

# The State of Diversity: College of Agricultural Sciences

Colorado State University

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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



Race

Age  
Sex

Ethnicity  
Marital Status  
Intersectionality

Veteran

Culture

Familial Status  
Disability

National Origin

Diversity

Religion & Spirituality

Sexual Orientation

Different Ideas & Perspectives

Socioeconomic Status

Geographical Background

First Generation

Gender Identity & Expression



# 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.

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W1: Diversity & Inclusion at Colorado State

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W2: Culture and Stereotyping

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W3: Exploring Social Identity

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W4: Exploring the Isms

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W5: Microaggressions & Inclusive Language

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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

