



**Equity,
Diversity
and
Inclusion
Report**
2023



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Land and Labor Acknowledgment



We honor and acknowledge that we are on the traditional territories and ancestral homelands of the Cheyenne and Arapahoe Nations. We acknowledge the land and history of this space we are fortunate to gather in today. This area was also the site of trade, hunting, gathering and healing for many other Native Nations: the Lakota, Ute, Kiowa, Comanche, Apache, Shoshone and others. Forty-eight tribes have called this land home. We recognize the Indigenous peoples as the original stewards of the land, water, plants and animals who called this place home.

Let us also acknowledge the painful history of genocide and forced removal from this territory. We recognize that U.S. public policy has been used to displace Indigenous communities, erode Tribal Nation sovereignty and forcibly assimilate Native individuals into U.S. society. We respect the many diverse Indigenous peoples still connected to this land on which we gather. We pay our respects and give thanks to all Tribal Nations and the ancestors of this place.

We also acknowledge the labor of enslaved Africans and their descendants who worked this stolen land for the colonists and who continue to disproportionately face economic oppression, racism, violence and exploitation.

Lastly, we want to recognize the communities and families of Auraria displaced by the creation of this campus for Metropolitan State University of Denver to have a place that we now call home. We share this acknowledgment to encourage all of us here on the Auraria Campus to consider how our work in this space and in our daily lives can address these historic and contemporary atrocities perpetuated against Native people and other marginalized communities.

President's Message

At Metropolitan State University of Denver, equity, diversity and inclusion are not tasks we assign to specific departments or employees but are elements of our University's DNA. We define ourselves by whom we include, not whom we exclude. Some 54% of the undergraduate students educated by MSU Denver are people of color, making us one of the most culturally rich and diverse communities in the state.

Just enrolling a diverse student population is not enough, however. The true measure of our success is how we serve our students, helping them meet their personal goals, get good jobs and improve their lives. EDI is a pillar of our 2030 Strategic Plan and is woven into everything we do.

Thus, I am thrilled to share that MSU Denver has just earned the Seal of Excelencia, a national certification that recognizes universities for intentionally serving Latino students and for demonstrating positive student outcomes. MSU Denver is one of fewer than 40 institutions nationally to ever earn the seal from public-policy nonprofit Excelencia in Education, which awards universities that strive to go beyond enrollment and more intentionally serve Latina/o/x students to become institutions where they thrive. It is the culmination of a rigorous verification process, and I recently had the opportunity to interview with Excelencia in Education alongside other campus leaders to discuss the important work we do to serve our students, many examples of which you will find in this report.



It serves as validation that what we are doing at MSU Denver matters, for students and their families and for Colorado, and that we are headed in the right direction as a university. And it serves as motivation for all of us to build on this work so that we can serve students even better. Thank you to everyone who works to make MSU Denver an equitable, diverse and inclusive university for all of our students!

A handwritten signature in black ink that reads "Janine Davidson". The signature is fluid and cursive.

Janine Davidson, Ph.D.

President

Metropolitan State University of Denver



Message from the Vice President for Diversity and Inclusion



The Office of Diversity and Inclusion is excited to publish MSU Denver's 2023 Equity, Diversity and Inclusion Report. This report highlights the array of equity, diversity and inclusion efforts and initiatives from within the office and across the University.

At MSU Denver, equity, diversity and inclusion are truly integral threads weaved into the institutional fabric. Part of the role of the Office of Diversity and Inclusion is to support and promote equity, diversity and inclusion as a Hispanic-Serving Institution and Minority Serving Institution (HSI/MSI). This includes supporting our faculty, staff and students and assuring that all faculty and staff members understand that we all play a role in, and contribute to, advancing this work. Anyone interested can play a significant role in leading and shaping an institutional culture of belonging and inclusivity. "Diversity" is not a word we throw around casually. Diversity is who MSU Denver is in all its richness dating to its foundation.

Equity, diversity and inclusion are core values of MSU Denver and serve as one of the five pillars of the University's 2030 Strategic Plan. These core values are also intentionally integrated into each of the four other pillars. At MSU Denver, we lean into our institutional mission, with access and cultivation at the forefront of our conversations. We understand well whom we serve and how we need to serve to assure inclusive excellence and student success.

MSU Denver continues to demonstrate through our actions our commitment to advancing equity, diversity and inclusion. This includes our aim to become a national model Hispanic-Serving Institution; continued effort to integrate culturally responsive methods and processes into the institution's teaching and practice; and review of policies to assure that they are aligned with our mission to serve students first. The University is one year into the development of the Diversity Strategic Plan, which outlines our goals and objectives and operationalizes Pillar IV of the 2030 Strategic Plan. The progress we have made, as you will read in this report, is obvious. From supporting faculty diversity success and offering robust opportunities for staff and faculty development to aligning these efforts to student servingness and eventual student success, MSU Denver continues to elevate



and further permeate our core values. We believe everyone is deserving of support and the opportunity to grow and thrive.

Through avenues such as our Faculty Fellows initiative, Equip Inclusive, the Teaching Assistants program, ESCALA courses, two distinguished visiting professorships and many other efforts across the University highlighted in this report, MSU Denver continues to lead the way in innovative thinking and engagement toward positive impact and promising outcomes. Our signature programs bring renowned scholars and leaders from a variety of disciplinary and scholarly backgrounds, connecting to our Denver and campus communities by collaborating with school districts and community organizations. Our office takes pride in celebrating this incredible work by continuing to support the University's affinity groups, programs and conferences, cultural performances, graduation ceremonies and growth opportunities for our campus community.

The Office of Diversity and Inclusion takes pride in our ongoing and demonstrated commitment to supporting, funding and elevating campus and community initiatives through sponsorships, grants and cross-functional collaboration to advance equity, diversity and inclusion. It is through these actions and the initiatives detailed in this report that we demonstrate student servingness and our commitment to equity, diversity and inclusion. At MSU Denver, we don't just talk the talk; we model what we expect from our campus community through transparency and accountability to our mission.

A handwritten signature in black ink, appearing to read "Michael Benitez Jr." with a stylized flourish at the end.

Michael Benitez Jr., Ph.D.,
Vice President for Diversity and Inclusion
Metropolitan State University of Denver

Important Terms

Equity

Historically and politically, equity refers to the process of creating equivalent outcomes for members of historically underrepresented and oppressed groups. Equity is about ending systemic discrimination against people based on their identity and background, and it focuses on building areas where gaps exist on institutional needs to achieve diversity and inclusion.

Diversity

Conceptualizing diversity through an equity and inclusion understanding provides focus on the social representations and institutional processes that cause groups or individuals to be systematically excluded from full participation in higher education. It also relates to the understanding that benefits for some groups are embedded in the organizational aspects of the University. This includes not only social identities and characteristics but processes such as design of curriculum, admissions policies and practices, hiring practices, budgeting, tenure decisions and any other day-to-day business decisions made within the institution.

Inclusion

Inclusion exists when traditionally marginalized individuals and groups feel a sense of belonging and are empowered to participate in majority culture as full and valued members of the community, shaping and redefining that culture in different ways.

HSI Servingness

Using the Multidimensional Framework of Servingness at HSIs by Garcia, Núñez and Sansone (2019), MSU Denver defines servingness as being conceptualized by indicators of serving as well as structures for serving. Indicators of serving include academic and non-academic outcomes that may be measured by HSIs, including but not limited to persistence, graduation, course completion, leadership identity, critical consciousness and civic engagement (Garcia et al., 2019). Students' overlapping experiences tied to each of these outcomes contribute to their overall sense of belonging and support (Garcia et al., 2019). As a result, servingness at an HSI is partially identified through actively fostering a culturally affirming environment for students through the creation and implementation of mentoring and support programs as well as cultural celebrations on campus.

Structures for serving then come into place as the additional definition of servingness. Structures for serving include organizational transformations to better serve Latina/o/x students. Such transformations include HSI grant activities, decision-making processes, equity-minded leadership practices and policies, engagement with the community, etc. (Garcia et al., 2019). In practice, MSU Denver identifies servingness as an intentional transition of organizational structures through use of resources and programming. MSU Denver will learn with and from existing model HSIs to implement promising practices of servingness. Race and ethnicity must also be considered to fully identify the HSI mission for servingness. While it is inherent that there is no singular approach to serve the needs of students, servingness must therefore be multidimensional and race-conscious in application to serve diverse populations intentionally and adequately.

Diversity Strategic Plan



Metropolitan State University of Denver's Diversity Strategic Plan (DSP) serves as a road map to continue to address, strengthen and advance equity, diversity and inclusion within the campus community. The DSP was crafted by the Diversity Equity and Inclusion Council (DEIC), a University-wide group established in spring 2020, comprising close to 80 staff members, faculty members, students, alumni and community leaders.

The DEIC is charged with examining equity, diversity and inclusion issues at MSU Denver cross-functionally, with respect to policy and practice from multiple perspectives. The DEIC works collaboratively with MSU Denver campus constituents, broader community members and additional stakeholders, as appropriate, to engage strategic and action-oriented conversations.

This summary provides an overview of the efforts that the council and its subcommittees have undertaken. The DEIC is committed to embodying diversity and mending internal and external inequities through community mending and engagement. The DEIC prioritizes diversifying the faculty, staff and student body, using data-driven strategies for recruitment, retention and success. The DEIC values professional development and campus climate cultivation and leans on our anchor mission and modified-open-access institutional identity, cultivating partnerships and relationships with surrounding communities that the University serves.

Part of the DEIC's charge includes the development and implementation of the institution's Diversity Strategic Plan. That means reviewing existing efforts aimed at enhancing equity, diversity and inclusion in representation and practice; developing goals and objectives under the auspices of the University's 2030 Strategic Plan Pillar IV; and working closely with Strategy and Business Intelligence to develop a set of metrics to measure and assure accountability and transparency.

During spring 2020, the DEIC established a steering committee and created four subcommittees each charged with examining different parts of the University within the context of equity, diversity and

inclusion. That included access, recruitment and retention; community-mending and outreach; HSI servingness; and institutional culture and climate.

The Campus Climate Cultivation Committee strives for an inclusive institutional culture aligned with the University's mission, promoting positive change by aligning institutional goals with equity, diversity and inclusion, addressing policy gaps and using data for evidence-based practices. This committee is also charged with the implementation of our campus-climate survey. The HSI Servingness Committee examines HSI servingness practices to help improve and strengthen grant processes; the implementation of effective practices and benchmark promising strategies; involving and informing stakeholders; advocating for funding and initiatives; and staying knowledgeable about HSI-related matters. The Recruitment, Retention and Success Committee reviews student, staff and faculty data and aims to see how we can continue to strengthen efforts focused on assuring employee and student access through an equity lens. The Community Mending Committee focuses on mending and engagement with a focus on addressing harm caused by the University and society while building partnerships and relationships with specific communities.

The collaborative work of the DEIC has led to the development of goals, strategies and actionable steps. Challenges include navigating legislation and ensuring scope boundaries. Continued collaboration, data-driven decisions and a focus on equity and inclusion are vital for implementing and achieving the plan's goals. MSU Denver aims to become a national model for diversity and inclusion in higher education.

Between 2020 and spring 2022, the DEIC hosted numerous campus student, faculty and staff forums for campus members to offer voice and input in the process; met with all division and academic-branch leadership teams; and engaged deeply with institutional and campus-climate survey data. The Diversity Strategic Plan was presented to the Board of Trustees in March 2022, and the plan was endorsed and formalized.

Diversity Strategic Plan Goals and Objectives

1

Inclusivity and Campus Climate Cultivation

We intentionally foster and sustain a welcoming and diverse University community that strives for structural diversity and belongingness and cultivates, nurtures and sustains a culture of inclusive teaching, learning and practice, based on the principles of equity, inclusion, access and anti-racism.

Objectives

- Collaborate with administrative and academic units to ensure that equity, diversity, inclusion and access practices are integrated into the unit's goals and align with University priorities.
- Acknowledge and address equity and accountability gaps in policy and practice.
- Actively engage in the ongoing assessment of campus climate and culture to identify and address areas for improvement and disseminate and communicate findings with the campus community.
- Analyze data-driven and evidence-based recommendations to develop and implement appropriate actions with campus stakeholders.

2

Community Connections and Engagement

We deliberately develop new relationships, strengthen existing relationships and heal broken relationships. We build mutually beneficial collaborations that promote just transformation and further the educational and civic aims of the University and broader communities.

Objectives

- Engage in reflection to uncover and actively reconcile past and present injustices perpetuated by structural racism and systemic inequities impacting marginalized communities.
- Identify and evaluate the inequities and barriers within our social and operational structures by engaging with metro Denver and broader communities.
- Invest resources in and create a sustainable infrastructure for the implementation of strategies to mend past/current harm and create a positive impact, such as community wealth-building, investing in and supporting local communities and recognizing and responding to local issues and inequities.
- Identify areas for ongoing cultivation and strengthening of community relations and mutually beneficial partnerships and collaborations.
- Ensure that aspects of marketing and communication, such as web presence to external relations, create a more inclusive, accessible and welcoming digital environment for MSU Denver and broader communities.



3

HSI Servingness

As a recently designated Hispanic-Serving Institution, we strive to become a national-model HSI, serving as a preferred choice for students and meeting the needs of a growing Latina/o/x student population in Colorado. We provide the resources necessary to develop academic and support services to address issues of access, persistence and success.

Objectives

- Inform policymakers and other stakeholders about HSI issues and advocate for enhanced funding and new initiatives, programs and services.
- Maintain expertise about laws, regulations, policies, issues and trends pertaining to HSI funding, programs and designation.
- Strengthen the process and criteria for the identification, review and prioritization of HSI/MSI grants and provide support for the implementation of grants awarded.
- Research and benchmark promising practices at HSI/MSI institutions for consideration.

4

Recruitment, Retention and Success

Diversify our faculty, staff and student body to better reflect the diverse communities we serve and commit to retaining and sustaining diversity among our students, faculty and staff. MSU Denver commits to the recruitment and retention of a diverse and inclusive workforce. We greatly value the diverse and intersectional identities of our faculty, staff and students. We recognize that to achieve equity, diversity must include but also go beyond representation.

Objectives

- Develop comprehensive recruitment and retention strategies to diversify MSU Denver's faculty and staff.
- Utilize data tracking with respect to diversity and understand data across employee categories, especially including administrative, classified and professional staff and faculty at all ranks.
- Utilize data tracking with respect to diversity and understand data across employee categories, especially including administrative, classified and professional staff and faculty at all ranks.
- Provide institutional resources and support for the retention and success of diverse faculty and staff members.
- Provide opportunities for professional development and growth to faculty, staff members and students centered on Access, Equity, Diversity and Inclusion.
- Ensure recruitment and retention of students through collaboration with campus partners, sharing of strategies, vetting ideas and building of resources.
- Provide the resources necessary to develop academic and support services to address issues of access, persistence and success among students of color.

Building Bridges of Inclusivity



In the heart of MSU Denver lies an unwavering commitment to fostering a University community that embraces diversity and inclusivity. Guided by the principles of equity, access and anti-racism, the institution is forging ahead with a multifaceted approach to create an environment where everyone feels a sense of belonging. As we delve into the remarkable initiatives and programs that exemplify MSU Denver's dedication to equity and inclusion, it becomes evident that this institution is setting new standards for cultivating a thriving campus climate of inclusive excellence.

Breaking Barriers and Enabling Accessibility

The Philosophy Department and the Health Center at Auraria have set an inspiring example by taking proactive steps to enhance accessibility on campus. Using summer revenues, the Philosophy Department installed an Americans With Disabilities Act (ADA)-compatible entrance, allowing students, faculty members and staff members with mobility challenges to navigate the department offices with ease. Simultaneously, the Health Center at Auraria introduced door-assist mechanisms in restrooms, ensuring that these spaces are welcoming and accessible to all.

Equity, Diversity and Inclusion at the Forefront of Learning

MSU Denver's Department of Psychological Sciences has shown commendable dedication to fostering equity, diversity and inclusion. Establishing a dedicated EDI committee comprising faculty members and a student advisory group, the department demonstrated its recognition of the importance of student input. By conducting a comprehensive EDI survey among Psychology and Human Development majors, the department obtained invaluable insights. Using this data-driven approach, the faculty received recommendations to increase teaching- and research-assistant opportunities for diverse and online students. Additionally, the department introduced an EDI faculty-development program to address concerns raised by students, effectively fostering an inclusive learning environment. Furthermore, the formation of the Psychology EDI student club allows student voices to be actively represented.

MSU Denver provides a culturally responsive and student-centered educational experience.

Disrupting Inequality

The School of Education's "Disrupting Inequality" initiative is an ambitious endeavor aimed at supporting traditionally underrepresented students. By implementing integrated supports and recognizing the need for a multifaceted approach, the program seeks to address historical inequalities. Similarly, the Department of Nursing is taking steps to become more equitable, diverse and inclusive by examining hiring practices, faculty development, admissions procedures and policies from an equity perspective. These concerted efforts ensure that MSU Denver provides a culturally responsive and student-centered educational experience. The School of Hospitality promotes equity, diversity and inclusion through fostering open dialogue and understanding among faculty and staff. By actively participating in EDI discussions as part of team-building events and celebrating diverse holidays, the school honors colleagues from various cultures and backgrounds.

Inclusivity in the Workplace

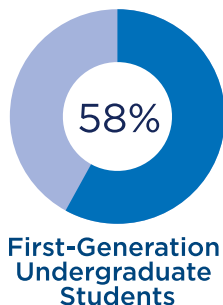
MSU Denver is embracing inclusivity within its workforce through a collaboration between the Human Resources Office and the LGBTQ Student Resource Center. By introducing the "x" marker as an option in the legal-sex field in Workday, the University takes a significant stride in respecting and acknowledging the diverse identities of its population.

Cultivating a Community of Inclusion

At the heart of promoting student equity and inclusion on campus is the Center for Multicultural Engagement and Inclusion. Through co-curricular activities, leadership programs and community development, the CMEI fosters a student-centered, accessible and intersectional experience. Emphasizing scholarly research, culturally responsive programming and student-based activities, the CMEI prioritizes practical application to ensure that inclusivity remains at the forefront.

MSU Denver's Equity Training Series, led by equity-minded students, offers a yearlong initiative engaging students in conversations surrounding social justice and racial equity. The Equity Peer Leaders group further addresses equity and social-justice issues on campus, promoting a common language and vocabulary related to equity-minded student leadership.

MSU Denver's First-Generation Initiatives program serves as a beacon of support and resources for current first-generation students. By raising awareness, increasing retention rates and promoting graduation, this initiative empowers first-generation students throughout their academic journey.



Met Media, a student-led multimedia outlet, plays a crucial role in preparing MSU Denver students for successful careers in communications. Through partnerships with the Auraria Campus and Front Range communities, Met Media elevates student voices, journalistic integrity, cultural diversity and community engagement, providing protected forums for students to share their experiences and perspectives.

MSU Denver's commitment to equity, diversity and inclusion shines through its impressive array of programs and initiatives. By integrating these practices into departmental goals, actively assessing campus climate and utilizing data-driven recommendations, the University is building a culture of inclusivity. With collaborative efforts driving progress, MSU Denver is shaping a future where every student, faculty member and staff member can flourish. As the institution continues its journey toward equity and anti-racism, these changemaking initiatives will serve as cornerstones for a more inclusive and unified community.

Immigrant Services Program

In a corner of the Jordan Student Success Building, a remarkable program is quietly making changes in the lives of immigrant and undocumented students. Meet the Immigrant Services Program, an extraordinary force that provides unwavering support and guidance, ensuring that dreams have no borders.

The Immigrant Services Program serves as a lifeline, bridging the gap between academic and social needs. With its dedicated team of three full-time staff members and three peer mentors, the Immigrant Services Program offers a personalized touch to every student who walks through its doors. The program excels in cultivating an environment that embraces inclusivity and propels students toward success by offering support in areas such as financial-aid applications, the admissions process and academic-writing guidance.

Beyond the routine, ISP champions the hopes and aspirations of those who often face unique challenges. Twice a month, the program hosts information sessions that connect students, staff members and community members with experienced immigration attorneys. In these confidential one-on-one sessions, fears are eased, questions are answered and the path toward legal security becomes clearer. These sessions, held virtually, become the steppingstones to a brighter future.

ISP's impact resonates far beyond the borders of the campus. With a fierce determination to uplift the next generation, the program collaborates with Colorado high schools to create workshops for immigrant-background students and their parents. These workshops unlock the door to higher education, empowering families with knowledge and hope. Through these powerful engagements, ISP fuels the dreams of young minds, sparking the belief that college is not a distant fantasy but is an achievable reality.

One of ISP's crowning achievements is the annual Dreamer Graduation, a celebration that recognizes the remarkable resilience and accomplishments of Deferred Action for Childhood Arrivals and undocumented students. With joyous laughter and proud tears, the ceremony honors these trailblazers as they cross the stage, their

families by their side. The event radiates a spirit of unity and triumph, weaving unforgettable memories and forging lifelong connections.

Recognizing the entrepreneurial spirit within its students, the program organizes workshops that open doors to career opportunities for students without work authorization. As employers, students and community members gather, a collective energy fills the room, birthing dreams of self-sufficiency and financial independence. With every workshop, ISP propels these budding entrepreneurs toward a future where dreams and livelihoods intertwine.

The program extends their reach, connecting undocumented individuals and families across the state with vital services through innovative web and phone platforms. By collaborating with service providers, ISP ensures that the underserved have access to the support they need, empowering them to navigate a challenging system with confidence and dignity.

As the threat of uncertainty looms, DACA renewal grants provide a lifeline, ensuring that dreams are not shattered by administrative obstacles. With financial burdens eased, students can focus on their studies, nourishing their aspirations and embracing a future filled with promise.

ISP's impact is not just in the numbers, though — it's in the stories that unfold within events such as film panels that evoke deep emotions, postcard events that foster empathy and gatherings that strengthen bonds within the immigrant community. Through every speaker, every shared experience and every amplified voice, the program sparks a fire within students that fuels their determination to transcend boundaries and make their mark on the world.

The program's story is one of resilience, compassion and empowerment. It breaks barriers, demolishes stereotypes and builds bridges toward a brighter tomorrow. At MSU Denver, dreams have no boundaries, and with the Immigrant Services Program leading the way, a new generation of leaders is rising, ready to shape a world that embraces diversity and champions the power of dreams.

From Refugee to Changemaker



On the bustling campus of MSU Denver, amid the thousands of students moving between classes, is a remarkable young woman whose journey embodies the true spirit of resilience and determination. Meet Rosha Adhikari, a senior with a major in Biology and a minor in Chemistry. Her inspiring tale is a testament to the power of education and the unwavering resolve to create a better life for herself and her community.

Rosha's story begins in Nepal, where she was raised before embarking on a life-changing journey to the United States in search of a brighter future. Arriving as refugees in 2012, Rosha and her family faced numerous challenges, including adapting to a new culture and language. Initially, the language barrier proved to be a significant hurdle, isolating Rosha from her peers. Nevertheless, she faced these obstacles head-on, determined to carve a path for herself.

Rosha attended the Community College of Aurora, where she received a scholarship. Her relentless pursuit of higher education led her to transfer to MSU Denver, a university she resonated with profoundly due to its strong commitment to serving immigrant populations. Having worked with various immigrant communities before, Rosha was drawn to MSU Denver's Immigrant Services Program, recognizing its potential to create a sense of belonging for students such as herself.

Joining the Immigrant Services Program was a pivotal moment in Rosha's college experience. Through her involvement as a Peer Mentor, Rosha found a sense of belonging and the resources she needed to succeed. As she connected with other students and shared her experiences as a peer, she discovered a passion for helping others. This revelation sparked a desire to give back to her community, not only in the United States but in Nepal.

With her sights set on becoming a neurologist, Rosha aims to delve into the intricate workings of the human brain. Her interest in medicine sprouted from witnessing the inadequate health care available to her in Nepal. The experience inspired her to envision a future where she can return to Nepal and improve the health care system while teaching the importance of health to the local population.

For other students facing similar challenges on their educational journeys, Rosha offers heartfelt advice: Never hesitate to seek help and resources. Whether it's reaching out to campus support services or applying for scholarships, Rosha encourages students to take advantage of available opportunities. Her own experience, graduating debt-free this December with the help of scholarships, serves as a testament to the power of resourcefulness.

It's evident that Rosha is not only a beacon of strength but a symbol of hope for countless individuals pursuing their dreams. Her journey from Bhutanese refugee to driven and empowered student at MSU Denver exemplifies the indomitable spirit of those who dare to dream big and strive for a better future. Rosha's dedication to empowering others and making a positive impact on her community serves as an inspiration for us all. With the support of the Immigrant Services Program, she stands tall, ready to embrace the next chapter of her life — one that promises to shape a brighter future for herself and those she will touch along the way.

Commitment to the Community

MSU Denver is at the forefront of fostering equity, diversity and inclusion through its remarkable commitment to the community. Through a range of impactful programs and partnerships, MSU Denver is actively addressing historical injustices, creating inclusive spaces and promoting positive change. This report delves into the University's transformative work and highlights key initiatives that showcase MSU Denver's dedication to community enrichment.

Enriching Lives through Community Outreach and Support

MSU Denver's UndocuHub Project serves as a vital resource for undocumented Coloradans. Through a comprehensive web- and phone-based resource catalog, the project connects individuals with crucial support and services. By diligently screening and training listed organizations, MSU Denver ensures equitable access to resources for marginalized populations.

The Speech-Language Clinic at MSU Denver provides essential services in English and Spanish, meeting the needs of our diverse community. Under the guidance of licensed speech-language pathologists, graduate students deliver comprehensive support, fostering inclusivity and ensuring that language barriers do not hinder individuals' progress.

The Center for Multicultural Engagement and Inclusion's Community and Civic Engagement Center plays a pivotal role in promoting community service, political involvement and leadership development among students. By engaging in volunteering, internships and community organizing, students become active participants in creating positive change. The CMEI facilitates connections with resources, events and networks that enable students to contribute meaningfully on and off campus.

Embracing the Power of Music: MSU Denver's Vibrant Artistic Community

MSU Denver's Music Department, in collaboration with esteemed arts organizations, offers free music classes that nurture artistic passions and provide access to music education for people of all ages. These inclusive classes, ranging from KinderBop to Mariachi Masterclasses, encourage creativity and foster a love for music.

Rainbow Sign, a special celebration of the life and music of the late Ron Miles, exemplifies MSU Denver's commitment to honoring artistic legacies. This event, featuring renowned musicians Brian Blade, Bill Frisell, Jason Moran and Thomas Morgan, pays tribute to Miles' impactful teaching career and inspires students to embrace the joy of learning and artistic development.





MSU Denver, in collaboration with the Latino Cultural Arts Center and the Department of Music, hosts the annual Viva Southwest Mariachi Festival. This vibrant celebration showcases captivating mariachi performances, including a headliner and a special performance by *Mariachi Estelares de Colorado*, Colorado's all-state youth mariachi ensemble. The festival celebrates the rich cultural heritage of mariachi music and provides aspiring musicians with opportunities to audition, learn from master mariachi maestros and showcase their talents.

Opening Doors: Engagement with Spanish-Speaking Communities

"Cafecitos y Consejos," a popular podcast hosted by Latina/o/x professionals at MSU Denver, provides invaluable support, encouragement and mentorship to Latina/o/x and first-generation students and their families. With a growing following of dedicated listeners and numerous downloads, this program inspires and guides students on their higher-education journeys.

Creando Tu Camino, a bilingual admissions event, exemplifies MSU Denver's commitment to inclusivity and support for Spanish-speaking families. By collaborating with partners such as Financial Aid, Campus Recreation and the Immigrant Services Program, MSU Denver equips families with the resources needed to navigate the college admissions process successfully. This initiative solidifies MSU Denver's dedication to empowering bilingual students and their families, reflected by its high attendance and heartfelt engagement.

MSU Denver works hard to maintain its commitment to diversity in the ways that it celebrates cultural heritage, serves the community and provides essential support to Spanish-speaking communities. Through programs such as these, MSU Denver is empowering individuals, fostering inclusivity, promoting community-mending and enriching the lives of our diverse community. The University's dedication to equity and access underscores its mission to create a vibrant community.

Empowering Change Through Music



In the heart of Denver, a powerful movement is taking shape, one that seeks to give voice to the marginalized and shed light on the profound impact of music in the pursuit of social justice. The Music, Race and Social Justice Visiting Artist Series at MSU Denver, curated by Elizabeth McLean Macy Ph.D., is a transformative initiative that celebrates the artistic brilliance and scholarly contributions of BIPOC musicians, performers and thinkers. This remarkable series, presented by the MSU Denver Department of Music and the Office of Diversity and Inclusion, has become a beacon of hope and a catalyst for change.

Throughout the 2022-23 academic year, the Music, Race and Social Justice Visiting Artist Series played host to a diverse range of events, weaving together various art forms and disciplines to explore the intersections of music, race and social justice.

Collaboration and Empowerment

In October, the Music, Race and Social Justice Visiting Artist series joined forces with the Departments of Africana Studies and English, along with the Office of Diversity and Inclusion, to host the enlightening third Umoja Conversations Conference, titled “Black Women in/and/of Hip Hop.” This powerful event featured thought-provoking discussions that included MSU Denver students as well as other members of the Denver population during the day and closed out the evening with an incredible performance curated by talented Denver poet and singer/songwriter Kerrie Joy. By fostering collaboration across disciplines, the series created an inclusive platform for dialogue and artistic expression that highlighted the importance of diversity in music and social activism.

Pioneering Classical Guitarists

The Music, Race and Social Justice Visiting Artist Series continued to push boundaries by welcoming Duo Noire, an innovative duo comprising American classical guitarists Thomas Flippin and Christopher Mallett. The residency of Duo Noire included a captivating concert where they showcased their virtuosity followed by a master-class performance. Additionally, they facilitated a virtual outreach workshop with students from Denver Public Schools, inspiring the next generation of musicians.

By collaborating with the classical-guitar area of the Music Department, the series brought a fresh perspective to the classical-music world.

Empowering Minds Through Art

Under the series’ umbrella, The Space Program presented “Curriculum of the Mind,” a remarkable residency in partnership with the Brother to Brother program. The members of The Space Program engaged with students, fostering critical dialogue on race and culture through Brother to Brother’s platform. Their thought-provoking concert and fireside chat challenged societal norms and ignited a collective quest for social change. By integrating music and dialogue, the series aimed to reshape perspectives and dismantle systemic barriers.

Bridging Movement and Melody

In a remarkable collaboration between music and dance, the Music, Race and Social Justice Visiting Artist Series welcomed Justice Miles, a multifaceted artist known for her prowess in choreography, dance and scholarship. Justice’s residency culminated in an unforgettable performance in which she showcased her original choreography alongside Denver-based cello-and-guitar duo Solazur. The fusion of movement and melody resulted in a breathtaking exploration of the power of artistic collaboration and the prospect of using dance to convey powerful narratives of social justice.

The Music, Race and Social Justice Visiting Artist Series at MSU Denver has undoubtedly become a platform of significance, offering transformative experiences that inspire understanding, empathy and change. By highlighting the work of BIPOC artists and scholars, the series nurtures an environment where creativity flourishes and voices are amplified. Through these initiatives, the series not only enriches the cultural fabric of Denver but contributes to the global discourse on music, race and social justice.



MSU Denver's HSI Servingness



MSU Denver stands as a beacon of diversity and inclusivity in higher education.

Designated as a Hispanic-Serving Institution in spring 2019, MSU Denver has set its sights on becoming a national model, serving as the preferred choice for students and meeting the needs of the growing Latina/o/x student population in Colorado. Through a comprehensive Diversity Strategic Plan, MSU Denver has established its HSI Servingness goal, outlining key objectives to inform policymakers, advocate for enhanced funding and create new initiatives and programs to foster academic success and support services for all students.

Empowering Undocumented Dreamers

The journey toward HSI designation was driven by a deep commitment to inclusivity and equitable access to education. In 2012, the HSI Task Force at MSU Denver responded to the inequitable tuition structure faced by undocumented students, who were required to pay out-of-state fees despite living and having attended high school in Colorado. In a groundbreaking move, MSU Denver's Board of Trustees approved the Colorado High School/GED Tuition Rate, only slightly above regular in-state tuition, making higher education more affordable and accessible to undocumented students. Subsequently, Colorado lawmakers passed the ASSET Bill, providing qualified undocumented students with in-state tuition at all public universities in the state. This pivotal decision reflected the University's unwavering belief that every student, regardless of their background, deserves the opportunity to pursue higher education.

Championing Diversity and Inclusion

MSU Denver's commitment to diversity goes beyond its designation as an HSI. With a student population that boasts over 50% students of color, the University has intentionally stepped into the role of serving the largest number of Latina/o/x students in Colorado. The University also acknowledges its history, having displaced residents of the Auraria neighborhood during its establishment. In a meaningful act of reconciliation, MSU Denver funds tuition and fees for those who were displaced and their descendants, acknowledging and mending the past's injustices.

Empowering the Future of Nutrition and Dietetics

The Post-baccalaureate Opportunities for Hispanic Americans-Denver grant at MSU Denver focuses on diversifying the field of nutrition and dietetics, creating opportunities for students from diverse backgrounds to pursue post-baccalaureate education. With financial support, mentoring and cultural-intelligence training, the program nurtures future nutrition experts. To date, the POHA program has provided stipends to 22 Nutrition students, 16 of whom identify as students of color and 13 as Latina/o/x. The program has also forged partnerships with community colleges, ensuring a seamless transfer pathway for students interested in nutrition.

Leading the Charge in Cybersecurity Education

MSU Denver is at the forefront of cybersecurity education, joining the National Security Administration's Cybersecurity Education Diversity Initiative Coalition (CEDI). Alongside other Minority Serving Institutions, MSU Denver aims to diversify the cybersecurity industry by equipping the next generation of experts with necessary skills. The University's participation in CEDI ensures that Colorado and the nation benefit from a diverse and inclusive cadre of cybersecurity professionals.

Shaping the Future of Aerospace and Engineering

Through the Space Tech Scholars program, MSU Denver addresses the need for aerospace and engineering technicians in Colorado while also promoting diversity in this industry. By reducing barriers to enrollment and providing comprehensive support, the program aims to increase the number of underrepresented students in aerospace and engineering fields. The project also offers dual-enrollment opportunities for high school students, exposing them to a world of possibilities in aerospace and engineering that may not have otherwise been available to them.

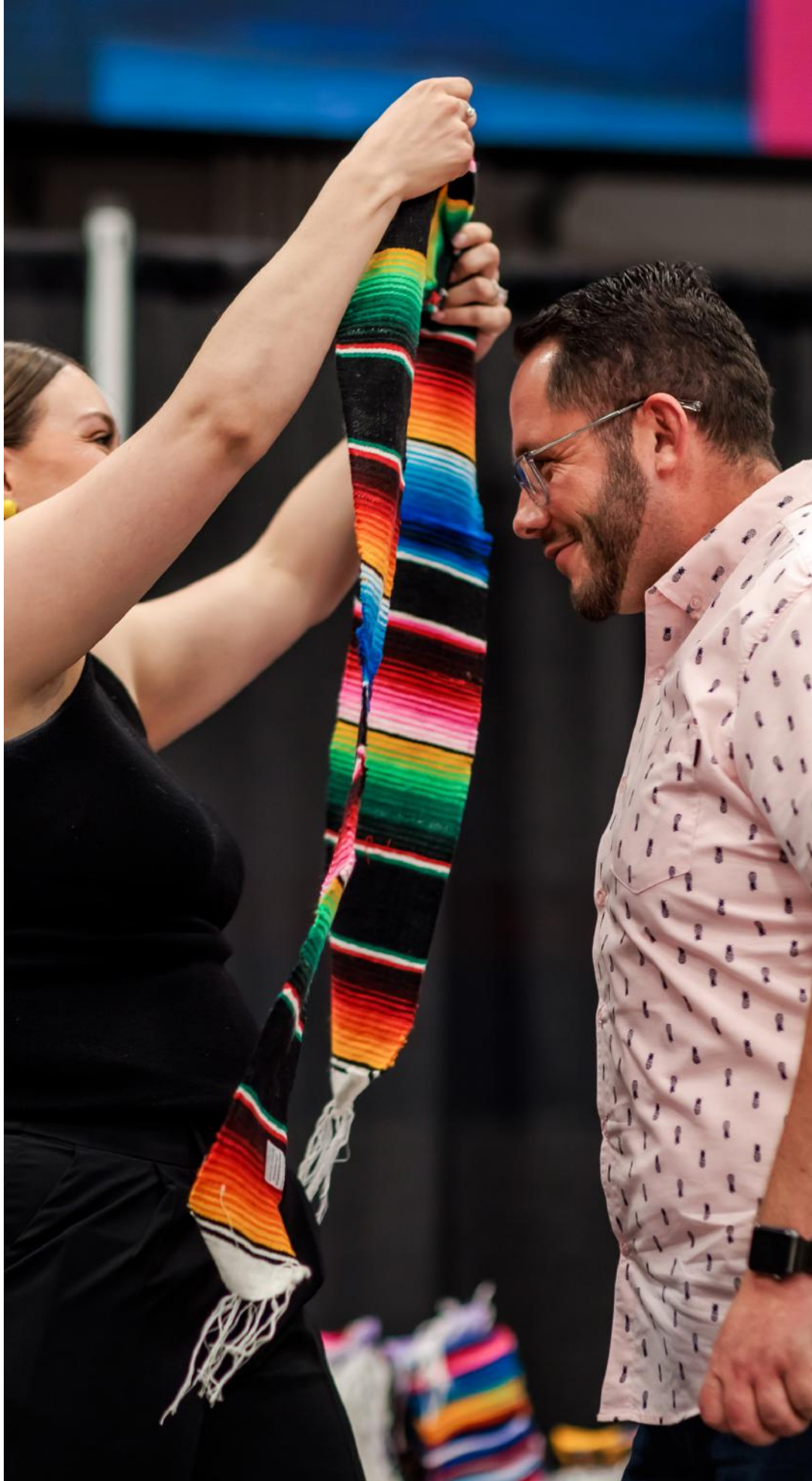
Building STEM Identity through Diversity

The BUILD project at MSU Denver focuses on increasing the number of underrepresented-minority students enrolled in STEM majors. Collaborating with other organizations on the Auraria Campus, the project aims to create a strong foundation for STEM education through wide-ranging partnerships with the community and industry to create and encourage opportunities for minority students in STEM-related fields.

Strengthening Humanities Teaching with Games

To enrich humanities teaching, MSU Denver has embarked on a project to explore the effective use of games in the classroom. By offering workshops and opportunities for professors to reflect on their pedagogy, the University aims to create a stronger and more engaging educational environment for students.

As MSU Denver continues to lead the way in higher education, its commitment to equity, diversity and inclusion remains unwavering. By fostering a national-model HSI, the University is breaking barriers, creating opportunities and empowering the next generation of leaders. Through its innovative programs, outreach efforts and holistic approach to education, MSU Denver is sending engaged changemakers into the workforce, ready to make an impact on the world.



HSI Week at MSU Denver

MSU Denver recently held its highly anticipated **HSI Week**. During this week, the Office of Diversity and Inclusion put on a series of events dedicated to celebrating and supporting Latina/o/x students.

The week showcased the University's commitment to Latina/o/x student success and the vibrant cultures of the Latina/o/x community.

The events included informative discussions, advocacy training, community receptions and a collaboration with other Denver campuses to launch Latina/o/x Heritage Month. Attendees enjoyed engaging activities such as coloring

sessions, loteria games, savory food, captivating performances and the guidance of Chalane Lechuga, Ph.D., in crafting traditional habañoero salsa.

The week aimed to empower attendees with essential skills for advocacy, recognize leaders in HSI initiatives, provide support for Latina/o/x families transitioning to college and celebrate the rich diversity of the Latina/o/x community. Overall, HSI Week at MSU Denver left a lasting impact, fostering unity, empowerment and appreciation for Latina/o/x students and their contributions.



Green Chile and Habañoero Salsa

Recipe provided by Chalane Lechuga, Ph.D.

1. Start by preparing the ingredients. Peel, core and dice **12 cups of tomatoes**. Blanching the tomatoes will help you peel them and remove any excess juice.
2. You will need **6 cups of green chile peppers** roasted, seeded and chopped. Roast the green chile peppers, remove the seeds and chop them into small pieces. Finely chop **1 to 7 habañoero peppers** according to your desired spice level. You can adjust the amount to your preference.
3. Finely chop **1 ½ cups of onions**, choosing either white or yellow onions and **¼ cup garlic**.
4. In a large bowl, combine the tomatoes, roasted green chile peppers, finely chopped habañoero peppers, finely chopped onions, finely chopped garlic, **1 tablespoon of salt** and **½ teaspoon of pepper**.

5. Stir the ingredients together until well combined.
6. Your salsa is now ready to be enjoyed fresh. Transfer it to a clean, airtight container and store it in the refrigerator. It can last for up to one week.

While homegrown produce is always best, you can purchase fresh or canned produce from the store. However, you decide to enjoy your salsa this recipe is sure to bring some amazing flavor.



Chalane Lechuga, Ph.D.



American Exile:
Heroes Betrayed,
Community United

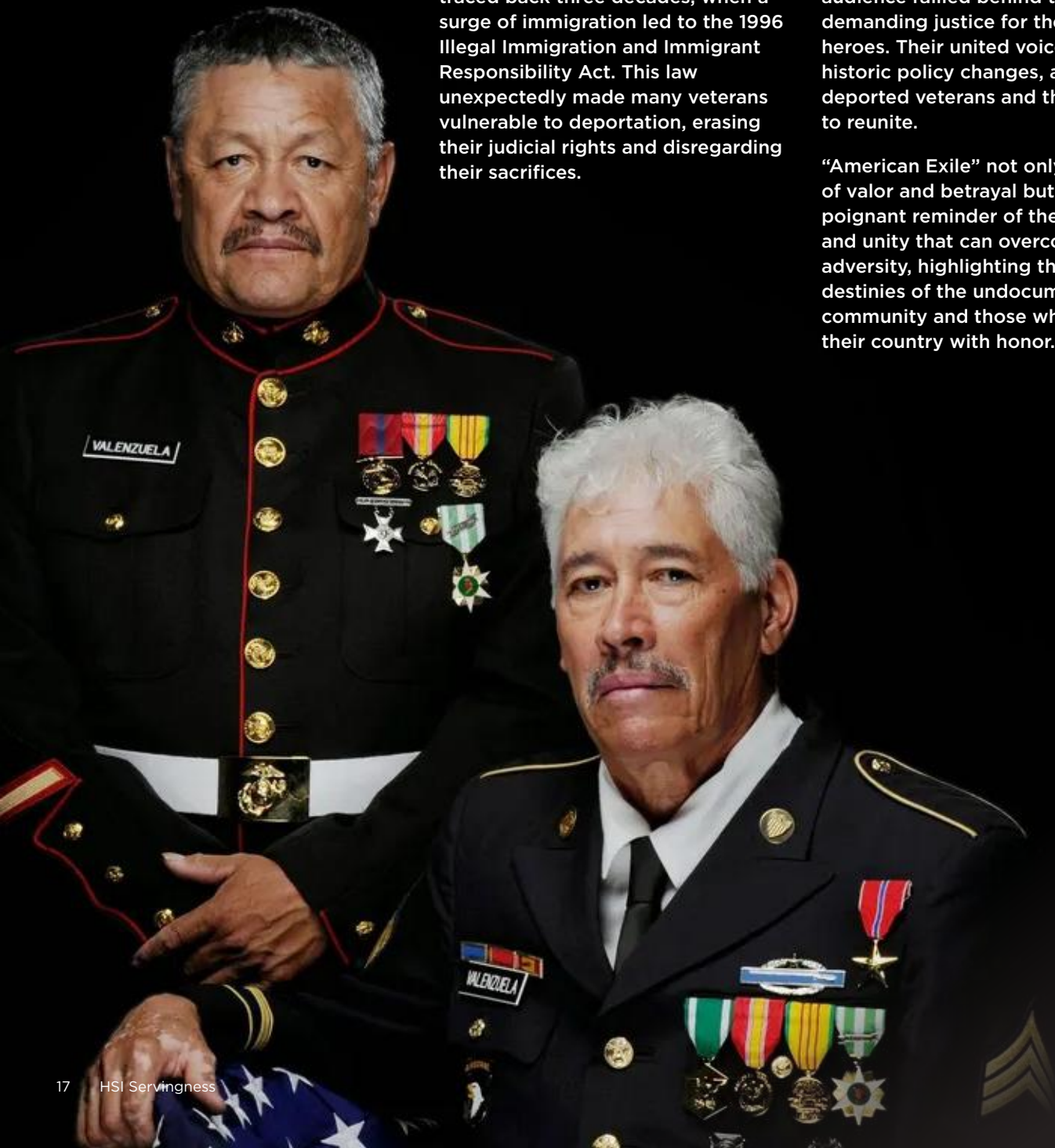
At MSU Denver, a remarkable event unfolded during Veterans Day week: a screening and discussion of the documentary “American Exile.” This Peabody Award-winning film shed light on the heartbreaking fate of U.S. military veterans facing deportation, including brothers Valente and Manuel Valenzuela.

The roots of their ordeal can be traced back three decades, when a surge of immigration led to the 1996 Illegal Immigration and Immigrant Responsibility Act. This law unexpectedly made many veterans vulnerable to deportation, erasing their judicial rights and disregarding their sacrifices.

The screening, attended by students and members of the faculty, staff and MSU Denver community, sparked a powerful connection to the uncertainty faced by the undocumented community. The Valenzuela brothers’ poignant journey touched hearts and ignited a quest to bring deported veterans home.

Driven by the film’s impact, the audience rallied behind this cause, demanding justice for these forgotten heroes. Their united voices led to historic policy changes, allowing deported veterans and their families to reunite.

“American Exile” not only told a tale of valor and betrayal but served as a poignant reminder of the resilience and unity that can overcome adversity, highlighting the intertwined destinies of the undocumented community and those who served their country with honor.



Recruitment, Retention and Success

Creating Pathways to Higher Education

Taking to heart the value of representing the diverse communities it serves, MSU Denver is on a mission to diversify its student body, faculty and staff. Through comprehensive recruitment strategies, MSU Denver has embarked on a journey to open its doors wider to underrepresented populations, ensuring that everyone is afforded the opportunity to thrive.

One such initiative is University Admissions' College Access Team, which has extended its outreach beyond the city's boundaries. Originally established to support Latina/o/x students from underserved high schools in Denver, the program now serves students throughout the entire state. By providing guidance in English and Spanish on financial aid and other crucial aspects of the college-application process, MSU Denver has created pathways to higher education for students who might have otherwise faced barriers.

Nurturing a Sense of Belonging

MSU Denver recognizes that true diversity goes beyond representation—it entails fostering a sense of belonging and support for students, faculty and staff members. To this end, the University has implemented a range of programs to ensure the retention and success of its diverse community members.

The Next Steps Events organized by the Admissions Office are a testament to the institution's commitment to its students' well-being. Designed to assist admitted students in navigating the enrollment process, these events offer one-on-one support, access to technology resources and bilingual guidance to minimize the stress of enrollment and make the transition seamless. By providing such a supportive environment, MSU Denver ensures that all students, including transfer and first-time college-goers, are set up for success.



The Next Steps Events organized by the Admissions Office are a testament to the institution's commitment to its students' wellbeing. Designed to assist admitted students in navigating the enrollment process, these events offer one-on-one support, access to technology resources and bilingual guidance to minimize the stress of enrollment and make the transition seamless. By providing such a supportive environment, MSU Denver ensures that all students, including transfer and first-time college-goers, are set up for success.

Supporting Students' Success to Graduation and Beyond

Beyond recruitment and retention, MSU Denver goes the extra mile to support students' academic and professional growth. The Dream.US Internship Program provides paid internships to Dream.US scholars, including those from undocumented backgrounds, offering invaluable experiences that prepare them for their careers.

Moreover, the Cybersecurity Analyst Training for Teaching the Autism Community Trades (TACT) Learners exemplifies MSU Denver's dedication to empowering diverse communities. By collaborating with TACT and Comcast, the University has opened doors for individuals with autism to excel in cybersecurity roles, further diversifying the industry while providing crucial training resources to the community.

Charting the Path to Success

In the pursuit of enhancing retention rates, MSU Denver has embraced data-driven solutions. Leveraging predictive analytics, the University's Business Intelligence and Admissions teams have developed a model to identify students at risk of not being retained. Armed with this insight, faculty and staff members can provide timely support and interventions, creating a more inclusive and supportive environment for all students to help them succeed.

Fostering an Inclusive Learning Environment

In the spirit of peer-to-peer learning, MSU Denver's Learning Assistant Program brings together students and faculty to create a unique and inclusive learning community. By offering training, support



and resources, this program promotes active learning and inclusive practices, with a focus on diverse representation among Learning Assistants, to best meet our diverse students where they are.

Embracing Equity and Social Responsibility

MSU Denver's commitment to the community extends beyond its campus borders. Through the Post-baccalaureate Opportunities for Hispanic Americans program (POHA), the University strives to diversify the field of nutrition and dietetics. By offering scholarships, cultural humility training and support to students of all backgrounds, POHA empowers the next generation of nutrition professionals.

In addition, the Earn and Learn Program addresses equity barriers within experiential learning, providing funding support to students for unpaid internships. By leveling the playing field, MSU Denver ensures that all students have access to career-shaping opportunities.

MSU Denver stands as an example of an institution committed to equity, diversity and inclusion. Through its comprehensive recruitment and retention strategies, as well as its unwavering support for student success, MSU Denver is breaking down barriers and empowering its diverse community to thrive. With its data-driven approach and inclusive initiatives, the University is paving the way for a future where every person is afforded the opportunity to fulfill their potential and contribute to a more equitable and just society.

Nurturing Excellence and Diversity: MSU Denver's Path to Faculty Recruitment and Retention



MSU Denver stands as a testament to the power of inclusivity in academia. With unwavering commitment, the institution has embarked on an intricate journey to embrace equity, diversity and inclusion across its academic landscape. At the heart of this transformative voyage lies a series of innovative strategies orchestrated by the Office of Diversity and Inclusion and its collaborative partnerships.

A Symphony of Collaborative Efforts

At the heart of MSU Denver's initiative is the Office of Diversity and Inclusion, orchestrating a symphony of programs and initiatives that breathe life into the institution's vision of equity and diversity. At the helm of this symphony stands the Director for Faculty Diversity Research and Development, a visionary catalyst driving research-based strategies aimed at shattering barriers to diversification within the faculty and staff. Collaborating seamlessly with the Office of the Provost and the Human Resources Office, this role has become a beacon of progress, guiding the institution toward increased representation and inclusivity.

Educators of Change: EDI Faculty Fellows

Six EDI Faculty Fellows have emerged as the front-line ambassadors for transformation. Tricia Hudson Matthew, Ed.D., spearheads the Tenure Track Supper Club, creating a haven for a burgeoning faculty to share experiences and learn inclusive pedagogy. The dynamic duo of Bill D. Herman, Ph.D., and Daphne Simmonds, Ph.D., pioneer a database of resources for diverse faculty recruitment and success, carving a pathway for equity in academia. Jovan Hernandez, Ph.D., and K Scherrer, Ph.D., fearlessly explore the campus climate, sifting through qualitative comments to disseminate revelations that shape the academic experience. The collaboration of Chereka Dickerson, Ph.D., with Human Resources unearths culturally responsive practices, fostering an inclusive environment for the staff. These fellows, enmeshed within the fabric of diversity subcommittees, serve as conduits of equity to every corner of the campus.

A Tapestry of Programs and Initiatives

In the pursuit of excellence, MSU Denver embraces myriad initiatives. The Wilton Flemon Post-Doctoral Teaching Fellows Program and the Faculty Recruitment Incentive Program create pipelines, incubating diverse talents to thrive within the institution's fertile grounds. The Tenure

Track Supper Club, echoing inclusivity, imparts critical pedagogical insights to faculty members, nurturing them toward tenured success.

Cultivating Bonds: BIPOC Faculty Gatherings

BIPOC Faculty Gatherings, held once a semester, form the bedrock of community and collaboration. By offering a sanctuary for BIPOC faculty members to connect, network and share invaluable resources, MSU Denver strengthens the bonds that unite academia's diverse voices.

Empowering through Knowledge: National Center for Faculty Development and Diversity

The National Center for Faculty Development and Diversity (NCFDD) emerges as an intellectual refuge, fostering growth for faculty and staff members. Armed with a plethora of resources such as webinars and discussion forums, NCFDD propels MSU Denver's talented people toward their highest potential.

Steppingstones to Success: ESCALA and ACUE Programs

The equity-based professional-development program by ESCALA equips faculty members with tools to enrich Latina/o/x student engagement. The Association of College and University Educators' Effective Online Teaching Practices fortify faculty members, nurturing inclusive and anti-racist pedagogy, amplifying the institution's impact on virtual education.

Evolving Paradigms: Alternative Work Arrangements and Leadership Training

MSU Denver sets new standards with Alternative Work Arrangements, cultivating work-life balance and empowering its diverse staff. In tandem, leadership training embedded with diversity and inclusion principles enriches leaders' capacity to create equitable environments, dismantling systemic biases.

An Ongoing Journey: Nurturing Excellence and Diversity

As the sun-kissed campus of MSU Denver continues to evolve, the University's commitment to excellence and diversity remains unwavering. By nurturing a faculty of diverse backgrounds, the institution transcends representation, painting a canvas of inclusivity. MSU Denver's efforts serve as a beacon, reminding the academic world that diversity is not merely an aspiration but is an ongoing journey that enriches the institution and the lives it touches.

Voices of Change: Shining a Light on Diversity and Justice



The Office of Diversity and Inclusion organizes annual signature events that transcend mere gatherings — they are transformative moments that amplify the voices of those who have battled against oppression and inequality. These events, rich in history and wisdom, bring together trailblazing keynote speakers who share their stories of resilience and empowerment.

Martin Luther King Jr. Peace Breakfast: A Legacy of Courage

Amid the crisp January air, the echoes of the Rev. Dr. Martin Luther King Jr.'s resolute calls for justice and equality reverberated once more as MSU Denver's annual Martin Luther King Jr. Peace Breakfast commenced. This year, the University had the honor of welcoming a truly remarkable voice: that of Carlotta Walls LaNier, the youngest member of the Little Rock Nine. In September 1957, amid a tumultuous landscape and a backdrop of fierce resistance, LaNier stood alongside fellow Black students to integrate Little Rock Central High School, defying prejudice and hate. Her presence at the Peace Breakfast infused the room with a palpable sense of history and hope, as she shared personal anecdotes and reflections that resonated deeply, reminding all attendees of the unyielding power of education and the pursuit of justice.

Deconstructing Gentrification: A Call for Change

For this year's Richard T. and Virginia M. Castro Distinguished Visiting Professorship, the topic of gentrification, an insidious force that erases histories and displaces communities, took center stage. To confront this issue head-on, giving it the urgent attention it deserves, MSU Denver facilitated an illuminating discussion and keynote address by Ernesto Quiñonez in support of this year's theme of "De-Gentrification: Recuperando Nuestra Comunidad, Historias de Resiliencia". Civic leaders and scholars, including Denver City Council President Jamie Torres, engaged in a thoughtful exploration of the systemic forces behind gentrification. With a critical lens, they dissected how historical injustices perpetuate cycles of displacement and discussed the strategies required to reclaim and preserve vibrant neighborhoods.



The dialogue resonated deeply, offering insight into the complex challenges faced by the surrounding community of MSU Denver and beyond as well as the collective determination needed to pave the way for equitable change.

Dr. Shakti Butler: Radical Transformative Learning

In a world where film serves as a powerful medium for change, the MSU Denver stage welcomed Shakti Butler, Ph.D., a visionary filmmaker and educator whose work resonates with the pulse of societal transformation, as the Rachel B. Noel Distinguished Visiting Professor. Through her poignant documentaries — "The Way Home," "Mirrors of Privilege: Making Whiteness Visible," "Light in the Shadows," "Cracking the Codes: The System of Racial Inequity" and "Healing Justice" — Butler has ignited nationwide conversations about racial equity and justice. Her films challenge viewers to confront their privilege, question biases and participate in the vital process of healing and restorative practices. Butler's presence on campus served as a powerful reminder that change begins with heightened awareness, courageous dialogue and committed action. As she stood before the audience, the room became a crucible for reflection and transformation, echoing her belief that education, dialogue and understanding are the cornerstones of progress.

A Tapestry of Wisdom and Empowerment

The events organized by the Office of Diversity and Inclusion form a rich tapestry of wisdom, empowerment and action. Through these gatherings, the University community becomes intertwined with powerful narratives that span generations and transcend boundaries. The stories shared by keynote speakers such as Carlotta Walls LaNier and Shakti Butler remind us that history, when acknowledged and understood, becomes a powerful catalyst for change. As each resonating voice reverberates through the campus, MSU Denver solidifies its role as a beacon of education and transformation, nurturing a new generation of changemakers who are poised to shape a more just, equitable and compassionate world.



Office of Diversity and Inclusion

The Office of Diversity and Inclusion leads, collaborates with and engages with many of the efforts outlined in this report. We know this is a team effort with all the partners across MSU Denver: the staff, faculty and students who have made this work possible.

Office Leadership and Staff

- Michael Benitez, Ph.D.**
Vice President for Diversity and Inclusion and Associate Professor
- Julie Sharer-Price**
Executive Assistant to Vice President for Diversity and Inclusion
- Manuel Del Real, Ph.D.**
Executive Director of HSI Initiatives and Inclusion
- Chalane Lechuga, Ph.D.**
Director of Faculty Diversity Research and Development and Professor
- Jeremy VanHooser**
Associate Director of Equity, Diversity and Inclusion

Equity, Diversity, and Inclusion Faculty Fellows

- Chereka C. Dickerson, Ph.D.**
Associate Professor
- Bill D. Herman, Ph.D.**
Assistant Professor
- Jovan Hernandez, Ph.D.**
Professor
- Tricia Hudson-Matthew, Ph.D.**
Associate Professor and Chair¹
- Elizabeth Macy, Ph.D.**
Associate Professor²
- K Scherrer, Ph.D.**
Professor
- Daphne Simmonds, Ph.D.**
Associate Professor

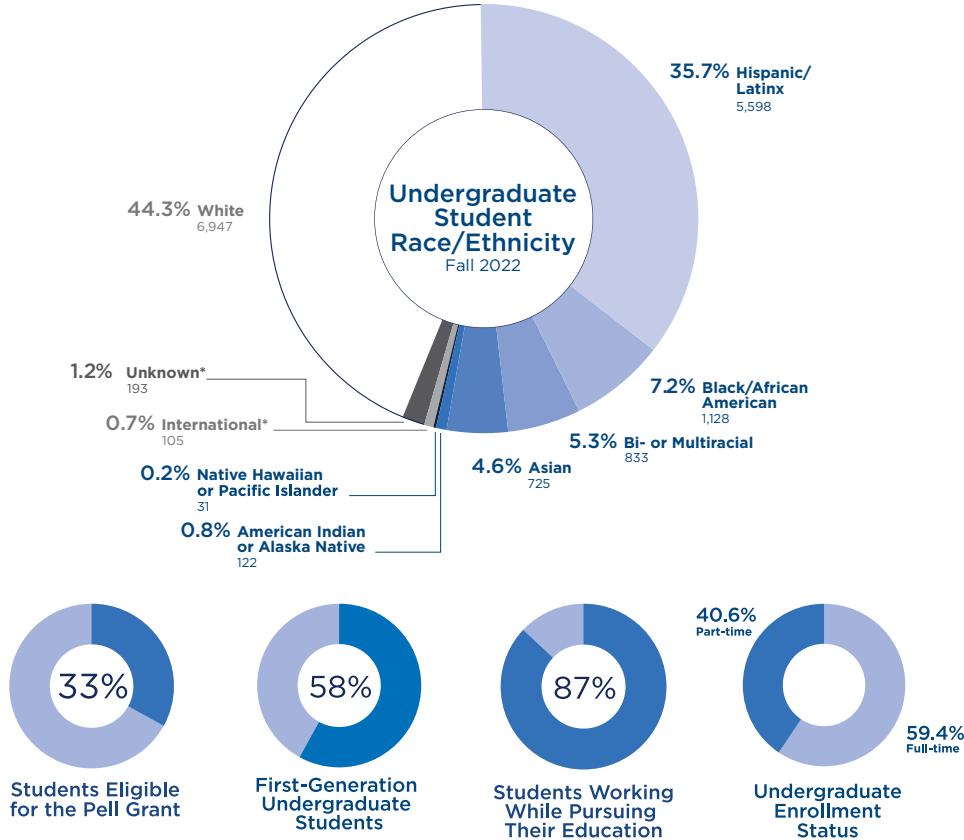
Student Staff

- Samara Alvarado**
Diversity Projects Assistant²
- Nico Gomez-Lucero**
Graphic Designer²
- Amelia Federico**
Diversity Projects Assistant
- Bee Gonzalez**
Diversity Projects Assistant
- Lizbeth Guerra, BA**
Diversity Projects Assistant³
- Itzel Martinez Bernal**
Equity, Diversity and Inclusion Graduate Assistant
- Miranda Reed**
Graphic Designer²
- Emma Rowinski**
Equity, Diversity, and Inclusion Graduate Assistant
- Reydesel Salvidrez Rodriguez, MA**
Equity, Diversity, and Inclusion Graduate Assistant³
- Jaytee Savage**
Diversity Projects Assistant²
- Rachael Smallwood**
Equity, Diversity, and Inclusion Graduate Assistant²
- Jocelyn Vangundy, MSW**
Equity, Diversity, and Inclusion Graduate Assistant³
- Sam Young**
Diversity Projects Assistant²

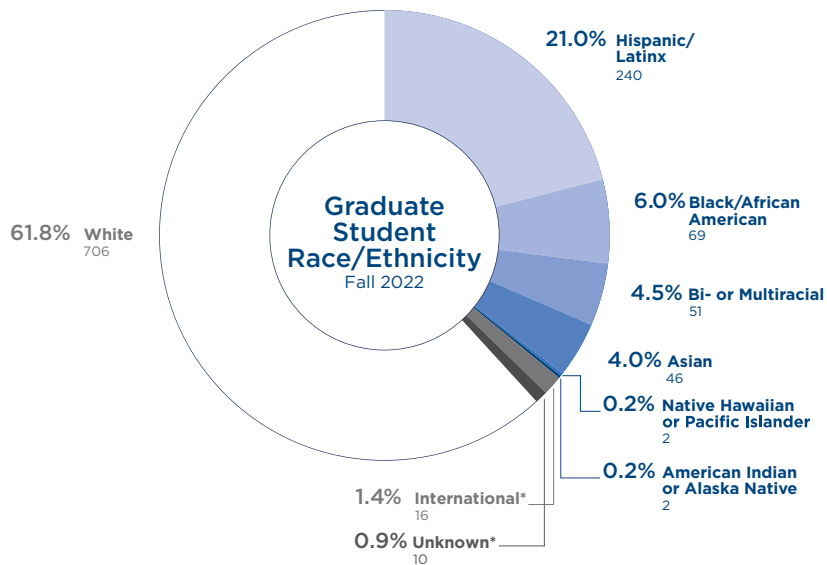
¹Service ended 2022-23. ²Joining the team 2023-24 ³Graduated in Spring 2023

Demographic Profile

53.8% Undergraduate Students of Color

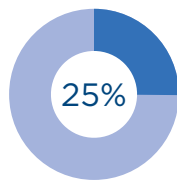
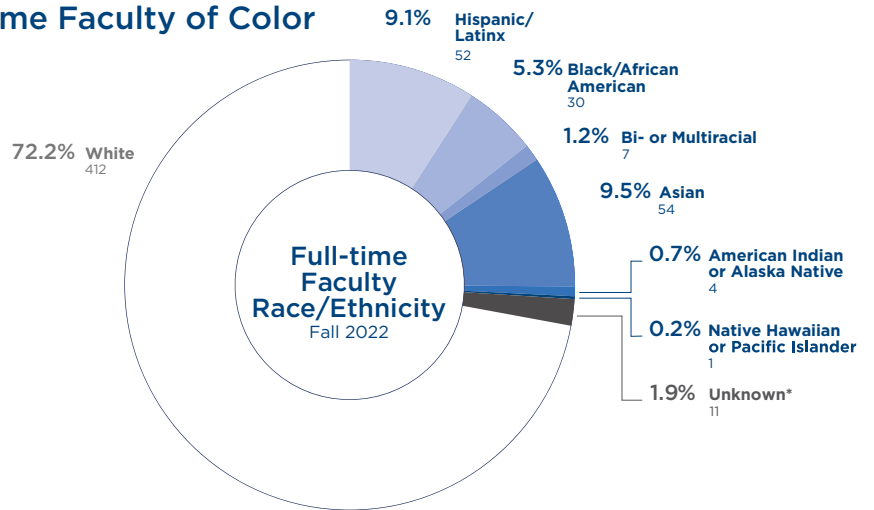


35.9% Graduate Students of Color

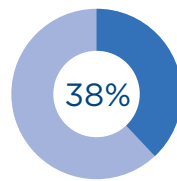




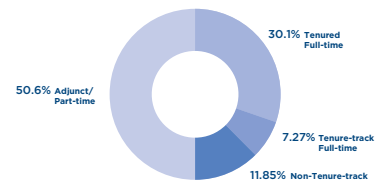
26% Full-time Faculty of Color



Tenured Full-time Faculty of Color

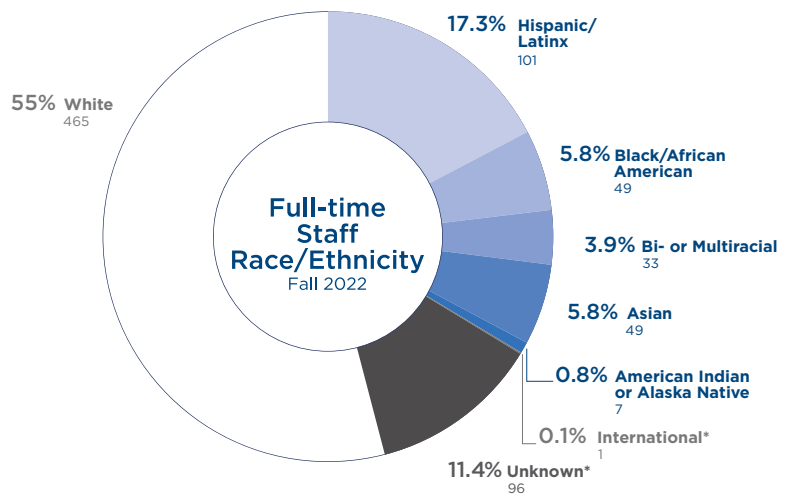


Tenure-track Full-time Faculty of Color



Faculty Member Employment Status

33.6% Full-time Staff of Color



* "International" and "Unknown" statistics are not included in total people of color count.
 No International full-time faculty members recorded.
 No Native Hawaiian/Pacific Islander full-time staff recorded.
 All Statistics accurate as of Fall 2022.



Diversity, Equity and Inclusion Events

Fall 2023

Convocation	August 17
Fall Semester Classes Start	August 21
HSI Week	September 11-16
Cafecito con HSI	September 11
Cocina de los Correcaminos	September 13
Oaxacan Youth Philharmonic	September 14
Viva Southwest Mariachi Fest	September 16, Levitt Pavilion
Latinx Heritage Month Kickoff	September 18
Fall Fest	September 20
Latinx Heritage Month Event	October 3
Music, Race, & Social Justice Visiting Artist Series	October 4-5
Latinx Heritage Month Closing	October 11
Castro Professorship	October 16-17
Dia de los Muertos	November 1
Native Indigenous Heritage Month Kickoff	November 2
Music, Race, & Social Justice Visiting Artist Series	November 7-8
National First-Generation Day	November 8
Native Indigenous Heritage Month Event	November 15
Native Indigenous Heritage Month Closing	November 30
First Generation Graduation	December 4
Latina/o/x Graduation	December 6
Native Indigenous Graduation	December 9
University Commencement	December 15

Spring 2024

MLK Peace Breakfast	January 12
MLK Parade	January 15, Denver City Park
Spring Semester Classes Start	January 16
Black History Month Kickoff	February 1
Lunar New Year	February 13
Black History Month Event	February 14
Black World Conference	February 21-22
Black History Month Closing	February 29
Women's History Month Kickoff	March 6
Noel Professorship	March 10-12
Women's History Month Event	March 13
Women's History Month Closing	March 28
Asian, Pacific Islander, Desi American (APIDA) Heritage Month Kickoff	April 3
Higher Education Diversity Summit	April 4-5
APIDA Heritage Month Event	April 10
Spring Fling	April 17
Viva Southwest Mariachi Fest	April 19-20
APIDA Heritage Month Closing	April 23
APIDA Graduation	April 24
First-Generation Graduation	April 29
Latina/o/x Graduation	May 1
Native Indigenous Graduation and Powwow	May 4
University Commencement	May 10

July

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September

Latinx Heritage Month
Sept. 15 - Oct. 15

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October

LGBTQIA+ History Month

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November

Native and Indigenous People's
Heritage Month

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February

Black History Month

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March

Women's History Month

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April

Asian Pacific Islander Desi American
(APIDA) Heritage Month

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(MSU Denver Observes APIDA Heritage Month in April)

May

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June

LGBTQIA+ Pride Month

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23	24	25	26	27	28	29
30						

2 Equity Event

3 Multiple Equity Events

4 University Event



University
Events



Holidays and
Observances



MSU[™]
DENVER

Office of
Diversity
and Inclusion

Jordan Student Success Building
890 Auraria Parkway, Suite 440
Denver, CO 80204