



mines.edu/diversity

APRIL 2021

DI&A DIGEST

DIVERSITY, INCLUSION & ACCESS



COLORADO SCHOOL OF MINES
EARTH • ENERGY • ENVIRONMENT



Closing out another semester

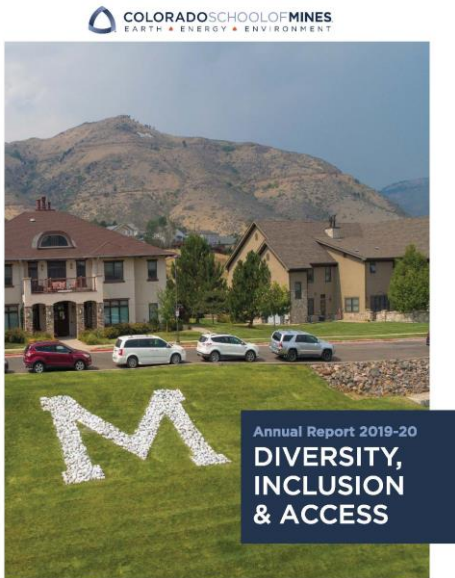
Phew! Let's all take a collective sigh of relief for the school year that was _____ (you fill in the adjective that best describes your thoughts). Whatever word you chose, one thing is clear, Orediggers are resilient. You did it. We did it! In a few short weeks, we will celebrate another outstanding class of Mines graduates. These Orediggers are prepared to tackle the world's biggest challenges, including opportunities to make our society equitable and just for those historically mistreated, oppressed and marginalized. We know this because Orediggers solve problems. Hard problems. They will lead #EngineeringChange for our collective future. We are in good, capable hands.

In addition to our graduates, we recognize you. Thank you for all the ways you showed up and leaned into DI&A at Mines this year. As you'll note in the pages of the Mines 2020 DI&A Annual Report (featured in this month's edition of the DI&A Digest), we could not have done the work of fostering a more inclusive and welcoming campus community without your contributions.

Wishing you and those closest to you a lighter, healthier and restorative summer break. We'll be back with another year of Digests in September.

Dr. Amy E. Landis, Heather Houlton and Kelly Knechtel
Mines DI&A

2020 DI&A Annual Report published



Last month, Mines DI&A published its first ever Annual Report. This 48-page document tracks what progress has been made over the past several years on the Strategic Plan for DI&A. If you haven't had a chance to peruse the report, you can do so on our [annual reports webpage](#). If you'd like printed copy(ies) for your office, [complete this request form](#) and we'll get it to you via interoffice mail next month.

Thanks to all who helped shepherd this report to completion. Our commitment to shared responsibility was on full display for its publication, with 52 individuals and 21 units and groups contributing information and effort. We appreciate the engagement and encouragement along the way.

DI&A unit report data available in Tableau Server to inform unit diversity plans

Unit reports to inform individual units' DI&A plans are now available. New this year, diversity committees and unit leads can access data (i.e., student enrollment by demographics, retention by employee role classification, etc.) on Tableau Server and filter specific to each unit's goals. We put together a short [instructional guide](#) to help you navigate DI&A data. If you would like a live demo, drop in on one of the ["office hours" sessions](#) held each Tuesday at 10:00 AM throughout April and May, or schedule a one-on-one meeting with Research Analyst Heather Houlton, hhoulton@mines.edu.

A few reminders:

- Annual unit diversity progress reports are due to Mines DI&A on June 1st
- For instructions on the planning and reporting process for your report, visit the [DI&A webpage](#)
- We provide a [template to guide](#) your unit's progress report

Application extended for 2021-2022 Mines Men Advocates & Women Advisory Board

We need your help recruiting the next cohort of Mines Men Advocates and Women Advisory Board (WAB). Mines Advocates is a group of male-identifying faculty, tenured or senior teaching faculty and mid to senior-career employees who are committed to supporting women on campus. Advocates foster dialogue with other men through the Allies for Gender Equity workshop. Members of the WAB select the Advocates, advise their work and communicate feedback on gendered environments from other women colleagues and peers at Mines. Both service roles are a two-year commitment. Applications are due this **Friday, April 23**. Visit the [Advocates & Allies](#) webpage for more information on the qualifications for each role and to apply.

President Johnson signs equity pledge during Colorado Department of Higher Education's Day of Dialogue



During the half-day virtual event last month, attendees received an update from CDHE on the status of educational equity across Colorado. The event included a panel discussion from institutional leaders featuring President Johnson and Mines student, Eduardo Mendoza-Vega (Petroleum Engineering) who shared the landscape of DI&A at Mines and initiatives with impact happening across campus. President Johnson also joined Governor Polis and nearly 60 organizations across the state in signing the equity pledge of commitment, in response to the findings and recommendations outlined in the state's [2020 Educational Equity Report](#). Additional information about the event, the

challenge set before us to create a Colorado for All and a recording was made available by the [Office of Education Equity](#).

Library and Museum issue first department DI&A award



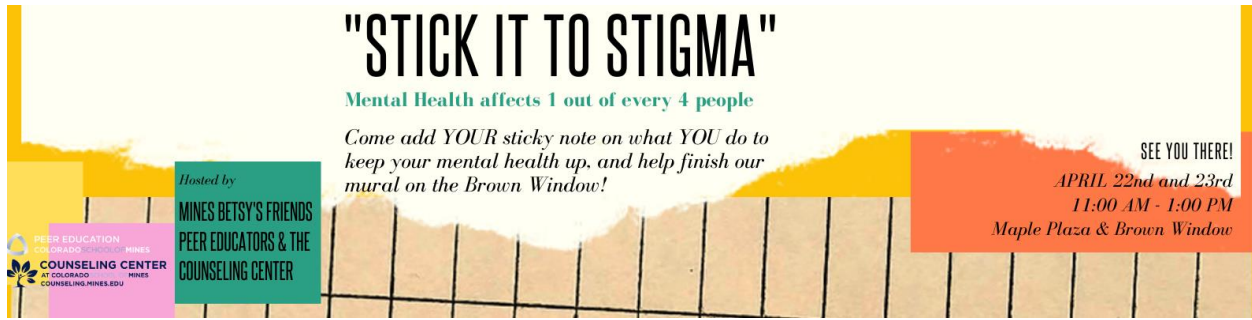
Last month, the Library and Museum awarded Anna Seiffert, former Electronic Resources Librarian, as the recipient of their first annual department DI&A Award. This award was given in recognition of Anna's leadership developing two valuable new resources to inform and guide DI&A initiatives across the entire Mines community:

- [DI&A Library Resource Guide](#): The Mines community can consult this online resource guide to learn more about campus, web and library resources on diversity, inclusion and access.
- [The Diversity Collection](#): A capsule collection of approximately 55 physical and e-books to support Mines DI&A initiatives.

The Library and Museum's DI&A commitment statement asserts their commitment to "cultivating an inclusive culture that proactively welcomes, respects and supports all community members, provides equitable access and promotes an open exchange of diverse ideas." The library's collections are a fundamental component of this commitment, and we are greatly appreciative of Anna's early and impactful leadership in this important area.

Anna recently left Mines to take up a new opportunity, but the library will continue to grow and expand both her guide and the collection, to foster more informed initiatives and dialogue across the full breadth of our many collective campus efforts.

Mines Peer Educators and Counseling Center invite Orediggers to 'Stick it to Stigma'



In preparation for May's Mental Health Awareness Month, Mines Peer Educators and Counseling Center staff are raising awareness and providing resources to help reduce stigma surrounding mental health. Mental health affects one out of every four people. You are invited to drop by their table on Maple Plaza later this week, April 22-23, 11:00 AM – 1:00 PM and contribute a sticky note to the 'Stick it to Stigma' mural. If you're unable to make it to campus, you can submit healthful strategies you use to keep your mental health strong, [electronically](#). Submissions will be transferred to paper and added to the display.

Save the dates

Hyperlinks = virtual meeting access information. *All times are Mountain Daylight Time.*

- **4/21 @ 3:00 PM** Wednesdays with WISEM, featuring Dr. Tracy Gardner
- **4/22 @ 11:30 AM** Unconscious bias & microaggressions bystander learning community
- **5/6 @ 11:30 AM** Unconscious bias & microaggressions bystander learning community
- **5/10 @ 10:00 AM** Mines DI&A Council meeting-general, open to the Mines community
- **6/1** Unit diversity progress reports due to diversity@mines.edu

As always, we welcome your ideas, thoughts and feedback at diversity@mines.edu. Thank you for being a member of an inclusive Oredigger community and an advocate and ally for positive social change.

