colorado State University

Inclusive Pedagogy Online at Colorado State University: Specific in-class strategies
Monthly Reminders

The Office of the Vice President for Diversity 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!

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

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 issue’s titles are available via a dedicated anti-racism webpage.

You can also find a variety of books on diversity, ethnicity, culture, feminism, LGBTQ+, privilege, and more at the CSU Bookstore.

Give Today to Support Diversity & Inclusion Work at CSU

Office of the Vice President for Diversity
Colorado State University

diversity.colostate.edu