

# EQUITY DIVERSITY & INCLUSION REPORT

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ACADEMIC YEAR 2021-2022

## DIVERSITY STRATEGIC PLAN

MSU Denver sets goals and objectives to advance equity, diversity and inclusion efforts. [Page 4](#)

## UNIVERSITY DEMOGRAPHICS

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NANA OWUSU (pictured)  
BACHELOR OF SCIENCE IN  
CRIMINAL JUSTICE AND CRIMINOLOGY  
CLASS OF FALL 2021



MSU<sup>SM</sup>  
DENVER



St. Cecilia's  
1140 9th St.

# Janine Davidson, Ph.D.

MSU Denver President

# Russell Noles

MSU Denver Board of Trustees Chair

As the president and chair of the Board of Trustees at Metropolitan State University of Denver, we are proud to lead together an institution with such a rich history and culture of valuing equity, diversity and inclusion (EDI) so highly. Those aren't just boxes we want to make sure we've checked at the end of every year, but rather the framework for everything we do at the University as we strive to provide the best-value education in Colorado in a welcoming environment to students of all backgrounds.



Beyond just our campus goals, the State of Colorado master plan for higher education seeks to increase statewide credential attainment by erasing attainment gaps between students of color and white Coloradans. As MSU Denver educates large populations of students of color, low-income students and first-generation students, the EDI work we do to support students historically underserved by higher education is critical in building a more equitable Colorado.

In this report, you will read about numerous equity, diversity and inclusion initiatives; and it is important to note that these efforts are carried out all over the University. Our Student Affairs Branch leads programs such as Brother-to-Brother, Sister Circles and the Immigrant Services Program, while the EDI ethos and pedagogy are built into our classroom experiences and curriculum. Our Office of Diversity and Inclusion leads many university-wide initiatives, including the development of MSU Denver's Diversity Strategic Plan, the EDI Faculty Fellows program and the Campus Climate Survey. They do truly amazing work and support many initiatives across campus.

Our Board of Trustees is fully engaged and supportive of our EDI efforts. The board established a Sustainable Racial Justice Committee in 2020 that continued its work last year, listening, learning and working alongside students, faculty and staff to ensure Roadrunners are equipped with the tools needed to dismantle structural racism.

Equity, diversity and inclusion are mission-critical at MSU Denver, from our classrooms to our offices and all of our shared spaces. As our 2030 Strategic Plan says, "MSU Denver embodies diversity in all its rich representations and expressions. It is who we are. We commit ourselves to justice that provides a foundation for equity and inclusion." It is not a feature or an add-on, but our very foundation as a University.

We hope you will learn something exciting and new in these pages and find something you can be a part of as well. We would also love to hear your ideas for how MSU Denver can better support equity, diversity and inclusion—you can submit ideas through the Idea Catcher on the President's Office webpage, [msudendenver.edu/president](https://msudendenver.edu/president), or attend a Board of Trustees meeting to provide public comment.

Thank you for your interest in our EDI work at MSU Denver!



# Michael Benitez Jr., Ph.D.

## Vice President for Diversity and Inclusion

The Office of Diversity and Inclusion is pleased to publish Metropolitan State University of Denver's 2nd annual Equity, Diversity and Inclusion Report for academic year 2021-22. As MSU Denver continued to feel the impacts of Covid-19, our campus community's dedication to equity, diversity and inclusion has been unwavering, and we continued to support and advance this work through programs and initiatives that directly and positively impacted our students, faculty and staff. This report highlights a variety of equity, diversity, and inclusion efforts and initiatives from within the office and across the University.

The Office of Diversity and Inclusion supports and promotes equity, diversity and inclusion and assures that MSU Denver centers our Hispanic-Serving and Minority-Serving Institution (HSI/MSI) identity. These tenets are core values of MSU Denver and serve as one of the five pillars of the University's 2030 Strategic Plan. With over 50% of our undergraduate students identifying as people of color, the University continues to develop and implement initiatives that advance our stated goal

of becoming an anti-racist institution. MSU Denver fosters a campus community that promotes inclusive learning and engagement, cultivating awareness and appreciation for diverse perspectives and identities, and the establishment of policies, practices, programs and resources designed to embrace and enhance equity, diversity and inclusion.

Over the past academic year, MSU Denver has continued to demonstrate our commitment towards becoming a model Hispanic-Serving Institution in Colorado and across the nation. The Diversity Equity and Inclusion Council hosted a series of campus open forums and meetings with various offices and departments across the University to gather diverse voices and input in an effort to operationalize Pillar IV of the University Strategic Plan, and develop a diversity strategic plan (DSP) that serves as the roadmap to advance equity, diversity and inclusion at MSU Denver. More than a year in the making, the DSP is comprised of four goals and outlines a series of objectives for each goal that encapsulate MSU Denver's values.

Our signature programs brought in renowned leaders in education, STEM, and community organizations, intentionally leveraging our resources to connect with and benefit Denver communities, including collaborating with Denver Public Schools.

The Office of Diversity and

Inclusion provided funding to campus and community initiatives in the form of sponsorships and grants to support MSU Denver's EDI efforts and initiatives benefiting staff and faculty affinity groups and their programs, faculty classroom support, student leadership and academic conferences, academic and social student support, cultural performances, professional development opportunities, events addressing critical EDI issues and graduation ceremonies.

Initiatives such as the Equity, Diversity and Inclusion Faculty Fellows supported faculty members across various departments to advance EDI efforts and resources to support faculty development, the completion of the Campus Climate Survey report and data analysis, research on faculty diversity promising practices, faculty mentoring and peer-to-peer support through the Tenure-Track Supper Club to name a few.

It is through these actions and the initiatives detailed in this report that MSU Denver demonstrates its commitment to advancing equity, diversity and inclusion and modeling HSI/MSI servingness.

# Strategic Plan 2030

## Pillar IV: Diversity Equity and Inclusion

MSU Denver embodies diversity in all its rich representations and expressions. It is who we are. We commit ourselves to justice that provides a foundation for equity and inclusion. We mend internal and external inequities through the cultivation of a vibrant, healthy community.

### GOALS

#### **Cultivate and sustain a culture of inclusive and intersectional teaching, learning and practice.**

MSU Denver will be a model for shared leadership that fosters an anti-racism environment and systemic transformation through a more representative workplace w attracts and retains diverse faculty and staff, while investing in DEI service, scholarship and practice.

#### **Be an agent of healing by helping to convene and celebrate Denver's diverse communities.**

MSU Denver will be known in Colorado as a connection point for people from diverse backgrounds and experiences that supports the respectful exchange of ideas and holds space for the collaborative work of advancing equity and inclusion in the state.

#### **Become a model Hispanic-Serving Institution for higher education.**

MSU Denver will be a national leader for serving Latinx students by creating and sustaining initiatives that support students as they achieve their academic goals and prepare for their careers.

**“MSU Denver has a welcoming nature for those who may have been disenfranchised traditionally in these spaces. There’s a welcome mat that is sort of rolled out for folks and there’s a language that the University is comfortable speaking that engages with people. When I was a student, I’d be sitting next to someone who just got out of high school or a person who was on their third career choice in their 50s.”**

Bobby LeFebre  
Colorado Poet Laureate  
2004 MSU Denver Alumnus



# Diversity Strategic Plan

## 1 INCLUSIVITY AND CAMPUS CLIMATE CULTIVATION

### Goal

**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 diversity, equity, inclusion and access practices are integrated into the unit's goals and align with University priorities.

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.

Acknowledge and address equity and accountability gaps in policy and practice.

Analyze data-driven and evidence-based recommendations to develop and implement appropriate actions with campus stakeholders.

## 2 COMMUNITY CONNECTIONS AND ENGAGEMENT

### Goal

**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 the Denver metro area 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

## Goal

**As a recently designated Hispanic-Serving Institution (HSI), 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 for consideration.

# 4 RECRUITMENT, RETENTION AND SUCCESS

## Goal

**Diversify 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 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.

Provide institutional resources and support for the retention and success of diverse faculty and staff.

Provide opportunities for professional development and growth to faculty, staff 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.

# Hispanic - Serving Institution

MSU Denver is a Hispanic-Serving Institution, federally designated by the U.S. Department of Education. This designation is for colleges and universities that have at least 25% total undergraduate Hispanic/Latina/o/x student enrollment. MSU Denver has met HSI eligibility requirements annually since being designated as an HSI in February 2019. As a result of such federal designation, HSIs are eligible to competitively apply for federal grants aimed at supporting HSIs and other Minority-Serving Institutions.

## HSI Servingness

Using the Multidimensional Framework of Servingness defined by Garcia, Núñez, and Sansone (2019), Indicators and Structures for serving and Servingness in Practice are the tenets that guide MSU Denver in its goal to become a model HSI. 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.

## HSI Grants

In collaboration with the Office of Sponsored Research Programs and University Advancement, MSU Denver's HSI Committee has been able to strengthen the process and criteria for the identification, review and prioritization of HSI/MSI grants.

MSU Denver currently has six HSI grants. Two funded by the National Science Foundation focusing on our Learning Assistant experience in collaboration with Community College of Denver, and the Building Identity Leading to Diversity

(BUILD) at MSU Denver grant. Both serve to increase the number of underrepresented minority students enrolled in STEM majors. The University also has two Title V grants: the Developing Hispanic-Serving Institutions Program (DHSI) for our Space Tech Scholars program and the Post-baccalaureate Opportunities for Hispanic Americans (POHA) grant. MSU Denver also received a cybersecurity grant through the National Security Agency's Cybersecurity Education Diversity Initiative to diversify the cybersecurity field, as well as a grant from the National Endowment for the Humanities focusing on German Romantic philosophy and poetry.

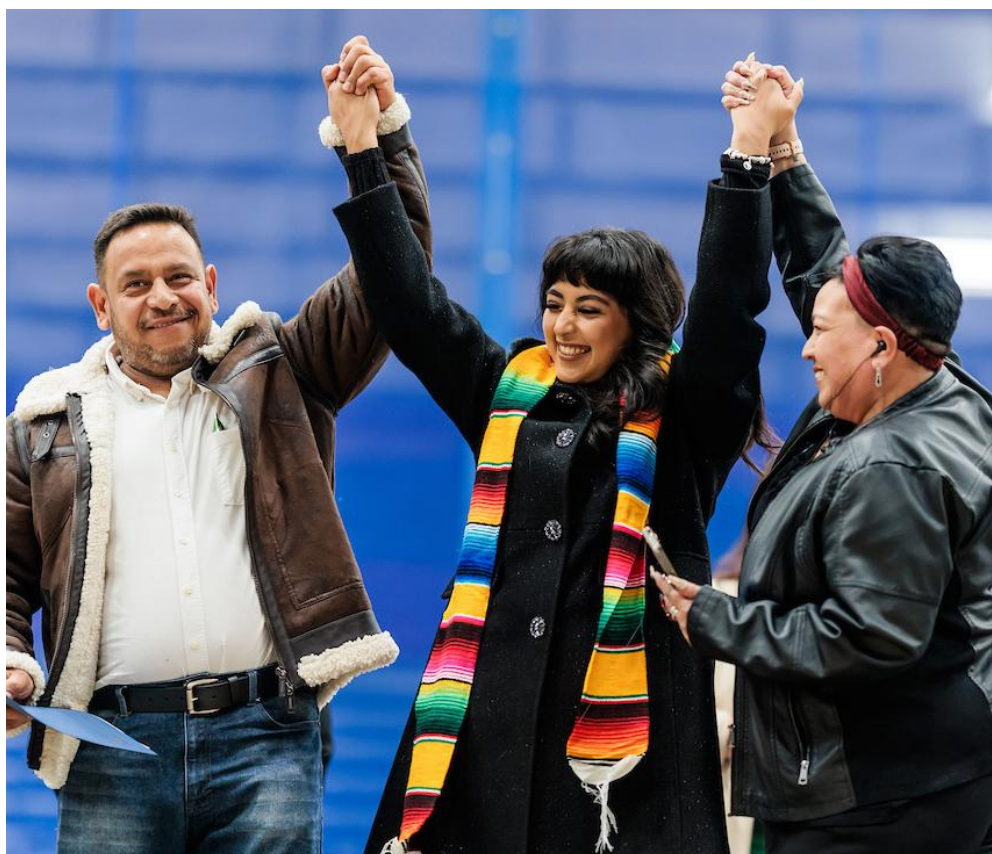
## HSI Research

We successfully submitted the Seal of Excelencia application, which is a national certification by Excelencia in Education for institutions that strive to go beyond enrollment to

intentionally serve Latina/o/x students. Selected schools will be announced this fall.

A cohort of five faculty and staff members recently participated in Excelencia in Education's 2022 Data Institute and is incorporating the tools and resources learned to improve our data collection and HSI servingness.

Three faculty members participated in ESCALA's Certificate in College Teaching and Learning for HSI faculty members to increase student success at HSIs through faculty implementation of culturally responsive classroom instruction. Faculty members successfully designed a small teaching-research project to study the impact of evidence-based practices on student pass rates. MSU Denver also had two faculty members participating this summer in ESCALA's Culturally Responsive Teaching in STEM, a nine-hour minicourse.





# MSU Denver's Journey to HSI Designation

**1970** The Chicana/o Studies program was started at MSU Denver.

**1996** The first Latino Graduation was held for seven graduating students.

**1997** The Richard T. Castro Distinguished Visiting Professorship was initiated.

**2006** An ad-hoc committee studied the feasibility of the University becoming a Hispanic-Serving Institution. President Stephen Jordan initiated a goal for MSU Denver to become an HSI.

**2007** The HSI Task Force was established in the Summer 2007 and began meeting in Fall 2007. An HSI Task Force proposal template was created for recommendations to move the initiative forward.

**2008** A report was presented in early 2008 with 55 recommendations, 16 being prioritized recommendations and one of which being the support of what would become the ASSET Bill.

**2012** In June, the MSU Denver Board of Trustees initiated a special tuition rate for Colorado's undocumented students to earn their degree. This was prior to the passage of the ASSET Bill in 2013.

**2016** MSU Denver's HSI Task Force released the report *Connecting the Dots: Report and Recommendations*.

**2019** On Feb. 19, MSU Denver met the requirements and became a federally designated Hispanic-Serving Institution.

MSU Denver's Department of Nutrition received \$2 million as the first HSI grant, Post-baccalaureate Opportunities for Hispanic Americans

**2020** MSU Denver received a Developing Hispanic-Serving Institutions Program grant of \$2.9 million.

**2021** The University was awarded a \$1 million National Science Foundation grant for Building Identity Leading to Diversity (BUILD) at MSU Denver.



# Initiatives supported with CARES Act Funding for Hispanic-Serving Institutions

Due to the Covid-19 pandemic, various Minority-Serving Institutions and Hispanic-Serving Institutions received CARES Act Federal Funding as part of a Covid-19 grant in spring/summer 2020. The Office of Diversity and Inclusion reached out to various departments, faculty members and staff members for recommendations on programs and activities that met the funding guidelines for the grant. Of the 22 ideas proposed, 11 that met the guidelines of focusing on students, technology, pedagogy, accessibility, operations and programs were awarded.

We wanted to make sure students received as much as they could from the grant by supporting them in their roles as **Learning Assistants, Teaching Assistants and Transfer Peer Mentors**. Through these opportunities, students in these roles also contributed to supporting faculty in classrooms to improve the student experience as faculty members switched their curricula to online/hybrid formats. Faculty members also had the opportunity to participate in the **Association of College and University Educators** full academic-year course. The course assisted faculty members with inclusive online teaching tools that also helped with the transition online. We saw an increase in student retention of 3.37% among those who participated as Teaching Assistants. Additionally, the Transfer Peer Mentor program had a caseload of 2,760 during the 2020-21 academic year. From fall 2020 through fall 2021, the



BIOLOGY STUDENTS BRYCE VON PHUL-CHEWNING AND ELENA AGUIRRE PRACTICE THE MICROPIPETTE TECHNIQUE BEFORE LOADING DNA INTO GELS.



THE CENTER FOR TEACHING, LEARNING AND DESIGN RECOGNIZED AN ACUE FACULTY COHORT FOR ITS COMPLETION OF CERTIFICATES.

**Learning Assistants** program saw 122 Learning Assistants support 81 faculty members in 149 courses. Finally, through CARES Act funding, we also provided books and supplies for students who participated in Admissions and the Center for Equity and Student Achievement’s mentoring program as well as the **School of Education’s Roadrunner Diversity Scholars** program.

Since the pandemic required faculty, staff and students to transition from in-person to online and hybrid formats, we used CARES funding to support students using online tutoring programs such as **TutorMe**. Based on the fall student-impact survey, some students reported having outdated hardware and/or no laptops to complete their course assignments. Fifty-two students, including student employees, benefited from laptops purchased using Higher Education Emergency Relief Fund funding for spring 2021. We were also able to provide additional Zoom services for affinity-group graduations for

students, faculty members, staff members and families to be able to celebrate the accomplishments of their students.

Since June 2020, MSU Denver has received \$5,620,634 from HSI/MSI CARES Act funding as a Covid-19 grant. HSI/MSI CARES Fund guidelines specifically outline the following:

### 1. Students

Institutions are not required to use at least 50% of these funds for grants to students, unlike previous relief funds, but are encouraged to use as much as possible to give grants to eligible students.

### 2. Technology, Pedagogy, Accessibility

We can use funds to expand remote-learning programs and build information-technology capacity: “Institutions may use this funding to cover the cost of technology associated with a transition to distance education.” This includes grants to cover the costs of faculty and staff training.

### 3. Operations and Programs

Funds may be used to cover operational costs such as lost revenue, reimbursements for prior expenses and payroll.

Outreach was made to various departments to submit proposals based on the funding guidelines.

Lastly, we are a Hispanic-Serving Institution that is intentionally finding ways to serve our students. Thus, we believe **translating website content and University documents to Spanish** illustrates our continued dedication to our Hispanic/Latina/o/x students and families from Spanish-speaking homes and values the knowledge and skills of our staff and faculty. Remaining HEERF funding was allocated to **lost revenue** to continue to fund programs such as **Teaching Assistants, ACUE Cohort, Spanish translation and Transfer Peer Mentors** for the remainder of the spring 2022 semester.

# New to the nest and on the road to graduation

Metropolitan State University of Denver is committed to ensuring that every student has the resources and opportunities they need to succeed. In addition to the enrollment and financial resources that students need on their academic journey, we support student organizations; leadership opportunities; innovative career-readiness programming and industry connections; recreation and club sports; and health and wellness offerings to fit all interests.

This commitment to students starts before they are admitted to the University. **The Office of Admissions** has created a more holistic application-review process, including test-optional admission, to align with the University's equity, diversity and inclusion effort to become an anti-racist institution, and these changes have opened the door for more students to be admitted to MSU Denver.

Most students rely on scholarships and other financial aid to afford their



education. The **Office of Financial Aid and Scholarships** focus for the year was improving processes and financial aid delivery for all students while applying an equity lens. Automating time-consuming manual processes allowed advisors more time to serve students. MSU Denver's financial aid programs to support first-generation, lower-income students and help them achieve their goals include:

The **Corky and Geraldine Gonzales Spirit of Tlatelolco Endowed Scholarship** fund, established to honor the legacy of Escuela Tlatelolco, a dual-language K-12 alternative school founded by Chicano

activist Rodolfo "Corky" Gonzales in 1971.

The **Displaced Aurarian Scholarship** program, designed to provide funds for tuition and fees for all direct descendants of those who were residents of the Auraria neighborhood at the time the campus was built, between 1955 and 1973.

The **Higher Education Emergency Relief Fund**, which delivered impact grants to all enrolled students and collaborated with a variety of departments to deliver payment of Balance Due Grants and Emergency Grants.



The **Indigenous and Native Peoples' Grant**, designed to provide funds for tuition and fees for undergraduate students who are Colorado residents and are enrolled in one of 574 federally recognized Native nations.

The **Latin American Educational Foundation**, established to provide Hispanic and Latino students access to higher education. Scholarship recipients are enabled to mitigate financial barriers during their quest for a college education and receive ongoing support throughout their college experience.

The **Roadrunner Promise**, a program that pays tuition and fees for undergraduate students whose family incomes are less than \$60,000 per year and whose costs aren't covered by other federal, state and institutional aid and scholarship programs.

The **Work Study Program**, which is an altered financial aid packaging policy to award Federal and Colorado Work Study to all new students and continuing students who indicate interest in Work Study.

The **Classroom to Career Hub** (C2 Hub) is committed to upholding the values of equity, diversity and inclusion. Its leaders recognize that not every student has equal access to career or professional development opportunities, due to a variety of systemic inequities. The C2 Hub works to support students with the knowledge, skills and resources to effectively navigate the professional world and ensure that students accomplish their career goals regardless of their background or identity. The resources provided by the C2 Hub are intended to assist students with career and professional development needs on their career journeys.

MSU Denver hosted 10 identity affirming career-readiness programs supporting first-generation, BIPOC and LGBTQIA+ students and students with disabilities over the past year. Additionally, the C2 Hub launched the **Community of Mentoring Professionals and Student Scholars** (COMPASS), which was created in response to student demand for more professional connections and hands-on experience. Utilizing the New Skills Readiness Initiative Grant, a small pilot was initiated by the C2 Hub to better develop a replicable and accessible framework for the University, with plans to expand. The COMPASS pilot centered individual and communal learning with the opportunity of job shadowing. Participating mentees self-identified as 71% female, 26% male and 3% undisclosed. Female-student representation outpaced the 54% of the overall undergraduate population who identify as female. In addition, mentors were also reflective of the mentee population, with 61% female and 39% male. With this being the first pilot of the COMPASS

program, the scope was narrowed to include three career pathways: business, information technology and health. This was inclusive of all majors, minors and degree paths related to these career objectives.

MSU Denver is participating in the **Grow With Google HSI Career Readiness Program**. The initiative will help students at 35 Hispanic-Serving Institutions prepare for the workforce through digital-skills training and career workshops. Through a \$2 million investment in the Hispanic Association of Colleges and Universities, the program will train 200,000 Latino students by 2025. MSU Denver was awarded \$25,000 in partnership funding in the efforts to meet the overall goals.

Students are encouraged to connect with the Career Development and Readiness Team, which offers in-person and virtual drop-in hours, individual career counseling, advising appointments and a range of other resources to support students in their career or job search.





# Equity, Diversity and Inclusion Faculty Fellows

In 2021-22, the Office of Diversity and Inclusion engaged six faculty members from various school and colleges across campus to serve as Equity, Diversity and Inclusion (EDI) Faculty Fellows to work with the office to advance the University's Strategic Plan and the Diversity Strategic Plan with attention to faculty recruitment and retention.

EDI Fellows were identified and selected because of their deep commitment to advancing equity, diversity and inclusion at MSU Denver and their grounding in the scholarship of EDI in higher education. Moreover, their experiences can inform MSU Denver's efforts to recruit, retain and support faculty success. Throughout the year, Faculty Fellows contributed their expertise in the scholarship of equity, diversity and inclusion across campus and in their respective spheres of influence, in addition to serving as diversity liaisons and conduits of information about EDI. They also conducted research and analysis rooted in EDI, designed to inform the efforts and further embed EDI throughout campus. Toward this goal, Faculty Fellows also produced resources to

support this work, including comprehensive literature reviews, white papers, syllabi, surveys and reports. One Fellow developed curriculum and facilitated programmatic efforts in support of diverse-faculty retention and success.

## **Equity, Diversity and Inclusion Expertise and Liaisons**

All Fellows participated in, advised and led subcommittees of the Diversity, Equity and Inclusion Council (DEIC). Jovan Hernandez, Ph.D., and K Scherrer, Ph.D., led the Campus Climate subcommittee with Jeremy VanHooser. The chairs of this subcommittee facilitated regular meetings, consulted with the subcommittee to inform the Campus Climate Survey (CCS) analysis and dissemination and identified opportunities for survey findings to inform the enhancement of campus climate and planning for the next survey administration in spring 2024. They created the executive summary, coordinating its public release to the MSU Denver community. In addition, they held numerous stakeholder meetings to share CCS results across campus.

Fellows served as diversity liaisons and conduits of information on EDI to their respective colleges and schools and across campus. They advised on EDI promising practices, shared information on University wide EDI programs and efforts and served as ambassadors for the infusion of EDI across campus and in our classrooms. For example, Bill Herman, Ph.D., met regularly with MSU Denver's College of Business Faculty Development Committee to advance inclusive pedagogy, faculty inclusion of EDI content in coursework and faculty research that is attendant to EDI issues, in addition to providing regular updates to the dean and seeking feedback and opportunities for collaboration. In liaising with the School of Education, Ofelia Schepers, Ph.D., ensured that the school was informed of the Office of Diversity and Inclusion's efforts and offered support for faculty searches, including developing a faculty diversity group to ensure that faculty members with expertise in equity, diversity and inclusion were included on hiring committees. Eric Olson, Ph.D., served similarly in the context of the School of

Hospitality, as did Scherrer with the College of Health and Applied Sciences' Diversity and Inclusion Committee. In addition, EDI Faculty Fellow Sandra Leu Bonanno, Ph.D., served as the faculty expert to the Pathways to Possible Program at MSU Denver, working with it to develop culturally responsive programming and curriculum.

### Research and Analysis

Faculty Fellows conducted research and analysis on numerous projects, including conducting comprehensive literature reviews, benchmarking, coding and analyzing survey data, in addition to collaborating with constituencies across campus to conduct their own surveys. For example, Herman benchmarked data on Business-faculty diversity. Herman and Olson also completed a preliminary literature review of relevant scholarship focusing on EDI issues in higher education generally and, where available, business and hospitality/tourism specifically. Leu Bonanno reviewed the literature on Culturally Responsive & Sustaining Education in Higher Education and synthesized the literature into three themes. From this, she worked with the Pathways to Possible Program to create shared goals for collaboration and the LAS 190 course.

As part of the Campus Climate Survey, Hernandez led the cleaning and coding of quantitative data for future analysis and to provide customized summaries to campus constituencies. Scherrer focused on the qualitative analysis of data contributing to the overall analysis plan and completed a draft of student findings. Hernandez and Scherrer also gathered feedback from constituents across campus regarding the survey's strengths and limitations and will use that information to

develop and administer the next iteration of the survey in spring 2024.

Olson also worked with campus partners to send out an ad-hoc survey to faculty and staff gauging the level of interest in creating an LGBTQIA+ Faculty and Staff Resource Group. Finally, Schepers conducted a comparative analysis identifying faculty-development resources across campus in an effort to ensure that a membership in the National Center for Faculty Development and Diversity (NCFDD) would complement existing efforts and fill a need for culturally relevant faculty-development resources rooted in equity and inclusion.

### Resources

Faculty Fellows created, organized and provided resources for MSU Denver's constituents. For example, Herman provided a preliminary database of resources for diverse faculty recruitment and retention with particular attention to business fields. Hernandez, Scherrer and VanHooser drafted and disseminated the Campus Climate Executive Summary while also coordinating its public release. Bonanno provided resources such as a modified syllabus based on principles of active learning and preparation for students in LAS 190. She also provided links to resources and tools to promote active learning as well as meaningful engagement with the MSU Denver campus. This included a list of alternative locations across MSU Denver to hold classes, a bank of strategies for collaboration and active learning, and a list of community-building activities to begin classes with and solidify meaningful relationships among peers.

### Programmatic Administration

Schepers developed curriculum and facilitated the Tenure Track Supper Club twice a semester. This critical resource provided tenure-track faculty members with practical knowledge for successfully navigating the tenure track and a space to engage in community and networking with one another. In addition, Schepers facilitated the rollout of and engagement with the NCFDD membership while informing faculty members across the campus of this resource and touting its benefits. In fact, all Fellows helped spread the word.

The EDI Faculty Fellows initiative allows for innovation and collaboration with faculty members across campus with expertise in and commitment to equity, diversity and inclusion.

**2021-2022  
EDI FACULTY FELLOWS**

**Bill D. Herman, Ph.D.,**  
Assistant Professor,  
Department of Marketing,  
College of Business

**Jovan Hernandez, Ph.D.,**  
Associate Professor,  
Department of Psychological  
Sciences,  
College of Letters, Arts and  
Sciences

**Sandra Leu Bonanno, Ph.D.,**  
Assistant Professor  
Elementary Education,  
School of Education

**Eric D. Olson, Ph.D.,**  
Department Chair and  
Associate Professor,  
Rita and Navin Dimond  
Department of Hotel  
Management,  
School of Hospitality

**Ofelia Schepers, Ph.D.,**  
Associate Professor,  
Elementary Education,  
School of Education

**K Scherrer, Ph.D., LCSW, MA,**  
Professor and  
BSSW Program Director,  
Department of Social Work,  
College of Health and Applied  
Sciences



# Student Engagement and Belonging

To provide a student-centered, accessible, intersectional, anti-racist and equitable experience that prioritizes community engagement, servingness and cultural appreciation, the **Center for Multicultural Engagement and Inclusion (CMEI)** provides co-curricular activities, leadership and community development. The process combines the practical application of scholarly research, culturally responsive programming, experiential and student-based activities and learning.

The CMEI provides support to over 70 student organizations at MSU Denver. The center is dedicated to helping new organizations get started and connected with various resources across campus. Additionally, **Fraternity and Sorority Life** is home to eight culturally based Greek organizations, including our historically Black Greek organizations and two growing Panhellenic sororities. Every year, MSU Denver students take part in this journey in finding their home and sense of belonging through one of our fraternities and sororities. These organizations offer

opportunities to cultivate bonds with students who have similar values, serve the community and develop leadership skills inside and outside of the chapter experience through our two governing councils.

**Brother to Brother** is an urban-male initiative program in the CMEI that applies four programmatic pillars: leadership development, social integration, academic support and career preparation. The program increases the recruitment, retention and graduation rates of men of color at MSU Denver. **Sister Circles** is a group for women of color who gather as a collective community. Sister Circles has a goal of bringing together women of color to create a space for healing, encouragement, understanding, learning, strength, growth and empowerment along with engaging in inclusivity.

**Community and Civic Engagement** is about bringing students and organizations together to make a positive, significant and lasting change in the world. Through volunteering, voting, internships and

community organizing, students can learn beyond the classroom and campus. Community engagement offers a way for students to participate in programs and organizations on and off campus as members of their community. Civic engagement occurs when individuals work to make a change on a local, state, national and international level through political and nonpolitical actions. The goal of community and civic engagement is to address public concerns and uplift communities. MSU Denver provides a connection for students, faculty members, staff members and community partners to access resources, events and networks to participate in communities on and off campus. In collaboration with Undergraduate Studies, the CMEI aids students in voter registration, informational voter support and post-election reflection and provides support spaces for MSU Denver's student body.

The **Equity Peer Leaders** group was created to address equity- and social justice-related issues on our campus. Equity-minded students lead



workshops, trainings or discussions to name these issues and craft ways to dismantle them at MSU Denver. This is a space to imagine and practice a future where everyone can thrive and will unapologetically center the truths of marginalized voices and identities.

The **Equity Training Series** is a yearlong collection of workshops, trainings and events designed to promote conversation among students at MSU Denver surrounding social justice and racial equity. The speakers, presenters and facilitators aim to create a common language and vocabulary among MSU Denver students related to equity-minded student leadership. In keeping with the Student Affairs Division's commitment to anti-racism, the Equity Training Series aims to serve as a safer space and launching pad for dialogue and discourse among students with marginalized identities, their allies and others. Equity Training Series speakers have included Joy DeGruy, Ph.D.; Ibram X. Kendi, Ph.D.; Anahi Russo Garrido, Ph.D.; Major General Angela Salinas; Travis C. Smith, Ph.D.; and Terrell Strayhorn, Ph.D.

**Met Media** prepares MSU Denver students for successful careers as communications professionals through the support of student-led multimedia outlets and the cultivation of a real-world learning environment. It promotes the student voice, journalistic integrity, cultural diversity and community engagement through partnerships with members of the Auraria Campus and Front Range communities. The purpose of Met Media is to elevate MSU Denver's student voices and experiences through protected forums. Its Workplace Integrity Training initiative improves workplace culture and anti-racism with

collaborations among Met Media, Journalism Media Production, the C2 Hub and the Dialogues Program. Over the past academic year, four workshops were conducted: two in the Media Leadership courses, the Met Media team and another session open to all on campus.

The **Immigrant Services Program** provides two legal-information sessions per month. Sessions connect immigrant and undocumented students, staff members and community members with experienced and trusted immigration attorneys via confidential, free one-on-one meetings. The program works directly with Colorado high schools and MSU Denver's immigrant and undocumented students to create bilingual workshops for immigrant and undocumented high school students and parents on college access, ways to prepare for college and how they begin to think of themselves as college students. Since fall 2020, the Immigrant Services Program has coordinated 27 visits with 381 total attendees. Many trainings result in one-on-one meetings among students, parents, educators and staff members from the Immigrant Services Program. Using donor funds, the program provides DACA-renewal grants to qualified, enrolled students who are eligible to renew their DACA

status. Eleven DACA-renewal grants were provided during the 2021-22 academic year, and 118 renewal grants have been provided since fall 2017. UndocuPeers is a five-hour training developed by United We Dream that has been adopted and adjusted to MSU Denver and the Colorado context.

**TRIO Student Support Services** is committed to creating a campus community where students' goals are nurtured through individualized support and the development of an inclusive culture. The project is required to meet three expectations yearly, and MSU Denver continues to meet and exceed these expectations:

97.5% of all participants in the TRIO Student Support Services project persisted from one academic year to the beginning of the next academic year or earned a bachelor's degree, exceeding the goal of 70% set by the grant.

92% of all enrolled participants served met the performance level required to stay in good academic standing exceeding the goal of 75% set by the grant.

60.3% of new participants served graduated from MSU Denver within 6 years exceeding the goal of 33% set by the grant.



# Campus Climate Survey Results

Climate surveys are commonly used tools in higher education to assess how university culture, particularly with regard to equity, diversity and inclusion (EDI), is experienced by faculty members, staff members and students. This data can be used to inform interventions to improve the retention of faculty members, staff members and students and to support institutions of higher education in achieving their EDI goals. In previous years, MSU Denver has relied on Campus Climate Surveys created by external organizations. But in the 2020-21 academic year, the Campus Climate Cultivation Committee of the Diversity, Equity and Inclusion Council examined questions from a variety of surveys, including ModernThink, for reliability over time and adapted previous questions to create our own tool to assess MSU Denver's climate using Insight Viewfinder. In this executive summary, we present preliminary findings from initial analyses of these data.

Links to online surveys were sent out to 19,956 MSU Denver stakeholders in spring 2021s using professional/student email addresses to four constituent groups at MSU Denver. Reminders were sent on multiple occasions. Administrators consisted of the President, Vice Presidents, the Director of Athletics, and Academic Deans and Associate Deans. Faculty included all categories, such as full-time tenured and tenure-track,



full-time non-tenure track and affiliate faculty. Staff included all professional and classified staff members. Students consisted of all students who were enrolled in at least one credit hour during the spring 2021 semester. Of note, students were also asked to complete the National Survey of Student Engagement during approximately the same period as this survey, which may have influenced the response rate, and campuswide staff and faculty members were asked to complete an employee-engagement survey one week prior to this survey going out.

Initial analysis of quantitative and qualitative data indicates several key findings about how members of different identity groups experience belonging and inclusivity at MSU Denver. Central to these early analyses are the experiences of Black, Indigenous and People of Color (BIPOC) individuals, LGBTQIA+ people, those with disabilities and veterans.

## Highlighted Findings

When asked about a sense of belonging on campus based on their identities:

Asian and White faculty members indicated the highest rates of positive belonging on campus (61% and 58% respectively), while Hispanic and Black faculty members indicated the lowest levels of belonging at 40% and 44% respectively. Cisgender women and men on the faculty responded similarly positively to this question at 56% and 53% respectively.

White staff members indicated the highest rates of positive belonging on campus (58%), followed by Black staff members (56%), Asian staff members (53%) and Hispanic staff members (49%). Cisgender men on staff were more likely to indicate a sense of belonging (64% compared with 53% for cisgender women).



51% of Black students, 49% of Hispanic students, 46% of Asian students and 43% of White students provided favorable responses. Only 40% of cisgender men (compared with 49% positive responses from cisgender women) responded positively to this question.

Other student groups were generally positive about their feelings of belonging on campus, with 80% of BIPOC students, 77% of LGBTQIA+ students, 71% of students with disabilities and 64% of veteran students responding favorably to this question.

Faculty and staff members were asked if they agreed with statements such as “Our Board of Trustees is supportive of campus diversity efforts.”

About half of faculty and staff members strongly agreed or agreed with this statement (49% and 54% respectively), many had neutral responses

(40% and 41%, respectively), and some disagreed with this statement (11% and 5%, respectively).

Faculty and staff members were also asked if they agreed with the statement that “Senior leadership shows a visible commitment to campus diversity.”

Seventy-six percent of faculty members and 79% of staff members responded favorably to this statement, while 10% of faculty members and 8% of staff members disagreed with this statement.

When asked if there was “adequate financial support to drive campus diversity efforts,” 43% of faculty members and 41% of staff members disagreed, while 23% of faculty and staff members agreed with this statement.

Findings of additional analyses of faculty and staff members’ satisfaction with their jobs indicate that faculty and staff members value and appreciate the diversity of our student body and employee representation, the University’s commitment to diversity, working close to home, the surrounding community and the potential for a healthy work-life balance.

When asked to agree/disagree with the statement “I love my job” 76% of faculty members and 64% of staff members agreed.

In contrast, when faculty and staff members were asked about reasons why they may have considered leaving the institution, inadequate salary and benefits was the number one response from both. That was followed by “workload too heavy” and “work not appreciated” for faculty and “no career advancement opportunities” and “workload too heavy” for staff.

When asked about the statement “I want to quit my job,” 14% of faculty members and 13% of staff members agreed.

When asked specifically about workload and pay equity, 55% of faculty members and 56% of staff members responded that their workload is “too heavy,” and 78% of faculty members and 68% of staff members agreed that they are “underpaid for the work that I do.”

Further, when asked whether “there are pay disparities here,” 66% of faculty members and 70% of staff members agreed.

There will be more comprehensive analyses of the quantitative and qualitative data. Participants shared written comments on their surveys that contained rich details about their experiences at MSU Denver. This qualitative data shines some light on questions such as why a participant may have had an unwelcoming or problematic experience, as well as how MSU Denver can continue to improve our climate. The Campus Climate Cultivation Committee of the Diversity, Equity and Inclusion Council will inform subsequent analyses of this data, although multiple stakeholders in the MSU Denver community will be consulted to ensure that the analyses are relevant to our stakeholders. During this academic year, we also plan to assess the strengths and limitations of this Campus Climate Survey, with an eye toward revising it for the next iteration of the Campus Climate Survey for the 2023-24 academic year.



## University Signature Diversity Programs



The **Richard T. and Virginia M. Castro Distinguished Visiting Professorship** program has long honored Richard T. Castro, an influential community organizer, social worker and Colorado state representative. The professorship was developed to foster multiculturalism, diversity and academic excellence at MSU Denver.

This year, the professorship was renamed to recognize the critical contributions and longtime leadership of Richard’s wife, Virginia. Virginia M. Castro was one of the first instructors of Social Work at MSU Denver. She also worked in the Denver Public Schools Department of Social Work for 27 years before her retirement in 2001, 11 of those years as the district’s first Chicana administrator. She also was a partner and supporter of her late husband’s political career and remains active in various community-service endeavors.

This year’s theme of **“RePRESSente: Broadcasting, Nuestras Historias”** highlighted Latina journalists

who tell the stories of Latina/o/x and other marginalized communities and featured a virtual keynote address by **Maria Hinojosa**. Hinojosa is an award-winning multimedia journalist who explores and gives a critical voice to the diverse American experience. Her 30-year career includes reporting for PBS, CBS, WNBC, CNN and NPR. In addition, she is the anchor and executive producer of the Peabody Award-winning radio program “Latino USA” and founded Futuro Media.

The **Rachel B. Noel Distinguished Visiting Professorship** was initiated in 1981 to foster multiculturalism, diversity and academic excellence at MSU Denver. The professorship brings renowned scholars and artists of distinction to MSU Denver to conduct classes, seminars, performances and lectures for students, faculty and the larger Denver community.

**Calvin Mackie, Ph.D.**, was the 2022 Rachel B. Noel Distinguished Visiting Professor. Mackie is an award-

winning mentor, inventor, author, former engineering professor, internationally renowned speaker and successful entrepreneur. In 2013, Mackie founded STEM NOLA, a nonprofit organization created to expose, inspire and engage communities about the opportunities in Science, Technology, Engineering and Mathematics.

The **Dr. Martin Luther King Jr. Peace Breakfast** was started in 1992. The breakfast was created to celebrate the life and philosophy of Dr. King and includes a cultural program and awards ceremony recognizing individuals from the local community, faculty, staff and students who have demonstrated a commitment to the values expressed by Dr. King.

During this pandemic, we have witnessed the convergence of two public-health crises: Covid-19 and the continuing impacts of institutionalized racism. Structural inequities are intertwined with our nation's history and show up in various ways.

People of color have long had to endure the legacy of housing discrimination, disinvestment in their communities, exposure to environmental toxins and a lack of economic opportunities. These structural inequities have led to poorer health outcomes, including a higher incidence of chronic diseases, for people of color. Racist structural inequities are an ongoing public-health crisis that demands immediate attention.

Keynote speaker **Jeff S. Fard**, known as brother jeff, is a multimedia journalist, historian and community



organizer who lectures nationally, speaking to youth, students, social organizations and professionals. His subjects have included cultural identity and history, diversity, self-empowerment, community-building, economic development, health disparities and the uniting power of art.

The **Higher Education Diversity Summit** originated in 2010 and involved support from the University of Colorado Denver, Community College of Denver and MSU Denver. The Summit typically draws approximately 700 participants, features expert speakers, delivers a series of workshops and discussion forums, and generates opportunities for networking and debate designed to increase understanding of and appreciation for multiple worldviews related to diversity and inclusive excellence.

The Higher Education Diversity Summit focused on strengthening the Auraria Campus as a Hispanic-Serving Institution. **Darrel Wanzer-Serrano, Ph.D., and Marla Franco, Ph.D.,** were selected as the keynote speakers.

The two-day event was themed "**Leaning Critically Into HSI/MSI Servingness.**" It provided educators and faculty, staff and community members with an opportunity to learn from practitioners and scholars who are strengthening servingness and sustainability-building at HSIs. Various sessions showcased the commitment of HSI practitioners to the development and sustainability of HSI grants, legislative efforts and policy, accessibility, student experience and decolonizing professionalism.





# Diversity Initiatives Grants, Sponsorships and Funding

In 2021-22, the Office of Diversity and Inclusion funded ten Diversity Initiative Grants totaling \$23,650. The pandemic has had quite an impact on the total programs funded, as prior to the pandemic the average had been 26.6 programs per year.

## Diversity Initiatives Grants

**Music Concert, Master Class/Workshop**  
Music Department  
September 14-16, 2021

**I Love My Undocuqueer People**  
Immigrant Services Program  
October 14, 2021

**Environmental Justice Guest Speakers**  
Earth and Atmospheric Sciences  
Department  
October 19-November 19, 2021

**Community Amongst Future Teachers of Color**  
Elementary Education Department  
October 20, 2021-May 1, 2022

**Design for the Common Good International Exhibition**  
Center for Visual Arts  
January 14-March 19, 2022

**Building Navigational Capital and Residency with Violinist Monique Brooks Roberts**  
Music Department  
February 1-May 1, 2022

**Viva Southwest Mariachi Festival**  
Music Department  
February 17-19, 2022

**Artist Residency With Dewa Ayu Eka Putri**  
Music and Theatre and Dance Departments  
March 29-May 1, 2022

**DREAMer Graduation**  
Immigrant Services Program  
May 7, 2022

**La Alma Jaguar Summer Leadership Program**  
Journey Through Our Heritage  
June 6-July 27, 2022

## Internal Sponsorships

**Music, Race and Social Justice Series**  
Music Department

**Facilitating Equity Intergroup Dialog**  
Art Department

**Black World Conference**  
Africana Studies Department

**Bridge Speaker**  
Gender Institute for Teaching and Advocacy

**Summer Science Scholar Program**  
Center for Advanced STEM Education

**Staff Training Registrations**  
Gender Institute for Teaching and Advocacy

**Black, African and African American  
Graduation Ceremony**

**Latina/o/x Graduation Ceremony and  
Celebration**

**Native and Indigenous Graduation and  
Powwow**

## External Sponsorships

**Fiesta on the Plaza**  
Clinica Tepeyac

**Fall and Spring Performances**  
Su Teatro

**Diversity Conference**  
Colorado Nursing Center

**Healthcare Interest Program**  
Denver Health

**LAEF Gala**  
Latin American Educational Foundation

**Equity Reception and Recognition Event**  
Black Economic Opportunities Council

**Tortillas for Tepeyac**  
Clinica Tepeyac

**Diversity Equity Inclusion Awards and  
Reception**  
Denver Business Journal



## Employee Affinity Groups

The Office of Diversity and Inclusion supports Employee Affinity Groups with funding for various activities and meetings across the University. The office also sponsored 30 women of color to attend the Faculty Women of Color in the Academy conference and held two BIPOC faculty gatherings this year in an effort to build community among faculty of color.

**African American Affairs Council (AAAC)**  
**Asian, Pacific Islander and Desi American Faculty and Staff Alliance (APIDA)**  
**Latina/o/x Faculty and Staff Association (LFSA)**  
**LGBTQIA+ Faculty and Staff Resource Group (LGBTQIA+)**  
**Womyn of Color Collective (WOCC)**



# Governing Boards Commitment to Equity

In June 2020, following the worldwide protests sparked by the murder of George Floyd, the Board of Trustees issued a resolution to express the University's commitment to engaging in the anti-racism work necessary to create systemic change. This resolution outlined the Trustees' commitment to leading, organizing and establishing an antiracist institution. These commitments included:

- Review university policies to dismantle institutionalized racism,
- Ensure the university is equipped with the tools and support to dismantle structural racism,
- Lead conversations centered around racial justice in Colorado
- Engage in ongoing training on racial bias and institutionalized racism

In addition, the Board of Trustees created a new committee to understand and engage in the work of racial justice.

In January 2022, trustees elected Russell Noles as the first alum and first African American to chair the MSU Denver Board of Trustees.

During this past year, the MSU Denver Foundation Board developed goals and action steps intended to advance equity, diversity and inclusion in their work. These goals included:

- Intentionally shape the Foundation Board of Directors to one that is able to use a diversity, equity and inclusion lens for its work
- Build on MSU Denver's 2030 Vision and Strategic Plan, diversity, equity and inclusion goals, Hispanic-Serving Institution status, and student diversity as key components of the comprehensive fundraising campaign
- Explore aligning the Foundation's investment strategy with its core values

Upon the adoption of these goals and the subsequent action steps, the Foundation has selected a new investment management group, Syntrinsic, to manage its assets. The MSU Denver Foundation is engaged in a yearlong effort to transition its portfolio over to one that reflects the University's values, including equity, diversity, and inclusion. Additionally, the Board has thoughtfully recruited new members to improve the Board's representational diversity and align with its goals.





# As Defined by MSU Denver

## 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 Hispanic/Latina/o/x students such as 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.

## Typology of Hispanic-Serving Institution Organizational Identities

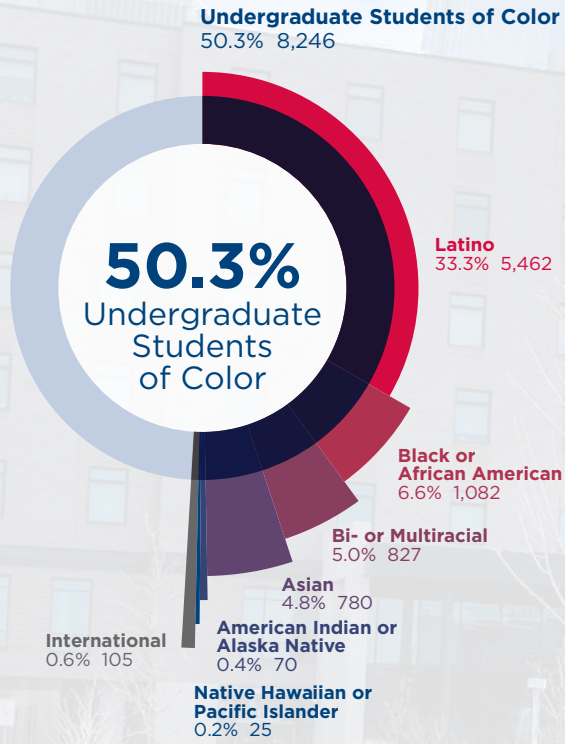
Organizational Outcome for Latinxs	High	Latinx-Producing	Latinx-Serving
	Low	Latinx Enrolling	Latinx-Enhancing
		Low	High
		Organizational Culture Reflects Latinxs	

(Garcia, 2017)

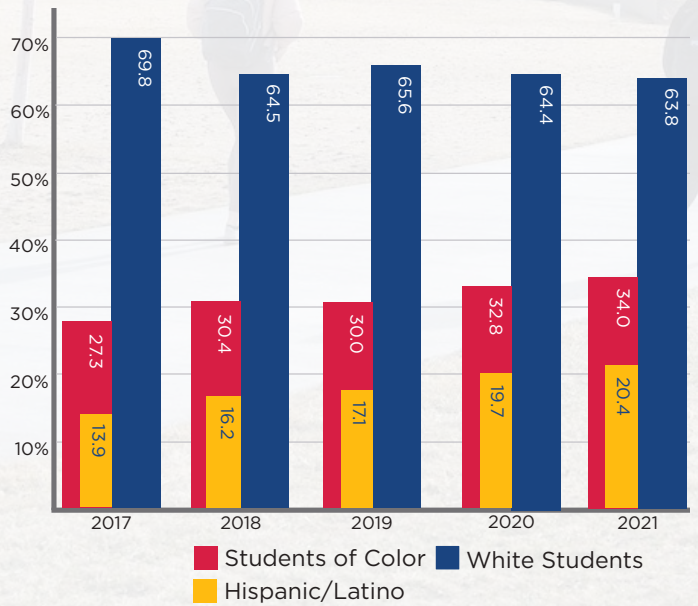
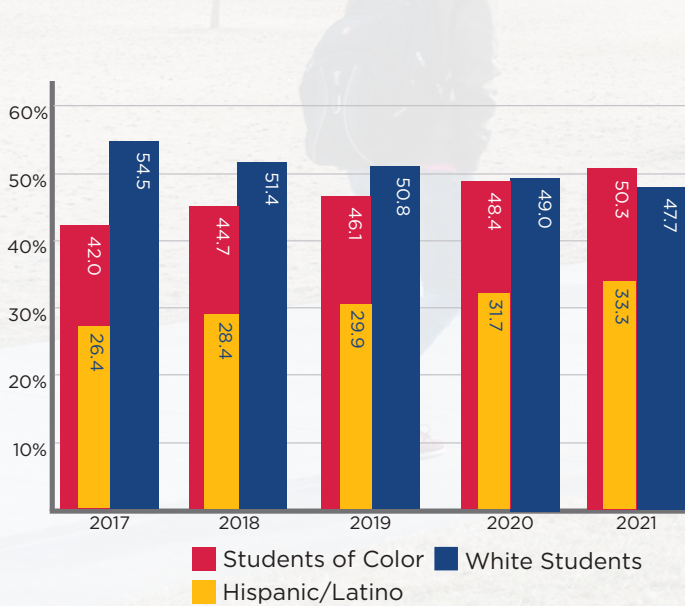
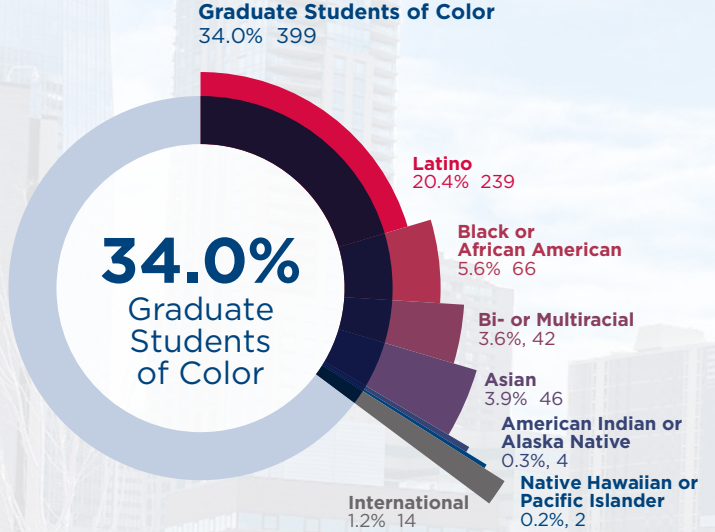


# University Demographics

## Undergraduate Students



## Graduate Students



Student data source:

Student Profile, Fall 2021, Institutional Research, Oct. 2021

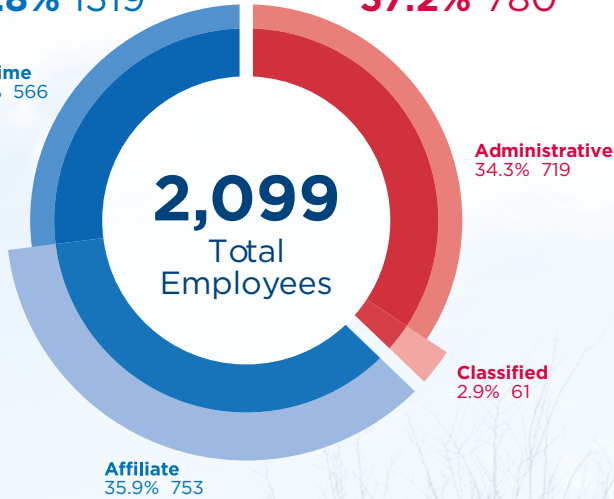
Employee data source:

IPEDS Data Fall 2021, Institutional Research, Oct. 2021

**Faculty**  
62.8% 1319

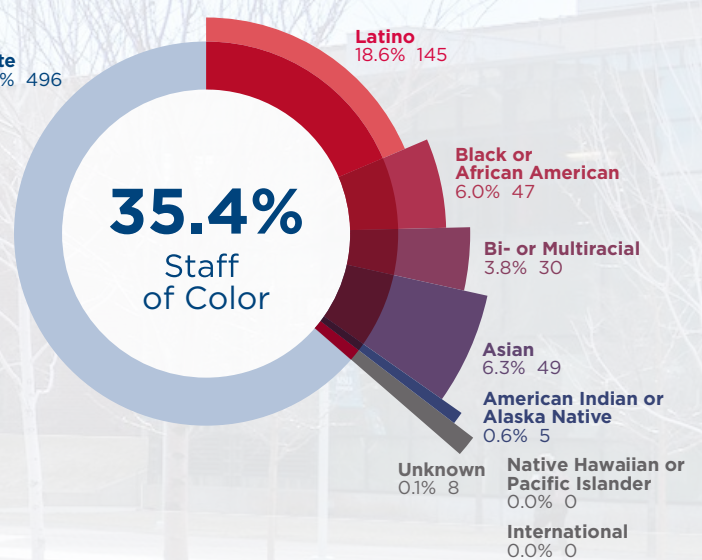
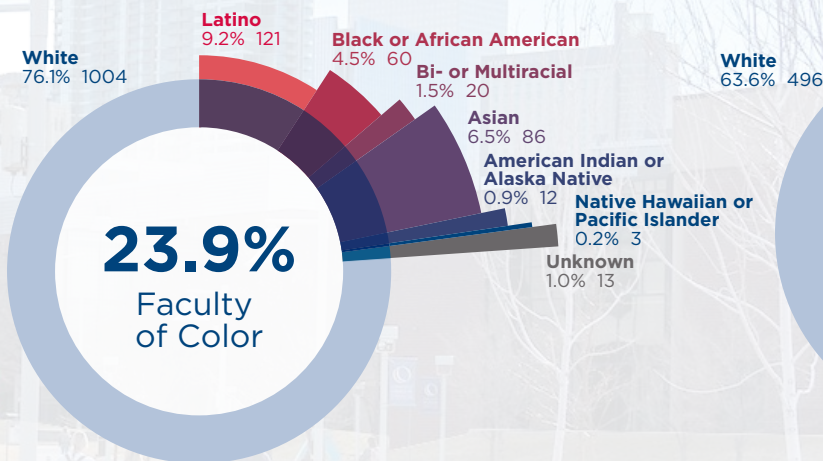
**Staff**  
37.2% 780

Full-time  
26.9% 566



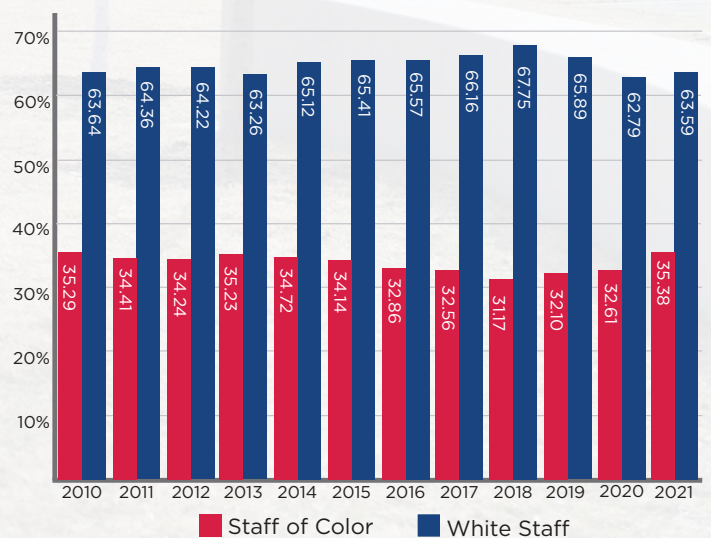
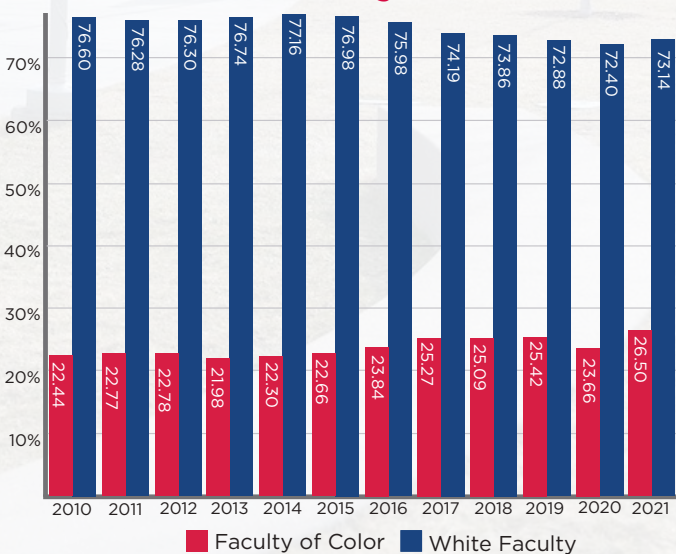
**Faculty of Color**  
315 1319 Total Faculty

**Staff of Color**  
276 780 Total Staff



**Full-Time Faculty**

**University Staff**



# 2022-2023

## July

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
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24	25	26	27	28	29	30
31						

## August

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21	22	23	24	25	26	27
28	29	30	31			

## September

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11	12	13	14	15	16	17
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25	26	27	28	29	30	

Latinx Heritage Month  
Sept. 15- Oct. 15

## October

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23	24	25	26	27	28	29
30	31					

LGBTQIA+ History Month

## November

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13	14	15	16	17	18	19
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27	28	29	30			

Native and Indigenous People's  
Heritage Month

## December

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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

### Multicultural Welcome

Sept. 1, 2022

### HSI Week

#### HSI-What is it?

Sept. 12, 2022

#### Effective Advocacy

Sept. 13, 2022

#### ¡Adios! Imposter Syndrome

Grow with Google

Sept. 14, 2022

#### Equity in Supervision

Sept. 14, 2022

#### Cocina de los Correcaminos

Sept. 15, 2022

#### Latinx Heritage Month Kickoff

Sept. 15, 2022

#### Centering Identities in the Classroom

Sept. 16, 2022

#### Black Latina Play

Sept. 27, 2022

#### Critical Discussion on Race

Oct. 5, 2023

#### Indigenous People's Day

Oct. 10, 2022

#### Undocuhub Training

Oct. 10, 2022

### Castro Professorship

Ernesto Quiñonez

Oct. 11, 2022

### 52nd Anniversary of Chicana/o Studies

Oct. 12, 2022

### The Shakers and Movers Leadership Conference

Oct. 14, 2022

### Latinx Civic Engagement

Oct. 14, 2022

### Umoja Conference

Oct. 20, 2022

### Queeraoke Plant Party

Oct. 20, 2022

### Return of the Corn Mothers Reception

Oct. 21, 2023

### GITA's Spooky Open House

Oct. 27, 2022

### Women In STEM Conference

Oct. 28, 2022

### Día de los Muertos

Nov. 1, 2022

### Native and Indigenous People's Heritage Month Opening Event

Nov. 2, 2022

### Women and Gender in Equity Summit

Nov. 4, 2022

### "American Exile" Film Screening and Discussion

Nov. 7, 2022

### Veteran's Day Celebration

Nov. 10, 2022

### Native and Indigenous People's Heritage Month Event

Nov. 16, 2022

### Transgender Day of Remembrance

Nov. 17, 2022

### "Plant Parenthood" Exploring Nourishment and Growth via Plants

Nov. 29, 2022

### Native and Indigenous People's Heritage Month Closing Event

Nov. 30, 2022

### 1st Generation Graduation

Dec. 3, 2022

### Latina/o/x Graduation

Dec. 7, 2022

### Veteran's Graduation

Dec. 15, 2022

# Equity Events

## January

S	M	T	W	T	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

## February

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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

Black History Month

## March

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Women's History Month

## April

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						1
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23	24	25	26	27	28	29
30						

## May

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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Asian Pacific Islander Desi  
American Heritage Month  
(MSU Denver Observes in April)

## June

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

LGBTQIA+ Pride Month

### MLK Peace Breakfast

Jan. 13, 2023

### MLK Parade

Jan. 16, 2023

### Black History Month Opening Event

Feb. 1, 2023

### Black History Month Event

Feb. 9, 2023

### Black World Conference

Feb. 15-16, 2023

### Critical Discussion on Race

Feb. 22, 2023

### Bridge Speaker

Feb. 23, 2023

### Black History Month Event

Feb. 28, 2023

### Women's History Month Event

Mar. 1, 2023

### Noel Professorship

Mar. 7-9, 2023

### Women's History Month Event

Mar. 14, 2023

### Women's History Month Event

Mar. 16, 2023

### Women's History Month Event

Mar. 30, 2023

### 1st Generation Summit

Mar. 31, 2023

### Asian Pacific Islander Desi

### American Heritage Month Opening Event

Apr. 4, 2023

### Higher Education Diversity Summit

Apr. 10-12, 2023

### Asian Pacific Islander Desi

### American Heritage Month Event

Apr. 11, 2023

### Asian Pacific Islander Desi

### American Heritage Month Event

Apr. 18, 2023

### Asian Pacific Islander Desi

### American Closing and Graduation

Apr. 27, 2023

### 1st Generation Halfway Celebration

May 2, 2022

### Latina/o/x Graduation

May 3, 2023

### 1st Generation Graduation

May 5, 2022

### Native and Indigenous People's

### Graduation and Powwow

May 6, 2023

### Veteran's Graduation

May 11, 2023

Additional details, dates and updates on these events are online.



[msudenver.edu/diversity/calendar](https://msudenver.edu/diversity/calendar)

# Office of Diversity and Inclusion



**Michael Benitez Jr., Ph.D.**  
Vice President for  
Diversity and Inclusion  
and Associate Professor



**Manuel Del Real, Ph.D.**  
Executive Director  
for HSI Initiatives and  
Inclusion



**Chalane Lechuga, Ph.D.**  
Professor and  
Director of Faculty  
Diversity Research and  
Development



**Julie Sharer-Price.**  
Executive Assistant



**Jeremy VanHooser, MS**  
Diversity Coordinator



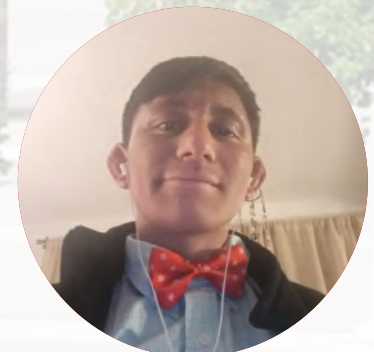
**Amanda Corso, MA**  
Equity, Diversity and  
Inclusion Graduate  
Assistant  
Academic Program  
University of Denver,  
Master of Arts in  
Higher Education



**Jocelyn Vangundy**  
Equity, Diversity and  
Inclusion Graduate  
Assistant  
Academic Program  
MSU Denver,  
Master of Social Work

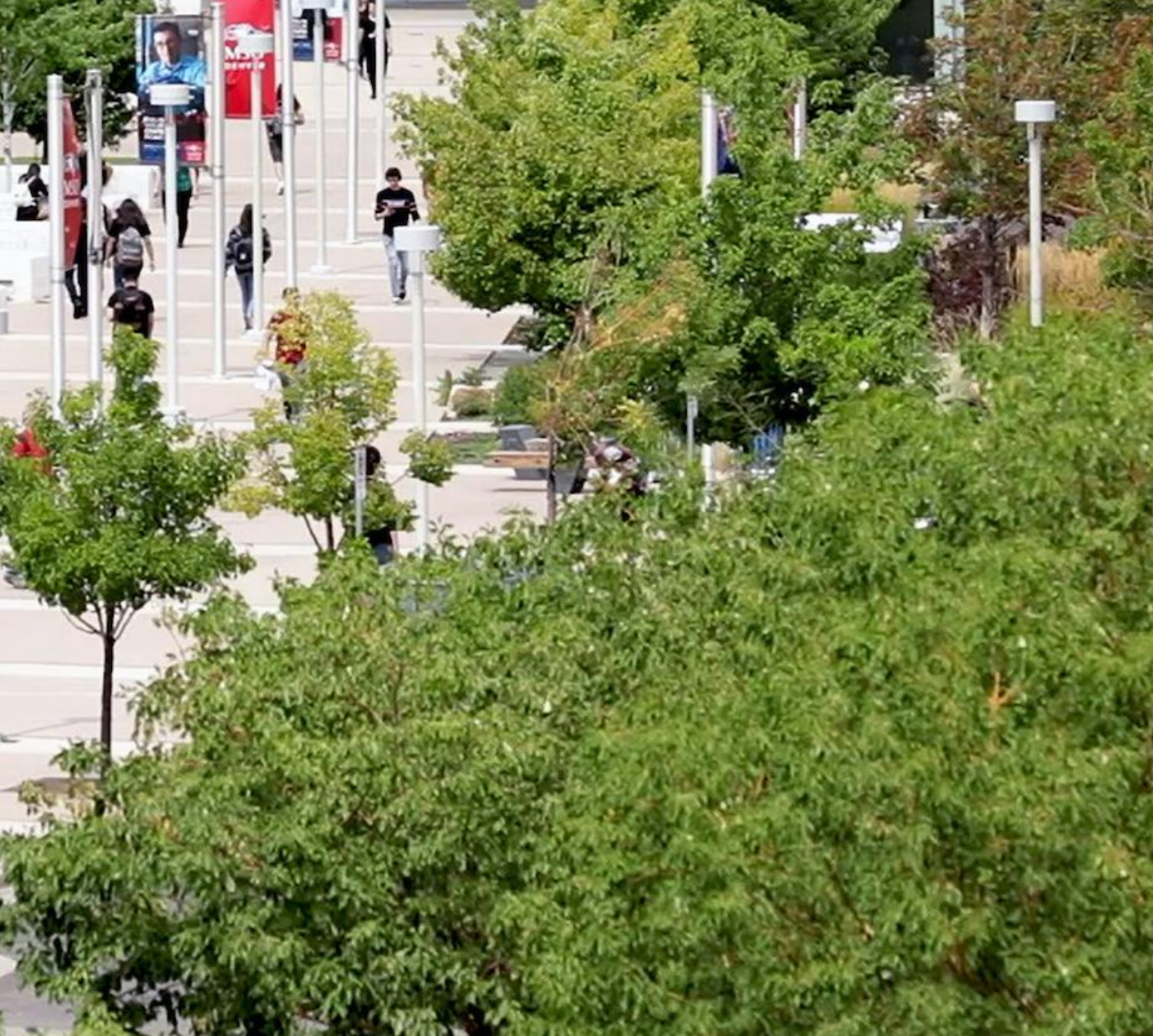


**Lizbeth Guerra**  
Diversity Projects  
Assistant  
Academic Program  
MSU Denver,  
Bachelor of Arts in  
Political Science



**Michael Wickham**  
Diversity Projects  
Assistant  
Academic Program  
MSU Denver,  
Bachelor of Science in  
Psychology

# JORDAN STUDENT SUCCESS





**MSU**<sup>SM</sup>  
**DENVER**

**INSIGHT**

*Into Diversity*

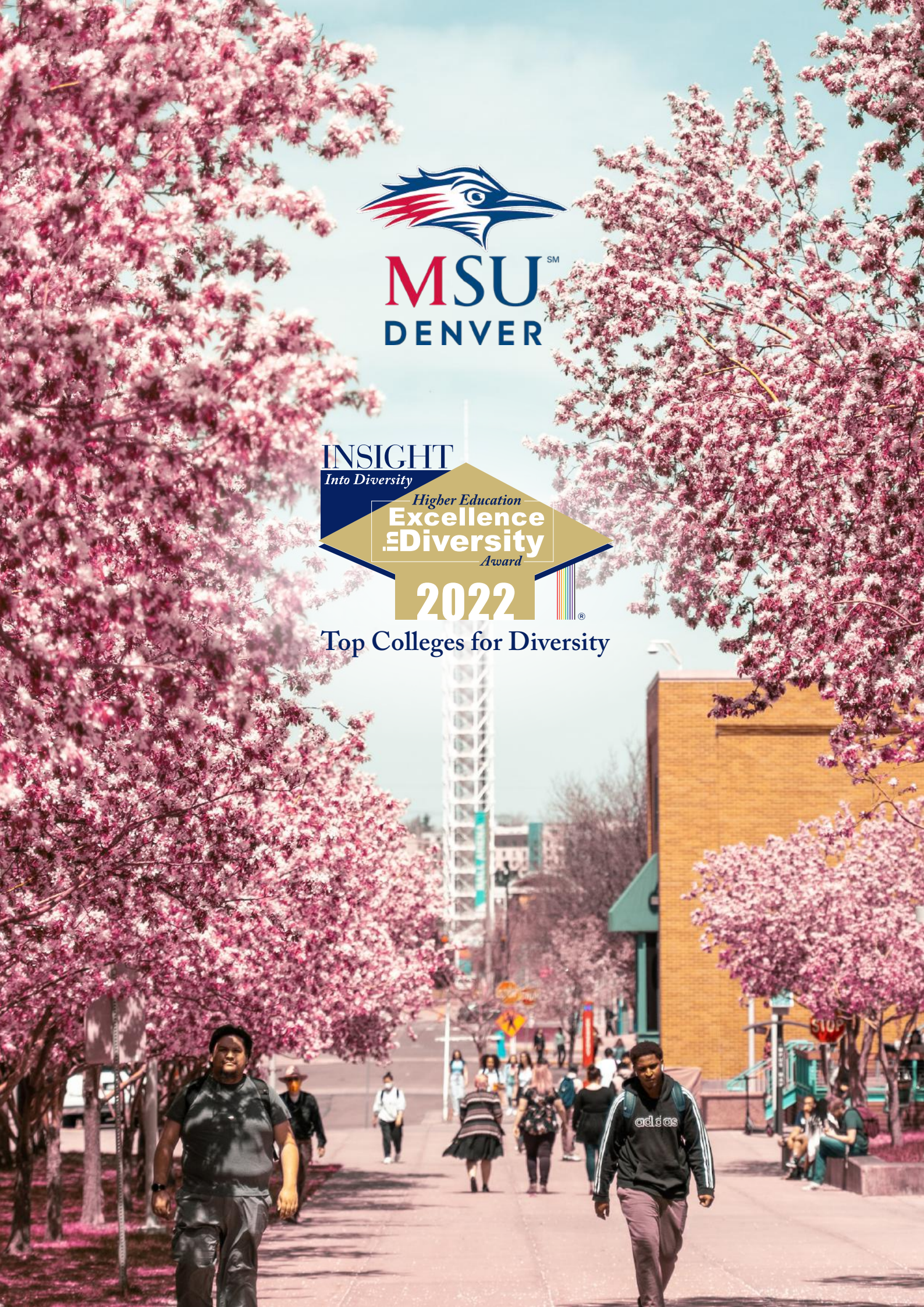
*Higher Education*

**Excellence  
in Diversity**

*Award*

**2022**

**Top Colleges for Diversity**











METROPOLITAN  
STATE UNIVERSITY<sup>SM</sup>  
OF DENVER

2020-2021  
E Q U I T Y  
D I V E R S I T Y  
& I N C L U S I O N  
R E P O R T

# EQUITY

Historically and politically, equity refers to the process of creating equivalent outcomes for members of historically underrepresented and oppressed groups. Equity is about moving toward ending systemic discrimination against people based on their identity and background, and focuses on filling areas where gaps exist based 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 could cause groups or individuals to be systematically excluded from full participation in higher education, and 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 also processes such as design of the curriculum, admissions policies and practices, hiring practices, budgeting, tenure decisions and any other day-to-day business decisions made within the institution.

# 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.

# VICE PRESIDENT FOR DIVERSITY AND INCLUSION

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# OFFICE OF DIVERSITY & INCLUSION

The staff in the office is small but mighty. Together they work with units across the university to embed equity, diversity, and inclusion throughout MSU Denver.



**DR. MICHAEL BENITEZ**  
VICE PRESIDENT FOR DIVERSITY AND INCLUSION



**JULIE SHARER-PRICE**  
EXECUTIVE ASSISTANT



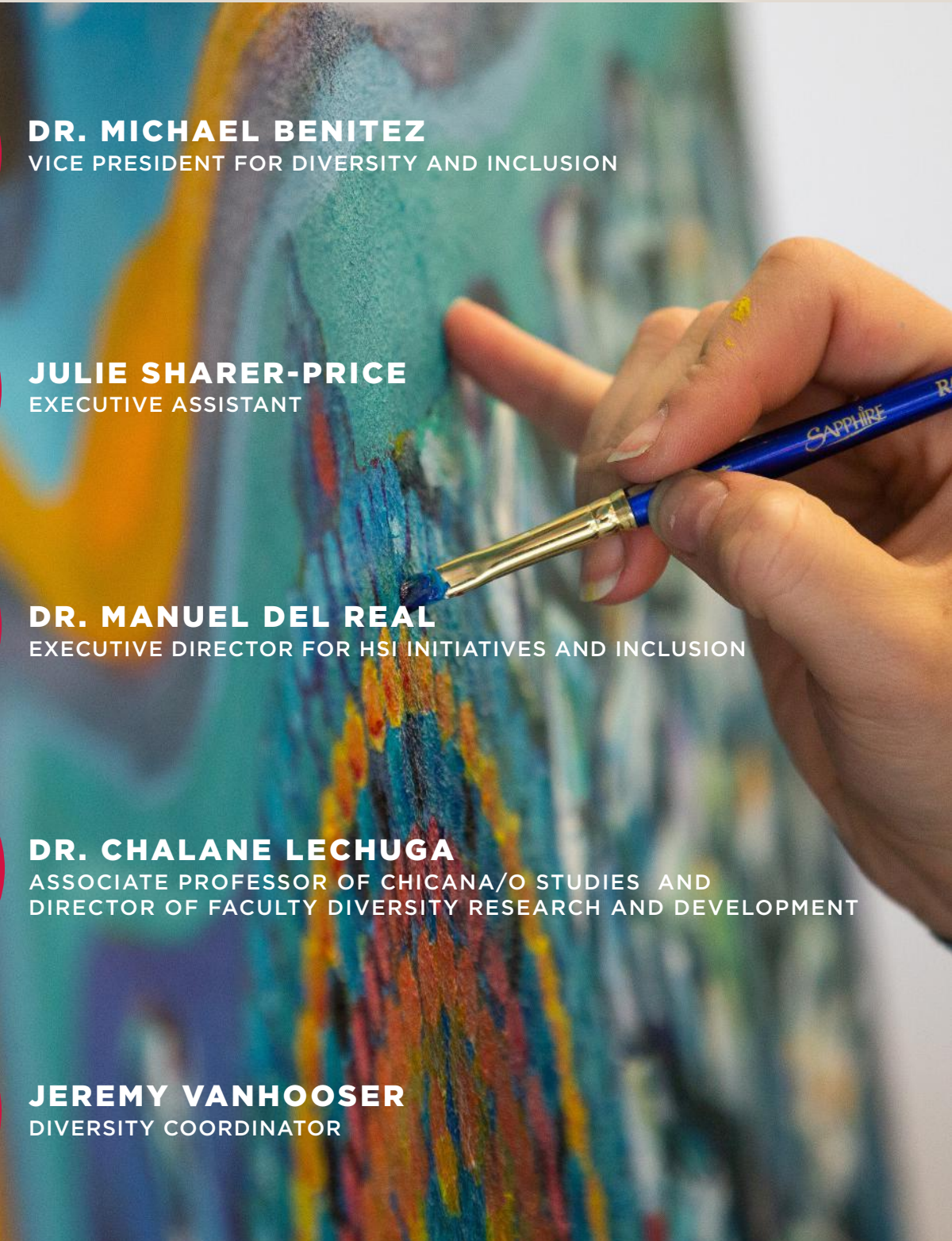
**DR. MANUEL DEL REAL**  
EXECUTIVE DIRECTOR FOR HSI INITIATIVES AND INCLUSION



**DR. CHALANE LECHUGA**  
ASSOCIATE PROFESSOR OF CHICANA/O STUDIES AND  
DIRECTOR OF FACULTY DIVERSITY RESEARCH AND DEVELOPMENT



**JEREMY VANHOOSER**  
DIVERSITY COORDINATOR



# DIVERSITY, EQUITY, & INCLUSION COUNCIL

MSU Denver has been committed to diversity since our beginning. The Office of Diversity and Inclusion brings together faculty, staff, and students from across the university to advance our commitment to equity, diversity, and inclusion.

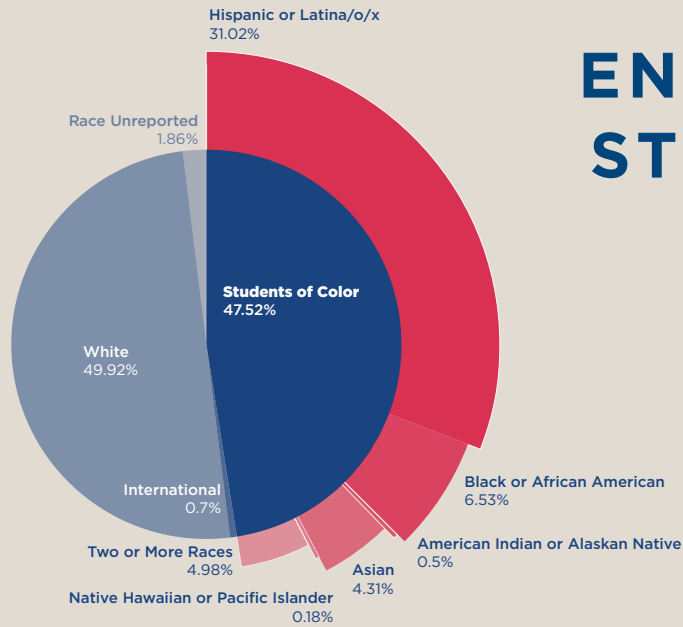
Diversity Equity and Inclusion Council is charged with examining diversity, inclusion, and equity issues at MSU Denver with respect to policy and practice from multiple perspectives and across different functional areas; including access, recruitment and retention, community mending, and outreach to diverse constituents internally and externally, and campus climate and institutional culture.

The Diversity, Equity, and Inclusion Council is a consistent structure-focused council representing, leading, and coordinating equity, diversity, and inclusion work at MSU Denver. Diversity Equity and Inclusion Council is made up of five committees; each addressing structural themes and goals developed through a combination of campus-wide listening sessions, existing and new data, and campus forum conversations.

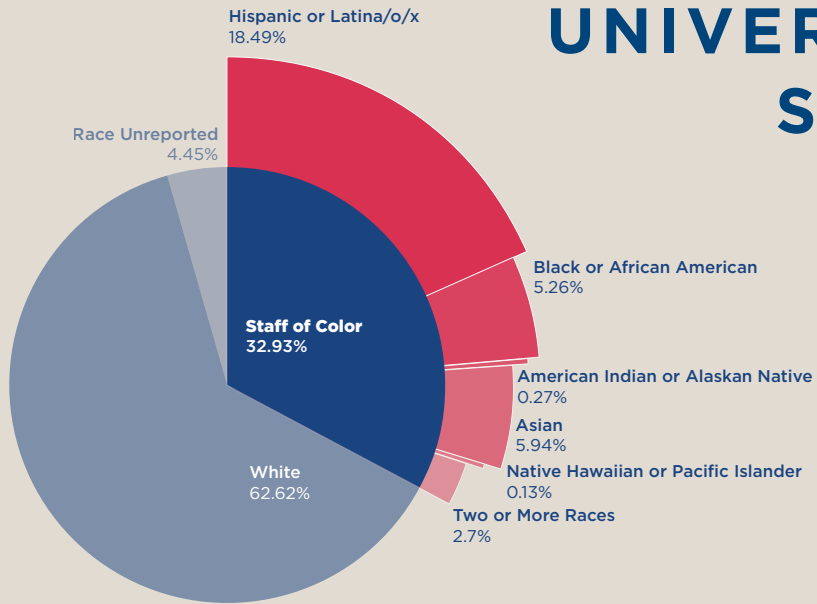


# REPRESENTATION MATTERS

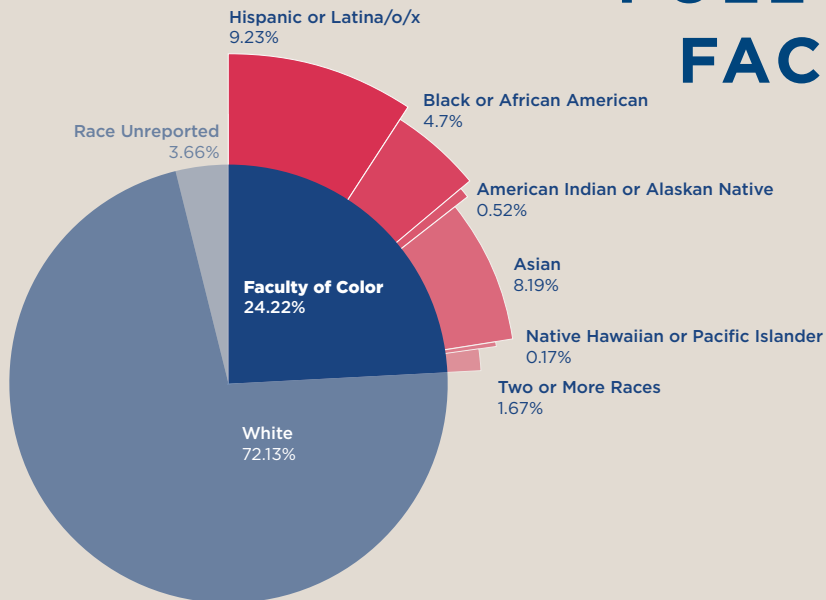
## ENROLLED STUDENTS



## UNIVERSITY STAFF



## FULL-TIME FACULTY





# HISPANIC-SERVING INSTITUTION



**BECOMING AN HSI WAS A 12-YEAR INITIATIVE THAT STARTED IN 2007 LEADING TO MSU DENVER RECEIVING HSI DESIGNATION DURING THE SPRING OF 2019.**

A Hispanic-Serving Institution (HSI) is a federal designation by the U.S. Department of Education that acknowledges colleges and universities with 25% or more total undergraduate Hispanic/Latina/o/x full-time equivalent (FTE) student enrollment.

The average educational and general expenditures of the institution are low, per FTE undergraduate student, in comparison with the average educational and general expenditures per FTE undergraduate student of institutions that offer similar instruction.

HSI Eligibility must be met annually and materials submitted to the U.S. Department of Education.

As a result of federal designation, HSIs are eligible to competitively apply for federal grants aimed at supporting HSIs.

## HSI GRANTS AND FUNDING

### 2019 POHA Grant

The Department of Nutrition was awarded a \$2 million Post-baccalaureate Opportunities for Hispanic Americans (POHA) grant from the U.S. Department of Education. The grant focuses on encouraging students from diverse backgrounds and those with interest in serving diverse populations, to pursue post-baccalaureate study at MSU Denver. Nutrition has conducted outreach to high school students, provided financial support to students, hired diverse support staff, offered regular seminars and an annual conference focused on diversity in dietetics and health care.

### 2020 HSI/MSI CARES Act

#### Higher Education Emergency Relief Fund (HEERF)

MSU Denver received \$2,765,922 from the HSI/MSI CARES Act as a COVID-19 funding. This funding supported a number of programs and projects like:

- Teaching and Learning Assistants Programs
- Faculty Cohort Association of College and University Educators
- Laptop rental program for students, faculty, and staff



# SIGNATURE EVENTS

MSU Denver holds a number of signature events. Some of the longest running programs and university traditions focus on equity, diversity, and inclusion. These programs are the Richard T. Castro and Rachel B. Noel Distinguished Visiting Professorships, Dr. Martin Luther King Jr. Peace Breakfast and Higher Education Diversity Summit.



## RICHARD T. CASTRO DISTINGUISHED VISITING PROFESSORSHIP

The Richard T. Castro Distinguished Visiting Professorship was initiated in 1997 to foster multiculturalism, diversity, and academic excellence at Metropolitan State University of Denver. The professorship brings renowned Latinx scholars, artists and leaders of distinction to MSU Denver to conduct classes, seminars, performances, and lectures for students, faculty, staff, and the larger Denver community.

The committee hosted a number of virtual events and conversations with **2020 Castro Professor Angela Valenzuela, Ph.D.** The theme asked attendees to Reclaim Schooling: Radically Reimagine the Work of Education.



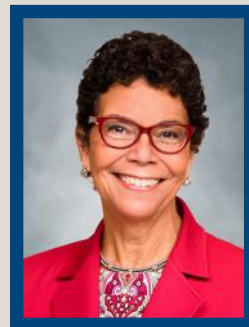
[msudenver.edu/castro](https://msudenver.edu/castro)



## RACHEL B. NOEL DISTINGUISHED VISITING PROFESSORSHIP

The Rachel B. Noel Distinguished Visiting Professorship was initiated in 1981 to foster multiculturalism, diversity and academic excellence at Metropolitan State University of Denver. The professorship brings renowned scholars and artists of distinction to MSU Denver to conduct classes, seminars, performances and lectures for students, faculty and the larger Denver community.

This year the committee hosted a virtual professorship, bringing chancellor emerita **Phoebe A. Haddon as the 2021 Professor.** To commemorate the 40th year of the Professorship several past Noel Professors participated in a Panel of Equals sharing thoughts on the theme Hope and Healing.



[msudenver.edu/noel](https://msudenver.edu/noel)



## DR. MARTIN LUTHER KING JR. PEACE BREAKFAST

The first Dr. Martin Luther King Jr. Peace Breakfast was held on January 15, 1992. At the first breakfast, about 50 attendees from the campus and Denver community gathered to celebrate Dr. King’s life and legacy. A feature of the MLK Peace Breakfast is the awards ceremony. The MLK Peace Award recognizes and celebrates individuals within MSU Denver and the Denver community who keep the spirit and dream of Dr. Martin Luther King Jr. alive through their actions.

This year’s theme Know Justice Know Peace was brought to life by the emcee Amber Mozet and **keynote Melina Abdullah, Ph.D.** A panel discussion followed the breakfast to delve into the theme.

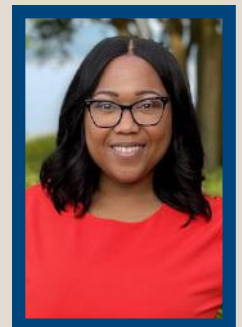


[msudenver.edu/mlk](https://msudenver.edu/mlk)



## HIGHER EDUCATION DIVERSITY SUMMIT

The Higher Education Diversity Summit is a major conference that is leading the conversation about diversity, social justice and inclusive excellence in Colorado. The Higher Education Diversity Summit (HEDS) continues to expand and improve in order to become a leading conference on diversity issues and inclusive excellence in the nation and beyond. HEDS **keynote speakers were Dr. Laura Rendón and Dr. Natasha Croom.** Attendees range in knowledge and skill levels, including students, faculty, staff and community members, all bringing important and varying perspectives to the inclusive excellence conversation.



[heds365.org](https://heds365.org)

# MSU DENVER BOARD OF TRUSTEES

In June 2020, following the worldwide protests sparked by the murder of George Floyd, the Board of Trustees issued a resolution to express the University's commitment to engaging in the anti-racism work necessary to create systemic change. This resolution outlined the Trustees' commitment to leading, organizing and establishing an anti-racist institution. These commitments included:

- Review university policies to dismantle institutionalized racism,
- Ensure the university is equipped with the tools and support to dismantle structural racism,
- Lead conversations centered around racial justice in Colorado
- Engage in ongoing training on racial bias and institutionalized racism

In addition, the Board of Trustees created a new sub-committee to understand and engage in the work of racial justice.



## MSU DENVER FOUNDATION

During this past year MSU Denver Foundation board developed goals and action steps intended to advance diversity, equity and inclusion in their work. These goals included:

- Intentionally shape the Foundation Board of Directors to one that is able to use a diversity, equity and inclusion lens for its work.
- Build on MSU Denver's 2030 Vision and Strategic Plan, diversity, equity and inclusion goals, Hispanic-Serving Institution status, and student diversity as key components of the comprehensive fundraising campaign.
- Explore aligning the Foundation's investment strategy with its core values.

Upon the adoption of these goals and the subsequent action steps, the foundation has selected a new investment management group, Syntinsic, to manage our assets. The MSU Denver Foundation is engaged in a yearlong effort to transition their portfolio over to one that reflects the university's values, including equity, diversity, and inclusion. Additionally, the board has thoughtfully recruited new members to improve the board's representational diversity and align with their goals.

# DIVERSITY INITIATIVES AND SPONSORSHIPS

## Black World Conference

The 38th Annual Black World Conference examined the confluence of COVID-19 and the movement for racial justice. Featuring Michael Eric Dyson and Academy Award nominee, Terrence Blanchard.

## Building Navigational Capital & Community among Future Teachers of Color

This initiative is to foster community amongst future Teachers of Color at MSU Denver so that they feel supported and empowered as they navigate a predominately white field. Faculty from multiple departments attended to answer questions that students of color might have about navigating higher education and thriving in their future profession. The event also served as a listening session, inviting students to share what they would like from faculty and advisors to thrive at MSU Denver.

## Dark Lioness Exhibition

Zanele Muholi: Somnyama Ngonyama, Hail the Dark Lioness, was an international photography exhibition with 100 self-portraits. Celebrated visual activist Zanele Muholi uses their body as a canvas to confront the deeply personal politics of race and representation in the visual archive. Each black and white self-portrait asks critical questions about social injustice, human rights, and contested representations of the Black body. Colorado Mentors Fall Celebration Event.



## CIRCLE/STAMP Conferences

An event for local Middle School students that covers a wide array of topics including: digital allyship, environmental justice, anti-racism, and healthy relationships and wellness. This experience offers inclusive, brave spaces where students can authentically share, discuss, and explore important topics that directly impact them. At the lunch hour, MSU Denver's Admissions and Immigrant Services representatives spoke with students as part of our outreach and recruitment efforts.

## Colorado Association of Bilingual Education Gala

Sponsorship of the Gala was a great opportunity to continue to be a presence in the community and to support the very students we serve. It is also a fantastic opportunity to highlight the good work MSU Denver does in supporting Latinx and bilingual communities in broader Denver community.

## Colorado Mentors Program

The program helped students living outside of Denver to feel connected to MSU Denver. Faculty and staff volunteered their time to attend training and meet with students. The program has aided in building connections, answering questions, and advising students so they feel a stronger sense of belonging and will be retained for semesters to come.

## Displaced Aurarians: Honoring the Past to Plan for the Future

This event engaged the campus community in conversations about the history of the Chicana/o community displaced by the construction of Auraria Campus. Panelists included Councilwoman Jamie Torres, alumni Ean Thomas Tafoya, Virginia Castro, and displaced Aurarian Frances Torres.



## JTOH Summer Leadership Program

Every summer, for 8 years, the JTOH program has hosted a free multicultural summer leadership program called the La Alma Jaguar Club. MSU Denver students gain first and knowledge of community organizations involved with diversity and community service. The Jaguar Club provides summer programming to families and kids in Barnum neighborhood while also exposing these families to MSU Denver.

## 5th Latinx Philosophy Conference

The Conference was well attended and reinforced the goals of past meetings: to foster the development of a network and community of Latinx philosophers in the U.S., and to create a forum for the discussion of philosophical issues of particular relevance to Latin American people of various nationalities and racial backgrounds.

## The Ph.D. Project

The PhD Project has assisted hundreds of business schools increase their faculty diversity since 1994. This year they launched a webinar series to stimulate discussion around issues involving race and equity at the intersection of business and academia.

## Roadrunner Diversity Scholars Program

A cohort-based program that connects students with scholarships, book loan program, praxis exam practice and prep, scholarship writing seminars and cultural and community building activities.

## Womyn of Color Collective

As a newer affinity group the Womyn of Color Collective have continued to meet and hold space, virtual, for women of color working on campus. The office of Diversity and Inclusion sponsored nine attendees to the Faculty Women of Color in the Academy Conference at Virginia Tech.

# MUSIC, RACE, & SOCIAL JUSTICE VISITING ARTIST SERIES

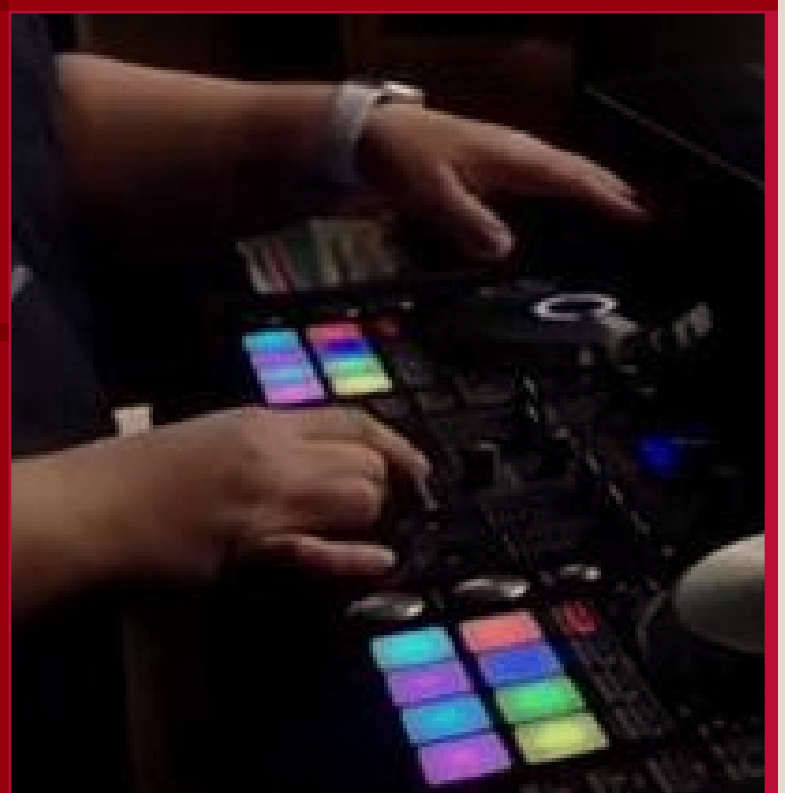
The MSU Denver Department of Music, with support from The Office of Diversity and Inclusion, presented the 2020-21 Virtual Visiting Artist Series on Music, Race, & Social Justice. Organized by Dr. Elizabeth McLean Macy, Assistant Professor of Ethnomusicology, this year-long series highlights the work of BIPOC musicians, performers, and scholars.

## Fall 2020

Taina Asili  
The Dream Unfinished  
iAparato!  
Bruce Sunpie Barnes  
Aisha Fukushima

## Spring 2021

Olmeca  
Terence Blanchard  
Resistance Revival Chorus  
DJ Kuttin Kandi  
Dr. Joyce McCall



# DIVERSE PATHWAYS FOR STUDENTS

Equity, diversity, and inclusion have been integrated into departments and offices across MSU Denver. The university is engaging in EDI work to provide resources and support students in several ways.

**Before students even arrive at MSU Denver**, the Admissions Office assesses the admission review process to remove any potential bias, racist or discriminatory processes, practices, or language to ensure fair and equitable processes for all students. MSU Denver has been a leader in supporting undocumented students accessing higher education. Many undocumented students don't think they can attend college. Immigrant Services Program visits high schools where undocumented college students present their paths, challenges, sources of strength, and practical tips about financial aid and other access issues, which allow the high school students to understand that college is possible for them. Additionally, Immigrant Services offers UndocuHub in collaboration with Denver Children's Advocacy Center and Colorado Immigrant Rights Coalition, using both web and phone resources to help Colorado's undocumented community with access to health care, legal services, and financial and educational assistance. UndocuHub is creating better collaboration with non-profits on these issues of importance to the immigrant community.

**Once students enter MSU Denver**, the university has several resources and services that students can utilize on their path to complete their degrees and beyond. The School of Hospitality has launched a 3-year initiative to transition hospitality courses to use open educational resources to ensure equal access for all students and to ensure the department is offering timely and relevant course content. The School of Education has several programs and initiatives to diversify the teaching field and graduate future teachers. These efforts have led to the creation of the RoadRunner Diversity Scholars Program, which provides scholarships and enhances support for students of color preparing to become teachers. The school offers Praxis Review Workshops to include most subjects for free to all teacher licensure students. The Center for Advanced STEM Education provides scholarships and peer mentoring for future STEM Ed teachers to prepare them for working in diverse, high-needs schools. Additionally, the center provides professional development for pre-service and in-service teachers to support inclusive STEM learning, including four summer institutes, four Discover STEM Expo events, monthly professional development opportunities, and the development of online resources. The Department of Nutrition was awarded a \$3.25 million Health Resources and Services Administration (HRSA) grant, which provides undergraduates studying dietetics the opportunity to apply for up to \$40K per year to school and living expenses. Students participate in program activities, including mentorship with diverse mentors in the field.

**MSU Denver also provides access to several services to support the physical and mental health of our students.** The Health Center at Auraria has created a Transgender Care Services Program that includes access to hormone replacement therapy, resources, and referrals to campus and community support, personal pronouns on name placards, and gender-neutral bathrooms. The Counseling Center held several workshops and forums for students from intersecting identities as a place to share their experiences, hear their needs and recommendations, and enhance their sense of belonging on campus. The Counseling Center implemented Virtual Groups and Workshops specifically tailored to the restrictions and frustrations around the pandemic. They provided a safe virtual space to process individual reactions to current events in the past academic year. Workshop topics included Experiences of African American students, LGBTQ experiences, a DACA support workshop, and mental health workshops for African American and Asian/Pacific Islander students.

**The Classroom to Career Hub (C2Hub) offers a wide array of programming that supports students entering the workforce.** These programs include Diversity Networking events, DACA/Dreamers Career Panel, and Out in Public

Service; these programs focus on supporting minoritized students looking for careers while holding various identities. In addition, C2Hub held a week-long career readiness program over spring break. Students learned their strengths, career interests and how to research if a company is diverse and inclusive and how to ask about those topics in an interview.

**As students look to graduation**, MSU Denver hosts special ceremonies for graduating students. These ceremonies highlight the achievements of students in their unique way. The identity-based graduation programs include Asian Pacific Islander Desi American (APIDA); Black African & African American; Dreamer; Latina/o/x; Lavender (LGBTQIA); Native American; and Veterans. Many of these ceremonies present graduates with stoles or other items that students can wear with their graduation regalia.



# DIVERSIFYING THE UNIVERSITY

MSU Denver has a long history of centering the experiences and identities of underrepresented students. When asked why they choose to work at the university, staff and faculty cite the diversity of campus as one of the many reasons. The staff and faculty of MSU Denver continue to support students, each other and work to advance equity, diversity and inclusion in departments and offices across the university.

There are various initiatives aimed at diversifying the university. Colleges and Schools are looking at how they can recruit and retain faculty of color. In addition, some departments are looking closely at the demographics of their field seeking to diversify it, while others are examining their courses to ensure that there is better representation in their curriculum. Throughout these reviews, policies and procedures are being revised to reflect our values and stay current.



MSU Denver has seen a number of employee affinity groups start and others continue to be more active. For example, African American Affairs Council, Asian Pacific Islander Desi Faculty Staff Alliance, Latino/a Faculty Staff Association, LGBTQIA Employee Group, and Womyn of Color Collective have held several meetings, events, and happy hours to engage staff at MSU Denver.



Programs at the university such as the Tenure Track Supper Club have adapted their program delivery while the campus was working remotely. The Tenure Track Supper Club was able to provide four sessions for pre-tenured faculty to help them in the process of earning tenure. The sessions focus on marginalized faculty's experiences, allowing for participants to build community with each other and engage in dialogue with experts. In addition, due to the funding provided to the university from the CARES Act, a cohort of faculty participated in the Association of College and University Educators' Effective Teaching Practices.

Although the work is not done, MSU Denver has made progress toward becoming more diverse in its makeup, and a more welcoming and inclusive university for all.



## BOARD OF TRUSTEES

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President, Staff Senate  
Andrew Bonham, Ph.D.  
President, Council of Chairs and  
Directors  
Elizabeth R. Hinde, Ph.D.  
Representative, Council of Deans



## DIVERSITY, EQUITY, AND INCLUSION COUNCIL MEMBERS

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Jeno Balogh, Ph.D.  
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Melissa Cermak, Ph.D.  
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