Building the Road Map:
Realizing Diversity and Inclusion for CU-Boulder, City of Boulder, and Boulder County

Presentation by Cindy Worster
Report out, with Highlights & Resources
Highlights of Speakers: “Where are we now and where are we going”*

• LT Gov Joe Garcia

Vice Chair of the Western Interstate Commission on Higher Education and a member of the board of trustees for the Higher Learning Commission of the North Central Association of Colleges and Schools. Member of the Governmental Affairs Committee for the Hispanic Association of Colleges and Universities.

• City of Boulder - Jean Gatza
  Co-chair of the City of Boulder’s Inclusiveness and Diversity Team

• Boulder County
  -Meca Delgado, Healthy Youth Alliance
  -Carmen Ramirez, City of Longmont and Latino Task Force of Boulder County

• CU
  Chief of Staff: Catherine Shea

*recorded session!
Critical importance of diversity and inclusion for the state of Colorado

• 1/5 Latinos in Colorado working age
• 1/3 Latinos in Colorado K-12
• Address persistent disparities (economic imperative for the state & moral imperative for society):
  • Degree attainment (eg bachelors, PhD)
  • Economic attainment
Chancellor's Advisory Committees: oversee initiatives, provide feedback and address campus climate issues related to gender, race and ethnicity, disability/accessibility, and sexual identity.

* Committee on Minority Affairs - dedicated to enhancing the university's climate for diversity, multiculturalism, and social justice.

* Committee on Women - an informed advocate for all women on the campus.

* Accessibility Committee - assists the administration and the ADA coordinator to ensure that people with disabilities are afforded access to programs, services, and activities offered by CU-Boulder.

* Committee on Gay, Lesbian, Bisexual, and Transgender Issues - aims to represent the interests and concerns of gay, lesbian, bisexual, and transgender people within the university community.

Mandatory diversity class at CU “Buff 101”
CU Boulder

- **Implicit Attitudes**
  - This concept is embedded in all training
  - **Monthly meetings**: I’m on the list for notices
  - **Resources**: Visions-inc.org (newsletters, articles, videos, links)
City of Boulder

• Diversity training for every employee
  * Track record with lessons learned
  * Socio-economic diversity training

• Inclusiveness and Diversity Team
City of Boulder

- **5 goals over a 3-year period:**

<table>
<thead>
<tr>
<th>Goal</th>
<th>Focus</th>
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<td>Broad diversity awareness</td>
<td>Internal</td>
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<tr>
<td>Focus on senior leadership</td>
<td>Internal</td>
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<tr>
<td>Recruiting/hiring</td>
<td>Internal</td>
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<tr>
<td>Community partnerships</td>
<td>External</td>
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<td>Community engagement</td>
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Boulder County

- **Meca Delgado**, Healthy Youth Alliance
- **Carmen Ramirez**, City of Longmont and Latino Task Force of Boulder County

**MISSION** The Latino Task Force facilitates appropriate initiatives and opportunities that enrich the economic, educational, political, and cultural lives of the Boulder County Latino community.

http://www.latinotaskforce.org/board-of-directors.html
LINK FOR RECORDINGS OF WORKSHOP SESSIONS

Several sessions recorded available online:

• Plenary: Lt. Governor Joseph Garcia
• Patricia Gurin keynote “Engaging Diversity: Its Importance for 21st Century Education and Community Engagement
• Where Have We Come From? – Panel
• Diversity Under Scrutiny - Melissa Hart
• City, County and CU representatives "Where Are We Now/Where Are We Going" panel.

http://classcapture.colorado.edu/Mediasite/Catalog/Full/47440fa0af8d4cc6abf5bbd353ec3c6921
CU Diversity Summit: “Where are we now and where are we going”

SUMMARY OF MAJOR POINTS

• Sustained effort and strategic focus
• Front Range Diversity and Inclusion Council
• Boulder County: Diversity Curriculum
• Evaluate progress with measurable and attainable goals
• Training alone doesn’t get the job done – embed diversity & inclusion into everything you do
• How do we garner the energy of individual employer efforts?
Save the Date: November 11-13, 2014

- **2013 Summit**: hosted by CU, Boulder County and the city of Boulder
- **2014 Summit**: Chief of Staff Catherine Shea – next year’s summit will include NOAA and UCAR
  - Organizing committee will meet again in January and invites 1+ UCAR/NCAR/UCP reps – let Cindy know
- **www.colorado.edu/diversitysummit**