

Diversity, Equity and Inclusion @ UNC



UNC

What, Why, and How

What

What does the division do?

- Serve as the lead strategist for building campus culture, climate, with an intended outcome of increasing a sense of belonging. Our work is boundary-spanning and prioritizes organizational change related to DEI
- Focus DEI as a strategic priority not a demographic goal with emphasis on the educational, and work environment
- Help students navigate issues within the system that exists
- Drive an innovative programmatic agenda to expose the campus to observances and celebrations that may be different from their norms
- Although the division serves all students, expertise exists with the following identities: Race/Ethnicity, Class, Age, Sexual Orientation, Veteran and Military Affiliated Status, and Undocumented Status
- Finally, we persistently Educate-Advocate-Support



Why do we do this work ?

As the 2023 legislative session begins, politicians across the country already introduced 124 total bills restricting LGBTQ people, targeting their freedom of expression, the safety of transgender students, and access to health care for gender dysphoria.

Twenty-three percent of U.S. students struggle to afford menstrual hygiene products, according to a nationally representative 2021 survey by Thinx and PERIOD, a youth-led nonprofit group focused on combating period poverty and stigma. This issue is especially prevalent among lower-income students and students of color.

Colorado has significant gaps in educational attainment when measured by race and ethnicity. When compared to the statewide attainment goal of 66%, the following racial and ethnic disparities exist:

- African American or Black – 37.9% attainment rate (a gap of 28.1%)
- American Indian – 30.9% attainment rate (a gap of 35.1%)
- Hispanic or Latinx – 25.1% attainment rate (a gap of 40.9%)

Between March 2020 and March 2022, more than 11,400 hate incidents against Asian Americans have been reported across the United States. The findings signaled a persistent rise in harassment, verbal abuse and hate speech that have plagued Asian communities since the beginning of the Covid-19 pandemic.

24% of 18–24-year-old Native American students are enrolled in college compared to 41% of the overall U.S. population

45% of DREAMers “stop out” of school to work and pay what they owe and save up for another class, quarter or semester

Student Veterans are more likely to be older, be married; have children, have a disability, work full or part-time, be a first-generation student

COMMITTED TO:

To create an inclusive campus environment and connect DEI into the university's culture
 To develop and strengthen the knowledge, capacity, and skills necessary to address ways in which policies, practices, and programs can support the achievement of equitable outcomes for students, faculty and staff
 To improve campus climate and respond collaboratively to a complicated and dynamic environment
 To serve as disrupters of the status quo

Critical Issues

Student Enrollment and changing behavior
 Economic Volatility
 Racialized Social Injustice
 Post-Covid Realities



TO ACHIEVE:

**Systemic and Cultural
 Organizational Change**



PRIORITIES

Critical Issues

Access to Higher Education and HIGHER need for support
 Degree completion rates
 Evolving Student Demographics
 Affordability/Cost of Higher Ed



Communication & Education	Assessment	Culture & Climate	Investment & Infrastructure	Recruitment & Retention
Examples: <ul style="list-style-type: none"> Incorporate DEI into mission, inst. learning outcomes, and strategic priorities, publications, etc. Use of inclusive language in policies and procedures Provide educational tools for all campus community Provide consistent education to administrators, faculty and staff 	<ul style="list-style-type: none"> Increase representation of protected groups at all levels Enhance equitable pay practices and processes Improve access to data, type of data, and how it's used for equitable outcomes Assess and review UNC's DEI efforts/goals Create accountability to DEI goals at all levels 	<ul style="list-style-type: none"> Increase efforts to welcome diversity on campus (speakers, dialogues) Create institutional response to unexpected events Diverse representation in committees and leadership Engagement of community across campus and within Greeley 	<ul style="list-style-type: none"> Dedicate staff and financial resources for DEI Generate quality DEI resources for campus Invest in faculty student pipeline for the future workforce Increased skill-building for faculty and staff 	<ul style="list-style-type: none"> Retention and promotion efforts for diverse hires Hiring protocols and search committee preparation Efforts to recruit and retain diverse faculty, staff, and students





Division of Diversity, Equity and Inclusion

POLICIES, PRACTICES AND PROGRAMS

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Policies, Practices and Programs

The Division of Diversity, Equity and Inclusion and the areas within the division provide ongoing programs, policies and practices that contribute to and support the UNC community. University-wide policies provide established guidance for the community and should be evaluated yearly so that tradition, relevancy and alignment with the current landscape are adhered to. Establishing practices are meant to create consistency, responsibility and accountability in service to diversity, equity, and inclusion. Programs are offered throughout the year and provide intentional activities and events that are geared towards education and awareness to foster a diverse, equitable and inclusive culture.

[→ Policies](#)[→ Practices](#)[→ Programs](#)

↓ Policies

- **Name In Use**
- **Pronoun in Use**
- **CDHE Equity Champion**
- Data Governance (RND: 2030)
- Faculty And Staff Metrics For Evaluating Support For Diversity, Equity And Inclusion (RND: 2030)
- **Lactation Policy**
- University Examination For Racism, Bias And Discrimination
- **Instate Tuition Model For Tribal Communities**
- **Veteran Residency Requirements**
- **Military Credit**
- **Advancing Students For A Stronger Economy Tomorrow (ASSET)**
- **CASFA (UNC Was Helped Lead Efforts For This Application)**
- NAGPRA Consultation
- Priority Registration for Students Using G.I. Bill at UNC

Center for Women's and Gender Equity

POLICIES

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Lactation Policies

UNC Lactation Support Policy

The University of Northern Colorado (UNC) recognizes the importance and benefits of breastfeeding/chestfeeding and human milk for both the individual breastfeeding/chestfeeding/lactating and their children, and in promoting a family-friendly work and study environment.

Learn more about [UNC's University Regulations Article 12: Lactation Support Policy](#)

The Colorado Workplace Accommodations for Nursing Mothers Act (2008)

The Colorado Workplace Accommodations for Nursing Mothers Act (2008) establishes a standard for an employer to:

- Provide reasonable unpaid break time or allow an employee to use paid break and/or meal time to express breast milk for her nursing child for up to 2 years after the child's birth
- Make reasonable efforts to provide a nursing mother with a private location in close proximity to her work area (other than a restroom stall) in which to express breast milk
- Not discriminate against women for expressing breast milk in the workplace

[Lactation Home](#)

[Lactation Stations](#)

[Privacy Screens](#)

[Lactation Resources](#)

[Lactation Policies](#)

[UNC Lactation Support Program Report \(PDF\)](#)

[Because Lactating Looks Like This... Campaign](#)





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Practices

- **Campus Wide Communications Related To Various Observances**
- **Inclusive Syllabus Statements**
- **Inclusive Search And Hiring: Interview Questions**
- **Inclusive Search And Hiring: Inclusive Job Posting Sites**
- **Equity And Mission Statement And Community Principles**
- Respectful Behavior Statement (RND: 2030)
- PVA, Bear Central, IT, FM And Fin/Admin Consult For Enhanced Work-Place Climate And Awareness
- **Senior Leadership And Presidents Leadership Council Self-Work: Latino Leadership Institute**
- **University Advancement Practices In Support Of DEI (Donor Relations, Marketing and Communications, Alumni)**
- **Campus Wide Implicit Bias Training (Virtual And Canvas)**
- **DEI Student Advisory Board**
- **Racial Equity Toolkit**
- **Inclusiveness And Experiences With Cultural Diversity NSSE Survey**
- **Utilizing VA Education Benefits At UNC (Getting Started Checklist)**
- **Yellow Ribbon At UNC**
- **Graduate School For Dreamers (Booklet)**
- **Life After College For Dreamers Guide**
- **Books About Or By Dreamers**
- **Films About Or By Dreamers**
- **Toolkit For Establishing Lactation Support On University And College Campuses**
- **Conversion Of All Menstrual Product Machines Across Campus To Free Dispensing And Identifying Additional Spaces That Are Accessible To All Members Of The Community**
- **Hiring Practices: Reevaluating Required Educational Credentials For Hiring Of Positions**
- **LinkedIn Learning: DEI Focused Training**
- **Employee Lactation Support Packet**
- **Recruitment Of Native Identified Students, Specifically Those Who Receive In-State Tuition Benefits - Admissions Staff**
- **All-Gender Restrooms**
- **Counseling Center Liaison Program**
- **Toolkit for Establishing Menstrual Equity Initiatives on College Campuses Utilizing the University of Northern Colorado's Project M.E. Program as a Model**



LATINO LEADERSHIP INSTITUTE

Equity-Minded
Teaching & Service to Students



UNC

UNITE
Understanding & Navigating
Inclusion Through Education



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Programs

- Greeley Life Community Fund (UEP Staff Are Part Of The Board)
- **DREAMer Zone**
- Book Scholarships For Qualifying Students
- **Project Menstrual Equity:** Free Bulk Menstruation Products
- **Free Pregnancy Tests And Contraceptive Barriers**
- **Stryker Tuition Scholarship**
- **Lactation Station Campus Map and Brochures**
- Free Shower Use And Shower Supplies For Unhoused Students
- **Black Excellence Commencement Ceremony For Graduates**
- **Read/Watch/Listen/Do For MLK**
- **Veterans and Military-Affiliated Scholarships**
- **Vet Zone Workshop Series**
- **Honor: An AAPI Culture Experience**
- **Indigenous People's Speaker Series: Aaron Yazzie**
- **Student Success Series: Shaking The Test Jitters**
- **Student Success Series: Wellness As Liberation**
- **Student Success Series: Let's Talk About Drugs**
- **NASS Mentoring Program**
- **Keynote Speaker: Alan Palaez**
- **GSRC Mentoring Program**
- **COSI Scholars Program: Finish What You Started Grant**
- **Latinx Heritage Month**
- LGBTQ+ History Month
- **Project M.E. (Menstrual Equity): Campus Resource**
- Staff/Faculty Lactation Support: Addition of free Mini Refrigerator
- C/UBS Program
- **DEI Fellows Program**
- **Black Heritage Month**
- Black Arts Fest
- Franklin Artist Residency
- Computer labd and Printing
- Freedom 5K Fundrasing Race
- Military Appreciation Games (Football, Volleyball, Basketball)

DEI Fellows Program

The Diversity, Equity & Inclusion (DEI) Fellows program is designed to provide UNC's faculty and staff with opportunities to develop competency & praxis in equity and inclusion. Fellows will design and develop a project for the fellowship year, culminating in a campus-wide training or initiative. Our community is committed to institutional change, and we hope this fellows program provides additional concrete ways of engaging in deep, meaningful equity and inclusion work.



P★A★V★E

Peer Advisors for Veteran Education



Mentoring Program

The purpose of the GSRC Mentorship Program is to provide support for individuals within the gender, sexuality, and romantic spectrums. This program is based upon existing scholarship on the best practices in mentorship programs across the discipline of higher education. This program provides undergraduate students who will serve as mentees and graduate students, faculty, and staff volunteers who will serve as mentors. By implementing a mentorship program for those who identify within this community, students will receive guidance and support that will assist them throughout their undergraduate years.

Policies	Practices	Programs	Events	
MLK DAY OF SERVICE	LUNAR NEW YEAR	EATING ON A BUDGET WORKSHOP	MARCUS GARVEY CULTURAL CENTER 40TH ANNIVERSARY	SOUL FOOD NIGHT
QUEER EDUCATION PANEL	TRANS DAY OF VISIBILITY	SERVICE DAY AT EL FRENTE DE LUCHA	BLACK STUDENT LEADERSHIP SYMPOSIUM	LATINA YOUTH LEADERSHIP CONFERENCE
STRIKER SPRING. GRADUATION. QUIT	LAVENDER CELEBRATION	BLACK EXCELLENCE CELEBRATION	VETERAN SERVICES. END OF YEAR CELEBRATION	JUNETEENTH CELEBRATION
LOW RIDER CAR SHOW	BATTLE OF THE BRANCHES: AXE THROWING COMPETITION	BURROS DOCUMENTARY	STUDENT VETERANS OF AMERICA TRIVIA NIGHT	YOGA AT THE COTTAGE
LATINX HERITAGE MONTH	TOCANDO TIERRA & NUESTRAS RAICES ART EXIBIT	LGBTQ HISTORY MONTH	INDIGENOUS PEOPLE'S DAY SHOWCASE	BLACK IS PUNK
UNC DRAG SHOW	TASTE OF AFRICA	LUAU	MEMORIAL DAY OF SERVICE	FREEDOM 5K
MILITARY APPRECIATION FOOTBALL TAILGATE/GAME	PARTY WITH A PLAN	UNDOCU-MONOLOGUES	BLACK ARTS FEST	TAKE BACK THE NIGHT COLLABORATION

Hispanic Serving Institution



UNC

What Does HSI Mean @ UNC

The University of Northern Colorado is a **Students First university committed to serving** Hispanic, Chicana/o/x, and Latina/o/x-identifying students, faculty, staff, alumni, the local community, and our region. Based on the principles of diversity, equity, inclusion, justice, and belonging, we will develop and implement policies, structures, and culturally responsive pedagogy and practices to increase the educational and career attainment, as well as social mobility, of these populations. Through the success of being a federally designated HSI combined with the thoughtful and intentional effort of servingness by all members of the university community, we will contribute to the success of every student while making gains in closing educational equity gaps present at our university. In addition, UNC will continue its long tradition of preparing and graduating leaders who serve and enrich Colorado's culture and economy. We know that doing so will positively impact people's lives and the future of our state.

Why HSI @ UNC

	White, non-Latino	Hispanic/Latinx
National % of adults who hold a college degree	46%	24%
Colorado % of adults who hold a college degree or certificate	64%	29%

Why HSI @ UNC



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COLORADO

Graduation Rates for
New First-Time, Full-Time
Undergraduate Students

Gaps

Graduation Rate

4-year Graduation Rate

Gap Type

Hispanic/Latinx

The gap is calculated as the graduation rate for students who identified as ONLY being White minus the graduation rate for ALL students in the same fall cohort who identified as Hispanic/Latinx, including those who are officially reported in other IPEDS categories (e.g., students with more than one reported race/ethnicity).

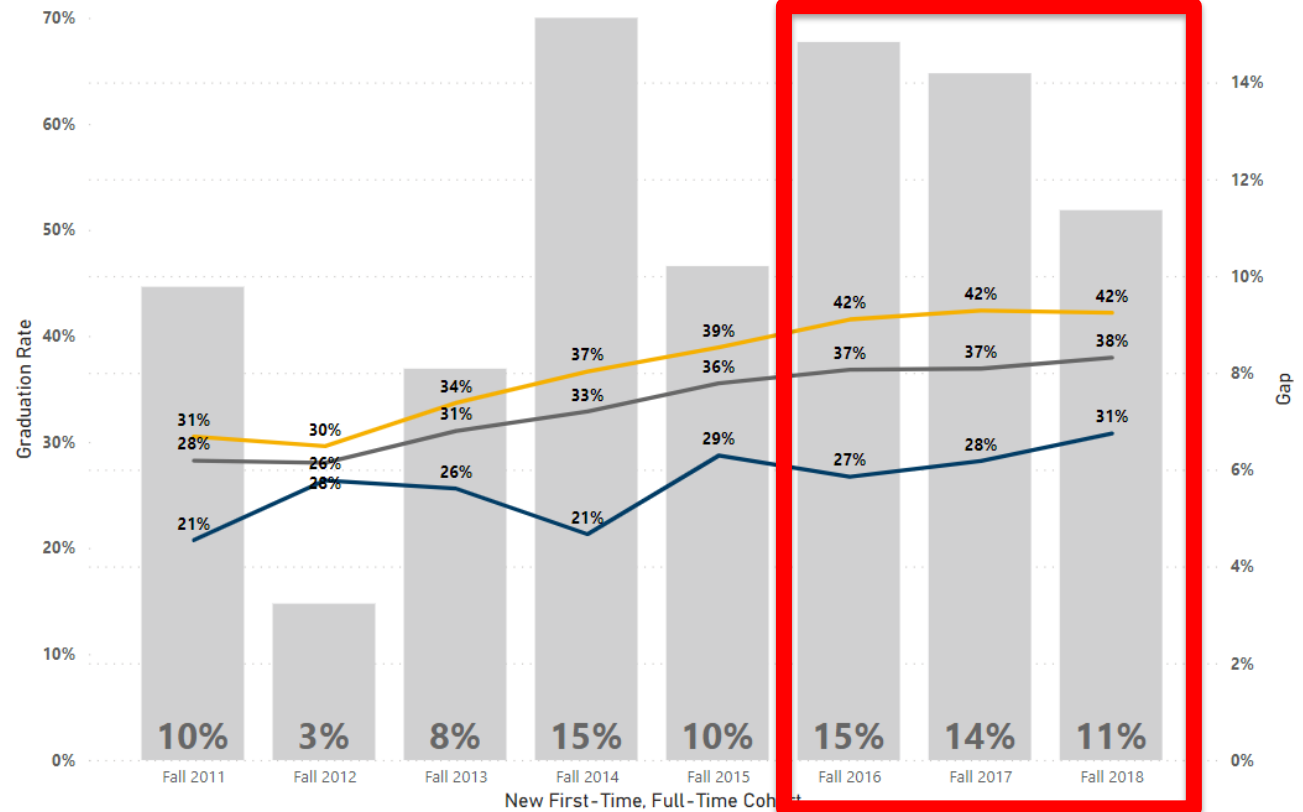
Overview of Graduation Rates

Created by Business Intelligence and
Data Engineering (BIDE)

Graduation Rate Gaps for Students in New First-Time, Full-Time Undergraduate Cohorts

4-year Graduation Rate

White vs. Hispanic/Latinx



Why HSI @ UNC



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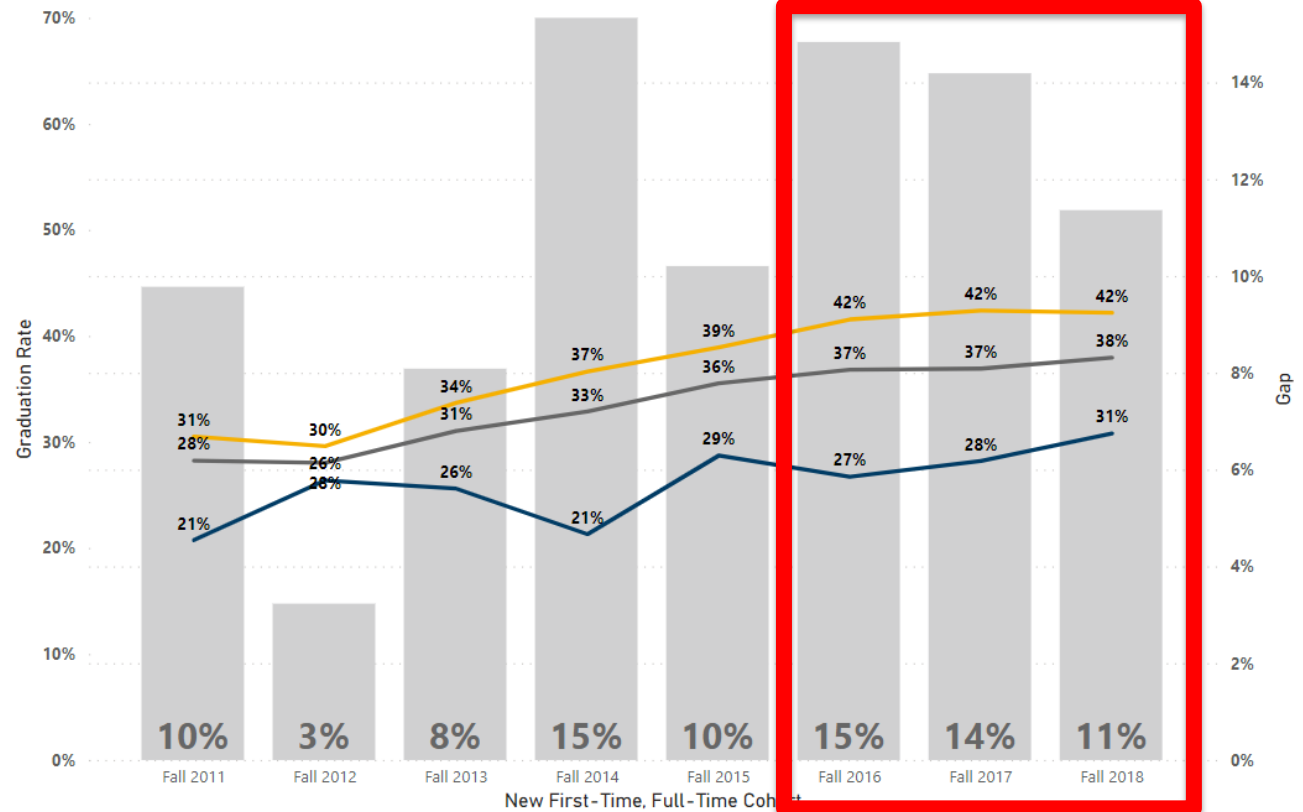
Overview of Graduation Rates

Created by Business Intelligence and
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Graduation Rate Gaps for Students in New First-Time, Full-Time Undergraduate Cohorts

4-year Graduation Rate

White vs. Hispanic/Latinx



Why HSI @ UNC

1. Serve a growing demographic
2. The 4 and 6 year graduation rates still lag behind white students
3. Latinx students still face challenges today which can include family dynamics, language barriers, undocumented status, and multiple commitments outside of school
4. The pandemic has disproportionately impacted Latinx communities which serves as an uncertain future for the next generation of Latinx college students
5. Enhance academic offerings and strengthen student services and programs that increase retention and graduation

The HSI Roadmap

Build a community of believers

- Exploration, work with students, faculty, staff, Greeley and Denver community; focus groups

Integrate HSI principles and practices into processes, culture and climate of UNC

- Campus training and development; events; communication strategy

Focus on 4 key areas

- Enrollment and Access Strategies of Latinx Students
- Retention & Student Success Strategies of Latinx Students
- Faculty Research & Grants
- Best Practices of New HSIs

Upcoming Engagement Opportunities

- HSI 201 – UNITE Trainings
 - February 21 | 2:30 p.m.
 - April 7 | 9:00 a.m.
- Workshop at College of Natural & Health Sciences Professional Development Day
 - March 6 | 8:15 a.m.
- Chicano Cultural Awareness Week (Various Activities)
 - April 13-23
- National Association of Chicana/o Studies Conference
 - UNC Funded Opportunity in Denver | March 29-31
 - March 31 | Los Betabeleros film by Betty Aragon Mitotes
 - March 31 | Happy Hour at Raices Brewing Co.
- LatinExcellence Graduation Reception
 - April 30 | Time TBD

THANK YOU!



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