

# Evolution of DU Diversity programs

Office of Minority Affairs → Office of Multicultural Affairs (OMA) → Center for Multicultural Excellence (CME, as of ~2002)

*As single, increasingly all-affiliate diversity-related resource office, ultimately housed at what is now HCC Asbury.*

In July 2015, then-Chancellor Chopp **split** CME to better integrate attention to IE by affiliation, while elevating three leaders to more senior and explicitly IE-connected duties. CME **merged** with Student Life (to create division of Campus Life & Inclusive Excellence), **moved** to Driscoll Center, and **deepened focus** on students. **NEW** positions and initiatives have also been created in and beyond what has been CME, to enhance the integration and impact of Inclusive Excellence across DU.

## BELOW IS CURRENT STATE OF STAFFING/PROGRAMS, AS OF 7/2020

<b>Vice Chancellor for Diversity and Inclusion</b> <i>(was Sr Advisor to Chancellor &amp; Provost ← Asc Provost--CME)</i>	<b>Vice Chancellor</b> <i>(was Asc Provost--Student Life)</i>	<b>Vice Chancellor</b> <i>(was Exec Director--HR)</i>	<b>reporting to Chancellor</b> <i>(as of 2/2020)</i>
<b>OFFICE OF DIVERSITY, EQUITY &amp; INCLUSION (ODEI)</b> (ORIGINALLY ODI)	<b>STUDENT AFFAIRS &amp; INCLUSIVE EXCELLENCE (SAIE)</b> (was Campus Life & IE pre-7/2020)	<b>HUMAN RESOURCES &amp; INCLUSIVE COMMUNITIES (HRIC)</b>	<b>EQUAL OPPORTUNITY/ TITLE IX</b>
<b>faculty &amp; academic activities</b>	<b>students</b>	<b>staff/employees</b>	<b>all affiliates</b>
<ul style="list-style-type: none"> <li>• Interdisciplinary Research Incubator for the Study of (In)equality (IRISE)</li> <li>• Latino Center for Community Engagement and Scholarship (DULCCES)</li> <li>• Native American Programs &amp; Community Relations</li> <li>• Faculty Fellows</li> </ul> <ul style="list-style-type: none"> <li>• Faculty/sr admin diversity hiring</li> <li>• Faculty of Color Association (FOCA)</li> </ul> <p><a href="http://www.du.edu/diversity-inclusion">www.du.edu/diversity-inclusion</a>   Mary Reed Bldg</p> <hr/> <p><b>OFFICE OF TEACHING &amp; LEARNING (OTL)</b>  <i>reporting to Vice-Provost for Faculty Affairs</i>            Director, Inclusive Teaching: Dr Valentina Iturbe-LaGrave  <a href="http://otl.du.edu">otl.du.edu</a>   Anderson Academic Commons</p>	<ul style="list-style-type: none"> <li>• <b>Access &amp; Transitions</b> <ul style="list-style-type: none"> <li>○ 1 Gen U (1<sup>st</sup> generation students)</li> <li>○ Denver Promise Scholars</li> <li>○ Excelling Leaders (ELI)</li> <li>○ E-STEM (with NSM + RSECS)</li> <li>○ Volunteers in Partnership (VIP) (DPS partnership)</li> </ul> </li> <li>• <b>The Cultural Center</b> <ul style="list-style-type: none"> <li>○ affinity group support: Asian Pacific Islander, Desi American, African American, African, Latinx, Native American, Indigenous, LGBTQ+, and people of all faith (Sikh, Buddhist, Muslim, Jewish, ...) communities</li> <li>○ Race and Ethnicity</li> <li>○ Gender and Sexualities</li> <li>○ Spiritual Life</li> </ul> </li> <li>• <b>Veterans Services</b></li> <li>• <b>Inclusion &amp; Equity Education (IEE) /DU DialogUes</b></li> </ul> <p>• <a href="http://www.du.edu/campuslife">www.du.edu/campuslife</a>   various bldgs</p>	<p><b>PEOPLE DEVELOPMENT:</b> Expanded professional development team (now 4 FTEs) to include content focus on IE.</p> <p><a href="http://www.du.edu/hr">www.du.edu/hr</a>            Mary Reed 4th fl</p>	<p><b>TITLE IX:</b> Expanded staff handling gender-based discrimination/ harassment prevention education.</p> <p><b>EQUAL OPPORTUNITY:</b> Asc Director Rufina Hernández has <i>staff</i> diversity recruitment, climate &amp; support duties.</p> <ul style="list-style-type: none"> <li>• Staff of Color Association (SOCA)</li> <li>• Queer University Employees (QUE)</li> <li>• + other affinity groups</li> </ul> <p>Bias Incident reporting + response (BIRT)</p> <p><a href="http://www.du.edu/deo">www.du.edu/deo</a>            Mary Reed 4th fl</p>