Center for Multicultural Excellence
Advancing Diversity & Inclusive Excellence

What Would the University of Denver Be Like Without the Center for Multicultural Excellence?

- CME Video
  http://www.du.edu/cme/programs-services/celebration.html#video
CME History & Timeline

- 2002: Office of Multicultural Affairs (OMA) was changed to the Center for Multicultural Excellence (CME).
- 2007: CME introduces the concept of Inclusive Excellence (IE) as core value of the institution.
- 2011: CME develops, pilots, and conducts second campus climate assessment.
- 2012: CME is reorganized into current structure.
- 2013: CME is awarded funding to create interdisciplinary research incubator for the study of (In)Equality (IRISE)
- 2014: CME advocates for the creation of a Working Group on the Status of Faculty and Staff of Color.

Mission, Vision & Values

**Mission:** The Center’s mission is to advance diversity and Inclusive Excellence in support of the University of Denver’s mission as a great private university dedicated to the public good.

**Vision:** The Center for Multicultural Excellence, in collaboration with University partners, fosters an inclusive environment that welcomes, supports, and celebrates the University of Denver’s exceptional students, faculty, and staff.

**Values:** The Center strives to act from and model the following core values in all aspects of its work: Collaboration, Equity, Intersectionality, Action and Evidence-Based.
**Goals**

In alignment with the University of Denver’s Inclusive Excellence Strategic Plan and its commitment to the engagement of Inclusive Excellence, the Center works to:

- Increase the presence of historically underrepresented populations within all ranks of the University, as well as their retention, success, and sense of belonging.
- Create and sustain a supportive, challenging, welcoming, and inclusive climate where all members are respected and their contributions valued.
- Establish organizational structures whereby Inclusive Excellence is embedded within the fabric of the learning environment, fostering transformative change.
- Engage all members of the University of Denver community, in collaboration with community partners, in the work of inclusivity and diversity toward service of the public good.

**Goals for 2014-2015**

The primary goal for the Center for Multicultural Excellence during the 2014-2015 academic year was to continue **Building Capacity for Success and Transformation**. Three avenues toward accomplishing this goal include:

- Expanding IE Engagement and Education,
- Strengthen Infrastructure for Change, and
- Expanding Resources.
Inclusive Excellence @ DU

Center for Multicultural Excellence

Campus Clime and Organizational Change

- Student Outreach & Access (Undergraduate & Graduate)
- Student Success & Leadership Development (Undergraduate & Graduate)
- Faculty and Staff Development (Recruitment, Retention & Prof Development)
- Curriculum & Research (Academic) Initiatives IRISE
- Campus & Community Partnerships & Resource Development

Center for Multicultural Excellence

Campus & Community Partnerships

- 14th Diversity Summit, 2015
- Colorado Coalition for the Educational Advancement of Latinos (CoCEAL)
- CDO4CO: Think Tank for Equity
- Keeping the DREAM Alive
- CME Celebration
- IE Collective
- IE Fellows
- Native American Elders’ Dinner
- Women’s Coalition
- 20th Annual Women’s Conference
Student Access, Success, & Pipeline Programs

Total student reach: 3,440

- Pioneer Initiative for Outreach
- Daniels Fund Scholar Success Program
- Day of Action, May 16, 2015
- Denver Public Schools’ Summer Academy
- Black Male Initiative Summit (BMIS)
- Black Male Initiative Summit Scholars Program
- Native American Undergraduate Summer Research Program
- ACT Test Prep Workshops – DELTA and DU

IE Student Success and Leadership Development

- Student Success & Leadership Development Activities
- Affinity Groups & Joint Council Support
- Colorado Black Student Leadership Conference
- Excelling Leaders Institute
- Crimson & ERUDITE: IE Leadership Experience & Student Success Resource Programs
- Student Support Outreach Initiative
- IE Student Success and Leadership Development Programs Move to Driscoll
Inclusion, Diversity & Equity Alliances (IDEA):

- Articulating DU’s Commitment to Inclusive Excellence
- Providing Support for the Diversification of Faculty and Administrators
  - Met with 36 Search Committees
  - Met With 60 Candidates
- Developing/Revising/Providing - Resources
  - Faculty Hiring Handbook/ Guidelines
  - Online Training Module
- Sponsored IE Education Series

Educational Programs & LGBTIQA Services

Educational programs
- Offered and On-Request Programs
- Awareness-raising
- Consultations & Conflict Response

LGBTIQA Services
- Community-Building
- Support & Advocacy
- Online Resources
Interdisciplinary Research Incubator for the Study of (In)Equality

- IRISE Faculty and Student Research/Creative Works Grants
  - Offered $25,000 to support and facilitate faculty and student interdisciplinary research, scholarship, and creative works

- Academic Programming & Sponsorships
  - Critical Cultural Studies Lecture Series
  - Support to various campus lectures and events

- Postdoctoral Fellowship Program

- Infrastructure and Campus-Wide Initiatives
  - Launched the IRISE blog
  - Critical Cultural Studies Curriculum Taskforce
  - Light Your F.I.R.E. (Fostering Interdisciplinary Research for (In)Equality) networking event

IRISE: College Access and Pipeline Programs 2014-2015

### College Success

#### Undergraduate
- AISES Chapter
- STEM Initiatives and Partnerships
- CO-AMP Grant – AEW’s and Undergraduate Research (IRISE)
- Arrow Internship Pipeline Program
- College Track Partnership
- P3 (Pioneer Pathway Program)

#### Graduate
- Black Graduate Student Association (BGSA)
- Dr. Roger Salters Institute (RSI) - Writing Workshops (IRISE)/ RSI Retreat (IRISE)
- Graduate School Fair and Information Sessions and UNC McNair Student Visits
- Multicultural Graduate Student Welcome (Fall Quarter)
- New IE Grad Student Welcome Breakfast at the Diversity Summit (Winter Quarter)
- Resume Drop in at the CME (OGS)
- Light Your F.I.R.E.
- SISTAH Network
- Latino Graduate Association (LGA)
Future Considerations

- Role of new Vice Chancellor for Campus Life and Inclusive Excellence and merging of CME with Campus Life division;
- Sustaining momentum as we transition to this new structure;
- Improving IE educational outreach efforts to the majority faculty and staff and off campus community partners while maintaining primary support for historically underrepresented communities on campus;
- Facilitating and generating additional resources (grants & donations) through greater collaboration with advancement and alumni relations;
- Are we at a point in DU’s history where we can significantly advance IE and diversity in the curriculum? Are we ready for a race, inequality and social change program (RISC)?