Making Black Lives in Higher Education Matter: A Conversation for, by, and about Black Faculty, Staff, and Administrators in Colorado

Friday, May 6th, 2016 | 3pm – 5pm
Springhill Suites Downtown Denver | 1190 Auraria Plwy, Denver, CO 80204
Followed by Happy Hour | 5pm – 7pm
Epernay Lounge | 1800 14th St, Denver, CO 80202

RSVP: http://tinyurl.com/kiminigheder
Questions? Email inclusion@du.edu

Office of Diversity and Inclusion
University of Colorado Denver
Supporting Diversity and Inclusion

Black Alumni Affinity (BAA):
Conversation with Chancellor Chopp
Celebrating Black History Month

You are cordially invited to a panel presentation
MAKING EXCELLENCE INCLUSIVE IN CHALLENGING TIMES
JANUARY 21, 2016
3:45 – 5:15PM
Driscoll Student Center Gallery

Panelists:
Brenda Allen (UC Denver) • Myron Anderson (MSU Denver) • Liliana Rodriguez (DU) • Mary Ontiveros (CSU) • Alphonse Keasley (UC Boulder)

Moderator:
Frank Tuit (DU)

Race, Class, & College Access:
Achieving Diversity in a Shifting Legal Landscape

Join us for a panel discussion on the recent American Council of Education report with the authors:

Dr. Loretta Espinosa, Assistant Vice President
American Council on Education

Dr. Matthew Gaertner, Senior Research Scientist
Pearson

With reflections from
Dr. Ryan Evely Gildersleeve, Associate Professor & Department Chair
Higher Education

Moderated by
Dr. Frank Tuit
Senior Advisor to the Chancellor and Provost on Diversity and Inclusion
Office of Diversity & Inclusion
Associate Professor
Higher Education

DU Community Conversation:
Campus Racial Climate and Current Events at the University of Missouri-Columbia

Wednesday, November 11th, 2015
11:30am – 1pm
Driscoll Student Center – Gallery
(Driscoll North Mid Level)

Recent news out of the University of Missouri-Columbia (UM) has shined a bright light on racial climate issues on higher education campuses nationwide, and raised concerns about the impact of racialized climates on the entire university community. Please join us for an informal community conversation about the most recent developments out of UM and the implications they might have for enhancing campus climate at DU and beyond.
The Office of Diversity and Inclusion (ODI) is committed to providing leadership, guidance, and resources in support of the University of Denver’s commitment to building a more diverse and inclusive institution. Recognizing that this commitment requires that DU establish and sustain a dramatically rich campus climate and culture that deepens our intellectual environment, **ODI is responsible for addressing Inclusive Excellence and diversity matters that impact the academic experience at DU for faculty and students.** For example, ODI supports DU’s efforts to advance diversity, equity, and Inclusive Excellence by providing the campus community with opportunities to extend their knowledge, perspectives, and experiences vital to performing effectively in a culturally diverse and globally connected society.
ODI Major Initiatives 2015-2016

Chancellors Diversity and Equity Advisory Committee

- IE and Diversity Audit
- Review of Engaging Community Taskforce Recommendations
- Defining IE & Diversity
- Abrasive Conduct Process
- Concerns about Campus Safety & Campus Wide Communications
- Founders Day Follow Up
- Dean’s Searches

Provost Academic Diversity Committee

- IE unit level diversity plans
- IE related faculty development (New Faculty Orientation)
- Race and Ethnic Studies (RISC)
ODI Activities 2015-2016

Compositional Diversity Efforts
- Faculty Hiring Guide Taskforce
- Recruitment Resources
- 44 Search Committees
- 89 Candidates

Inclusion Efforts
- FOCA, SOCA and a new Asian, Asian American, Pacific Island Community (AAAPIC)
- Campus Climate Concerns (Students & Employees)
- Influential Leaders in the African-American Community Luncheon with Chancellor Chopp
- CoADOHE BLM Event
- Community Conversations
- New Employee Orientation Meetings (9)

Education Programs
- Sponsored D&I Education Series (Clayton-Pedersen, Dovidio, Williams)
- Making Excellence Inclusive: Diversity Considerations for the Classrooms
- CDO Panel Making Excellence Inclusive in Challenging Times
- Making Black Lives Matter in Our Classrooms
- Race, Class, & College Access: Achieving Diversity in a Shifting Legal Landscape
- Counternarratives on the Student of Color Experience @ DU
- Faculty & Student Panels on Whiteness @ DU

National Sponsorships
- Critical Race Studies in Education Association (CRSEA) Conference
Interdisciplinary Research Incubator for the Study of Equality
Mission

- Facilitate the interdisciplinary teaching and learning, collaboration, research, scholarship, and creative works that seek to promote equality in historically underrepresented communities, and

- Develop, support, and implement academic programs and activities that seek to promote the advancement of historically underrepresented populations in the Academy.
Vehicles to Accomplish IRISE Mission (1)

- Support the development of initiatives and programs seeking to enhance curricula content and teaching methods with a specific emphasis on equity, inclusion and diversity.

  - The Proposed Program in Race, Inequality, and Social Change [www.du.edu/risc](http://www.du.edu/risc)
What it means to take a RISC @ DU?

- Interrogates issues of power, ideology, and the perpetuation of inequity while working to promote conscious and inclusive communities.
- Engages students in analytical and scientific inquiry by exploring interdisciplinary and emergent “ways of knowing” and fostering experiential and immersion opportunities.
- Seeks an understanding of and commitment to “the public good” as centrally informed by racial, ethnic, and cultural inequalities.
- Integrates campus by building, sustaining, and further connecting communities of students, faculty, and staff dedicated to race and inequalities work.
- Informed by DU’s unique relationship to the significant disparities impacting our local communities and the need for our university to address these inequalities in innovative and transparent ways.
Vehicles to Accomplish IRISE Mission (2)

- Work to cultivate, strengthen, and promote research across units, programs, and/or Centers’ whose academic mission aligns with diversity, inclusion, and inclusive excellence.
  - 5 Post-Doctoral Fellowships in RISC and Policy, International Interdisciplinary Indigenous Studies, ESTEAM, Health (In)Equity; and Environmental Justice and Sustainability
  - Provosts Conference on Just Sustainability
  - IRISE Research Celebration
  - DULCCES
DULCCES

- Opening of the Luminarias Exhibit
- National Association of Chicano/Chicana Studies (NACCS) Program hosts
- Crimmigration Lecture Series
- No Más Bebés Film and Speakers Panel
- Office of Minority Health/HE-TAP
Vehicles to Accomplish IRISE Mission (3)

- Support the development of cutting edge research on equity and inequality with a central focus on interdisciplinary topics/issues related to race, ethnicity, class, gender, sexual orientation, disability, veteran status, and religion.
  - $25K + in Student and Faculty Research Grants
  - P3 undergraduate and RSI graduate programs
  - Co-Sponsorship of campus lectures and workshops
In conjunction with the Title IX Office, enforces University’s Discrimination/Equal Opportunity Policy and related laws.
**Office of Equal Opportunity Initiatives**

*In Progress*

- **Bias Incident Reporting Protocol/ Process**
  - One-stop easy to find place to go with concerns
  - Address issues that:
    - Do not rise to the level of a policy violation = “Icky Factor”
    - Community Impact
    - Educational moments
  - Will pull in resources from across the University to address issues as appropriate
  - Track trends & make recommendations

- **IE & Diversity Dash Board**
  - Foster the goal of transparency & accountability
  - University-wide view of 4 metrics: Composition, Achievement, Engagement, Inclusion
  - Roll-out for Fall 2016 will be first 2 metrics, will develop methodology for tracking the engagement and inclusion next year

- **Group Complaint Process**
  - Address concern that a group of individuals may have regarding an issue on campus.
  - To include a process for allowing anonymity
Campus Life and Inclusive Excellence
The Culturally Engaging Campus Environments (CECE) Project

An initiative aimed at transforming campus environments to create the conditions for diverse college student populations to thrive.

Cultural Relevance

Five indicators focus on the ways that campus environments are relevant to the cultural backgrounds and communities of diverse college students.

Cultural Responsiveness

The remaining four indicators focus on the ways in which campus environments respond to the norms and needs of diverse students.
1. Cultural Familiarity: Campus spaces for undergraduates to connect with faculty, staff, and peers who understand their cultural backgrounds, identities, and experiences.

2. Cultural Relevant Knowledge: Opportunities for students to learn about their own cultural communities via culturally relevant curricular and co-curricular opportunities.

3. Cultural Community Service: Opportunities for students to give back to and positively transform their home communities.

4. Meaningful Cross-Cultural Engagement: Programs and practices that facilitate educationally meaningful cross-cultural interactions among their students that focus on solving real social and political problems.

5. Culturally Validating Environments: Campus cultures that validate the cultural backgrounds, knowledge, and identities of diverse students.
6. Collectivist Cultural Orientations: Campuses cultures that emphasize a collectivist, rather than individualistic, cultural orientation that is characterized by teamwork and pursuit of mutual success.

7. Humanized Educational Environments: Availability of opportunities for students to develop meaningful relationships with faculty and staff members who care about and are committed to their success.

8. Proactive Philosophies: Proactive philosophies that lead faculty, administrators, and staff to proactively bring important information, opportunities, and support services to students, rather than waiting for students to seek them out or hunt them down on their own.

9. Holistic Support: College students' access to at least one faculty or staff member that they are confident will provide the information they need, offer the help they seek, or connect them with the information or support that they require regardless of the problem or issue that they face.
Phase 1, Year 1 (2016-2017)

Implementation of the CECE Project – Student Life

Phase 1

• Focus on Cultural Relevance for first year
• Incorporate into all areas of Student Life (programs, services, policies, practices, annual goals)
• Creation of a 2 year professional development program for practitioners in the division that embeds CECE & resiliency
• Administering the CECE survey campus wide to student population

Cultural Relevance

1. Cultural Familiarity
2. Culturally Relevant Knowledge
3. Cultural Community Service
4. Cross-Cultural Engagement
5. Cultural Validation
University-Wide Initiatives
University-Wide IE Initiatives 2016-2017

In Progress

- DU Impact 2025 IE Strategic Plan
- All DU IE & Diversity Web Presence
- Hiring Guidelines Taskforce for Administrator and Staff Searches
- Associate Director for Inclusive Teaching Practices (OTL)
- Faculty Senate Inclusive Classrooms Pledge

Under Consideration

- Online Search Committee Training Modules
- Diversity and Inclusion Advocates
- Expansion of Voluntary Self-Identity Affiliation Disclosure
- Latin@ Initiatives Taskforce
Center for Multicultural Excellence
Advancing Diversity & Inclusive Excellence
Mission, Vision & Values

- **Mission**: The Center challenges the University of Denver community to create a campus climate that ensures all of its members are valued, supported and thrive by embracing and engaging our social identities.

- **Vision**: In collaboration with University partners, CME 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:

- Create and sustain a supportive, challenging, welcoming, and inclusive climate within the Division of Campus Life and Inclusive Excellence, where all members are respected and their contributions valued.
- Support the presence, retention, success, and sense of belonging of historically underrepresented undergraduate and graduate students at DU.
- 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 2015-16

The primary goal for the Center for Multicultural Excellence during the 2015-16 academic year was to join the new Division of Campus Life and Inclusive Excellence and to explore ways to infuse our work of inclusion, equity and diversity within all levels of the Division.

- Other goals included completing existing programs, efforts from previous years goals.
2015-16 Highlights

- Inclusive Excellence Student Success and Leadership Development (IESSLD)
- Education and Training
- College Access and Success
- Affinity Group Support
- Campus and Community Partnerships
2015-16 IE Student Success & Leadership Development

IESLID provides a range of cultural, social and leadership development programs that support student success for historically underrepresented students.

- Programs moved to Driscoll, October 2015
- Sisterhood Retreat – 21 undergraduate, 10 graduate, 7 faculty, 7 staff
- Emotional Emancipation Circles
- Social Justice Engagement - Black Lives Matter, Campus Racial Justice, Counternarratives
- Campus Cupboard- Donate Don’t Dump Campaign
- Affinity Groups & Joint Council Support- over 45 students participated
- Outdoor Leadership program- Addresses barriers to outdoor access and leadership development.
- Excelling Leaders Institute– Highest retention rate on campus celebrating its 10th anniversary.
2015-16
IE Educational Programs

Offered Programs

- FORWARD facilitator training
- Flick & Feed/back discussions
- CO-LEADS regional summit
- Cosponsored events: Int’l Lunch, Chaplain Book Club, Peacemaking Circle, Sustained Dialogue Campus Network

On-Request Programs (YTD: 75 sessions, 122 hours, 3717 participants)

- Q&A Trainings, Intro to IE, Microaggressions, etc

Consultations, Partnerships & Conflict Response

- HR People Development, IE Collective, Bystander Working Group

Online Resources
Total student reach: Appx. 2,400

- Daniels Fund Scholar Success Program
- Day of Action, April 16, 2016
- 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
2015-16
LGBTIQA Services

Awareness-raising
- Q&A Trainings and Network, Pride web Portal, Sexual Assault awareness Summit co-sponsorship, Pridefest booth

Community-Building
- Sweet Treat Meet & Greet, Welcome Back BBQ, HomeComing Out, Gala, rainbow tassels, summer socials, Qdigest enewsletter

Support & Advocacy
- Individual and unit/org consultations, Town Hall
- Trans advocacy and resource development
2015-16 Campus and Community Partnerships

Campus Partnerships
- Diversity Summit and CDO4CO
- Pow Wow
- IE Fellows
- IE Collective
- Women’s Coalition
- Women’s Conference

Community Partnerships
- CoCEAL
- Keeping the Dream Alive
- Native American Elders Dinner
- Black Male Initiative Summit
- Black Women Lead
- DPS Summer Academy
Future of CME....

- All CME Staff will move to Driscoll
  - Refocus programming internally on student success and empowerment
  - Refocus educational efforts to Divisional Professional Development
  - Refocus efforts to align the entire division with the CECE Project
New Focus

Associate Vice Chancellor for Inclusive Initiatives:

- Creating new systems to foster cross divisional collaboration and the infusion of the CECE Project
- Managing affinity/population support services
- Other responsibilities to be determined
Plans for CME Programs & Projects

- New for FY 2017
  - Greater intentional focus on Intergroup Relations
  - Building additional Graduate Student Support
  - New focus on First generation students and families
  - More intentional support for Immigrant/DACA students
  - New Director for Native American Community Relations and Programs
Staff Foci
FY 2017

CME

Student Success

- Undergraduate Student Support
  *Tracey Peters, Director*

- Graduate Student Support
  *Anthea Johnson, Director*

- First Gen Student Success
  *Adrienne Martinez, Assistant Director*

- Affinity Group Support
  *New Assistant Director, TBH*

CLIE

Intergroup Relations

- Thomas Walker, Director
  - Professional Development
  - Dialogues: co-curricular, reaction
  - Peacemaking Circles
  - Webinars/ Panels
Programs still to be addressed:

- New Model does not include:
  - College Access
  - Affinity Staff Support including LGBTIQ, Staff of Color
  - Campus and Community Partnerships
    - Women’s Coalition
    - IE Collective
    - Off campus Partnerships