

—**FOCUS ON DIVERSITY**—

**A Newsletter from the Office of
Diversity and Equity**

Excellence Through Diversity

FROM THE OFFICE

IN THIS ISSUE

▶ **UPCOMING CAMPUS
ACTIVITIES**

▶ **DID YOU KNOW...**

▶ **ARTICLES**

- Changing Lives: The Leeds Diverse Scholars Program
- Spike Lee Packs Macky
- CU's Women Who Make A Difference
- MEP's Bridge to Success
- Technology Brings Dillard and CU Students Closer
- Kathy Martinez: Creating an Inclusive Community
- Desmond Tutu at CU
- SAG Means More Than Just Screen Actors Guild

Keep your eyes posted to the web for CU's new Diversity Channel featuring the latest diversity-related news and events. The Diversity Channel, due to launch in the next several months, will be a part of the new student web portal found through CUConnect. Here students can log in and access information specially designed for them - schedules, grades, webmail, online course tools, a GPA calculator and many other resources. For students just starting to use the portal, don't forget to select the Diversity Channel when you're creating your profile. Staff and faculty will also be able to use this portal in the near future.

The Office of Diversity and Equity is pleased to announce that five of its representatives were recognized by the Women's Resource Center as "women who make a difference." Ofelia Miramontes, MaryAnn Sergeant, Sharon Vieyra, Amanda McKee and Janice Oh were honored as the kind of women who "leave their footprints in your heart and change your life."

**CHANGING LIVES: THE LEEDS
DIVERSE SCHOLARS PROGRAM**

In the late 1990s, a small group of business students worked with Business School faculty and its dean to initiate a program that would meet the needs of business students from diverse backgrounds. With support from the CU-LEAD Alliance and Ofelia Miramontes, the former AVC for Diversity and Equity, the Diverse Scholars Program (DSP) began to blossom. Today, under the leadership of Aswad Allen, the program director, and Amy Weatherhead, the program coordinator, the DSP effectively implements strategies to recruit, retain and graduate students of color and first generation business students. This year, over 80 students are being served.

Lisa Nguyen and Ida Bolivar are two students who greatly appreciate the advice and support they receive from the DSP and the Leeds Office of Diversity Affairs, where the DSP is housed. Lisa, a sophomore, got [See DSP, Page 2]

DSP: HELPING DIVERSE LEEDS STUDENTS SUCCEED

[DSP, from Page 1]

involved with the DSP through a pre-collegiate program called the Diverse Business Leadership Program. She feels that the DSP's academic support, study groups, and annual retreats have helped her tremendously, contributing to her academic success and a better college experience. She praised Aswad and Amy for their dependability, guidance, and support. According to Lisa, Amy and Aswad are attentive to the needs of the DSP participants and very resourceful in finding solutions to problems in school. For example, they provided a tutor for a challenging accounting class. "Peer support in the classroom for a difficult subject can make or break your experience with that subject and your college academic experience," Lisa explained. She also spoke highly of the fall retreat where she gained a stronger sense of the DSP community and built a greater support network. When asked how the DSP has prepared her for the business world, she answered, "It has built confidence for me because of the vast connections I've made with students, faculty, staff and professors through networking."

Ida Bolivar, who is about to complete a five-year BS/MS degree program, also became involved with the DSP through the Diverse Business Leadership Program after her senior year in high school. Looking back she notes, "The people I met at the program are the people who today, and throughout my entire college career at CU, have been my classmates, friends, co-workers and mentors." She feels that the DSP has enhanced her collegiate career: "Through it I've been able to connect with the people around me. Consequently, I've been able to not only feel part of the community at CU but more importantly, also feel at home within it." This year, Ida mentored a freshman DSP participant whose enthusiasm motivated her and brought back memories of her first years on campus. When she first arrived at CU, the DSP was just getting started and there was no Office of Diversity Affairs. Now that diversity has become an important goal for the entire campus and the Business School, the Office of Diversity Affairs has numerous diversity initiatives in place in addition to the DSP. Ida is pleased to see the greater focus on ensuring that students from diverse backgrounds succeed at Leeds.

UPCOMING CAMPUS EVENTS

➤ Cultural Unity Center Graduation Ceremonies

For information and space availability, please contact the CUC at 303-492-5667.

Asian American Graduation Ceremony

April 28, Orchid Pavilion, 5 pm - 7:30 pm

American Indian Graduation Ceremony

May 6, UMC Aspen Rooms, 6 - 8 pm

African American Graduation Ceremony

May 7, Koenig Alumni Center, 12 - 2 pm

Latino Graduation Ceremony

May 7, University Club,

Approximately 10:30 am - 12:30 pm

➤ Confidential HIV Testing

In collaboration with Wardenburg Sexual Health Education Program, the GLBT Resource Center is offering free, confidential HIV testing to CU students.

Mondays, 3-5pm, Willard 227

➤ Stress Relief Days

For two days, CUC peer counselors have put this one together especially for YOU!!! Take your face out of the books, take a moment out of your back-to-back schedule and do something for yourself before finals. Please call 303-492-5667 for more information.

Wednesday, April 21 & Thursday, April 22 from 12-3pm at Willard 118

➤ 2004 LGBTQ LEADERSHIP SUMMIT

CU-Boulder will host the 2004 Rocky Mountain LGBTQ Leadership Summit **September 24-25**. Students from colleges and universities across Colorado are expected to attend. Volunteers are needed to help coordinate this event: For more, visit: www.colorado.edu/GLBTRC/support/summitvolunteer.html

DID YOU KNOW...

A

If you are interested in contributing to the **CU-LEAD Scholarship Fund**, donation forms are now available on-line at www.colorado.edu/cu-diversity/lead.html. Faculty and staff have the option to make an automatic monthly contribution through a payroll deduction. CU-LEAD scholarships support students of color and first generation students, helping them achieve their dreams of a college education. Every bit helps!

Z

Z

O

On Saturday, January 31st, the Office of Admissions hosted the largest **Minority Visit Program** to date with 471 participants (218 prospective students and their families). A large number of these students had already applied to CU-Boulder and many had been accepted. This annual program is designed to recruit students of color and first generation students by introducing them to CU-Boulder's services and programs, and demonstrating the campus' commitment to diversity.

U

Z

C

The **GLBT Resource Center's** "Empowering Multiple Dimensions of our Identities (EMDI)" series brought **Chinwe Odeluga** to campus on March 17th. Her presentation, "As an African American Lesbian, All of Me Gets Oppressed," discussed the means for promoting the integration of multiple identities and the challenges faced in attempting to do so. Odeluga is an African American video maker, poet, licensed dependency counselor, lesbian, and women's health activist. The GLBT Resource Center's April speaker **Emi Koyama** presented "Queerness and the Politics of Normal: A View from Critical Disability Studies" on April 21st. Koyama, a multi-issue social justice activist, author, and academic, has taught about intersexuality at Portland State University and published widely on domestic violence.

E

M

E

Z

T

During the 2004 "Listen Up!: Women's Voices for Radical Change" conference, the **International Women's Alliance** at CU-Boulder held panel discussions and keynote speakers with backgrounds in activism, government, poetry and folk-rock. The conference raised social consciousness about issues affecting women today.

S

April 12 to April 16, 2004 marked the 25th annual **Oyate Native American Awareness Week**. This year's theme, "Exercising Sovereignty Through the Protection of Sacred Sites and Indian Gaming," brought a week of activities to campus designed to foster an understanding of American Indian issues and gave a chance to interact with Native people.

Are you a student who is **thinking about withdrawing?** The Cultural Unity Center can help. CUC counselors are available to discuss with you all your options and alternatives when making this important decision. Please call Jamal Ward at 303-492-2168.

The **University Memorial Center (UMC)** just turned fifty. It was dedicated in 1953 as "a living memorial to those Coloradoans who served in the World Wars" by Colorado governor Lee Knous (Law '11). The UMC was built for \$2.9 million and originally spanned 159,000-square-feet. The additional 50,000-square-feet we see today were added in 1964 for \$1.6 million. The UMC is a central gathering place for students and alumni and is special to the campus and our community.

DID YOU KNOW...

Carlos Garcia, UMC director, has been elected to a two-year term as member-at-large of the Board of Trustees for the Association of College Unions International.

The **Chancellor's Advisory Committee on Minority Affairs (CACMA)** announced its 2003-04 Diversity Service Recognition Award recipients at the Ninth Annual Diversity Summit. This year's winners were: **Office of Financial Aid ATLAS**, **Multicultural Engineering Program**, **School of Journalism and Mass Communication**, and **Facilities Planning Office**. These units were recognized for their continuing efforts to create a diverse and supportive environment, and to promote an understanding of multicultural issues. A special award of appreciation was given to CACMA member **Bernadette Garcia** who played a critical role in organizing this year's summit.

The Women's Resource Center held its fourth annual recognition dinner for all 2003-2004 retiring women faculty and staff on Thursday, April 1st in the UMC Aspen Room. **Suzu Campbell** and **Theresa Stephens** from housing were honored for their outstanding contributions to women on campus.

Congratulations to the 2004 Equity and Excellence Award winners: undergraduate students **Veronica Crespin** and **Serena Wadlington**, graduate student **Mary Rachel Fanning**, staff member **David Martinez**, and faculty members **Polly McLean** and **Katheryn Rios**. These individuals have made tremendous contributions to promoting academic excellence, community service and diversity here at CU. Graduating student **Patricia Abril-Gonzales** earned a special award of appreciation for her three years of outstanding service to the Office of Diversity and Equity and for her commitment to diversity. They will be honored at the 19th Annual Equity and Excellence Banquet on April 22nd.

SPIKE LEE DACKS MACKY

On February 4th, **Spike Lee** addressed CU-Boulder's Macky Auditorium as part of the Black History Month celebrations. Arriving fashionably late, wearing a New York Yankees cap and sweatshirt, he indulged in the media attention the Boulder campus has received for the alleged football rapes. His stance on college athletes was a bit of a shock to some. He said, "Yo ung, great athletes...to entice them to go to schools they are given a lot of stuff under the table." Lee expressed his standpoint by stating, "If you are an athlete at a big time program, you should get some money." He continued by saying, "I would apply the principles of capitalism – if you generate money, you should get some of it."

He then transitioned into the incident that occurred during the latest Super Bowl halftime show. "The commercials were just as bad as what happened... the water's dirty and everybody's swimming in it." Lee also addressed the audience by affirming the

importance of education. "Even from an early age I knew something was missing – the rich African American culture was missing on the screen," Lee said. The summer after his sophomore year at Morehouse College in Atlanta, Lee found his desired career path. The amateur documentary he made in Brooklyn, would later inspire his 1998 film, "Summer of Sam." Lee's presence on campus was intended to inspire students from all backgrounds to come together and improve awareness of diversity issues at CU-Boulder. The Cultural Events Board (CEB) chose Lee for his exceptional acclaim as a film director and his activism for African Americans. Lee was awarded the Prix de Jeunesse Award at the Cannes Film festival in 1986 for his debut film "She Gotta Have It." Lee's ability to confront socio-political issues has been showcased in such films as 1991's "Jungle Fever" and 1992's "Malcolm X." This summer "She Hate Me" will be opening in theaters.

CU's WOMEN WHO MAKE A DIFFERENCE

On January 29, 2004, the **Women's Resource Center** recognized 27 CU-Boulder women as "Women Who Make A Difference" on the UCB campus and in our community. The *Silver & Gold Record* (March 4, 2004 edition) featured the following summary of the contributions made by the honorees nominated by staff, faculty and students:

Obdulia Castro of Spanish and Portuguese was recognized as a mentor, teacher and friend.

Carole Gentry of UCB Access Services was described as very knowledgeable and adored by her coworkers. She also speaks Spanish and sign language.

Barbara Kulton, interim WRC director, was recognized for her networking skills and friendly attitude, among other attributes.

Laura Border, director of the Graduate Teacher Program at UCB, was honored for providing guidance and friendship to students.

Lucia Baker, retired teaching assistant supervisor in the department of French and Italian, was recognized as a friend and mentor.

Deborah Viles, program assistant for the Program for Writing and Rhetoric, was recognized for always having time to listen to people and for coordinating the work of 70 faculty members.

Joan Gabriele, director of Special Undergraduate Enrichment Programs at UCB, was recognized as an ally and advocate for underrepresented communities on campus.

Retired attorney **Sandra Youghans** of Boulder was honored for her service on numerous boards, including the board of the Boulder Valley Women's Health Center.

Patricia Sullivan of English and director of the Program for Writing and Rhetoric was recognized for her advocacy of women and people of color.

Marcia Ragonetti, mezzo-soprano with Opera Colorado, was honored for her great rapport with students and for her presence in the Denver opera community.

UCB student **Dara Burwell** was recognized as an advocate of underrepresented communities, and for her work with the WRC and the University of Colorado Student Union.

Doris Hass of Wardenberg Health Center was honored for her many years of service to the Boulder community.

Cheryl Koelling of the UCB libraries was honored for her many years of service to the Boulder community.

Valerie Embry, program director for the Academic Excellence/Student Support Services Program, was honored for her work as a mentor to undergraduate research students.

JoAnn Silverstein, chair of the UCB department of civil, environmental and architectural engineering, was honored as the first woman to chair a department in the College of Engineering and Applied Sciences.

Carol Lynch, UCB vice chancellor for research and dean of the Graduate School, was recognized as the highest ranking woman on the UCB campus, as well as a professor in the department of ecology and evolutionary biology.

Karen Boyd, deaf and hard-of-hearing services coordinator for UCB disability services, was honored in part for her work as disability services liaison to the WRC.

UCB student **Gazella Bensreiti** was recognized for her hard work and caring attitude at the WRC.

UCB student **Meg Rapp** has been the UCSU representative for the College of Architecture and Planning and is speaker of the UCSU council of colleges and schools.

Katheryn Rios of English was honored for her commitment to teaching classes that focus on issues of underrepresented communities and for mentoring students of color in ethnic studies, English, women's studies and education.

Gretchen Long of the office of sexual harassment policy was recognized for advocating for safety of women on campus.

UCB student **Neha Ahuja** was honored as a student hall director for the department of housing and as president of the Indian student association.

Ofelia Miramontes, **MaryAnn Sergeant**, **Sharon Vieyra**, **Amanda McKee** and student **Janice Oh** of the Office of Diversity and Equity were honored as the kind of women who "leave their footprints in your heart and change your life."

MEP'S BRIDGE TO SUCCESS

Multicultural Engineering Program (MEP)'s annual Summer Bridge program was an especially beneficial experience for two of the 13 first-year students **Jaqueline Musoke** and **Harry Cui**. For five weeks before the semester began, Musoke and Cui transitioned gradually into college. Their participation in Summer Bridge allowed them to explore the campus and meet students, professors, and TA's that they would work with during the school year. They were given the opportunity to participate in activities where they designed and constructed engineering models. Musoke and Cui admit that the academic material in chemistry, physics, math, writing, and computing courses was challenging, but provided a feel for what to expect as engineering students. Musoke felt that Summer Bridge provided a small community to ease into before the semester began. Musoke and Cui agree that their success as first-year students comes from their contribution made over the summer. They believe it gave them an opportunity to explore their chosen major and learn essential skills for participation in the engineering program.

TECHNOLOGY BRINGS DILLARD AND CU STUDENTS CLOSER

CU-Boulder and **Dillard University** are setting an example of how modern technology can enrich and expand the classroom learning experience. Every Friday, classes led by CU humanities professor **Paul Gordon** and Dillard English professor Jerry Ward interact via teleconferencing. After hearing the professors lecture (one in person and one on a plasma screen), the students engage in open discussion of the shared course text and contemporary issues. The interaction between Dillard, a private, historically black, southern university, and CU, a public predominately white, research institution, is an exciting cultural exchange. The program allows for students in different learning environments and often from different backgrounds to swap ideas, and compare and contrast matters of opinion. The Carnegie Institute in New York City originally planned a 15-month grant and has generously contributed an additional two grants, each totaling \$950,000, that will end after this year. According to the grant-funding proposal, the program is designed to demonstrate "liberal arts education in a technological age." Class sections in humanities, calculus, and, most recently, English departments participate in the technology and culture experiment.

KATHY MARTINEZ: CREATING AN INCLUSIVE COMMUNITY

On February 26th, during the Ninth Annual Diversity Summit "Revitalizing Community from Hope to Action," **Kathy Martinez**, deputy director of the World Institute on Disability, delivered a dynamic, inspiring address to students, faculty and staff about obtaining equality in a "social structure that disregards those at the margins of society." Martinez, blind since birth, told the audience how growing up both as a disabled person and as a minority have affected her life. After sharing a history on the social struggle for the disabled to gain inclusion, she explained that nowadays it is increasingly common to come into contact with people with disabilities, and a shift is taking place. Due to greater life expectancy, and advances in medicine and legislation, more disabled people are able to participate in everyday life. Still, they are often confronted with the fear held by much of mainstream society that a disabled person cannot be productive. According to Martinez, by fighting this fear and the attitudes that come with it, by being role models and by building inclusive networks, everyone, including those with disabilities, will be empowered socially and economically.

Martinez was a hit with the audience. One person commented, "She was a wonderful speaker! Informative and interesting. Great sense of humor! Bring her back!" Another said, "I thoroughly enjoyed Ms. Martinez' talk. She was very engaging and had many useful ideas for action." Still another reported that she was "A great speaker who brought up many controversial topics and left us with hope for improvement and changes to come."

DESMOND TUTU AT CU

Desmond Tutu, former Archbishop of Cape Town, South Africa and 1984 Nobel Peace Prize winner, spoke at CU-Boulder on Monday, March 29th kicking off the six day "Stop the Silence" AIDS symposium. The symposium was designed to educate students about AIDS and motivate them to take action to put a stop to AIDS. Tutu addressed a crowd of over 2,000 people with a wit and voice range that none could ignore. In the opening of his address, he waved his magic wand and declared the audience South Africans so that they could applaud the Americans that helped them

fight against apartheid ten years ago in South Africa. "Might is not right," Tutu said. "Goodness and love and beauty and all those things; those are what will prevail." Tutu explained that people have an internal antenna that hones in on good and that can defeat war, conflict, racism, and AIDS. He spoke about the importance of forgiveness, saying it is good for our health. His speech was not one of statistics or a lecture on the HIV/AIDS pandemic as many expected. Instead it was a simple, inspiring message of forgiveness and oneness: "[We] all belong. All. All."

SAG MEANS MORE THAN JUST SCREEN ACTORS GUILD

The **CU-LEAD Alliance Student Advisory Group (SAG)** was formed in the fall of 2003 and is already making its mark. Comprised of representatives from each of the 11 CU-LEAD Alliance academic neighborhoods, SAG provides advice and suggestions to CU-LEAD Alliance directors to help improve programming, build community, and enhance students of color and first generation student retention. The group, meeting about once a month, also works with CU-LEAD Alliance staff to develop and implement measures to publicize the value and achievements of the CU-LEAD neighborhoods to the university community and beyond.

Currently, the SAG members are focusing on two initiatives developed after CU-LEAD Alliance students expressed the need for stronger relation-

ships with faculty of color and strengthened ties with students from other CU-LEAD Alliance academic neighborhoods. To address the first initiatives, SAG members are planning to participate in the CU-LEAD Alliance luncheon for faculty of color in April 2004. There they hope to increase interaction with the faculty and build greater support between the two groups. In response to the second initiative, SAG is planning a community-building spring social in 2005. This event will bring together all of the CU-LEAD Alliance participants

and give them another opportunity to connect, learn more about each other, their programs, and their experiences, and come away with a greater sense of support and empowerment through the Alliance.



OFFICE OF DIVERSITY AND EQUITY

www.colorado.edu/cu-diversity

Christine Yoshinaga-Itano, Interim Vice Provost and Associate Vice Chancellor

Sharon Vieyra, Program Assistant

MaryAnn Sergeant, Program Coordinator

Amanda McKee, Assistant Program Coordinator

Students: Abby Loera, Janice Oh, Nichole Campuzano

Regent 207
Campus Box 18