

Diversity, Inclusion, Equity & Access ^[1]

Charge

- To succeed, the working group must recognize the strength of diverse communities and perspectives. We must continue and enhance our commitment to creating an inclusive culture in pursuit of our goals of excellence and meeting the needs of the state, nation and world.
- Define a plan for attracting and graduating an increasingly diverse student body, embracing the university's broad definition of diversity (<https://www.cu.edu/regents/policy-10p-diversity> ^[2]).
 - Identify best practices on CU campuses and nationally that attract and support a diverse student body, through performance in the following areas:
 - Attracting diverse students
 - Increase retention to year two
 - Improve 4 and 6 year graduation rates
 - Positive placement within 6 months of graduation
 - Enhance co-curricular participation
 - Ensure appropriate student support services
- Identify how CU can best attract and retain a diverse faculty and staff.
 - Identify best practices and associated metrics to achieve success in attracting and retaining diverse faculty and staff
- Identify ways that CU can actively foster a culture that is diverse, equitable, and inclusive.
 - Based on campus/unit level data and diversity plans, identify action items to a) remove barriers to equity and inclusion on each of the units/campuses; b) improve in the areas of greatest need
 - Based on the conclusion of the semi-annual systemwide climate survey (which includes the student body, faculty and staff) identify areas of needed improvement by individual campus
- Identify metrics to effectively track and evaluate diversity, inclusion, equity and access in our diverse CU communities
 - Set specific goals for these metrics; and
 - Define and prioritize action items to become a national leader in this area.

Campus Working Group Leads

CU Boulder

Contact: CUStratDiversityInclusion.Boulder@cu.edu ^[3]

- Bob Boswell, Vice Chancellor for Diversity, Equity, and Community Engagement

- Katherine Erwin, Chief Human Resources Officer
- Kevin MacLennan, Assistant Vice Chancellor of Enrollment Management

CU Colorado Springs

Contact: CUStratDiversityInclusion.UCCS@cu.edu [4]

- Anthony Cordova, Director, Multicultural Office for Student Access, Inclusiveness, & Community (MOSAIC) and MOSAIC Gateway Program
- Andrea Herrera, PhD, Associate Vice Chancellor for Equity, Diversity, and Inclusion

CU Denver

Contact: CUStratDiversityInclusion.Denver@cu.edu [5]

- Marjorie Levine-Clark, PhD, Professor of History and Associate Dean for Diversity, Outreach, and Initiatives
- Nelie Viveiros, LLB, EdD, Associate Vice Chancellor for Academic Operations

CU Anschutz Medical Campus

Contact: CUStratDiversityInclusion.Anschutz@cu.edu [6]

- Shanta Zimmer, MD, Associate Dean for Diversity and Inclusion
- Jan Gascoigne, PhD, MCHES, Assistant Vice Chancellor for Student Affairs

Groups audience:

Strategic Planning

Source URL: <https://www.cu.edu/strategic-planning/working-groups/diversity-inclusion-equity-access>

Links

[1] <https://www.cu.edu/strategic-planning/working-groups/diversity-inclusion-equity-access>

[2] <https://www.cu.edu/regents/policy-10p-diversity>

[3] <mailto:CUStratDiversityInclusion.Boulder@cu.edu>

[4] <mailto:CUStratDiversityInclusion.UCCS@cu.edu>

[5] <mailto:CUStratDiversityInclusion.Denver@cu.edu>

[6] <mailto:CUStratDiversityInclusion.Anschutz@cu.edu>