

September 11, 2019  
Student Forum

**Words or phrases  
to define UNC in  
2030**

DIVERSE

- in thought
- in people

Transparency

- in response

Color Inclusion (more than the cultural centers)

- \* Diversity
- \* Accessibility
- \* Scholarship/Scholarly
- \* Relatability
- \* Accuracy

- Inclusive
- Bear PR de
- Advocacy
- Affordability
- Transparent
- Cohesive / collaborative
- Supportive

7

① Empty Not Equival

Diversity Design Ecology  
- Diverse Communities

## Available Resources

• UNSATURATED & EXECUTION

TRANSFERRING TO FUNDING

• General Student Enrollment

Donnerstag 22. April 1911

- 1. Racially Inclusive

Wares ready

Diverse  
Income  
Safe  
Prestigious

Write

Transfer of Learning  
- Transfer of Learning  
- Transfer of Learning  
- Transfer of Learning

#1

Transfer of Learning

Transfer of Learning  
- Transfer of Learning  
- Transfer of Learning  
- Transfer of Learning

Transfer of Learning  
- Transfer of Learning  
- Transfer of Learning  
- Transfer of Learning

I

1) Interdisciplinary advocacy

2) Common UNITY

3) Promoters of diversity, equity & inclusion

4) Bear Pride Culture

Diverse  
Inclusive  
Dependable  
Transparency  
Equity

①

1) Focused Academic Innovation  
- Career Readiness  
- Equitable Access

#1

• Cultural Competency  
• Meeting Students Where they are

• College ready/outreach  
• Grad Ready

• Equal/Equity → equal access to all resources  
↳ Career Ready  
↳ post graduation support  
↳ TRIO Programs (Expand)

Question 11

1) Better Discretion of the Clubs  
that you get involved with.

2) Inclusive.

3) Welcoming/inv. involvement

4) more role from DSS

5) More Bear Pride

6) Integrated resources

7) Better returning for graduates

# 2

How to ensure  
future students'  
success

## QUESTION 2

- Marketing of resources
- Community-based involvement
- Promoting more areas of study
- Highlighting other orgs. (other than sports)
- Emphasizing alumni success
- Easier transitions from Community College (transfer/degree)
- Parents Unleashed research
- Intership guidance

2

- \* Readiness post grad. life
- \* UNC Faculty of color (MORE)
  - reliability
  - financial support
  - Community involvement/enrichment
  - culture
- \* More resources for ALL UNC students \*
- \* Establish University Foundation

## 2) - UNIFORM CULTURE

- w/ regards to effect on campus
- one voice w/ to professionalism
- real world preparation
- ~ diversity of thought
- Programmatical

2)

## LISTEN

to them

Empowerment = Transparency  
Representation  
Intentional Community  
Engagement  
Inclusive Resources  
Getting rid of unnecessary  
fears

- Expand Healthcare
- Support Central campus folks
- Be transparent
- Be accessible
  - Name Policy, Dining #
- Expand support to 1st year transfer
- Encourage engagement
- Communication across campus
- Transitionation

2.

- \* Efficient + office management +
- \* Addressing inclusive programming in dpts.
- \* More work study position
- \* Representation in faculty
- \* Training for faculty + staff on inclusivity
- \* Better advising
- \* Departmental support for staff + faculty so they can better support/assist students
- \* Student empowerment
- \* Transparency.

### 2. Financial Transparency

- Finance Workshop
- Financial aid office could be more helpful
- Help with Internships
- Overall budgeting skills for the school could use some improvement
- Tutoring and other learning aids enhanced and offered for all courses
- Professors continue to improve teaching methods by keeping the same strategies

- Treating everyone with Respect!

- Clear Communication
- Better Resources for 1<sup>st</sup> year (Financial Aid, Mental Health) students
- Minority Faculty (needs to increase)

#2

- Holistic Support → Prioritize funding for campus support
  - ↳ food insecurity
  - ↳ mental health
    - ↳ DRC
    - ↳ Campus/Community Partnership e.g. Police, banner health
- Advisor
  - ↳ meet @ least 3x w/ Advisor
  - ↳ initiative → professors, supervisors
  - ↳ education for campus staff/faculty
- Representation for staff/students
- Keep asking students for what they need!

LISTEN

2

- 1) more inclusive health  
health care plans for  
transgender student  
(beyond HRT)
- 2) more communication  
between student and  
faculty/staff/students
- 3) more transparency &  
understanding of student  
needs, questions & perspectives

2.

- Adequate Resources  
(mental health,  
gender etc.)
- Empowerment+ (creating culture  
of mutual respect)
- School Sport  
(enjoyment, pride, excitement)
- Communication  
(elaborate involvement)
- Update  
School App

2)

Clear Communication  
Addressing Issues  
going on in the Nation  
and world-wide  
Inclusivity/Diversity  
Intentional Training  
Making students of color feel  
more important  
Challenging white students to be  
comfortable with the uncomfortable

#2

Improved Nursing  
Training or specialized shift  
specifically for advising to ensure  
a well-rounded understanding of  
catering  
Equitable distribution of all (gender & sexuality)  
gender orientation of alumni  
Test Readiness for Certifications  
- GRE, ACT, Praxis, NCEX  
Streamlining Support Services  
Improved Marketing of Resources

# 3

How to take advantage of emerging trends

## 3 \* Support for Student MENTAL 3

### ✓ Physical health

- \* More inclusive insurance ✓ doctors  
\* Efficiency in apps and scheduling
- \* Being aware of students that lack financial support
- \* Doing better at seeking outside funding
- \* Anticipating student needs
- \* Better (available financial advisors (and general advising)
- \* Better representation for first gen (support, advising at services)

## \* Recruiting ALL Students

- (low income, minority students)
- \* POC's in the room
- \* Programs like HOBA
- \* Highlight POC accomplishments w/out tokenizing
- \* Strengthen programs

## 3)

### Diversify the TABLE

- Be honest about who we are
- Serving ~~non~~ majority first-gen students
- Properly preparing us for careers and not symbolic degrees
- Mental Health Attendance Policy + Mental Health Fees
- Equity GAP (white students graduate faster than their colored counterparts)

## 3

### Better Endings

- Free Programs
- Free printing

## 3

The increase in the need for support of students who have mental health concerns should allow us to increase investment for counseling services that are culturally responsive

- ✓ Use the skills that following generations will have w/ tech to improve research around Computer Science, implement classes that can aid students who don't have access to tech

## #3

### Better relationships w/ federal resources

- ↳ following people staying in school longer (disability)
- Advertise/Educate about university resources (scholarship programs, internships)
- Value of the Degree
- ↳ Come here & graduate within 4 years → take 10 credits

## 3) - Budget equality

- note of funds across disciplines (w/ regards to resource development)
- Holistic health
- ~ awareness of capital to health and how it connects various health concerns

## Mental Health Day

### Better study spaces w/ comfortable

- Better lighting
- 24 hour space
- More up-to-date technology
- Higher technology should be everywhere
- More student voice
- Employing communication through online
- Transparency
- Educate staff/faculty on using technology

## Just the Coaching/Firmness

- Taking advantage of our price compared to other universities
- Adapt to technology
- Use resources for mental health

## \* Create UMC Mentorship Program

- This program is meant to encourage/pursue higher education
- \* Increase outreach within and outside of UMC
- Social Media Presence
- Funding to better showcase the face of UMC
- \* Educational Funding Guidance

3

## Mental Health

- Professor trust in students regarding absences
- extended clinic & counseling center hours
- open educational resources  
↳ sustainable

3)

Focusing on the biases of technology and medical fields

Accessibility in technology

Recycling!!! (ACTUALLY NO CAP)

Unnecessary fees that aren't used "correctly"

Where does our money go?

## Using Money Wisely ③

Create more Scholarships

Cut out ~~unnecessary~~ involuntary fees on Student Bills

↳ That will benefit students of color as well.

3. Actually have staff use technology as an aid for Students

- explain the cost of degree compared to expected Income

- Value of a BA has decreased, so maximize current level of undergrad students by making graduate programs more accessible and completion achievable

4

Changes for  
greatest positive  
impact on future

~~FIRE EVERYONE (T.B)~~

PAGE 1

4

• Berklea

Change  
greatest  
impact on

Images: Source of Profit  
- better + constant input

Period Positivity  
- access to sampling frame produces  
lack of great confidence, why the nonparticipation problem?

## Financial Resources

- find programs that are social to student success
  - o 2000 longitudinal process + address how
- > Whistleblowing demographics  
ie NO more Data by students coming in  
1st of season of color

廿

- 1) more accessible & equitable mental health resources
  - better hours
  - addressing waitlist
  - sustainable patient care
- more attention patient needs
- 2) more accessible & healthy & equitable during
  - ↑ hours
  - ↑ dieting & exercise
  - ↑ needs
- 4) more diverse staff
- & mandatory UNITE, diversity & safe zone training for faculty & staff

④ - Make Use of Bishop -

- Make Use of Bishop - Lehr
- Expand Parking for Students
- More Dining Options on Campus

4) ~~TRE EVERYONE (TB)~~

Page 1  
Page 2

Language

- Saving the N words
- Respecting Pro-nouns
- Respecting Students first language
- Respecting

## Power differentials

Equity + Inclusion Trainings  
(maybe getting certified?)

4  
Butler Food

- Faculty Cultural Training
- Student Leadership Events
- or Trade of ACE
- Cultural Training / Integration

7

- display of confidence in social officer
  - ~ to rid possibility of confusion
  - ~ to rid feelings of a sense of being a burden
  - ~ to rid a lack of validation
- playing Graduate Students
  - ~
  - ~
  - ~
- feel uncomfortable recognize the difference / understand it (graduates) but not to feel like an outsider
  - ~ give a voice & representation
- Hiring of Mental Health counselors

#4

Utilize student talents in order  
to save money  
(ethically)

## Education

- 1. Student is above the curriculum (where do we want to go)
  - 2. Non-students (Cultural competency, student needs, equal representation within faculty)
- Diversifying STEM fields  
↳ environment of welcoming

Diversifying STEM fields

- Showing/Marketing our resources (Cultural Centers) as part of the community. Stop trying to take away ce & the studies

## 1 Scholarships

or underrepresented  
more specifically as women

3. More transparency on where money is going

## 4

- Starts w/ professors creating an inclusive and safe environment in their classrooms for all students day 1
- 8th generation student counselor

①

- 1. Consolidation of news
  - trans parent communication
  - b/c admins + depts n how expenses are distn
  - via expense report?
  - mass ~~exp~~ vs. many msg alerts
- 2. Make students feel valued
  - highlight student accomplishments
  - thank you assistance + care
  - journey (ie. inform student admin have gone - this

H cont

- Bear + Community Prade  
- bridge gap b/t university and  
grading

or underrepresented  
more specifically as women

3. More transparency on where money is going



It is with great honor and humility that I speak before you: As a scholar, an activist, and a student here at the University of Northern Colorado (UNC). I am profoundly interested in the success of historically marginalized students at UNC. As well as the broader ethical, moral, and political implications of their presence on historically White Campuses and Universities (HWCUs) such as this one.

UNC, like many other universities and colleges, declared itself to be concerned about the variations of diversity-in culture and thought, and inclusivity. But like many other universities, UNC has failed to execute or properly define what these buzz words mean. UNC has framed success, diversity, and inclusivity through the lens of White-able-bodied-heterosexual men and women alike. To simply put it, Whiteness has failed to acknowledge and empower the folks who live in the margins. Both in society and the microcosms that are universities and colleges.

I'll be going through two examples of how UNC has failed to see their historically marginalized students as themselves. However, I will also detail on how we can be better.

1) As a McNair scholar I had the opportunity to conduct a research project with the guidance of a faculty mentor this past year. My research was about the racialized stressors faced at an HWCU by Black students. One of my focus groups discussed Trump coming to the campus. A participant of my study noted how she believed the university was racist because they allowed a racist to come to campus and embolden students, faculty, and residents to both verbally and physically assault and harass the students of color.

When Donald trump came to campus in 2016, though many administrators, professors, and students here may not have been here, students were not properly prepared for his presence on a campus that swears by inclusivity. 45's presence on campus negatively affected the campus racial climate: to the point where folks of color were being screamed at while having trash thrown at them to go back to places like Africa, Saudi Arabia, & Mexico. To the point where our students of color did not feel safe to be here. To the point where our students didn't know who to trust any longer because their school failed to see their humanity- and left them to fend for themselves amongst the irrational and resentful trump supporters.

**Let me be clear**, not every supporter for trump is this way. But the ones who seemed to have courage to show their face on campus were comparable to how society sees Black & Brownness - senseless savages.

We could have been better by properly preparing our students of color for the tough encounter, and then offering a follow up discussion of sorts with the campus to see how they were doing. Moreover, the past president should have **physically** went to each cultural center and department and offered any services or help to students and staff – show actual sympathy, and not send an email and video, and chalk it up to the trumps 1<sup>st</sup> amendment right to be here.

2) The university has failed to acknowledge the equity gap properly. UNC has a habit, which is similar to politics, of lumping every person together as one. Expressing that a rising tide lifts all boats. But what if some have holes in their boats? What if some are adrift on rubble? What if some have no boats at all? How will these individuals be lifted?

I understand the idea behind saying all students - but all students specifically indicates the majority... which is White.

When there are discussions around improving the experience for first generation students, 50% are White. When there are discussions around getting more students to graduate on time - why are we not addressing the achievement gap that has White students graduating at significantly higher rates than their peers of color?

These policies and initiatives need to be intersectional and adjust to the proper ethnic group, and not based on reganomics; believing that if you give more resources to the folks at the top it will trickle down to those at the bottom. That's not realistic. We need to address each ethnic group with specific policies that empower them in a specific way. Not just saying we want **all** students to have a great college experience, though this may be true. But intentionally addressing and stating for Black, LatinX, Trans, gay, and other students with oppressed identities as well.

There are many things I need to address.

Like how the university is barely accessible to our students who have disabilities. Like the lack of representation in professors, faculty, and administrators. How there is a lack of tenured professors of color.

Like the continuous threat by faculty to erase Africana studies, Mexican American studies, and gender studies.

My belief is that if we have to learn **with** one another, we should also have to learn **about** one another so we can bring each other up. It's not fun having to wonder if your White classmate is racist, or if your professor will render your existence invisible, or if you go to a party are you going to have to defend yourself amongst ignorant White students who say the N word because it's in a song. Students of color deserve more than to be showcased in college brochures as smiling faces – wearing shirts expressing “First gen and Proud” in curated videos and photos.

I need to address the acute disappointment I have in UNC to not address the mass terrorist shooting in El Paso where the terrorist deliberately targeted our Mexican brothers <sup>and non-conforming</sup> ~~and~~ sisters. <sup>trans. fam.</sup> As the Black Student Union President, BSU was the **only** organization to make a personal statement on the matter - offering our LatinX students places of resources they can go to seek counseling and community. UNC expresses that our goal is to be an HSI (Hispanic Serving Institute), but how can we when we are not concerned about the mental well-being of our LatinX students. Do

we not think this will not affect their graduation rates the way it does our Black, Native, and LGBTQIA students, (which is not mutually exclusive to other identities), who endure the constant pressures of being verbally & physically assaulted. And of being disregarded by the institution yet again? We have to be mindful of distressing events that effect a slice of the student population. These are opportunities where we can band together as a university, and offer services from counseling to food and toiletries at bear pantry, to friendship and safety.

For the sake of time I will end it with this.

James Baldwin once said,

“I love America more than any other country in the world, and, exactly for this reason, I insist on the right to criticize her perpetually.”

I share this sentiment with Baldwin, not only for the U.S., but also for UNC. I know what we can be which is why I’m here, which is why I appreciate this conversation. But we have to be real and honest with ourselves and our history. If we want to be better, we gotta create more space at the table and invite folks of different backgrounds to give us a different perspective to help out those with **different perspectives**.

I’ll use myself as an example. As a Black cisgender man, I’m limited in my knowledge and my perspective. But I have friends from different backgrounds to help me out so I can properly

speak with and engage, **not speak for**, the communities that I do not represent but are equally passionate about.

We have an opportunity to not just offer symbolic gestures and talk of diversity and inclusivity. But to commit to political and social action. If we want to define ourselves by our own standards, and not the standards of CU or CSU or Stanford we gotta commit to include those forgotten. We have to commit to have intersectional policies. We have to commit to empower our students. We have to commit to be in community with one another and not get caught up in ego. We have to commit to solidarity, equity, and justice. And to be honest these are things that the Cesar Chavez, Marcus Garvey, APASS, Native American Student Services, the center for women's and gender equity, the gender and sexuality resource center, Stryker, CHE, and The McNairs scholars program **are** and **have been doing**. We just need the rest of the university to catch on, and not take credit for the immensely outstanding work they do. They deserve more.

What I want to see for UNC in 2030, but also more immediately, is building our community through collaboration and **honest** communication. I've touched on various opportunities we've had as a university to intentionally define who we were going to be, and failed to rise to the occasion. We have great potential individually. There are many folks who work on this campus with integrity from different backgrounds and who are different shades, especially the earnest janitors. But we **have** to come together in order to reach that potential.

**Thank you for you time.**