Diversity and the Role of Admissions:
Moving CU-Boulder to an Inclusive Tomorrow

For the third year in a row, the University of Colorado Boulder has increased the diversity of its first year students, with the current freshman class as the most diverse in campus history. Students from diverse backgrounds made up 22% of the Fall 2012 incoming freshmen class and 17% of the Fall 2012 incoming transfer class. Among Colorado residents, students from diverse backgrounds made up 26% of the incoming freshmen class. CU-Boulder administrators and staff are pleased with the direction CU is heading, but acknowledge that there is still a great deal of work to be done.

CU-Boulder attributes much of this improvement in diversity to the many programs offered at both the recruitment and retention stages of a student’s higher education experience. The Office of Admissions continues to work aggressively to recruit qualified students who enrich the CU-Boulder student body. “Recruiting an academically talented, diverse, and inclusive class is a very high priority for the admissions office. We are very proud of the increases in diversity, but we are not satisfied. We will continue to work closely with all students and our incredible campus partners to make the campus more diverse and inclusive.” Said Kevin MacLennan, Director of Admissions. The recruitment plan includes a focus on Colorado students, outreach activities, and on- and off-campus programs.

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One of the many important programs the Office of Admissions hosts is the CU-Boulder Diversity Sampler, which occurred on Saturday, January 26. This program is a successful tool recruitment visit for underrepresented students and their families. Visitors had the opportunity to hear from CU-LEAD Alliance programs and learn about academic programs, and enrichment opportunities, attend an informational fair with student groups and other campus resources, and tour campus. Additional Admissions events held this Spring include the Black and Gold Reception and the Denver Area Visit.

What the Office of Admissions does, followed by what students experience once they arrive on campus through outreach and retention programs such as the Pre-collegiate Development Program, CU-LEAD Alliance, the Center for Multicultural Affairs, and the Student Outreach and Retention Center (SORCE), provides necessary and valuable academic and community support to first-generation and underrepresented students. With assistance from faculty and staff who are committed to recruitment and retention CU-Boulder graduates more students of color than any other university in the state of Colorado.

Submitted by the CU Office of Admissions
DID YOU KNOW…

“The CU-Boulder College of Engineering and Applied Science is ranked in the top six institutions conferring doctoral degrees to Hispanic/Latinos.”

Source: Excelencia in Education—2009-2010

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LAEF Student of the Year: Kaylee Ortega

Kaylee Ortega is being honored as the Latin American Educational Foundation 2012-2013 Lola A. Salazar Student of the Year. Kaylee graduated from Abraham Lincoln High School in Denver and is currently attending the University of Colorado Boulder. Her aspirations are to excel in her studies and become the first doctor in her family. “Culture and a thirst for knowledge have been the two most important values taught to me,” says Kaylee. “And, not only has it been the root of many of my goals, but it is now the key to my success.” In her first-year, Kaylee is majoring in Integrated Physiology, and she is a scholar with the Academic Excellence Program (AEP) and the Miramontes Arts and Sciences Program (MASP).

LAEF has awarded scholarships to 302 students at CU Boulder over the years. Eighty percent of the CU-Boulder LAEF award recipients have persisted and graduated from our campus.

For more info about LAEF, visit www.LAEF.org

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TRANSforming Gender Symposium at CU

The University of Colorado Boulder’s TRANSforming Gender Symposium is celebrating its seventh year. The Symposium hosts national and local transgender and genderqueer activists to address issues surrounding transgender, genderqueer and related identities. Every year the symposium is planned by a committee of staff, faculty, and students.

The annual TRANSforming Gender Symposium was founded in 2006. Sponsored by the Women and Gender Studies program and the GLBTQ Resource Center, the symposium began to create a space where the campus and wider community could learn about transgender and intersex identities and issues. Since its inception, the Transgender Symposium has hosted numerous nationally and internationally known transgender and allied speakers, creating thought provoking dialogues throughout the community and furthering discussions throughout the year. The Symposium hosts national and local transgender and genderqueer activists to address issues surrounding transgender, genderqueer and related identities. Past Symposium presenters and participants have included academics, health professionals, community organizers, performance and visual artists, students, faculty, youth, family members, community members, and other interested folks. This conference is open to all age groups, including local high school students and community members. The Symposium is free and open to the public and will be held on March 15-16 at The Center for Community (C4C).

For a complete schedule of the Transforming Gender Symposium, visit www.colorado.edu/GLBTQRC/tgs.html
The 2013 CU Women Succeeding Symposium focused on promoting women in academia, with the theme of “Opening Doors: Navigating Your Professional Journey.”

A double feature from CU Denver’s Brenda Allen, Ph.D. – presenting in dual roles as keynote speaker and Elizabeth D. Gee Memorial Lectureship Award winner – highlighted the 11th annual CU Women Succeeding symposium, which drew about 400 attendees from across the CU system Friday to the University Memorial Center on the CU-Boulder campus.

Allen, professor of communication and associate vice chancellor of diversity and inclusion at the University of Colorado Denver Anschutz Medical Campus, received the award, which honors an outstanding faculty member for efforts to advance women in academia, interdisciplinary scholarly contributions and distinguished teaching.

She devoted most of her award speech, the second of two during the professional development symposium, to celebrating the many women who have provided support and guidance during her life and career, including 24 years as part of the University of Colorado. She also said CU must continue to strive toward including more women across all levels of faculty and staff.

“Every job is a valuable and important job,” she said. “However, we absolutely need to have many more women across all levels of our campuses. And we need to have a variety of women in those positions. How we get to that is, becoming more empowered.”

When women recognize the other women supporting them, Allen said, that habit “can disrupt some of the kinds of things I hear women saying about women: ‘You know how women are …’ Stop doing that! We have to transcend that. The backbiting and gossiping and negative qualities that get attributed to women happen partially because sometimes we do that. Sisterhood denies that we engage in those kinds of behaviors.”

Allen recounted her life story, being raised in Ohio by her mother after her father died, and becoming the first person in her family to go to college. She still is the only family member to have master’s and doctoral degrees.

Workshops throughout the daylong event found faculty and staff from across the system, as well as visitors from other universities and organizations, offering presentations that ranged from research about women in higher education to leadership and achieving balance between career and personal life.

Article reprinted from CU Connections

To read more about the Women’s Succeeding Symposium, visit http://connections.cu.edu/news/allen-cu-needs-more-women-across-all-levels/
CU LEAD: No One Does it Alone

The CU LEAD Alliance is a unique set of 11 academic learning communities whose students, faculty and staff are united to promote inclusive excellence. These “academic neighborhoods” build camaraderie and promote student success through enhanced instruction, collaborative learning groups, leadership activities, computer labs, personal links to faculty and staff, scholarships, research experiences, mentoring, advising, tutoring, and community service. In CU LEAD, we believe that no one does it alone.

The spotlight for this issue is on Education Diversity Scholars (EDS) Program, one of more recent additions to the CU LEAD Alliance.

Student Spotlight

Vincent Torres is a sophomore majoring in Sociology and pursuing a teaching certificate in Education. Currently, Vincent is a scholar in the CU LEAD Alliance's Education Diversity Scholars Program. He is also active with Public Achievement, Vamos Bufalos and serves as a student volunteer with the Access and Community Affairs team in Admissions. Vincent is excited to be attending CU-Boulder because he remembers making a promise at the age of four that he would make it here. He is working to make the most of his opportunities, be a disciplined student as well as enjoy the educational experiences available to him. Having grown up in Commerce City where he attended Adams City High School, Vincent feels that it is important for him to excel at CU-Boulder so that he can serve as a positive representative of his hometown. Vincent yearns to achieve everything he can and give back to those youth who desperately need someone to believe in them. Vincent plans to teach in his hometown.

Alumni Spotlight

Amy Smith graduated from the Master's Plus Licensure program (MA+) in the School of Education at CU in Spring 2011 with a focus in Secondary Math Education. She was also an Education Diversity Scholar. Amy created an independent study, with the help of her adviser Dr. David Webb, in which she discussed the importance of Culturally Relevant Teaching (CRT), specifically in math education. Her teaching career pushed onward when she attended the University of Northern Illinois’ International Teacher’s Fair in February 2011 and agreed to a two-year contract teaching at Escuela Bella Vista, an international school in Maracaibo, Venezuela. She has been working with students and fellow teachers at her school and leading professional development sessions in Venezuela on CRT as a creative and engaging teaching tool. Amy has recently agreed to a new two-year contract serving with Shanghai American School in China. The school is already speaking of supporting her pursuit of board certification and a PhD. beginning in July 2013.
**Director Spotlight**

Collinus Hutt is a Senior Instructor and the Director of Diversity Recruitment and Retention for the School of Education. In addition to teaching, she administers the **Education Diversity Scholars Program** and oversees the implementation of the strategic plan to recruit and retain students of color and first-generation students to the School of Education. Hutt excels in her ability to leverage strategic leadership strengths to unite teachers, parents, students, and the community to cultivate broad, effective educational partnerships among all participants. She serves as chairperson of the Teachers of Color & Allies Summit, an annual professional development event sponsored by the School of Education that hosts hundreds of metropolitan area K-12 educators who share knowledge and expertise around culturally relevant teaching. Hutt is a graduate of the School’s Master’s Plus degree program. Prior to serving in her current role, Hutt spent eight years teaching and leading diversity initiatives at Graland Country Day School, a Denver independent school.

**CU LEAD Alliance 3rd Annual Student Symposium**

The **CU LEAD Alliance Student Symposium** is a campus-wide event designed to showcase the creative and scholarly projects and research of CU-LEAD students across all disciplines. The symposium’s goal is to provide an interdisciplinary platform for students, staff and faculty to engage in dialogue and encourage students to consider pursuing a postgraduate education.

The 3rd annual Student Symposium, put on by the CU LEAD Alliance program, will allow students to showcase their creative or academic research in an interdisciplinary setting. The Student Symposium will be held on Monday, March 18th, from 3:00-7:00PM in the University Memorial Center (UMC) in Room 235.

**Student presenting at the 2012 Symposium**
DID YOU KNOW...

Disability Services envision a fully accessible, integrated, and universally designed campus community at CU-Boulder. Students with disabilities are one of the many groups that make up our campus community. A diverse community broadens our understanding and appreciation for the talents and contributions of each individual.

Source: http://disabilityservices.colorado.edu/mission/mission-vision-philosophy-core-values

Click and Go: The Innovative Wayfinding Map

In a new set of way-finding maps, planters at the University of Colorado Boulder are more than decorative containers. The concrete vessels serve as directional prompts for people to navigate central campus.

The bronze buffalo statue near Folsom Field is another cue used in the online maps, as well as references like “exhaust fan at 10 o’clock” to guide those who use their sense of sound to move about. This system is comprised of landmarks, text and audio to cater to a wide variety of people.

Developed in part by Jarad Christianson, a senior in environmental design, the maps are “universally designed” and provide step-by-step routes in text and audio formats based on beginning and end points set by the user. Universal design is the design of spaces and tools such as the Internet to be used by people with all types of cognitive and physical abilities.

“We need to include all types of abilities across the board because everybody should have a fair shot at experiencing what’s on campus,” said Christianson, who navigated campus on crutches a couple of years ago while recovering from an injury.

The way-finding maps include directions for newcomers and visitors, cane travelers and guide dog users, and people with wheels such as wheelchairs, strollers and rolling luggage.

Christianson’s part in creating the maps included scouting campus and creating 74 routes between classroom buildings and other locations. He created the stairs-free directions and the directions for newcomers. He spent three-to-six hours per week this fall semester mapping the routes, gathering details and working on digital interfaces and navigation.

The project, led by CU-Boulder’s Disability Services, was part of a research assistantship in environmental design for Christianson. Students in a technical writing class, as well as a student advisory committee, map testers, and staff from several administrative offices also were involved. Christianson, who says he’d like to go into architectural practice after graduation, says the project has changed his perspective.

“Being involved in viewing the built world and the natural environment from different perspectives has been really valuable in the way I think about design -- visually, acoustically and with regard to textures,” he said.

Over the next two years more projects like Christianson’s will be integrated into various CU-Boulder academic fields and coursework. Robert Boswell, vice chancellor for diversity, equity and community engagement and a professor of molecular, cellular and developmental biology, is leading an interdisciplinary team that recently received a $40,000 two-year grant from the National Endowment for the Arts for universal design curriculum integration.

Continued on page 9
Call for IMPART Fellowship Grant Applications

What is IMPART
The Implementation of Multicultural Perspectives and Approaches in Research and Teaching (IMPART) Fellowship Awards provides faculty an opportunity to foster a diverse community by allowing them to conduct academic research in the realm of ethnic and cultural diversity as well as gender issues. Past recipients areas have ranged from “New Multi-Media Work by CU Alumna: Exploring Diversity through Art and Music” to “Sports, Race and Gender: An Interdisciplinary Curriculum”.

For the past two decades CU-Boulder faculty have been invited to apply to this application for the purpose of conducting research in a diverse setting. IMPART is to further promote and develop a campus environment which supports and encourages gender, ethnic, and cultural diversity in our approaches to scholarly work and teaching.

Awards are a maximum of $4,000.

Who Can Apply
- CU-Boulder faculty
- Applications can be made by more than one person. Post docs and staff members can be included in an application with a faculty as the primary author.
- You may resubmit an application that was not funded previously.
- If you received an award within the last three years, your application will have last funding priority.
- All applicants will be notified via email with funding decisions by mid May.

Submitting an Application
- Read the directions carefully. A checklist of required documents is provided online.
- Applications must be electronic – paper copies will not be accepted. Email applications to sharon.vieyra@colorado.edu by Friday, April 5th.
- The required letter of support from the Dean or Chair is confidential and MUST be emailed SEPARATELY. It cannot be sent with the application. This letter of support should reference the submitter’s name and/or proposal name.
- Applications that do not have a letter of support will not be considered for funding. The letter of support must be received by the due date; late submission cannot be accepted.

The online application can be accessed at http://www.colorado.edu/odece/. Frequently asked questions and guidelines are also posted.

If you have questions, contact Sharon Vieyra at Sharon.Vieyra@colorado.edu.
How Magic can be Found in the Community

*El Pueblo Mágico* is an innovative after-school program where undergraduates and children learn together in a technology-mediated learning club at Alicia Sanchez Elementary School in Lafayette, Colorado. The after-school club at Sanchez promotes K-5 children’s appropriation of a range of skills and knowledge with particular emphasis on new media and technological design, scientific knowledge, and specifically, health sciences and energy -- area of need as identified by the school. El Pueblo Mágico was developed in the Fall of 2010 by **Professor Kris Gutiérrez**, the Inaugural Provost’s Chair and Professor of Learning Sciences and Literacy at CU Boulder’s School of Education. Prior to coming to CU Boulder, Professor Gutiérrez designed and directed Las Redes, the prototype of El Pueblo. Las Redes became one of UCLA’s longest standing University-School partnerships and the context for the preparation of many future teachers.

Like Las Redes, El Pueblo provides the context for novice teachers to implement new theories of learning and productive practices that support and extend children’s learning. This link between theory and practice is supported by this design experiment’s structure and goal: to provide future teachers with new tools and sense-making opportunities in order to build and sustain robust teaching practices.

El Pueblo Mágico, designed around the very theories and practices the prospective teachers are learning in their university course. With extensive support from course and site instructors, undergraduate students develop new ways of thinking about teaching and learning, particularly with youth from low-income and non-dominant communities. In short, undergraduate students who participate in the program learn rich theories of learning through their coursework and have opportunities to make deep connections between theory and practice through their semester-long participation as partners with the children at El Pueblo Mágico.

*Reprinted from CU School of Education Newsletter and CU Outreach and Engagement*

More about *El Pueblo Mágico* can be found at [www.outreach.colorado.edu/programs/details/id/146](http://www.outreach.colorado.edu/programs/details/id/146)
Call for Members for Advisory Committees

The Chairs of the Chancellor Advisory Committees are now seeking applicants for each of the committees from all sectors of the university. The Committees include the:

- Chancellor’s Committee on Race and Ethnicity (CCORE);
- Chancellor’s Committee on Women (CCW);
- Chancellor’s Standing Committee on Gay, Lesbian, Bisexual, Transgender Issues (GLBT); and,
- Chancellor’s Campus Accessibility Committee (CCAC).

The Chancellor Advisory Committee chairs encourage everyone to consider serving on one of the committees. The Committees have the greatest need in student and faculty membership. Supervisors are urged to support employees who wish to be involved. The time commitment for committee work ranges between 2-4 hours per month.

It is important that CU Boulder continues to cultivate a campus climate that is supportive of everyone. Our university is one that is known for its social conscience, and the Chancellor Advisory Committees contribute greatly to maintaining a healthy, positive campus climate.

Contact Alphonse Keasley, Alphonse.Keasley@colorado.edu

Click and Go

Other team members include Meredith Banasiak, senior instructor of environmental design; Howard Kramer, lecturer on universal design for digital media; Matthew Jelacic, assistant professor of architecture; Clayton Lewis, professor of computer science; Michael Lightner, chair and professor of electrical, computer and energy engineering; and Melinda Piket-May, associate professor of electrical, computer and energy engineering.

“This grant supports our commitment to enhance universal design across a variety of disciplines,” said Banasiak. “The enhancements can be made at many levels fostering inclusion as an aspect of multiculturalism and diversity on campus.”

Not only will strengthening universal design make the CU-Boulder campus more inclusive, it will impact communities and help graduates in their careers, according to the grant recipients.

“As part of the campus’s Flagship 2030 initiatives, our students and faculty are engaging more in the communities around them,” said Jelacic. “As we branch out from the university, going into public schools and working with senior citizens and other populations, having universal design knowledge will help our students be more effective as they go out and find jobs.” To access the maps visit http://www.colorado.edu/campuswayfinding.

Article reprinted from the CU Independent and the Daily Camera

To read the entire article on “Click and Go” visit www.dailycamera.com/click-&-go
“I Have a Dream” Summer Internship Opportunities

Would you like to make a difference in someone’s life? Through collaboration with the “I Have a Dream” summer internship program, you can be a mentor to a promising young student. Not only will you be given an extra hand in your workload, but you will also give these students professional work experience and essential life skills.

We ask your department to consider offering a paid summer internship to one or more students for the period of Monday, June 3rd to Friday, July 19th. Wages range from $8-10 per hour and internships range from 20-40 hours per week, depending on the department's needs and funding availability.

The “I Have a Dream” CU Internship Program, which began in 1992, works with University departments to offer 6-10 week internships to “Dreamers”, ages 15 to 21.

The internships provide Dreamers with the opportunity to experience campus life, gain meaningful and important professional skills, and have access to a professional work environment. Employers are asked to design an internship that serves the needs of the department and provides a quality learning experience for the intern.

If you would like to be a part of this opportunity to make a difference in a young person’s life and provide a professional experience for a “Dreamer” this summer, contact Daniel Sikkink Johnson, I Have a Dream Intern Coordinator, at daniel.sikkink.johnson@ihaveadreamboulder.org, or 303.444.3636 ext. 11. Additional contacts are David Aragon or Nola Salisbury at 303-735-1332 or Nola.Salisbury@colorado.edu.
The Equity and Excellence Celebration began in 1985 by then Associate Vice Chancellor Dr. Al Ramirez as a way to recognize those who have made significant contributions to diversity and inclusion at CU Boulder. The Equity and Excellence Award is designed to honor students, staff and faculty who have successfully and effectively worked to promote the principles of inclusive excellence in teaching and learning, higher education program management or leadership development.

This prestigious award honors those who have been outstanding members of the CU community, including students, faculty and staff who have demonstrated academic achievement, outstanding service to the university community, and service to racially and/or culturally diverse communities. Faculty and staff who receive this award have made significant accomplishments in and efforts toward promoting the principles of academic excellence and cultural pluralism and diversity. Presentation of the awards will be at the Equity and Excellence Banquet on Tuesday, April 23rd.

Equity and Excellence Awards

2012 Diversity Summit: A Successful Endeavor into Fostering a Diverse Climate at CU

The 2012 Diversity and Inclusion Summit continued the legacy of inviting the campus and the Boulder community to symposia and workshops pertaining to matters of diversity and inclusion. As expected, the 18th annual summit received a strong turnout from students, faculty and staff alike. The organizing theme for this year’s summit was “AMP it up! Awareness, Movement and Practice.” Along with sessions on awareness, inclusiveness and classroom and campus diversity practice, a selection of events focused on the physical embodiment of diversity.

With a wide variety of workshops ranging from “Experiential Wheelchair: Urban Places to Open Spaces” to the popular “Ubuntu: An Exploration of African Community Life Through Dance, Songs, Stories, Proverbs and Metaphors” many participants said the summit was a quintessential experience that fostered diversity and understanding. Peggy McIntosh, associate director of the Wellesley College Center for Research on Women, shared her new research in the keynote address “Using Privilege as a Catalyst for Change.” The 14th Annual Diversity Summit will be held on November 12-14, 2013.
Coffee Cultivates Community: CU’s International Coffee Hour

The CU International Coffee Hour provides students who are studying aboard in the U.S. an opportunity to socialize and interact with domestic students. The International Coffee Hours are Friday afternoons at 4:00 – 5:30 p.m., across from Baby Doe’s in the UMC Grill. International Coffee Hour happens every week while classes are in session, except during school breaks and summer.

CU International members meet weekly for dinner and try out one of the local Boulder restaurants. They also organize a weekly International Coffee Hour where all CU students are welcome to come, have some coffee or snacks and chat with international students. CU International organizes a variety of other social activities including hikes, dancing, and ski trips.

CU International occasionally holds events for political happenings and sports events in order to explain the American political process and unique American sports. During the past election season, CU International held informative sessions such as Election 101 in which American students and political professors helped educate students in how the electoral vote works and why Americans have the political system that exists today.

CU International aims to make life for international students in Colorado as comfortable as possible, and to provide international students with many opportunities to try new things and meet new people.

For more information about the International Coffee Hour, visit [http://internationalcu.com/](http://internationalcu.com/)

See the Coffee Hour video [here](http://internationalcu.com/)

*Diversity is the one true thing we all have in common.*

*Celebrate it every day.*
Meet the ODECE Staff

Dr. Robert Boswell, 303.735.1332  
Vice Chancellor

Dr. Alphonse Keasley, 303.492.5479  
Assistant Vice Chancellor

David Aragon, 303.492.2944  
Executive Director for Student Success

Chris Pacheco, 303.492.7976  
Director of Pre-College Outreach

Sharon Vieyra, 303.735.2890  
Office Manager

Nola Salisbury, 303.735.1332  
Executive Assistant

John Meister, 303.492.5602  
Interim Director, Disability Service

Cindy Pickett, 303.492.7201  
Budget Officer

Gale Day, 720.352.5771  
STEM Outreach Coordinator

Ed Espinoza, 303.492.5660  
Administrative Assistant III

Calvin Pohawpatchoko Jr.  
Graduate Assistant - Indigenous Alliance

Matthew Jones, 303.492.5479  
Student Assistant

Simon Lucas, 303.492.8772  
Student Assistant

Hannah Cruz, 303.492.8772  
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Hannah Cruz, 303.492.8772  
Student Assistant

As the student assistants of ODECE help keep the office performing in top shape, we acknowledge their hard work. ODECE is proud to present our new student assistants. Simon Lucas is a Junior studying Business Marketing. Hannah Cruz is a Freshman and an open option major, and Matthew Jones is a Senior Psychology major.

Newsletter created by: Simon Lucas, ODECE Student Assistant

Office of Diversity, Equity and Community Engagement (ODECE)

2055 Regent Dr.
2nd Floor, Room 201
18 UCB
Boulder, CO 80309-0018

Phone: 303.735.1332
Fax: 303.735.2425
E-mail: odece@colorado.edu

Achieving Excellence Through Diversity and Inclusion
Gender Identity/Transitioning FAQ

An inclusive list of information about campus policies, procedures, and resources that are available to assist transitioning people can be found at:

http://hr.colorado.edu/pages/genderidentity.aspx

Call For President’s Diversity Awards Nominations

This annual award recognizes significant achievements of faculty, staff, students and academic or administrative units toward developing a culturally diverse, compassionate university community reflective of inclusive excellence.

As many as four awards of up to $1,000 each are given for projects, programs or practices that best reflect the implementation of system and/or campus diversity goals. Awardees will be recognized at a yearly President’s Diversity Award Reception, with their names published in the CU Faculty and Staff newsletter.

Upcoming Events

- CU LEAD Student Symposium - March 18
- Equity and Excellence - April 23
- Diversity and Inclusion Summit - November 12-14

The real death of America will come when everyone is alike.

-James T. Ellison