

COLORADO STATE UNIVERSITY Diversity & Inclusion Directory



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COLORADO STATE UNIVERSITY DIVERSITY & INCLUSION DIRECTORY

Standing employee leadership roles and campus entities engaged in
efforts around diversity, equity, and inclusion
at Colorado State University

CREATED BY
The College of Liberal Arts
Colorado State University

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LAND ACKNOWLEDGEMENT

Colorado State University acknowledges, with respect, that the land we are on today is the traditional and ancestral homelands of the Arapaho, Cheyenne, and Ute Nations and peoples. This was also a site of trade, gathering, and healing for numerous other Native tribes. We recognize the Indigenous peoples as original stewards of this land and all the relatives within it. As these words of acknowledgment are spoken and heard, the ties Nations have to their traditional homelands are renewed and reaffirmed.

CSU is founded as a land-grant institution, and we accept that our mission must encompass access to education and inclusion. And, significantly, that our founding came at a dire cost to Native Nations and peoples whose land this University was built upon. This acknowledgment is the education and inclusion we must practice in recognizing our institutional history, responsibility, and commitment.

For more about the CSU Land Acknowledgement, see landacknowledgment.colostate.edu.

DIVERSITY & INCLUSION ON CSU CAMPUS

This directory is for students, faculty, and staff at Colorado State University who are looking for the people and groups involved in campus efforts around inclusion, equity, and social justice.

WHAT ARE DIVERSITY EFFORTS FOR?

The notion of diversity is a cornerstone of many institutions, including CSU. Efforts across campus include groups and people addressing a wide range of initiatives and needs.

Such efforts are intended to acknowledge, examine, and address inequalities in the policies, structures, and experiences at CSU. Some groups and roles are focused on serving marginalized populations with support, community, and specific services. Others focus on strategic initiatives around efforts such as education, training, or university policy.

A WORD ABOUT THE WORD DIVERSITY

We use the term *diversity* in the title of this directory because it is the one used by CSU for many efforts and entities on campus, such as the Office of the Vice President for Diversity. Departments and colleges as well as the university as a whole have diversity strategic plans, and many entities we list here use that term.

The word *diversity* is often used as a catch-all to refer to the makeup of social groups that include identities which are often underrepresented or actively shut out of institutions and groups. It is used widely in businesses, college campuses, and government in the U.S.

However, the term has some weaknesses. Many people reduce the term to mean primarily racial differences, and it has been criticized for being a polite way people can avoid talking about difficult issues such as racism. It can also lead people to problematic “identity-blind thinking,” which can render the experiences of marginalized groups invisible.

COLORADO STATE UNIVERSITY DIVERSITY STATEMENT

At Colorado State University, we are committed to enhancing diversity and equity through the inclusion of individuals reflective of characteristics such as: age, culture, different ideas and perspectives, disability, ethnicity, first-generation status, familial status, gender identity and expression, geographic background, marital status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, socioeconomic status and veteran status. In addition, given the historic and legal discrimination that has existed in American society, particular emphasis needs to be placed on the inclusion of individuals who are members of groups that have been excluded.

Some scholars suggest the term *equity* because it emphasizes change and balance, others prefer *social justice* for its emphasis on righting system imbalances. Another good word is *inclusion* – this incorporates the idea of actively bringing a range of perspectives into your work, thinking, and life.

ABOUT THIS DIRECTORY

This directory lists standing, on-going units, groups, committees, and campus roles (people) that are directly related to diversity, equity, inclusion, and social justice efforts on CSU campus.

This directory will be updated annually to reflect additions and corrections. To request edits/corrections/additions, please contact the CLA Faculty Coordinator for Diversity & Inclusion Rosa Mikeal Martey at rosa.martey@colostate.edu.

SECTIONS OF THE DIRECTORY

Every effort has been made to include all relevant entities, but new ones are created regularly, and we might not have found all those that exist on our large campus. Not included here are the many related singular events or temporary groups, nor the hundreds of campus student groups run through SLiCE (requires CSU login; lsc.colostate.edu/slice/student-involvement).

CSU CAMPUS LEADERSHIP ROLES

This section lists over 55 staff and faculty roles directly related to diversity and inclusion efforts on campus. For units or committees, such as the Office of Equal Opportunity or a department Diversity Committee, we have listed only the director or chair, rather than all its members. Each role or program has a brief but incomplete description, and we encourage you to learn more on their websites or CSU profile pages.

UNITS AND OFFICES

This sections lists the permanent units, offices, and centers that address diversity and inclusion and/or specific marginalized populations at CSU.

GROUPS AND PROGRAMS

The next three sections are organized by the populations they serve: undergraduate, graduate student, and faculty/staff. All of the nearly 150 entries are also listed in alphabetical order in the Index.

OTHER RESOURCES

CSU has an extensive collection of documents, guides, lists, and other resources to support inclusion and equity efforts, such as teaching materials, media guides, and guest speakers. The following links are good places to start for data, pedagogy, training, and policy resources.

DATA & REPORTS

Different entities on campus regularly generate and share reports of data on CSU's students, faculty, and staff as part of their inclusion and equity efforts.

Institutional Research | ir.colostate.edu

Run your own data report or read ones provided about different CSU populations.

Employee Climate Survey Results | diversity.colostate.edu/data/employee-climate-survey

Reports on research conducted at CSU to assess employee perceptions about campus, focused on diversity.

PEDAGOGY

Teaching resources from checklists for inclusive pedagogy to sample assignments abound at CSU.

TILT Resources for Faculty | tilt.colostate.edu/faculty

A range of resources for teaching, including the helpful Equity Toolkit which has resources on self-inquiry, creating culturally relevant classrooms, and designing inclusive courses.

Office of the Vice President for Diversity Inclusive Pedagogy Initiatives | diversity.colostate.edu/education
Resources and trainings oriented around educating yourself and developing inclusive courses.

WAC Clearinghouse Center | wac.colostate.edu/resources/wac

A wide range of web-based resources for instructors who wish to use writing in their courses.

Writing @CSU | writing.colostate.edu/teaching.cfm

Resources for teachers including teaching guides, activities and handouts, and links to other writing across the curriculum resources.

TRAINING

Many types of training around diversity and inclusion for faculty, staff, and students are available at CSU.

Vice President for Diversity Trainings | diversity.colostate.edu/schedule-a-training

Provides a range of existing training modules and staff to create training tailored to your needs.

TILT Short Courses for Instructors | tilt.colostate.edu/ProDev/ShortCourses

Designed for small groups of instructors who are interested in exploring a topic-specific learning and teaching issue in more detail than that which can be offered in a single workshop or presentation.

CSU Training | training.colostate.edu

Designs and coordinates training opportunities for all Colorado State University employees.

POLICIES & GUIDES

Broad guides and policy documents addressing diversity initiatives at CSU.

CSU Policy Library | policylibrary.colostate.edu

Library with full text of university policies along with links to related procedures, documents and resources.

Diversity, Equity, Inclusion, and Campus Climate Blueprint | msfn.colostate.edu/diversity-blueprint

Guide for developing efforts intended to mobilize CSU towards being a rewarding, inspiring, productive, and inclusive community for all employees and students.

CSU Diversity Strategic Plan | provost.colostate.edu/strategic-plan

Provides strategic directions for planning at Colorado State; outlines the institution's major priorities and the university-level outcomes against which our performance will be measured.

LISTS OF RESOURCES

Many offices on campus provide lists of a range of resources, including those not listed in this directory such as student groups and one-time events.

The Office of the Vice President for Diversity | diversity.colostate.edu

Find programs, events, and people among their lists of resources and calendar.

Diversity Inventory | diversityinventory.colostate.edu/home

Comprehensive listing of CSU's various projects, initiatives and activities aimed at advancing diversity, equity and inclusion.

Student Affairs Offices | studentaffairs.colostate.edu/our-offices

Find programs and events sponsored by the many offices of Student Affairs including CSU's cultural and resource centers.

The Access Center | accesscenter.colostate.edu

Focused on those who have been historically underrepresented in postsecondary education (first generation, low-income, ethnically and racially diverse, and non-traditionally aged).

CAMPUS LEADERSHIP ROLES

This section lists campus leadership roles among CSU staff and faculty that are directly and explicitly associated with campus diversity and inclusion efforts. Many other groups on campus address inclusion and equity as part of their missions, but only those roles specifically focused on diversity and inclusion are listed here.

Note that this directory lists specific individuals in these the roles, but staffing may change faster than this directory is updated. You can always find the role listed by searching on the CSU website. Submit corrections or additions to rosa.martey@colostate.edu.

ATHLETICS

SENIOR ASSOCIATE ATHLETIC DIRECTOR - DIVERSITY, INCLUSION, & ENGAGEMENT

Albert Y Bimper Jr. | albert.bimper@colostate.edu

Manages and facilitates all diversity and inclusion programs within the Department of Athletics at CSU. Also serves on the Race Bias and Equity Initiative (RBEI).

ASSISTANT DIRECTOR FOR DIVERSITY AND INCLUSION

Kim Mbadinga-Nzamba | kim.mbadinga-nzamba@colostate.edu

Oversees and facilitates diversity and inclusion programs within the Department of Athletics at CSU.

COLLEGE OF AGRICULTURAL SCIENCES

CO-CHAIR, DIVERSITY CATALYST TEAM

Tori Anderson | tori.anderson@colostate.edu

Helps the College and units develop and implement diversity and inclusion plans and initiate activities that foster diversity and inclusion.

CO-CHAIR, DIVERSITY CATALYST TEAM

Terry Engle | terry.engle@colostate.edu

Helps the College and units develop and implement diversity and inclusion plans and initiate activities that foster diversity and inclusion.

MANAGER OF STUDENT LIFE AND DIVERSITY

Elias Quinonez | elias.quinonez@colostate.edu

Directs student success initiatives, advises co-curricular activities, and champions inclusive learning commu-

nities. Advocates, promotes and represents agricultural science learning communities on the recruitment and retention of diverse, underrepresented populations.

COLLEGE OF BUSINESS

DIVERSITY, EQUITY & INCLUSION SPECIALIST FOR STUDENT ENGAGEMENT

Patrice M. Palmer | patrice.palmer@colostate.edu

Oversees diversity, equity and inclusion programs and initiatives for students within the college.

FACULTY ADVISOR FOR BUSINESS DIVERSITY LEADERSHIP ALLIANCE (BDLA)

Gary Cooper-Sperber | gary.cooper-sperber@colostate.edu

Oversees the BDLA, which aims to facilitate social justice/inclusion workshops and bridge the gaps in diversity, equity and inclusion within the field of business.

WALTER SCOTT, JR. COLLEGE OF ENGINEERING

ASSISTANT DEAN FOR DIVERSITY AND INCLUSION

Melissa Burt | melissa.burt@colostate.edu

Oversees and leads the strategic and implementation efforts for diversity, inclusion, and equity goals across the College. Focuses on recruitment, retention, and engagement of faculty/staff, especially of historically underrepresented groups.

OUTREACH AND EQUITY COORDINATOR

Claudia Hernandez | claudia.hernandez@colostate.edu

Oversees the student diversity programs in engineering, leads the summer program diversity initiatives and outreach activities

COLLEGE OF HEALTH AND HUMAN SCIENCES

ASSISTANT DEAN FOR DIVERSITY, EQUITY, AND INCLUSION

Michelle Foster | michelle.foster@colostate.edu

Oversees initiatives, programs, education, and outreach related to diversity, inclusion, and equity in the college.

DIRECTOR, ASSISTIVE TECHNOLOGY RESOURCE CENTER

Marla Roll | marla.roll@colostate.edu

Coordinates the services, education, outreach and research activities of the center's goals to ensure equal access to technology and electronic information for students and employees with disabilities. Also oversees the ATRC Diversity and Equity Advisory Committee.

DIRECTOR, CENTER FOR COMMUNITY PARTNERSHIPS

James E. Graham | je.graham@colostate.edu

Oversees the Center for Community Partnerships, which aims to break barriers to accessing higher education, employment, the home, and the community for people with disabilities.

CO-CHAIR OF DIVERSITY AND EQUITY ADVISORY COMMITTEE

Chrissy Chard | chrissy.chard@colostate.edu

Oversees research and inquiry to advance intersectional racial justice and equity through public scholarship and strategic partnerships to produce impacts at the university, state, and national levels.

CO-CHAIR OF DIVERSITY AND EQUITY ADVISORY COMMITTEE

Sonali Diddi | sonali.diddi@colostate.edu

Evaluates college and unit diversity plans and recommending goals, strategies, and metrics. Develops and promotes recommendations to insure a more inclusive environment.

CO-DIRECTOR, RACE AND INTERSECTIONAL STUDIES IN EDUCATION EQUITY (RISE)

Vincent Basile | vincent.basile@colostate.edu

Oversees RISE, which supports research to advance intersectional racial justice and equity through public scholarship and strategic partnerships to produce impacts at the university, state, and national levels.

CO-DIRECTOR, RACE AND INTERSECTIONAL STUDIES IN EDUCATION EQUITY (RISE)

Louise Jennings | louise.jennings@colostate.edu

Oversees RISE, which supports research to advance intersectional racial justice and equity through public scholarship and strategic partnerships to produce impacts at the university, state, and national levels.

CO-COORDINATOR, CSU INITIATIVES RISE

Susana Muñoz | susana.munoz@colostate.edu

Provides support and vision, along with CSU institutional stakeholders, to identify, analyze, disrupt, and redress the effects of structural and systemic racism and inequities in higher education.

CO-COORDINATOR, CSU INITIATIVES RISE

D-L Stewart | d-l.stewart@colostate.edu

Provides support and vision, along with CSU institutional stakeholders, to identify, analyze, disrupt, and redress the effects of structural and systemic racism and inequities in higher education. Also serves on the Race Bias and Equity Initiative (RBEI) team.

CO-COORDINATOR, EDUCATION, EQUITY AND TRANSFORMATION DOCTORAL PROGRAM

Daniel Birmingham | daniel.birmingham@colostate.edu

Oversees the program, which focuses on how people learn, policy design, implications, and issues that deal with equity and inclusion in all levels of education.

CO-COORDINATOR, EDUCATION, EQUITY AND TRANSFORMATION DOCTORAL PROGRAM

Louise Jennings | louise.jennings@colostate.edu

Oversees the program, which focuses on how people learn, policy design, implications, and issues that deal with equity and inclusion in all levels of education.

COLLEGE OF LIBERAL ARTS

FACULTY COORDINATOR FOR DIVERSITY & INCLUSION

Rosa Mikeal Martey | rosa.martey@colostate.edu

Provides resources and support to the Dean's office and to college faculty and staff in developing strategic initiatives around diversity and inclusion.

COLLEGE OF NATURAL SCIENCES

DIRECTOR OF INCLUSION

Arlene Nededog | arlene.nededog@colostate.edu

Works with the College to develop and guide a comprehensive strategy for retention, diversity, and inclusion.

WARNER COLLEGE OF NATURAL RESOURCES

DIRECTOR OF DIVERSITY & INCLUSION

Rickey Frierson | rickey.frierson@colostate.edu

Oversees strategic direction and implementation of recruitment, retention, engagement, and outreach for students, faculty/staff, and community organizations to strengthen partnerships and achievement with diverse and underrepresented groups.

COLLEGE OF VETERINARY MEDICINE AND BIOMEDICAL SCIENCES

CHAIR, DIVERSITY & INCLUSION COMMITTEE

Rushika Perera | rushika.perera@colostate.edu

Responsible for coordinating and overseeing the committee's aims and activities.

DIVISION OF ENROLLMENT & ACCESS

VICE PRESIDENT FOR ENROLLMENT & ACCESS

Leslie Taylor | leslie.taylor@colostate.edu

Leadership of the Division, which includes the Office of Admissions, Access Center, Office of Financial Aid, and Registrar. In addition, the Division is an integral campus partner in student success initiatives.

EXECUTIVE DIRECTOR, ACCESS CENTER

Herman Shelton | herman.shelton@colostate.edu

Oversees the Access Center, which creates programs and initiatives to develop the talents of those who have been historically underrepresented in postsecondary education (first generation, low-income, ethnically and racially diverse, and non-traditionally aged).

ASSISTANT DIRECTOR OF INCLUSIVE RECRUITMENT

Priscilla Gardea | priscilla.gardea@colostate.edu

Recruitment and enrollment of incoming students to the University, with a focus is on diversity and inclusion efforts that result in the enrollment of students from historically marginalized populations.

DIVISION OF INFORMATION TECHNOLOGY

COMMITTEE SPONSOR, DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Kris Seidel | kris.seidel@colostate.edu

Provides direction, guidance, and support to the committee and to be a vocal and visible champion responsible for communication on committee initiatives.

DIVISION OF UNIVERSITY ADVANCEMENT

MANAGER OF DIVERSITY AND INCLUSION

Tanara Landor | tanara.landor@colostate.edu

A resource for the division on diversity and inclusions issues, providing access to and facilitating ongoing

training, and working on initiatives and priorities to support efforts within the Division.

HOUSING & DINING

DIRECTOR OF WORKPLACE INCLUSION AND TALENT MANAGEMENT

Kyle Oldham | kyle.oldham@colostate.edu

Provides training and development opportunities for students and staff, including assessment, workplace diversity and skill development. Also uses critical reflection and analysis as a method of self-development infused into training.

COORDINATOR FOR DIVERSITY AND INCLUSION

Stephanie Zee | stephanie.zee@colostate.edu

Provides training to University Housing staff on diversity, inclusion, and social justice topics. Oversees and supervises the Inclusive Community Assistant program, a student role in the residence halls that aims to create inclusive communities.

GRADUATE SCHOOL

DIRECTOR OF DIVERSITY AND INCLUSION

Michelle Foster | michelle.foster@colostate.edu

Supports efforts in professional development, mentoring, and diversity and access programs for graduate students and post-doctorates.

DIRECTOR, GRADUATE CENTER FOR INCLUSIVE MENTORING

Greg Florant | gregory.florant@colostate.edu

Oversees the graduate mentorship program and its staff. The program provides support and training for students and faculty to share and learn mentoring skills.

INTERNATIONAL PROGRAMS

DIRECTOR

Mark Hallett | mark.hallett@colostate.edu

Responsible for management of staff, budget, programs and services for international students and scholars.

ASSOCIATE DIRECTOR, INTERNATIONAL STUDENTS & SCHOLAR SERVICES

Lisa Pappas | lisa.pappas@colostate.edu

Duties include immigration advising, oversight of immigration document production, advisory services and outreach to international students and scholars.

ASSOCIATE DIRECTOR FOR INTERNATIONAL ENROLLMENT

Stene Verhulst | stene.verhulst@colostate.edu

Supports international students throughout the enrollment journey at CSU.

ASSISTANT DIRECTOR, GLOBAL CO-CURRICULAR INITIATIVES

Shauna Deluca | shauna.deluca@colostate.edu

Leads outreach within the campus community for guest speakers and events with an international focus.

ASSISTANT DIRECTOR, INTERNATIONAL STUDENT SERVICES

Christy Eylar | christy.eylar@colostate.edu

Oversees immigration and advisory services and retention outreach for international students and scholars. Serves as the liaison between sponsoring agencies and embassies, students, and CSU in order to maximize the international sponsored student experience.

ASSISTANT DIRECTOR, PROGRAMMING

Bronwen Watts | bronwen.watts@colostate.edu

Develops and provides programs and events that support the educational, cultural and social needs of international students and scholars at CSU and their dependents. Facilitates campus and community partnerships as well as acculturation, community and educational outreach.

OFFICE OF EQUAL OPPORTUNITY

VICE PRESIDENT FOR EQUITY, EQUAL OPPORTUNITY

Diana Prieto | diana.prieto@colostate.edu

Leads the office, overseeing compliance with laws and policies that prohibit discrimination and harassment, as well as investigating and resolving complaints. Oversees faculty and staff search processes and training on matters related to equal opportunity, discrimination and harassment. Also supervises the Ombuds for faculty and staff and leads the expanded Title IX office. Also serves on the Race Bias and Equity Initiative (RBEI) team.

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

VICE PRESIDENT FOR DIVERSITY

Mary Ontiveros | mary.ontiveros@colostate.edu

Leads Colorado State University's diversity efforts and reports directly to the President. Also serves on the Race Bias and Equity Initiative (RBEI) team.

ASSISTANT VICE PRESIDENT FOR DIVERSITY

Shannon Archibeque-Engle | shannon.archibeque-engle@colostate.edu

Advances university level strategic diversity initiatives including the Employee Climate Survey, Diversity Strategic Plans (the blueprint process), the First Generation University Initiative, and the Bias Assessment Team as well as leads VPD assessment efforts.

ASSISTANT VICE PRESIDENT FOR DIVERSITY

Ria Vigil | ria.vigil@colostate.edu

Provides support and training to CSU faculty and staff focused on pedagogy. Also serves as strategic thought leader and consultant to institutional departments in the ongoing process of infusing social justice, diversity and inclusion into the culture of CSU.

ASSISTANT VICE PRESIDENT FOR DIVERSITY

Cori Wong | cori.wong@colostate.edu

Leverages systems-based approaches to create inclusive culture change with emphasis on education, community, and broad employee engagement.

STUDENT AFFAIRS

VICE PRESIDENT FOR STUDENT AFFAIRS

Blanche Hughes | blanche.hughes@colostate.edu

Oversees Student Affairs, which includes 21 departments, each of which collaborates with other units in the University community to help ensure student/staff success. Also serves as Team Lead for the Race Bias and Equity Initiative (RBEI).

ASSISTANT VICE PRESIDENT FOR STUDENT AFFAIRS

Kathy Sisneros | kathy.sisneros@colostate.edu

Oversees the Student Diversity Programs and Services cluster of cultural and resources centers. Supports undocumented students; transgender, non-binary students; efforts to educate students on free speech and the first amendment; and other university-wide diversity, inclusion, and equity efforts.

ASSISTANT VICE PRESIDENT FOR STUDENT SUCCESS

Ryan Barone | ryan.barone@colostate.edu

Helps implement the Student Success Initiatives which drive toward deep and enriched learning in equitable cultures resulting in improved retention and graduation rates. Also serves in Academic Affairs reporting through the Provost's office, and on the Race Bias and Equity Initiative (RBEI) team.

DIRECTOR, ACADEMIC ADVANCEMENT CENTER

Fabiola Mora | fabiola.mora@colostate.edu

Oversees the center, which provides a comprehensive program of academic support including tutoring, career counseling, peer mentoring, and leadership development for students who meet specific criteria (low-income, first generation, disabilities, or undocumented).

DIRECTOR, ADULT LEARNER AND VETERAN SERVICES

Marc Barker | marc.barker@colostate.edu

Oversees Adult Learner & Veteran Services (ALVS), which supports all adult learners, including veterans and student parents through engagement and leadership opportunities, community building and resource facilitation.

DIRECTOR, ASIAN PACIFIC AMERICAN CULTURAL CENTER

JoAnn Cornell | joann.cornell@colostate.edu

Oversees the center, which works to make CSU a safe and supportive space for Native Hawaiian, Pacific Islander, Middle Eastern, and Asian American students by building community, working to remove barriers and providing access to resources.

DIRECTOR, BLACK/AFRICAN AMERICAN CULTURAL CENTER

Bridgette Johnson | bridgette.johnson@colostate.edu

Oversees efforts of the retention of Black/African American students at CSU through leadership, mentoring, academic and professional development programming.

DIRECTOR, COMMUNITY FOR EXCELLENCE SCHOLAR PROGRAMS

Taé Nosaka | tae.nosaka@colostate.edu

Oversees a variety of institutional programs, as well as partnerships and relationships with programs outside of the University.

DIRECTOR, EL CENTRO

Dora Frias | dora.frias@colostate.edu

Oversees the center, which provides support for the Latinx community at CSU and Fort Collins by encouraging student engagement, academic success, cultural pride, empowerment, and volunteer/leadership opportunities.

DIRECTOR, NATIVE AMERICAN CULTURAL CENTER

Ty A. Smith | tyrone.smith@colostate.edu

Oversees the center, which aims to ensure a successful educational experience for Native American students by providing support and services related to recruitment, retention, graduation, and community outreach.

DIRECTOR, PRIDE RESOURCE CENTER

TBD | glbt_studentservices@colostate.edu

Oversees the center, which provides resources and support for all CSU community members to explore and increase their understanding of sexual/romantic orientation, gender, and identity intersections.

DIRECTOR, SUPPORT & SAFETY ASSESSMENT

Dwight Burke | dwight.burke@colostate.edu

Oversees the Support & Safety Office, which aims to support students in times of crisis and foster a safe and welcoming community.

DIRECTOR, STUDENT DISABILITY CENTER

TBD | sdc@colostate.edu

Oversees the office to provide services to student, faculty, and staff with disabilities. These services support the needs of permanently and temporarily disabled students or students with chronic health conditions, including mental health. SDC also works to ensure policies, procedures, and practices within the university environment do not discriminate against students because they have a disability.

DIRECTOR, WOMEN AND GENDER ADVOCACY CENTER

Monica Rivera | monica.rivera@colostate.edu

Oversees the Center, which provides programs and resources focusing on all genders, social justice, and interpersonal violence prevention. Also provides advocacy and support for victims of sexual violence, stalking, sexual harassment and relationship violence.

TALENT MANAGER FOR ORGANIZATIONAL DEVELOPMENT

Carmen Rivera | carmen.rivera@colostate.edu

Works with programs focused on promoting college access to first-generation and low income students as her anchor in her commitment to social justice.

THE INSTITUTE FOR LEARNING & TEACHING (TILT)

EQUITY EDUCATOR

Fleurette King | fleurette.king@colostate.edu

Leads faculty-facing university activities related to inclusive pedagogy and curricular transformation. Organizes, facilitates, assesses and reports on faculty training efforts. Also supports the Office of the Vice Provost for Undergraduate Affairs in related efforts.

UNITS AND OFFICES

Units and offices where you can go for information and support related to diversity and inclusion efforts at CSU.

ACADEMIC ADVANCEMENT CENTER

aac.colostate.edu

Provides a comprehensive program of academic support including tutoring for many lower division courses, study strategies, career counseling, peer mentoring, and leadership development. Students must meet specific criteria for services (low-income, first generation, or learning/physical disability) and commit to the program.

ACCESS CENTER

accesscenter.colostate.edu

Develops the talents of those who have been historically underrepresented in postsecondary education (first generation, low-income, ethnically and racially diverse, and non-traditionally aged). Provides quality services to communities, individuals and institutions resulting in student success and exemplary programs guided by an ethic of community and project accountability.

ADULT LEARNER AND VETERAN SERVICES (ALVS)

www.adultstudents.colostate.edu

Aims to support the academic success of adult learners and student veterans by providing programs that educate students about the value of using resources that are available.

ASIAN/PACIFIC AMERICAN CULTURAL CENTER

apacc.colostate.edu

Known as APACC, it is center providing programs, resources, and services to support the retention, graduation, and success of Asian Pacific Islander Desi American (API-DA) students.

ASSISTIVE TECHNOLOGY RESOURCE CENTER

www.chhs.colostate.edu/atrc

Works to ensure that CSU students and employees are aware of and have access to assistive technology options that allow for success in their respective educational

and work roles. Provides consultation and education regarding the accessibility of mainstream and instructional technologies. Maintains the Accessibility by Design website (accessibility.colostate.edu) that provides guidance for how to create inclusive/accessible communications and course content.

BLACK/AFRICAN AMERICAN CULTURAL CENTER

baacc.colostate.edu

B/AACC provides educational programs, as well as opportunities to network with the campus community which increases the development of our students. Mentoring, community service, leadership, professional development, academic enhancement opportunities.

CAMPUS RECREATION: ADAPTIVE RECREATION

csurec.colostate.edu/inclusivity/inclusive-facilities

Campus Recreation works to provide equal access to all members of the CSU community. The Rec Center is completely accessible to those using wheelchairs. The facility features adaptive recreation equipment, cardio machines with Braille labels, an aquatic lift into the lane pool, a zero-depth entry into the mixed use pool, and an aquatic wheelchair that can be used by patrons.

CENTER FOR COMMUNITY PARTNERSHIPS

www.chhs.colostate.edu/ccp

Aims to break the barriers to access and full inclusion in higher education, employment, the home, and the community for people with disabilities. Supports the identification and use of tools, strategies, and resources that optimize participation.

CENTER FOR WOMEN'S STUDIES AND GENDER RESEARCH

womensstudies.colostate.edu

Academic department focusing on the positions of women and the organization of gendered relations in culture and society from both intellectual and activist

perspectives. Includes research, pedagogy, and programs of study.

EDUCATIONAL OPPORTUNITY CENTER

accesscenter.colostate.edu/educational-opportunity-center

A center dedicated to helping adults re-engage with their education. Provides eligible individuals in Adams, Larimer and Weld counties with an exceptional level of free services, support, and assistance that will prepare them to enroll in, and complete a program of study, at any school, college or university that will best meet their needs and achieve their educational and career goals.

EL CENTRO

elcentro.colostate.edu

A center that provides support for the Latinx community at CSU and Fort Collins by encouraging student engagement, academic success, cultural pride, empowerment, and volunteer/leadership opportunities.

ETHNIC STUDIES DEPARTMENT

ethnicstudies.colostate.edu

Academic department focused on critically examining the interlocking forces of domination that are rooted in socially constructed categories of gender, sexuality, class, race, disability and national status. Faculty and researchers are committed to interdisciplinary, indigenous, international, and comparative approaches that challenge systemic marginalization of diverse populations.

IMMIGRATION SERVICES AT CSU STUDENT LEGAL SERVICES

sls.colostate.edu

Provides full immigration evaluations to identify possible paths to gain permanent status in the U.S., family history that may provide a path to an immigration benefit, strategies for future possibilities, and how to prepare and protect your future. Can also address other immigration related issues, such as, immigration consequences of law enforcement contact.

NATIVE AMERICAN CULTURAL CENTER

nacc.colostate.edu

NACC is a center focused on ensuring a successful educational experience for Native American students by providing advocacy and support services. The office embraces and encourages a supportive environment based on the traditions and cultures of Native American peoples.

OFFICE OF DIVERSITY AND INCLUSION ASCSU

ascsu.colostate.edu/odi

Provides leadership, partnership, support and resources for many diversity initiatives at CSU. Works

with many key partners throughout the University dedicated to fostering diversity and inclusion, including the cultural and resource centers. Also works to ensure equal opportunity and compliance with related governmental requirements and anti-discrimination laws.

OFFICE OF INTERNATIONAL PROGRAMS

international.colostate.edu

Provides services and resources to facilitate the internationalization of CSU, Fort Collins, and the greater Colorado and global communities. Assists international students and scholars with cultural adjustment, academic integration, professional growth, and personal support. Oversees new international student and scholar orientation and arrival, regulatory compliance, immigration services, sponsor services, events and programming, and acts as a liaison to the U.S. government.

OFFICE OF THE OMBUDS

ombuds.colostate.edu

Offers confidential assistance to university faculty, administrative professionals, state classified, and other employees of Colorado State University who seek help in resolving workplace issues.

OFFICE OF THE VICE PRESIDENT FOR DIVERSITY

diversity.colostate.edu

Fosters an inclusive environment that promotes and nurtures diversity, broadly defined, at Colorado State University. Our goal is to further develop an environment where all members of the University community are welcomed, valued, and affirmed.

PRIDE RESOURCE CENTER

prideresourcecenter.colostate.edu

A center that provides resources and support for all CSU community members to explore and increase their understanding of sexual/romantic orientation, gender, and identity intersections.

STUDENT CASE MANAGEMENT

studentcasemanagement.colostate.edu

Provides crisis prevention and intervention services to address difficult situations such as medical, mental health, behavioral, personal or family crisis, illness, or injury. Student case managers consult with students, faculty, staff, families, and providers to help navigate the resources and services available.

STUDENT DISABILITY CENTER

disabilitycenter.colostate.edu

Helps facilitate the educational pursuits of students who have disabilities and/or other chronic conditions, including mental health, by coordinating a variety of accommodations and services. SDC also works to en-

sure policies, procedures, and practices within the university environment do not discriminate against students because they have a disability.

STUDENT LEGAL SERVICES

sls.colostate.edu

Provides free legal advice for students in a variety of areas, including lease reviews, tax questions, and intellectual property. SLS attorneys do not represent students in court, and due to conflict of interest cannot provide legal advice about concerns specifically regarding the university.

STUDENT RESOLUTION CENTER

resolutioncenter.colostate.edu

Offers conflict resolution services as well as handles student conduct and academic integrity cases. Services include conflict mediation, conflict coaching, workshops, and conduct hearings.

SUPPORT AND SAFETY ASSESSMENT

www.supportandsafety.colostate.edu/home.aspx

Promotes university community health and safety, fostering well-being and supporting community member success. Aims to support students in times of crisis; foster a safe and welcoming community; identify and respond to concerns about community member behavior; prevent, assess, and manage community safety threats; and provide resources to community members.

THE INSTITUTE FOR TEACHING AND LEARNING

tilt.colostate.edu

The Institute for Teaching and Learning (TILT) collaborates with faculty and staff from across campus to provide research-based, classroom-tested seminars and workshops, along with electronic resources for teaching and learning. A range of resources and courses are available year-round.

WOMEN AND GENDER ADVOCACY CENTER

wgac.colostate.edu

Provides information, services, and programs with women and gender as the focus. Its programs concentrate on expanding students' awareness and interest while creating conditions that allow both women and men to share safely and equally in the opportunities and resources provided by the University. Also provides advocacy and support for victims of sexual violence, stalking, sexual harassment and relationship violence.

YOU@CSU

you.colostate.edu

An online portal that connects students with campus resources and other online educational tools to increase student success. This digital tool promotes self-reflection, allowing students to be more proactive with their health and well-being in order to make the most of their college experience.

GROUPS & PROGRAMS INDEX

All standing/permanent campus groups, programs, and events related to CSU's diversity & inclusion efforts in alphabetical order.

This directory will be updated annually to reflect the most current list possible. To request edits/corrections/additions, please contact the CLA Faculty Coordinator for Diversity & Inclusion Rosa Mikeal Martey at rosa.martey@colostate.edu.

ACT HUMAN RIGHTS FILM FESTIVAL

actfilmfest.colostate.edu

A group that shows the best and most recent human rights cinema on campus. Through the shared experience of film and conversation, ACT cultivates empathy and new perspectives.

ALBERT C. YATES LEADERSHIP DEVELOPMENT INSTITUTE

baacc.colostate.edu/albert-c-yates-leadership-development-institute

Program that provides training and support to Black/African American student leaders. This program empowers Black/African American students to make meaning of their own leadership style, while critically engaging with socio-political models of leadership.

ALL NATIONS LEADERSHIP RETREAT

nacc.colostate.edu/programs/nations-leadership-retreat

This program enhances learning, cultural awareness, personal development, and leadership skills via a retreat in collaboration with the Native American Cultural Center and the Asian Pacific American Cultural Center.

ALLIANCE PARTNERSHIP

accesscenter.colostate.edu/alliance-partnership

Program that works with local communities unite students, families, high school personnel, and the CSU community in a common goal: to envision education beyond high school and send a greater number of Colorado students to college. It runs scholarships, summer programs, family visit days, training and more.

ASSESSMENT GROUP FOR DIVERSITY ISSUES

diversity.colostate.edu/data/employee-climate-survey

Constructs and conducts the Employee Climate Survey through the Office of the Vice President for Diversity. It represents a positive step toward documenting institutional values of inclusiveness and diversity, integrity and mutual respect, opportunity and access, and accountability.

ASIAN PACIFIC ISLANDER DESI AMERICAN (APIDA) HERITAGE MONTH

apacc.colostate.edu

Programs in April to highlight, celebrate, and educate about the diversity of identities under the APIDA umbrella.

ASSET

admissions.colostate.edu/asset

Colorado's ASSET program allows for undocumented students who meet all eligibility requirements to qualify for in-state tuition at Colorado State University.

ATHLETICS COUNCIL FOR DIVERSITY & INCLUSION

csurams.com/sports/2017/6/9/sports-empower-spec-rel-committee-html.aspx

Meets regularly to discuss inclusion matters and goals within the Department of Athletics and to explore collaborative efforts with other university and external diversity initiatives. This council is made up of a dynamic grouping of staff, faculty, coaches, administrators, and student athlete representatives.

BEING BLACK AND...

baacc.colostate.edu/programs/cultural-programs/being-black-and

A lecture and discussion series hosted by the Black/African American Cultural Center that holds an annual series on intersecting identities to explore why different identities show up the way they do. Explores other identities we hold influences our why, what, who, when, where and how in the context of sharing one identity (being black).

BIAS EMPLOYEE CONSULTATION TEAM

supportandsafety.colostate.edu/consultation-teams

Team of faculty and staff that takes a proactive, objective, coordinated, and supportive approach to identifying, assessing, managing, and reducing behaviors that may be disruptive or pose a threat to the safety and well-being of individuals and the campus community for employees of CSU.

BIAS STUDENT CONSULTATION TEAM

supportandsafety.colostate.edu/consultation-teams

Team of faculty and staff that works to prevent, identify, assess, intervene, manage, and coordinate a response to situations involving students that may pose a threat to the safety and well-being of themselves, other individuals and the university community. The team is proactive, objective, supportive, and collaborative.

BLACK HISTORY MONTH

baacc.colostate.edu/black-history-month-programs

Programs in February that highlight the accomplishments and contributions of African, African American, Pan-African people and culture through collaborations with the campus and Northern Colorado community. Events include guest speakers, The Hair Show; Open Mic Night; and southern-style lunch at Aspen Grille.

BLACK ISSUES FORUM

admissions.colostate.edu/BIF

Provides students an opportunity to demonstrate their written and oral communication skills and to enhance their leadership potential; discuss and evaluate the important issues of today that affect the African American community at the local, state, national, and/or global level.

BLACK MALE THINK TANK

baacc.colostate.edu/black-male-think-tank

Discussion group to create, develop, and transform ideas into action; to harness the power of intentional thought and critical thinking to conquer injustices and enhance positive efforts toward social justice; to create a brave space for all black men to discuss visible and invisible identities; and to increase intellectual capacity and enhance perspectives.

BLACK/AFRICAN AMERICAN CULTURAL CENTER ANNUAL AWARDS

baacc.colostate.edu/annual-awards

Designed to acknowledge and recognize the accomplishments of African American students, both academically and as student leaders. The program also recognizes the accomplishments of individuals in the community (as well as alumni) who have played an integral role in the success of African American students and the Black/African American Cultural Center.

BLACK/AFRICAN AMERICAN CULTURAL CENTER BLACK EDUCATIONAL SUPPORT TEAM

www.baacc.colostate.edu/best-application

An undergraduate peer mentoring and education program through the Black/African American Cultural Center that helps with a range of BAACC activities and facilitates the peer mentoring and tutoring program.

BOYER LECTURE AND RECEPTION

womensstudies.colostate.edu/center-for-gender-research/outreach

A lecture series that takes place every Fall semester to honor the recipients of the Harriet "Patsy" Boyer Scholarship and to showcase the scholarly research of a Women's Studies faculty member.

BRIDGE PROGRAM

www.chhs.colostate.edu/ccp/programs/bridge-program

For incoming CSU students with a disability and their families. The two and a half day program is designed to ease the transition to higher education and campus life. Although the program has primarily served students on the autism spectrum or who have a brain injury, it is open to all incoming students with any type of disability.

BRIDGE SCHOLARS PROGRAM

accesscenter.colostate.edu/bridge-scholars

Provides residential college-life experience to select CSU freshmen applicants. The program is designed to assist students, especially those from first-generation and underrepresented backgrounds, in making a successful transition to Colorado State University.

BUSINESS DIVERSITY LEADERSHIP ALLIANCE

businessdiversity-colostate.org

A service-oriented organization focused on bridging the gaps in diversity, equity and inclusion within the field of business for undergraduates. Engages in a wide range of community service activities that benefit the university and the Fort Collins community. Members facilitate social justice/inclusion workshops for other student organizations, faculty/staff as well as guests of the College.

CAMINOS

www.chhs.colostate.edu/soe/research-and-engagement/current-projects

A partnership between Fort Collins High School, CSU's El Centro Cultural Center, and the School of Education, the goal of the Caminos Program is to address specific academic needs among Latinx and Indigenous students, and to provide access to and understanding of higher education opportunities while affirming cultural and racial identity, assets, and funds of knowledge.

CAMPUS STEP UP

lsc.colostate.edu/slice/slice-leadership/campus-step-up

A retreat that provides an opportunity for students to expand their awareness of power, dominance and privilege through identity exploration. The retreat enables participants to spend time in a supportive environment focusing on self-reflection, education, and personal growth as well as their perceptions and understanding of systems, privilege, and oppression.

CARE PROGRAM

care.colostate.edu

Connects and refers employees to community resources that provide health and social services through a comprehensive resource directory and hands-on guidance.

CHAI TO UNDERSTAND

apacc.colostate.edu/chai

A weekly discussion series for students, faculty and staff to engage in dialogue around current events affecting the Asian Pacific Islander Desi American (APIDA) community.

CIVIL RIGHTS ALTERNATIVE SPRING BREAK

baacc.colostate.edu/civil-rights-tour-summer-alt-break

A spring break program that travels from Atlanta, GA, to Birmingham, AL, to New Orleans, LA to provide a unique learning experience that merges past and present as participants explore the struggles and triumphs of the Civil Rights movement. With visits to historical sites and community outreach through service learning, students are taught about the important people of the 1960s while emphasizing that their work continues today.

COMING OUT, BEING OUT & QUESTIONING SUPPORT GROUP

prideresourcecenter.colostate.edu/programs-services/support-groups

A group that meets regularly to gain support while discussing your sexual, romantic, and/or gender identities in a confidential setting. This group is for folks who are coming out, considering coming out or may already be out.

COMMUNITY FOR EXCELLENCE SCHOLAR PROGRAMS

c4e.colostate.edu

An inclusive community for students receiving select financial awards, which promotes student success through structuring the campus environment in collaborative ways across multiple departments and divisions.

COMMUNITY WELCOME DINNER

fortcollinsinternationalcenter.org/community-welcome-dinner

The Fort Collins International Center works with the Office of International Programs at CSU to prepare a night for international students to experience a home-cooked meal in an American home at a Community Welcome Dinner. Community Welcome Dinners occur at the beginning of every semester the week of orientation.

CSU WOMEN'S ASSOCIATION

csuwa.colostate.edu

Provides scholarships to students, brings people together through interest groups and community service, and hosts special events. Membership is open to faculty, staff, and community members.

DISABILITY DIALOGUES

disabilitycenter.colostate.edu/disability-dialogues

A discussion group that provides a chance for students of all abilities to engage in conversation about disability, how disability shows up in the world and on campus, and how disability intersects with a variety of other identities. Topics are presented once a month.

DIVERSITY AND EQUITY COMMITTEE, COLLEGE OF HEALTH AND HUMAN SCIENCES

www.chhs.colostate.edu/about/diversity/diversity-and-equity-advisory-committee

Evaluates CHHS diversity plans and recommends goals, strategies, and metrics. The committee also discusses issues and concerns related to diversity, equity, and inclusive excellence, and develops and promotes recommendations to insure a more inclusive environment.

DIVERSITY AND INCLUSION COMMITTEE, COLLEGE OF VETERINARY MEDICINE AND BIOMEDICAL SCIENCES

vetmedbiosci.colostate.edu/diversity-and-inclusion

In support of CSU's commitment to achieving a diverse workforce and student body, the college considers diversity in the hiring process for faculty and staff, and actively recruits diverse populations at student conferences and fairs around the country. The Diversity and Inclusion Committee supports diversity-focused grant submissions.

DIVERSITY AND INCLUSION COMMITTEE, COLLEGE OF BUSINESS

No dedicated web page

A committee that addresses the need to welcome and honor people of all races, genders, creeds, cultures, and sexual orientations, while valuing intellectual curiosity and integrity. The Committee also provides leadership and direction to the College of Business for implementation of diversity initiatives consistent with the university diversity plan.

DIVERSITY CATALYST TEAM, COLLEGE OF AGRICULTURAL SCIENCES

agsci.colostate.edu/about/diversity-catalyst-team

The team works to be a catalyst for positive change that enhances the campus climate for all people and removes persistent barriers that inhibit the success of members of our College community, especially those from underrepresented and historically marginalized populations.

DIVERSITY SYMPOSIUM

diversity.colostate.edu/diversity-symposium-2

Week-long conference run through the Office of the Vice President for Diversity featuring over 50 one-hour sessions relating to diversity and inclusion, cutting-edge research presentations, an entire day devoted to intersectional feminism, a variety of keynote speakers, and a track focused specifically on educators.

DREAMERS UNITED

ramlink.campuslabs.com/engage/organization/dreamersunited

Group intended to be a safe community for DACA/ASSET students on campus. Mentors incoming DACA/ASSET students so that they can be successful at CSU. Also aims to raise campus awareness about DACA/ASSET issues and educate others about what it means to be a Dreamer. A community for Dreamers run by Dreamers.

DONALD W. WILSON PROFESSIONAL MENTORING PROGRAM

baacc.colostate.edu/donald-w-wilson-professional-mentoring-program

Designed to provide active learning opportunities to upper-division students (juniors and seniors) through the Black/African American Cultural Center. The purpose of this program is to provide an environment of mutual support and sharing between faculty, staff, and students through individualized mentor/protégé relationships.

EAGLE FEATHER TUTORING PROGRAM

nacc.colostate.edu/programs

A free tutoring service available to students on a walk-in or appointment basis at the NACC office. Tutoring focuses strongly in math and science courses.

EDUCATION, EQUITY AND TRANSFORMATION DOCTORAL PROGRAM

A doctoral program in the School of Education designed to educate doctoral students in the issues and research of PK-20 education, which encompasses preschool all the way up to graduate school education. Students in the program begin with core content courses, focused on how people learn, policy design, implications, and issues that deal with equity and inclusion in PK-20 education.

EDUCATIONAL TALENT SEARCH

accesscenter.colostate.edu/talent-search

Advises middle and high school students through the college admission, transition, and graduation process. Participants of Talent Search are involved in academic goal-setting, career exploration sessions, and college admission and financial aid workshops.

ENCIRCLE: MENTORING CIRCLES

cwge.colostate.edu/standing-committee-on-the-status-of-women-faculty/encircle

Small groups of faculty who mentor each other on a variety of topics under the direction of a skilled professional facilitator. Members support each other as a network across disciplines and appointment types. Intended for CSU faculty members who identify as women or non-binary at all career stages (tenure and non-tenure track), including circles especially for women of color.

EMPOWERMENT COURSE

www.chhs.colostate.edu/ccp/programs/empowerment-course

Facilitates successful employment and educational outcomes for young adults with disabilities. Emphasizes self-advocacy skills, and teach students to identify, obtain, and keep meaningful employment while on their individualized post-secondary career path.

EQUITY AND INCLUSION NETWORK

contact: mary.ontiveros@colostate.edu

Group of campus leaders from each college that meets monthly to identify strategies, events, activities, and policies to improve campus climate and programs for marginalized populations.

FEATURED SCHOLARSHIP SYMPOSIUM

contact: rosa.martey@colostate.edu

An annual panel featuring talks by selected faculty in CLA who are in their first three years at CSU. Faculty present in a moderated panel on their research with a focus on diversity and inclusion.

FEMINIST THOUGHT & ACTIVISM CONFERENCE

wgac.colostate.edu/events/conference

A one-day conference designed to provide opportunities for the community to engage in conversations surrounding gender and other social justice issues. Throughout the day the conference hosts a keynote and several breakout sessions that allow attendees to take part in awareness raising, critical dialogue and reflection, and community building to promote gender equity at CSU and beyond.

FRIDAY AFTERNOON CLUB

fortcollinsinternationalcenter.org/fac

A CSU tradition for almost 50 years, this group meets each Friday to see an interesting program and share light refreshments. It aims to connect our international community, learn about special activities or volunteer opportunities, and engage in new friendships from around the world in relaxed, social setting.

FIRST GENERATION BUSINESS ASSOCIATION

student-clubs.biz.colostate.edu/first-generation

Provides first generation business majors with monthly workshops and events designed to build community, facilitate mentorships, develop academic skills, and foster employer connections.

FIRST GENERATION UNIVERSITY INITIATIVE

firstgeneration.colostate.edu

A group of staff and faculty members who have volunteered to organize, collaborate across departments, develop strategies, brainstorm outreach opportunities, and provide support for all our First Generation college students.

FORT MORGAN PROJECT

womensstudies.colostate.edu/center-for-gender-research/outreach

An outreach program that works with refugee and immigrant families in Fort Morgan, Colorado. It aims to assist marginalized populations of women in their efforts to become economically self-sufficient by developing a model for wrap-around services for women with families attempting to acquire higher education.

GLOBAL AMBASSADORS STUDENT PROGRAM

fortcollinsinternationalcenter.org/gasp

An international speakers' bureau founded in 2007 where CSU students and scholars with international backgrounds can share the culture, heritage, language, geography, and history of their countries with local school classrooms and other community groups. Speakers also have the opportunity to learn more about American culture and practice their presentation skills.

GLOBAL BUSINESS NETWORK

student-clubs.biz.colostate.edu/global-business-network

A group of students that participate in biweekly events and socials that help to develop their international business and cross-cultural acumen while building a global community. Also provides competitive leadership opportunities for business majors who are interested in serving on the leadership board.

GPS PROGRAM

baacc.colostate.edu/gps

A group that works to build unity among students in 3rd – 9th grades who identify with or in exploration of the Black/African American cultural and affirm their blackness through cultural awareness, leadership development and community service while they are developing a sense of who they are as individuals and collectively.

GRAD SCHOOL PREP ACADEMY

baacc.colostate.edu/grad-school-prep-academy

The Black/African American Cultural Center & Graduate Center for Diversity and Access has established valuable workshops that will introduce you to graduate school opportunities. It is designed to provide information about the graduate school process with personal knowledge and expertise.

GRADUATE CENTER FOR INCLUSIVE MENTORING

graduateschool.colostate.edu/diversity

Mentorship program for graduate students and post-docs that provides training, activities, and support to mentors and mentees, including consulting services to departments and colleges regarding recruitment, retention, and professional development. Includes recruitment and retention activities and programs with an emphasis on graduate students from under-served populations and activities and programs that prepare students as strong candidates for graduate school.

HOMECOMING ROYALTY PAGEANT

baacc.colostate.edu/homecoming-royalty-pageant

The Black/African American Cultural Center hosts an annual CSU Homecoming Royalty Pageant, which showcases Black Excellence and demonstrates that beauty comes in all sizes, shapes, and colors.

HONORING OF NATIVE GRADUATES

nacc.colostate.edu/programs

A graduation reception to honor Native graduates. Each graduate is presented with a Pendleton blanket of their choice and a song by "Ram Nation" Drum Group and enlightened with a speech by a chosen CSU alumnus.

INCIDENTS OF BIAS REPORTING SYSTEM

supportandsafety.colostate.edu/incidents-of-bias

Allows members of the CSU community to report when they see or experience an incident of bias. When information is provided that identifies an individual or individuals in connection with reported behavior or a pattern of behavior identifies an actionable approach for the university, the appropriate office at the university will address the incident or incidents reported. Reports can be anonymous.

INCLUSIVE COMMUNITY ASSISTANT PROGRAM

housing.colostate.edu/about/employment/university-housing/ica

A student role in the residence halls that aims to create inclusive communities by using and promoting activities and strategies that contribute to increasing students' multicultural competence. Collaborative partner with the Student Diversity Program Service offices as the ICAs are staff members with the offices. Open to undergraduate students who live in the residence halls.

INNOVATING MINDS

womeninscienceci.colostate.edu/innovating-minds

Lecture series with leaders in academia, industry, policy, NGOs and more. Talks and discussion as they share their path to success as Women of Innovation. Each 2-hour event of the series is complimentary and includes networking, appetizers, and creative speakers from local, regional and national platforms.

INTERNATIONAL FRIENDS

fortcollinsinternationalcenter.org/international-friends

A program that pairs international students and scholars with a community friend or family according to mutual interests. Through the friendships that develop both students and community members increase their awareness and appreciation of each other's culture.

INTERNATIONAL WOMEN'S CLUB

fortcollinsinternationalcenter.org/participate1/#women

This weekly social gathering is a great way for international women to build community. On Friday mornings, the Women's Club spends time getting to know each other and discusses a different topic each meeting.

LATINX BUSINESS ASSOCIATION

student-clubs.biz.colostate.edu/latinx-business-association

Strives to create community among latinx identifying College of Business students. Also provides opportunities for academic support, professional development, and community outreach.

LAVENDER GRADUATION

prideresourcecenter.colostate.edu/programs-services/lavender-graduation

Graduation celebration that celebrates the accomplishments and achievements of gay, lesbian, bisexual, transgender, queer and ally undergraduate and graduate students.

LEAD CONFERENCE

studentdiversity.colostate.edu/lead-conference

LEAD (Leading ~ Empowering ~ Advancing ~ Determined) Conference primarily supports 2nd year students of color at Colorado State University in the development of knowledge and skills geared towards professional development, leadership development, and career readiness. LEAD Conference creates an environment that allows students of color to unpack what professionalism means in a system not designed for everyone and includes reflection on Leading, Empowering, Advancing, and Determining their futures as their authentic selves.

LATINX HERITAGE MONTH

elcentro.colostate.edu

Celebrated from September 15th to October 15th to recognize the contributions and influence of Latinx Americans to the history, culture, and achievements of the United States.

LGBTQ+ HISTORY MONTH

prideresourcecenter.colostate.edu/programs-services/lgbtq-history-month

A series of talks, meetings, and events held in October in celebration and recognition of LGBTQ+ history in the United States.

LORENZO DE ZAVALA YOUTH LEGISLATIVE SESSION

accesscenter.colostate.edu/ldz

An intense, eight-day, model government session gives high-achieving, rising high school junior and senior students the opportunity to understand organizational culture, protocol, and procedures in order to become more effective community leaders, meet and collaborate with new friends, reflect on the issues of the day and practice leadership.

LT. COL. JOHN W. MOSLEY STUDENT-ATHLETE MENTORING PROGRAM

baacc.colostate.edu/john-w-mosley-student-athlete-mentoring-program

A mentoring program designed to assist Black/African American student-athletes by serving as a resource while strengthening time management skills, encouraging academic success, enhancing leadership opportunities, and creating a sense of belonging and connection to the campus and its surrounding community.

MEN IN THE MOVEMENT

wgac.colostate.edu/involvement/men-in-the-movement

An anti-violence initiative designed to prevent sexual assault at Colorado State University by engaging men. Aims to explore by learning how our personal attitudes, beliefs, and behaviors as men support and excuse harmful attitudes, beliefs, and behaviors of other men. The program is designed to deconstruct those behaviors and offer healthier alternatives for masculinities.

MULTICULTURAL STAFF AND FACULTY NETWORK

msfn.colostate.edu/about

The mission is to serve as a catalyst and influence campus climate and culture through recruitment, retention and development of multicultural employees. Committed to promoting collaboration through active engagement with Colorado State University and the greater community.

MULTICULTURAL UNDERGRADUATE RESEARCH ART AND LEADERSHIP SYMPOSIUM (MURALS)

www.murals.colostate.edu

Provides students of color with a variety of undergraduate research opportunities including mentoring, presenting scholarly work, networking, and learning about multicultural leadership.

NATIONAL CENTER FOR FACULTY DEVELOPMENT & DIVERSITY

graduateschool.colostate.edu/professional-development/national-center-for-faculty-development-and-diversity

CSU is an institutional member of the National Center for Faculty Development & Diversity (NCFDD), which is a nationally-recognized, independent organization that provides online career development and mentoring resources for faculty, postdoctoral scholars, and graduate students.

NATIVE AMERICAN ADVISORY COUNCIL TO THE PRESIDENT

A group focused on addressing the concerns and needs of Native American students, faculty, and staff at CSU, including developing Land Acknowledgement resources and statements.

NATIVE AMERICAN HERITAGE MONTH

nacc.colostate.edu

Held in November as a nationally-recognized month to celebrate Native Americans; past, present, and future. NACC provides awareness on the campus through movies, lectures, and other activities during this time.

NATIVE AMERICAN WOMEN'S CIRCLE

nacc.colostate.edu/programs

Created to enhance social, group, individual, and cultural support for the women of the Native American Cultural Center. The education and cultural support programs are designed to reflect the importance of Native culture while encompassing the role of being a woman. The group invites guest speakers, takes field trips, and shares materials about traditions, cultural practices, and current women's issues.

NETWORK FOR EMPLOYEE AFFINITY RESOURCE (NEAR) GROUPS

diversity.colostate.edu/near-groups

A centralized employee support and retention effort out of the Office of the Vice President for Diversity. Their structure centers employee voices and needs by creating and sustaining virtual channels for those within, across, and in support of various affinity groups to build community; share information and resources relevant to working at CSU or living in Northern Colorado; and employ effective means for supporting one another.

NEW START FOR STUDENT VETERANS

www.ccp.chhs.colostate.edu/programs/new_start.aspx

Supports current and incoming CSU student-veterans with service-related injuries, helping them achieve success in school and ultimately in the career areas of choice.

NORTH STAR PEER MENTORING

nacc.colostate.edu/programs

North Star matches incoming freshman and transfer students with upper class students. Mentors are an invaluable resource during students' transition to college life. Mentors receive training from the CSU Counseling Center and are eligible to receive academic credit.

OPPORTUNITIES FOR POSTSECONDARY SUCCESS

www.ccp.chhs.colostate.edu/programs/ops_post_secondary.aspx

Program that focuses on supporting successful postsecondary transition outcomes for people with cognitive disabilities including individuals who have a brain injury or are on the autism spectrum. The OPS program is a fee for service program.

PEER-TO-PEER MENTORING PROGRAM

student-clubs.biz.colostate.edu/peer-mentoring

A small, supportive community that helps first-year College of Business students transition academically and socially to the University by pairing them with juniors and seniors as mentors. Mentees are first-year College of Business students from a rural community, out of state, be racially or ethnically diverse, or a first generation student.

PRESIDENT'S COMMISSION ON WOMEN AND GENDER EQUITY

cwge.colostate.edu

Committee charged with identifying areas of concern in gender equity and campus climate and provide specific recommendations to the President for areas that the University can improve.

PRESIDENT'S MULTICULTURAL STUDENT ADVISORY COMMITTEE

president.colostate.edu/presidents-multicultural-student-advisory-committee-pmsac

An advisory group to the President and University administrators, professionals, and academic faculty that addresses broad issues of multiculturalism and social identity that impact the university campus and surrounding community. The committee's primary functions are to engage in conversations with university faculty and administrators, share students' perspectives, and provide recommendations that will develop and sustain a campus climate of inclusiveness and help CSU better serve its increasingly diverse population.

PRESIDENT'S COMMISSION ON DIVERSITY AND INCLUSION

cdi.colostate.edu

Serves as the institutional conscience for inclusive policies, programs, procedures, and services. The Commission is a catalyst for change that enhances the campus climate for all people and removes persistent barriers that inhibit the success of members of our campus community, especially those from underrepresented and historically marginalized populations.

PRESIDENT'S COUNCIL ON CULTURE

president.colostate.edu/presidents-council-on-culture

Provides leadership, oversight, awareness, and accountability to efforts to evolve the University culture to make it more equitable, inclusive, and representative of the world and populations CSU serves as an institution of higher education and as an employer of choice.

PRIDE COMMUNITY RETREAT

prideresourcecenter.colostate.edu/programs-services/pride-rc-leadership-retreat

A trip up to CSU's Mountain Campus for a weekend of community, reflection, learning, healing, and fun - all centered in our LGBTQ+ experiences. Participants will have the opportunity to engage in small and large group discussions, workshops, self-reflection, and activities involving creativity, games, team building, outdoor recreation, and art.

PRIDE OUTSIDE

prideresourcecenter.colostate.edu/programs-services/out-in-the-rec-center

Organizes trips that are opportunities for LGBTQ+ identifying students, faculty, and staff to get outside and explore nature. Pride Outside trips are LGBTQ-led and centered, to create safe and inclusive spaces for individuals to engage with the outdoors and others in their community.

PROVOST'S COUNCIL FOR ENGAGEMENT

engagement.colostate.edu/provosts-council-engagement/engagement-resources

A faculty-driven initiative to advance the practice and recognition of engaged scholarship as an integration of university missions of teaching, research and service.

QUEER CONNECTIONS

prideresourcecenter.colostate.edu/programs-services/queer-connections

Provides weekly gathering time to be in community with others who share LGBTQ+ identities and explore topics related to queer and trans identities, coming out, and navigating campus and the surrounding community, with a special emphasis on transitioning into and through the university. Ideal for students who are in their first year at CSU.

RACE AND INTERSECTIONAL STUDIES IN EDUCATION EQUITY

www.chhs.colostate.edu/rise

Brings together researchers, practitioners, community members, and other educational stakeholders interested in advancing community-engaged research to transform practices, pedagogies, policies, and leadership for intersectional racial justice and equity in PK-12 and postsecondary educational institutions.

RACE BIAS AND EQUITY INITIATIVE

racebiasandequityinitiative.colostate.edu

A program run through CSU's President's Office that aims to implement actionable plans to address issues of race (and racism), bias, and equity (RBEI) at CSU and to empower all members of our campus community to learn, work, live and recreate in a safe and welcoming environment. It includes CSU students, faculty, and staff at every step, from soliciting their ideas to measuring their experience of positive impact; encompasses both short-term and long-term actions. Efforts are at the individual and institutional level, with an emphasis on systemic efforts that effect demonstrable, permanent change.

RAINBROS

prideresourcecenter.colostate.edu/programs-services/support-groups

A fun and supportive space for students who identify as queer, bi, or gay men. Bi-weekly conversations on various topics such as queer men & friendships, dating, sex, judgment & loneliness in the gay community, being out at work and with family, living in integrity, spirituality, supporting others in the queer community, and much more.

RAMBITION

sass.colostate.edu/sass-services/#1509645406260-0bdca0f2-eabd

A program in Athletics to help foster the overall personal, professional and leadership development of Colorado State University's women student-athletes. Rambition strives to enhance the experience women student-athletes have as both students and athletes while cultivating a network amongst each other and with other women in the community.

RAMS AGAINST HUNGER

lsc.colostate.edu/slice/slice-engagement/rams-against-hunger

A program run through the SLiCE office that aims to aid students who are experiencing food insecurity. Resources offered through the program include meal swipe program, mobile food pantry, and assistance with navigating the food stamps process.

REACH OUT

accesscenter.colostate.edu/reach-out

A synergistic effort to advance learning opportunities of historically underserved CSU and secondary students by providing a platform for educational outreach. Our program engages college students in creating college pathways for middle and high school students and enriches the curricular experience of first-generation college students by providing innovative and highly engaging programs for middle and high school students, as well as family and community members.

REAL TALK

baacc.colostate.edu/real-talk-

A weekly, student-facilitated program held every Tuesday in the B/AACC office. It is intended to be a brave space where students are welcome to share their voice in a variety of major discussions around things such as: Gentrification, Social Stratification, what it's like to be a QPOC, intersections of identities, current events, pop culture, national news and many other engaging topics.

RED WHISTLE BRIGADE

wgac.colostate.edu/involvement/the-red-whistle-brigade

A troupe of students who are responsible for providing educational programming in the areas of gender socialization, sexual violence prevention, healthy relationships, sexual health and more.

RELATIONSHIP VIOLENCE AWARENESS MONTH

wgac.colostate.edu/events/relationship-violence-awareness-month

Nationally, October is recognized as Domestic Violence Awareness Month. It was established to recognize victims who are affected by relationship violence and connect them to resources, to educate the general public about the realities of violence within romantic relationships; and to de-stigmatize conversations about relationship violence.

RESEARCH MENTORING TO ADVANCE INCLUSIVITY IN STEM

ecology.colostate.edu/rmais

Designed to encourage women to pursue advanced STEM careers and follow a path to become future leaders in their disciplines. The project spans 23 departments across CSU's eight colleges.

rites of passage

baacc.colostate.edu/rites-of-passage-retreat-application

A retreat, outings and workshops designed by upper-class students as they serve as mentors to all 1st year students as they transition to college.

SAFEWALK

police.colostate.edu/safe-walk

Offers assistance in getting home safely. Part of the CSU Police Department. Campus Service Officers will walk with a student to any destination on campus, or within a two block radius of campus. Operates from dusk until dawn year round.

SEXUAL ASSAULT AWARENESS MONTH

wgac.colostate.edu/events/sexual-assault-awareness-month

The month of April has been designated Sexual Assault Awareness Month in the United States. The goal of SAAM is to raise public awareness about sexual violence and to educate communities and individuals on how to prevent sexual violence.

SOUL FOOD GOSPEL FEST

baacc.colostate.edu/soul-food-gospel-fest

In collaboration with Residence Life and Housing and Dining Services, this annual event celebrates a small piece of who we are through our Soul Food Gospel Fest. Church choirs, dance groups, spoken word artist, and other talented groups and individuals join us from Fort Collins, Denver, and Aurora.

SPECTRUM

www.facebook.com/pg/spectrum.csucvmbs/about/?ref=page_internal

A student-run LGBT+ club for Doctor of Veterinary Medicine students at CSU.

STANDING COMMITTEE ON THE STATUS OF WOMEN FACULTY

cwge.colostate.edu/standing-committee-on-the-status-of-women-faculty/home

Focuses on issues impacting the work life, campus climate, and persistent barriers inhibiting the success of women faculty at Colorado State.

STUDENTS EMPOWERING & ENGAGING IN DIALOGUE

elcentro.colostate.edu/resources/seed

Provides peer-led workshops to students by students with the goal of engaging and increasing students' knowledge, awareness, understanding and skills on topics of identity, inclusion, bias, and social justice. Workshops are on a by-request basis and have a variety of topics.

SUPPORTED EMPLOYMENT PROGRAM

www.chhs.colostate.edu/ccp/programs/supported-employment

Helps individuals with disabilities find paid employment in an integrated setting with on-going support. Collaborates with the Division of Vocational Rehabilitation to provide a comprehensive, individualized supported employment program.

SURVIVOR SPEAKERS BUREAU

wgac.colostate.edu/survivor-speakers-bureau

The Bureau exists for primary and secondary survivors (support persons of survivors) to share their stories in an empathetic and supportive atmosphere.

SURVIVOR SUPPORT GROUP

wgac.colostate.edu/support/about-advocacy/support-group

Offers a variety of group options for primary and secondary survivors to heal in community with one another. Students of any gender and ability level are encouraged to join. All groups are free of charge.

TAKE BACK THE NIGHT

wgac.colostate.edu/events/take-back-the-night

A featured event that takes place during Sexual Assault Awareness Month in April, coordinated by Campus Feminist Alliance. The events includes a speak-out, where survivors are invited to either share their story or listen to the stories of other survivors, and a march from campus into Old Town.

TEACHERS OF COLOR AND INDIGENOUS TEACHERS COLLECTIVE

chhs.source.colostate.edu/teachers-of-color-and-indigenous-teachers-collective-supports-pre-teaching-students

A group that aims to serve as a support system for students of color and Indigenous students who are preparing to or wanting to become PK-12 teachers.

TELL SOMEONE

supportandsafety.colostate.edu/tellsomeone

Provides referrals to campus resources that can develop strategies and use resources to discreetly help students and employees who may be in distress. If you are concerned about a student or an employee, tell someone. Phone: 970-491-1350.

THRIVE

www.chhs.colostate.edu/ccp/programs/thrive

Offers young adults with disabilities the opportunity to explore career options and build skills related to finding, getting, and keeping a job through a four week training and optional three week work experience in a community employment setting.

TRANSGENDER & GENDER FLUID SUPPORT GROUP

prideresourcecenter.colostate.edu/programs-services/support-groups

This group is a space for trans* and gender diverse students to gain more support and a sense of community related to gender identity. This group emphasizes group participation, mutual respect, and inclusivity.

TRANSGENDER HEALTH TEAM

health.colostate.edu/transgender-care

Multidisciplinary team committed to providing comprehensive gender-affirming care for transgender, gender non-conforming, and gender-questioning students at CSU.

UNDOCUMENTED/DACA/ASSET RESOURCES

undocumented.colostate.edu

CSU is committed to supporting undocumented students. This office has trained staff members to help answer questions, navigate the admissions process, assist with application forms, and much more.

UPWARD BOUND

accesscenter.colostate.edu/upward-bound

Focuses on identifying qualified youth who are low-income and/or first-generation college students in order to support and encourage them in pursuit of post-secondary enrollment. Assists high school students in developing academic, social, and leadership skills in order to prepare them for post-secondary rigors, success and graduation.

VETERINARY STUDENTS ONE IN CULTURE AND ETHNICITY

www.facebook.com/groups/233424347054348

Student group in the Veterinary school that engages CSU and local communities to address issues of diversity and inclusion.

VICTIM ASSISTANCE TEAM

wgac.colostate.edu/involvement/courses/victim-assistance-team-volunteers

Provides confidential support and advocacy to CSU students and family or friends who have experienced sexual assaulted, dating/domestic violence, and/or stalking on or off campus. Advocates are available 24 hours a day, 7 days a week, 365 days a year. Calling for an advocate does not obligate reporting anything to the police, except when the victim is under 18 or the perpetrator of a child sexual assault is still in a position of power over children. Phone: 970-492-4242.

WARNER COLLEGE OF NATURAL RESOURCES DIVERSITY AND INCLUSION

warnerncr.colostate.edu/warner-college-diversity-inclusion

Consists of representatives from throughout the College's community and serves to advise the Dean of the College on issues related to diversity and inclusion and assist with advancing the College's goals in this arena.

WOMEN FACULTY WRITING & CONVERSATION

csuwrites.colostate.edu/women-faculty-writers

Series of CSU Writes events sponsored by the Women & Gender Collaborative that provides sessions for faculty and postdocs to discuss writing, academic life, and strategies for supporting each other and a 2.5-hour writing session in which participants write "on their own" yet together in a positive and communal space.

WOMEN IN BUSINESS

biz.colostate.edu/resources/clubs-and-organizations

Group to allow undergraduate and graduate students to learn more about gender-related topics and the dynamic role of women in today's business environment. Members take part in presentations, workshops, hands-on projects, philanthropy, and field trips while connecting with a network of prominent local women.

WOMEN IN NATURAL SCIENCES

www.natsci.colostate.edu/women-in-natural-sciences-wins

Group that aims to promote women in CSU's College of Natural Sciences through networking, mentoring, and educational opportunities. Seeks an improved and supportive workplace for all faculty in scientific disciplines that recruits and retains women faculty and educates the next generation of scientists and scholars.

WOMEN IN PHILANTHROPY

giving.colostate.edu/women-and-philanthropy

Group that aims to connect and empower a community to elevate women and philanthropy at CSU. It was designed as University Advancement's response to President Tony Frank's charge to make CSU the best place for women to work and learn.

WOMEN IN SCIENCE

womeninscienceci.colostate.edu

Group that aims to improve the diversity of voices present in leadership roles at Colorado State University and beyond. The goal of this group is to encourage an open exchange of ideas and information among men and women in scientific, academic careers to promote career advancement and engage in active problem-solving.

WOMEN IN SCIENCE CAREER ISSUES

womeninscienceci.colostate.edu/women-in-science-group

Group that discusses topics relating to gender bias in science careers that meets monthly for 1-1.5 hours. The overall goal of this group is to encourage an open exchange of ideas and information among men and women in scientific academic careers to promote career advancement and engage in active problem-solving.

WOMEN IN SCIENCE SYMPOSIUM

womeninscienceci.colostate.edu/2020-wiss-symposium

Annual panel and lecture series that invites women in science from around the country to speak on issues surrounding women in science, careers, and other topics. Free and open to the public.

WOMEN OF COLOR AND ALLIES NETWORK

cwge.colostate.edu/women-of-color-allies-network

Group that aims to empower and support its women of color and allied members while also providing education to the CSU community. All students, faculty, and staff are encouraged to get involved with the network. Staff and faculty can also attend the Women of Color Annual Summit to network, build relationships, and benefit from professional development programs that are specifically geared toward women of color.

WOMEN'S HISTORY MONTH

diversity.colostate.edu/resources/diversity-events

A series of lectures, events, and other celebrations in recognition of the contributions of women throughout history. Held in March each year.

WOMEN'S STUDIES PROJECT ON TEACHING, CURRICULUM AND SCHOLARSHIP

womenstudies.colostate.edu/center-for-gender-research/outreach

Activities to foster the discovery of content about women and gender matters in the various disciplines, the acquisition of scholarly work by women and gender nonconforming people, and the introduction of and dialogue about pedagogical practices that serve to create a more inclusive classroom with full participation and inquiry by all students.

WORLD UNITY FAIR

international.colostate.edu/isss/programs-events/spring-events/world-unity-fair

An annual fair open to the community that has live multicultural entertainment, cultural booths from around the world, a children's carnival, an international fashion show, a cake walk, and a delicious dinner of food dishes from around the world. Organized and supported by the Office of International Programs, Council of International Student Affairs (COISA), Fort Collins International Center, and Associated Students of Colorado State University (ASCSU).

WORKFORCE RECRUITMENT PROGRAM

disabilitycenter.colostate.edu/workforce-recruitment-program

A recruitment and referral program that connects federal and private sector employers with highly motivated college students, graduate students, and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs.

