The State of Diversity: College of Agricultural Sciences

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Agenda

- Define Diversity and Inclusive Excellence
- Explore campus climate results
- Review current initiatives
- Plan for the future: AES
Inclusion

• Welcomed
• Valued
• Affirmed
Inclusive Excellence

- Inclusion = Excellence
- Everyone's Responsibility
- Beyond Numbers
- Broad Definition of Diversity
Current Priorities

- Retention of students
  - 90% Freshman Retention Rate (fall ‘13, 87.8%)
  - 80% 6-year graduation rate (fall ‘08, 66.5%)
  - No gaps
- Retention of staff
- Campus Climate
Campus Climate Survey

• Themes
  – President Frank
    • Land Grant mission, Ripple Effect, Student Gaps
  – Communication
  – Supervisory Training
  – Treatment of Women
  – Disparities among employee groups
    • Income
    • Status
    • Off main campus staff
Campus Climate - Training

- Tell Someone
- Sexual Assault and Violence Elimination
- Creating Inclusive Excellence Program
- Faculty Institute for Inclusive Excellence
Creating Inclusive Excellence Program (CIEP)

- Goal of the CIEP is to create diversity and inclusion practitioners who impact the climate and culture of Colorado State University towards Inclusive Excellence.

W1: Diversity & Inclusion at Colorado State
W2: Culture and Stereotyping
W3: Exploring Social Identity
W4: Exploring the Isms
W5: Microaggressions & Inclusive Language
W6: Tools to Intervene

Multicultural Competency Model

- Awareness
- Knowledge
- Skills
- Action
Faculty Institute for Inclusive Excellence

• Goal
  – to create diversity and inclusion practitioners who impact the climate and culture of CSU towards Inclusive Excellence

• Format
  – For Faculty by Faculty
  – Civility, Curriculum, Culture
  – Year long commitment, 27 participants, 2 from Poudre School District
What do you want?

• CIEP, Tell Someone, Sexual Assault and Violence Elimination

• Other possibilities
  – Creating inclusive conversations
  – Bias and Stereotyping
  – Microaggressions
  – ????
Preguntas

“If you eat, you are involved in agriculture.” Dr. Calvin Ferrell, USDA Senior Scientist, retired

“Preservation of one’s own culture does not require contempt or disrespect for other cultures.” Cesar Chavez, migrant farmworker