



University of Colorado
Boulder

The Road Toward the IDEA Council

2015 - 2018

- Campus initiatives conversation on Inclusive Excellence
- 90+ units write Inclusive Excellence narratives

2018

- Authoring committee for IDEA Plan begins work
- Co-chairs Merna Jacobsen and Daryl Maeda lead committee in conversations with over 450 campus constituents



The Road Toward the IDEA Council (continued)

2019

- Authoring committee submits final version of IDEA Plan
- Plan details 36 broad recommendations and 97 smaller recommendations across five categories
- Recommendation 33 calls for formation of Council on Community and Inclusion (CCI), now IDEA Council

Summer/Fall 2020

- Council members invited to serve
- Council convenes



The IDEA Council

“serves as an advisory body . . .

- that informs and prioritizes institutional strategy regarding inclusion, diversity, and equity,
- counsels and makes recommendations to university executive leaders related to the IDEA Plan, and
- assesses and reports on progress toward IDEA Plan implementation”



IDEA Council Membership

Executive Sponsor

- Sonia DeLuca Fernández, Senior Vice Chancellor for DEI

Ex Officio Members

- Shelly Bacon, Office of Undergraduate Education
- Austin Jamar “JB” Banks, Division of Student Affairs
- Dyonne Bergeron, Office of Diversity, Equity, and Community Engagement
- Emily CoBabe-Ammann, Research & Innovation Office
- Doreen Jokerst, Integrity, Safety, and Compliance
- Michele Moses, Office of Faculty Affairs
- Gretchen O’Connell, Graduate School



IDEA Council Membership – Co-chairs & Colleges

Co-Chairs

- Lisa Flores, College of Media, Communication & Information
- Teresa Hernandez, Human Resources

Schools & Colleges

- Deborah Cantrell, School of Law
- Patricia Gonzalez, Arts & Sciences
- David Hekman, Leeds School of Business
- Susan Jurow, School of Education
- Xiang Li, University Libraries
- David Meens, Continuing Education
- Fernando Rosario-Ortiz, College of Engineering & Applied Science
- Susan Thomas, College of Music



IDEA Council Membership – Strategic Resources & Support

Strategic Resources & Support

- Lance Carl, Athletics
- Pakou Cha, Office of Advancement
- Kelsey Draper, Infrastructure and Sustainability
- Kevin MacLennan, Enrollment Management
- Amy Nakatani, Office of Data Analytics
- Catherine Oja, Integrity, Safety, and Compliance
- Tanida Ruampant, Strategic Relations and Communications
- Sandra Sawaya, Office of Undergraduate Education
- Regina Tirella, Office of Institutional Equity and Compliance
- Julie Volckens, Office of Institutional Equity and Compliance



IDEA Council Membership – Shared Governance

Shared Governance

- Sima Bhowmik, Graduate and Professional Student Government
- Jasimine Evans, Staff Council
- Andrea Feldman, Boulder Faculty Assembly
- Kavya Kannan, University of Colorado Student Government

Read our bios here:

<https://www.colorado.edu/odece/diversity-plan/idea-council-members-0>



AY 20 / 21: Recruitment & Retention

Student

Faculty

Staff

Immediate
Action



AY 20 / 21 Recommendations

- All Gender Bathrooms
 - Completed by I&S, SRC, & Pride Office
 - Expanded Faculty Mentoring Programs
 - Completed by OFA
 - Faculty/Staff Affinity Groups – with SVC DEI
 - Land Acknowledgement – with SVC DEI
 - DEI Impact Grants – with SVC DEI
 - Faculty Merit Assessment of DEI Work – with BFA
 - Dedicated Professional Development Time for all Staff – with HR
 - Individual Professional Development Plans – with HR
 - Building Specific Bathroom/Lactation Room Maps – Under Analysis
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- More details available at <https://www.colorado.edu/odece/diversity-plan/idea-council>



Dr. Ashley R. Grice

DEI Consultant

Pronouns: She/Her/Hers

Educational Background: Social & Comparative Analysis in Education (interrogating systems of oppression)

Dissertation Topic: Transgender & Gender Non-conforming Student Experiences in Higher Education

Hobbies: Sports, Hiking, Spades





Fabiola Mora

Senior DEI Consultant
(she/her/ella pronouns)

Scholar-practitioner whose DEI experience spans across academic and student affairs, focusing on operationalizing and assessing critical student success initiatives to close opportunity gaps for historically excluded populations.





Dr. Teshia Koffi

Senior DEI Consultant

Pronouns: Name Only

Specializes in the transformation (diagnostics, intervention, implementation, assessment) of organizational structures and processes to ensure DEI commitments are operational and palpable throughout organizational functions.



Goal 1:
Build capacity for DEI by
focusing on employee skills and
development.

Goal 2:
Address inequities in student
achievement outcomes.

Goal 3:
Support community building
initiatives to advance DEI and
build belonging.

Goal 4:
Invest in initiatives that address
inequalities in employee
recruitment outcomes.

Goal 5:
Prepare students to participate
in a diverse democracy and be
thoughtful citizens.



Next Steps on Campus Goals

Integrating Campus Goals with IDEA Plan Recommendations



Goal 3: Support Community Building Initiatives

Undergraduates – maybe IDEA Plan
Rec 8

Graduate students – maybe IDEA Plan
Recs 12 & 15

Faculty – maybe IDEA Plan Recs 17 &
18

Staff – maybe IDEA Plan Rec 21



Spring 2022 Work

Prioritize the 15 Student-Focused Recommendations



Unit Prioritization Meetings

Graduate School

Office of Data Analytics (ODA)

Office of Undergrad Ed (OUE)

Office of Advancement

Student Affairs

Enrollment Management

ODECE

Leeds School of Business

University Libraries

ENVS

Law School

College of Music

College of Arts & Sciences

CMCI (pending)

Graduate & Professional Student
Government (GPSG)

Bring Your Own Gender

UMASyMEXA (grad)

Oyate (grad students)

CUSG Tri-Executives

oStem

Diversify CU Now (grad)

Asian Unity

Oyate

School of Education

College of Arts & Sciences

College of Engineering and Applied
Science

Continuing Education

Questions Asked

What are the
key initiatives
& priorities in
your unit right
now?

How would
you rank
the
recommend
ations?

With what
criteria?

What else do
you want
campus to
know or think
about?



Lessons Learned

Undergrad Students



Lessons Learned

Crisis of Lack of Belonging

The mythical student

Access & navigation of
campus

Barriers

Reputation



“The environment is not safe, not comfortable for students, especially for Native students who are sometimes fresh off the reservation –we feel intimidated and uncomfortable.

We are an Indigenous group that needs to have a presence & space on campus, and a resource for students to know where to go, where they can be.”

Oyate student



Lessons Learned

Cost of Attendance is
Prohibitive

Scholarships

Degree comparisons in
Colorado

Everyday costs of
coursework, such as
exams & licensure



“We need supplemental pay for unpaid internships and student government positions. Support for students financially with research opportunities and internships is important since the results are very tangible.”

CUSG Tri-Exec





Lessons Learned

Silos, barrels, and isolation

Structural barriers

Limited/lacking guidance



“CU can’t do DEI work if we are not also incorporating students’ well-being – we can’t do academic success if we are not incorporating DEI components & training for administrators – students don’t have the energy/space to take DEI work on – you need to take our feedback & show us options to choose from.”

CUSG Tri-Exec



Lessons Learned

Common criteria is Urgency

Urgency can lead to triage mode

More effective & sustainable is Impact

Impact should be broadly defined



“Students shouldn’t be asked to come up with a solution for this. Administration needs to give students something to work with that they can give feedback regarding DEI initiatives.”

CUSG student



Lessons Learned

No single or unified approach
for all of campus

Units have to fulfill their
unique mission

Schools/colleges have
shared mission and distinct
students, processes,
challenges, & opportunities



“Having someone to talk with about struggles is very important, [we need] to talk about culture – someone who can understand how [we are] raised, fitting in/not can help to build up students in very different ways, especially with the stress of school.”

Asian Unity student



Current Highest Priority IDEA Plan Undergraduate Student Recommendations

“Regularly assess and build opportunities to improve campus climate for undergraduate students” (IDEA Plan Rec 8)

Current Highest Priority IDEA Plan Undergraduate Student Recommendations

“Grow infrastructure from CU and deepen donor base to support historically marginalized communities” (IDEA Plan Recommendation 3)



Current Highest Priority IDEA Plan Undergraduate Student Recommendations

“Support, scale, and increase the programmatic efforts of the CU Lead Alliance” (IDEA Plan Recommendation 1)



Current Highest Priority IDEA Plan Undergraduate Student Recommendations

“Improve outreach and engagement with K-12 grade students from under-resourced communities and with community colleges in Colorado and beyond.” (IDEA Plan Recommendation 4)

Lessons Learned

Graduate Students



Lessons Learned

Mental Health Crisis

Insufficient campus
resources

Lost Students

Especially international and
MA/MS

Unit-specific focus puts students
at risk

Need for mentorship from peers
& faculty



Current Highest Priority IDEA Plan Graduate Student Recommendations

“Recruit diverse graduate, postdoctoral and professional students.” (IDEA Plan Recommendation 13)



Current Highest Priority IDEA Plan Graduate Student Recommendations

“Improve and increase health care coverage and mental health services.” (IDEA Plan Recommendation 14)



Current Highest Priority IDEA Plan Graduate Student Recommendations

“Implement targeted measures to improve campus climate for graduate and professional students.” (IDEA Plan Recommendation 12)



Current Highest Priority IDEA Plan Graduate Student Recommendations

“Invest in formalized graduate student and professional student peer and advisor mentoring.” (IDEA Plan Recommendation 11)



Next Steps

Staff-focused Recommendations



Staff-Focused Recommendations

What is your highest priority right now?

Why? What is your reasoning or criteria?

What else should IDEA Council know?



Questions?



Thank you



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