



University of Colorado  
Colorado Springs

# **UCCS Diversity & Inclusion Summit 2020**

**March 3, 2020  
8:30 am-4:00 pm  
Berger Hall**

## **About the 2020 UCCS Diversity and Inclusion Summit**

The 2020 UCCS Diversity and Inclusion Summit is part of the Advancing Ethics Series — a range of interrelated events on campus. Both the Summit and the Series are designed as open learning and listening forums, which provide students, faculty and staff the opportunity to discuss and share ideas regarding current issues that impact the campus community.

This year's Diversity and Inclusion Summit highlights the theme of **Advancing Ethics: Broadening the Discussion**. UCCS has already made strides in advancing research and teaching about ethics and initiating a campus-wide dialogue about ethical behavior and decision-making. The Advancing Ethics Series in general, and the 2020 Diversity and Inclusion Summit in particular, aim to broaden this dialogue by incorporating a wider range of perspectives and disciplines. In combining the interrelated themes of ethics in action-practice, equity, diversity, inclusion and sustainability, the summit will advance the University's commitment to ethical principles and practices, and contribute to building a reputation for UCCS as a campus where research and knowledge about ethics, ethics in the curriculum, and ethical practices and leadership are central across the entire University. By advancing this dialogue, UCCS has the potential to become a leader in the state as well as the nation in establishing these values as central to our identity as a campus.

The 2020 Equity, Diversity and Inclusion Summit will encourage participants to develop or build upon and leverage existing practices and initiatives; identify and prioritize concrete areas of improvement in order to promote an ethical campus culture; and create classrooms and workplace environments in which all campus stakeholders thrive and reach their full potential.

### **The 2020 UCCS Diversity and Inclusion Summit aims to address a range of topics including:**

- ◆ Establishing some common language and understanding of ethical behavior and ethical leadership, and how they are implemented;
- ◆ Broadening our knowledge of “ethics” and examining what ethics in practice looks like;
- ◆ Examining the relationship between ethical behavior and power relationships;
- ◆ Broadening the conversation about ethics on campus by learning from the practice of ethics at other social institutions, including corporations and businesses;
- ◆ Considering what ethical behavior and decision-making should encompass at multiple levels: i.e., individuals, campus, department/units/offices, administration, etc.;
- ◆ Examining the interconnections among Ethics, Diversity, Inclusion, and Sustainability;
- ◆ Examining UCCS's strengths regarding how ethics are currently institutionalized and practiced on campus; identifying gaps; discussing ways we can all take our ethical behavior to the next level; and implementing the institutionalization of ethical practice (including via our policies at various levels);
- ◆ Prioritizing concrete goals & initiatives and creating accountability.

### **Planning committee:**

Andrea Herrera, Abby Ferber, Martin Garnar, Linda Kogan, Jeff Montez de Oca, Debi O'Connor, & Tracy Gonzalez-Padron

**Photo Credit (front cover):** Eileen Skahill

## **Schedule of Events: Morning**

**8:00-8:30 am: Registration & Continental Breakfast**

**8:30 am: Greeting** – Chancellor Venkat Reddy & chairs of Faculty Assembly (Mary Coussons Read) & Staff Council (Corrie West)

**8:40 am: Opening Remarks** – Andrea Herrera, Associate Vice Chancellor of Equity, Diversity & Inclusion

**8:55-9:55 am: Panel Discussion: Defining Ethics Across Disciplines & Fields**

- ◆ During this discussion panelists will examine various definitions of ethics across different disciplines and fields.
- ◆ **Panelists:** Mary Ann Cutter, George Cheney, Tracy Gonzalez-Padron, Debi O'Connor & Steve Linhart
- ◆ **Moderator:** Martin Garnar
- ◆ **Key campus stakeholders will respond to, and discuss, the following question:**
  - ◇ How do you define ethics; and what role does ethics play in your daily professional and private life (i.e. ethics in practice)?

**9:55-10:05 am: Break**

**10:05-10:55 am: Keynote Address – *Ethical & Inclusive Leadership in the Academy***

- ◆ **Guest:** Dr. Debbie Storrs, University of North Dakota

**10:55-11:05 am: Break**

**Notes:**

## Schedule of Events: Working Session 1

### 11:05 am-12:15 pm: Working Session: Advancing Ethics at UCCS

- ◆ **Moderator:** Martin Garnar, Andrea Herrera & Linda Kogan
  
- ◆ Dean Martin Garnar will begin this working session by sharing the results of the Ethics Committee Survey. In response to the 3 prompts listed below, working groups will then discuss and share their thoughts via an electronic polling system. Table captains may also write on sticky notes to post on large notepads.
  
- ◇ **Prompt #1, The Roses: Identify current practices, instances or examples of ethics in practice at UCCS.**

- ◇ **Prompt #2, The Thorns: Identify instances or examples of where we fall short of our ideals (ie. Where are the gaps? What's missing?).**

- ◇ **Prompt #3, The Rosebuds: Identify potential or existing opportunities we can improve on or develop.**

## Schedule of Events: Afternoon

### **12:15-1:00 pm: Lunch**

- ◆ At 12:45 pm: Facilitators Deborah O'Connor, Brad Bayer, Tracy Gonzalez-Padron and Andrea Herrera will identify existing support and initiatives on campus, and provide information on Giving Voice to Values and the Matrix Center's annual workshop the Knapsack Institute.

### **1:00-2:15 pm: Advancing Ethics in the Workplace**

- ◆ During this session, a panel of local community members will discuss best practices in the business world when it comes to ethical behavior and defining and implementing ethical values.
- ◆ **Panelists:** Jonathan Liebert (Better Business Bureau), Robin Roberts (Pikes Peak National Bank), Nicola Roark (T. Rowe Price), James Proby (The Men's Xchange) and Chelsea Gaylord (City of Colorado Springs, Economic Development)
- ◆ **Moderators:** Jonathan Liebert, Andrea Herrera & Linda Kogan

### **2:15-2:30 pm: Break**

### **2:30-3:30 pm: Working Session II: Translating Ideals into Action**

- ◆ **Moderator:** Jeff Montez de Oca & Andrea Herrera
- ◆ During this session, we will share the results from the first working session; and exchange ideas regarding how we can translate the best practices and ethical ideals identified during the first table discussion into our culture and institution at UCCS. With the aim of building a more positive culture, we will discuss what institutional structures (including trainings, etc.) can be developed or created in order to ensure trust and accountability and consequently foster an inclusive campus climate. The goal of this session is to identify and prioritize actionable campus initiatives.

### **3:30 pm: Concluding Remarks** – Provost Tom Christensen & Andrea Herrera

## About Keynote Speaker Debbie Storrs

Debbie Storrs is a Full Professor of Sociology. She earned her PhD and Master's degrees in Sociology from the University of Oregon, and a Bachelor's degree in Sociology from the University of Alaska, Anchorage. At the University of North Dakota, Storrs serves as the Senior Vice Provost. She has a broad portfolio including student success, strategic enrollment management, and the honors program. In her leadership roles, Storrs has worked to support ethical and equitable practices and outcomes through broadening participation, dialogue, shared governance, policy review, improvement, and adherence. Storrs has been honored with numerous awards including the Martin Luther King Jr. Faculty Award for a commitment to inclusion (2004), the Virginia Woolf Distinguished Service Award for her dedication to gender justice (2003); the Athena Woman of the Year Award (2010); and the 2009 Distinguished Contribution to Sociological Perspectives Award for her article, "Critical Literacy Among the Working Poor."

## Resources: Inclusive Teaching

The Faculty Resource Center in collaboration with the College of Education is offering faculty the opportunity to proactively design and implement inclusive teaching strategies into one of their courses. If you are interested in participating in this program, the request for proposals will open in April 2020. For more information, visit the Faculty Resource Center's website: [https://www.uccs.edu/frc/sites/frc/files/inline-files/UDITbrochure\\_rev20200220\\_0.pdf](https://www.uccs.edu/frc/sites/frc/files/inline-files/UDITbrochure_rev20200220_0.pdf).

## Resources: Faculty/Staff Concerns & Reporting

### **Avenues for Faculty and Staff to Voice an Ethical / Compliance Concern**

What follows is a list of mechanisms available on campus for faculty wishing to express an ethical, principle-based, or value-based concern. Listed in order from departmental level to system level:

#### College Level

- ◆ Dean's offices
- ◆ Provost and Associate Vice Chancellors' Offices: <https://www.uccs.edu/provost/>

#### Campus Level

- ◆ Ethics and Compliance Program: <https://uccs.edu/compliance/>
- ◆ Dean of Students: <https://www.uccs.edu/dos/>
- ◆ Research Integrity: <https://www.uccs.edu/osp/research-compliance>
- ◆ FERPA The Family Educational Rights and Privacy Act: <https://www.uccs.edu/registrar/ferpa-the-family-educational-rights-and-privacy-act>
- ◆ HIPAA The Health Insurance Portability and Accountability Act: [/compliance/health-insurance-portability-and-accountability-act-1996-hipaa](https://www.uccs.edu/compliance/health-insurance-portability-and-accountability-act-1996-hipaa)
- ◆ Human Resources: <https://www.uccs.edu/hr/>
- ◆ Legal Counsel: <https://www.cu.edu/universitycounsel>
- ◆ Office of Institutional Equity: <https://www.uccs.edu/equity>
- ◆ Sexual Misconduct: <https://www.cu.edu/sexual-misconduct>
- ◆ Mosaic: <https://www.uccs.edu/mosaic/>
- ◆ Public Safety: <https://www.uccs.edu/pusafety/>
- ◆ Ombuds Office: <https://www.uccs.edu/ombuds/program-description>
- ◆ Faculty Relations: [Faculty Relations Manager – Harriet Napierkowski](#)

#### System-Wide Level

- ◆ Privilege and Tenure Committee: <https://www.cu.edu/privilege-and-tenure-committee>
- ◆ CU Ethics Line: <https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html>
- ◆ CU Principles of Ethics Behavior (Regent Policy 1C): <http://www.cu.edu/regents/introduction>

#### Professional Level

- ◆ Professional ethics committee (e.g., American Psychological Association ethics committee)
- ◆ Regulatory ethics committees (e.g., Colorado DORA [Department of Regulatory Agency])
- ◆ American Association of University Professors (AAUP): UCCS now has a group on campus
- ◆ Outside agencies (e.g., DOE, OCR)

For full details, visit <https://www.uccs.edu/compliance/facultystaff-concerns-reporting>.

## Resources: Student Complaints/Appeals

UCCS encourages students to report complaints so that the university may discuss them in a professional manner.

### Complaints (not an exhaustive list)

- ◆ **Academic Honesty:** Student Academic Code of Ethics <https://www.uccs.edu/compliance/sites/compliance/files/inline-files/200-019.pdf>
- ◆ **Disability Access and Accommodation:** Disability Services <http://www.uccs.edu/disability/>
- ◆ **Intercollegiate Athletics:** UCCS Athletics <http://gomountainlions.com/staff.aspx>
- ◆ **Online and Distance Education Students:** UCCSConnect <http://www.uccs.edu/connect/connect-inquiry.html>
- ◆ **Protected Class Discrimination and Harassment and Sexual Misconduct:** Office of Institutional Equity <https://www.uccs.edu/equity/>
- ◆ **Student Life and Leadership:** Club and Organization Conduct Procedures [https://www.uccs.edu/dos/sites/dos/files/inline-files/Club%20and%20Org%20Conduct%20Procedures%20Approved%203.18.18\\_0.pdf](https://www.uccs.edu/dos/sites/dos/files/inline-files/Club%20and%20Org%20Conduct%20Procedures%20Approved%203.18.18_0.pdf)

### Appeal Opportunities (not an exhaustive list)

- ◆ **Academic Grade Appeals:** Consult applicable college or academic department
- ◆ **Financial Aid:** <http://www.uccs.edu/finaid/forms.html>
- ◆ **Parking:** <https://www.uccs.edu/compliance/sites/compliance/files/inline-files/appeal.pdf>
- ◆ **Residence Life & Housing:** <https://www.uccs.edu/residence/current-resident/services>
- ◆ **Student Employment:** <https://www.uccs.edu/stuemp/handbook>
- ◆ **Student Code of Conduct:** <https://www.uccs.edu/dos/student-conduct>
- ◆ **Tuition:** <https://www.uccs.edu/registrar/contact-us>

### Other Complaint Resources

- ◆ **Accrediting Agency:** Higher Learning Commission <http://www.hlcommission.org/Student-Resources/complaints.html>.
- ◆ **Colorado Department of Higher Education:** <https://higherred.colorado.gov/academics/complaints/>
- ◆ **Fiscal Misconduct Reporting:** <https://www.cu.edu/ope/aps/4012>
- ◆ **Human Resources Compliance:** <https://www.uccs.edu/hr/current-employees>
- ◆ **Public Safety:** <https://www.uccs.edu/pusafety/>

For full details, visit <https://www.uccs.edu/compliance/student-complaintsappeals>.

# DANIELS FUND ETHICS INITIATIVE

## Collegiate Program

**UCCS** College of Business  
UNIVERSITY OF COLORADO COLORADO SPRINGS

## LEADING STUDENTS TO SUCCESS THROUGH THEIR ETHICAL COMPASS

ETHICS AND LEADERSHIP SHOULD GO HAND IN HAND.

### DANIELS FUND ETHICS INITIATIVE AT UCCS OVERVIEW

The Daniels Fund Ethics Initiative at UCCS is a resource for principle-based ethics education serving students, educators and the business community. The Daniels Fund Ethics Initiative at UCCS was launched in 2010 as one of eight business schools of the Daniels Fund Ethics Initiative Collegiate Program. The Daniels Fund Ethics Initiative strives to deliver principle-based ethics education and reinforce the value of ethical business and personal conduct.

The goal is to hold our students and leaders of tomorrow to a high standard by offering opportunities to practice ethical leadership and decision-making. Because a good leader knows the difference between what they have the right to do, and what is right to do.

The Daniels Fund Ethics Initiative developed the following eight principles that provide a framework for personal and organizational decision-making that students can utilize both in the classroom and in their future careers.

### DANIELS FUND ETHICS INITIATIVE PRINCIPLES

- + **INTEGRITY** Act with honesty in all situations
- + **TRUST** Build trust in all stakeholder relationships
- + **ACCOUNTABILITY** Accept responsibility for all decisions
- + **TRANSPARENCY** Maintain open and truthful communications
- + **FAIRNESS** Engage in fair competition and create equitable and just relationships
- + **RESPECT** Honor the rights, freedoms, views and property of others
- + **RULE OF LAW** Comply with the spirit and intent of laws and regulations
- + **VIABILITY** Create long-term value for all relevant stakeholders

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## ETHICS: THE ULTIMATE BUSINESS ADVANTAGE

We seek to strengthen the teaching of principle-based ethics to bolster a high standard of ethics in students, and ultimately beyond the campus and into the community. The Daniels Fund Ethics Initiative at UCCS promotes the practical application of ethics-based principles in the curriculum, offers student opportunities to practice ethical leadership and ethical decision-making and engages the business community.

### STUDENT LEARNING & ENGAGEMENT

Students at UCCS have access to networking opportunities, service projects, events and competitions to demonstrate ethical leadership to prospective employers.

We offer students ethics competitions, seminars and workshops that increase professionalism, enhance knowledge of ethical issues and introduce principles for making ethical decisions.

### FACULTY DEVELOPMENT

We develop experts in ethics education through the Daniels Fund Ethics Initiative Fellows (Ethics Fellows) program, curriculum development funds, faculty roundtables, ethics workshops and consortium ethics summits.

We have Ethics Fellows in every single college and throughout the campus. They are catalysts for students to realize that learning ethical decision-making and practicing ethical leadership will make them a better person and a better employee when they are out in the workforce.

Values abound at UCCS in different codes and statements, but these four can be found across the university and form the foundation of our commitment to ethical behavior.

## OUR ETHICAL VALUES

### Integrity

We value honesty, fairness and strong moral values. We expect ethical behavior from each member of the campus community in all interactions. We uphold our commitments and are honest with everyone we meet.

- Displaying honesty and sincerity in all that we do
- Adhering to the highest professional and academic standards
- Modeling ethical behavior for students and peers

**Trust** - We value positive and productive relationships, which flourish in an atmosphere of mutual trust and trustworthiness. Within the university, we rely on our colleagues, student workers, and campus partners as we meet our responsibilities. Within the larger community, we actively seek opportunities to collaborate, build partnerships, and engage with external organizations.

- Working together toward shared goals
- Providing and receiving feedback respectfully
- Building trust in all stakeholder relationships

**Respect** - We value all members of our campus community and work together to provide a safe, supportive, and inclusive campus environment. It is our shared responsibility to foster mutual respect and understanding, and to prepare our students to thrive within the multicultural realities of our local and global communities.

- Honoring the rights, freedoms, perspectives, and property of others
- Engaging in discussions with open minds and a spirit of kindness
- Honoring the full spectrum of backgrounds, social identities, abilities, cultures, perspectives, and university roles

**Accountability** - We value individual and institutional accountability for all actions, policies, and decisions that affect our campus community. We acknowledge that we are the ones who determine our reputations. Students are our reason for being, and we hold ourselves accountable for how our behaviors and choices affect student learning outcomes and well-being.

- Committing to excellence
- Taking ownership of our words and actions
- Holding ourselves and others accountable

## How Do I Voice Our Ethical Values?

Once we have decided to act on our values, it can be difficult to determine what our next steps should be. We may feel strong emotions like betrayal, anger, or fear that can lead us to act impulsively or to choose not to act at all. Thinking ahead about how we will handle an ethically challenging situation prepares us to offer our best response.

Here are five effective techniques for voicing ethical values:

### 1. Ask Questions

- Make inquiries, not accusations
- Don't assume you know others' motivations
- Try to obtain a clear picture

Asking questions can help you understand the situation. Maybe you misunderstood something, and there is not actually a problem. Or perhaps the other person's motive is not what you imagined it to be. Asking questions can help clarify the situation and help the other person rethink their choices.

**You might say, "Could you walk me through the steps that led to this decision?" or "I'm wondering how this situation came about. Could you give me some background?"**

### 2. Gather Information

- Look for relevant data
- Document events
- Find examples

Gather all the information you can. Take notes to document conversations, phone calls, etc. Objective data can assist you and others in making ethical decisions and can be used to support your position.

**You could share information by saying, "We can learn from XYZ University's handling of a similar issues" or "I've done some research. It looks like the last time we faced this issue, we went in another direction and had a good outcome."**

### 3. Seek Input

- Identify reliable coworkers whose judgment you trust
- Do they agree with your assessment of the situation?
- Ask how they might proceed in your shoes

Talk through the situation with trusted coworkers. They may have useful insights and ideas that can provide moral support as you step outside of your comfort zone. Often simply voicing your concerns out loud can help determine your next step. You can also visit the [EthicsPoint](#) resource webpage for assistance. Remember, you are not in this alone.

**You might say, "Could I run something by you? I'm looking for an outside perspective on a situation" or "Could I get your thoughts on a hypothetical?"**

#### 4. Reframe the Situation

- Present a different perspective
- Be objective and neutral
- Call attention to risks
- Propose an alternative

Reframing the situation can help to clarify what is at stake. Try presenting the situation in a way that highlights your concerns and any potential negative results. Show the other person that you are not challenging their integrity by using neutral, non-blaming language.

**You could say, "I think some people might interpret this situation as problematic," "Have you considered the risks this might create?" or "What if we tried it this way instead?"**

#### 5. "Buy Time"

- If it gets intense, press pause
- Bring the issue up again
- Don't send the email until you've slept on it
- Practice in advance what you will say

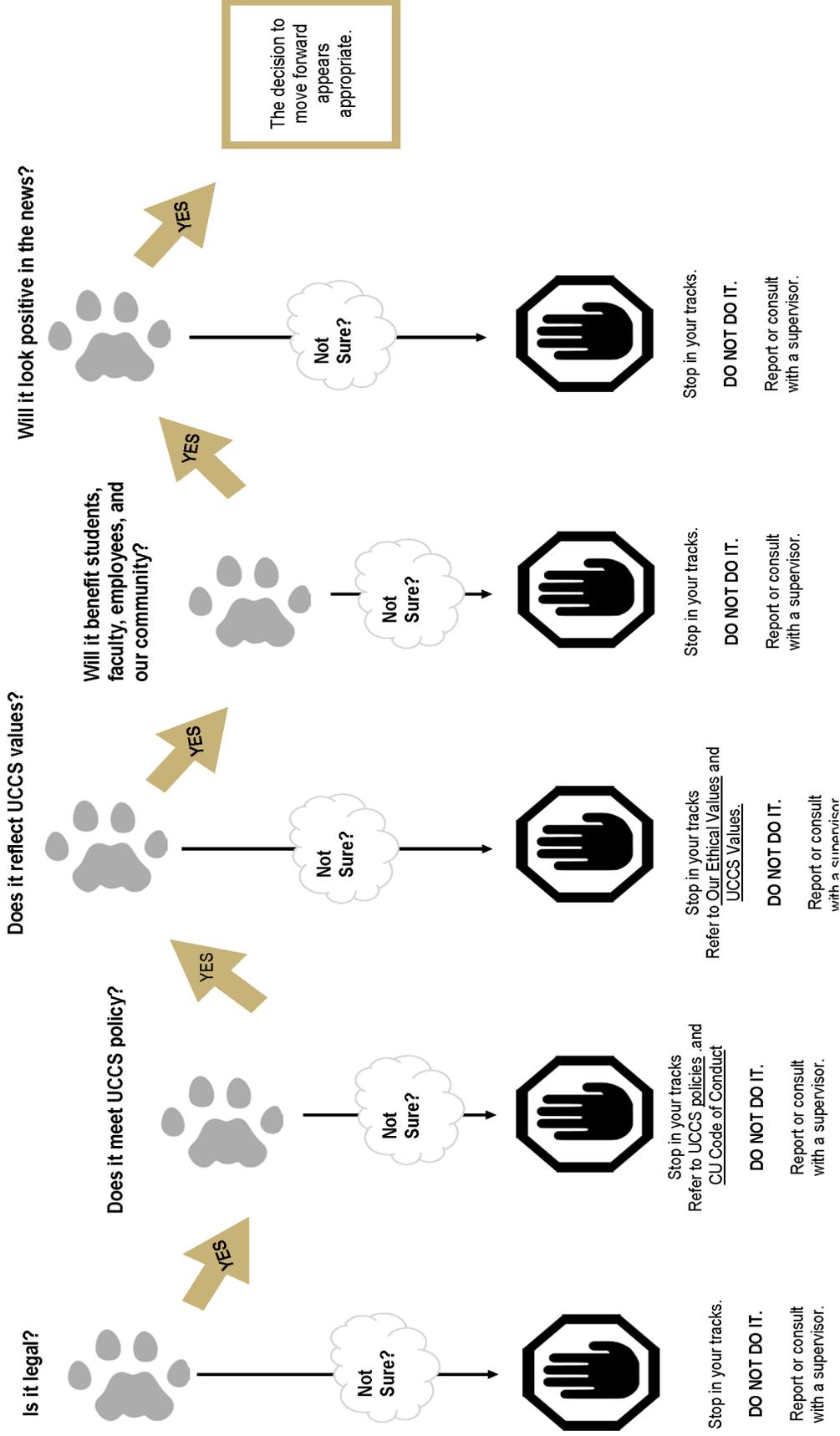
There is no need to make a difficult choice under pressure; there is always more time available. If a discussion gets intense or you feel pressured to make a quick decision, press the "pause button."

**To do this, you can say something like, "I'd like to think on this a bit. Can we pick the conversation up tomorrow?" or "I'd like to run this by some people before I commit." If you are unable to speak up in the moment, such as in a meeting or during a phone call, you can email later with "some follow-up thoughts."**

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**ETHICS INITIATIVE**  
College of Business  
University of Colorado Colorado Springs

With permission of the author, the techniques suggested for dealing with values conflicts identified herein are based on the book *Giving Voice to Values: How to Speak Your Mind When You Know What's Right*, by Mary C. Gentile, New Haven: Yale University Press, 2010 and the Giving Voice To Values Pedagogy and Curriculum, <https://www.darden.virginia.edu/fbis/initiatives/giving-voice-to-values/>.

Are you making a difficult decision? Are you considering taking an action that may not be standard? Follow these steps when making a difficult decision at UCCS before acting.





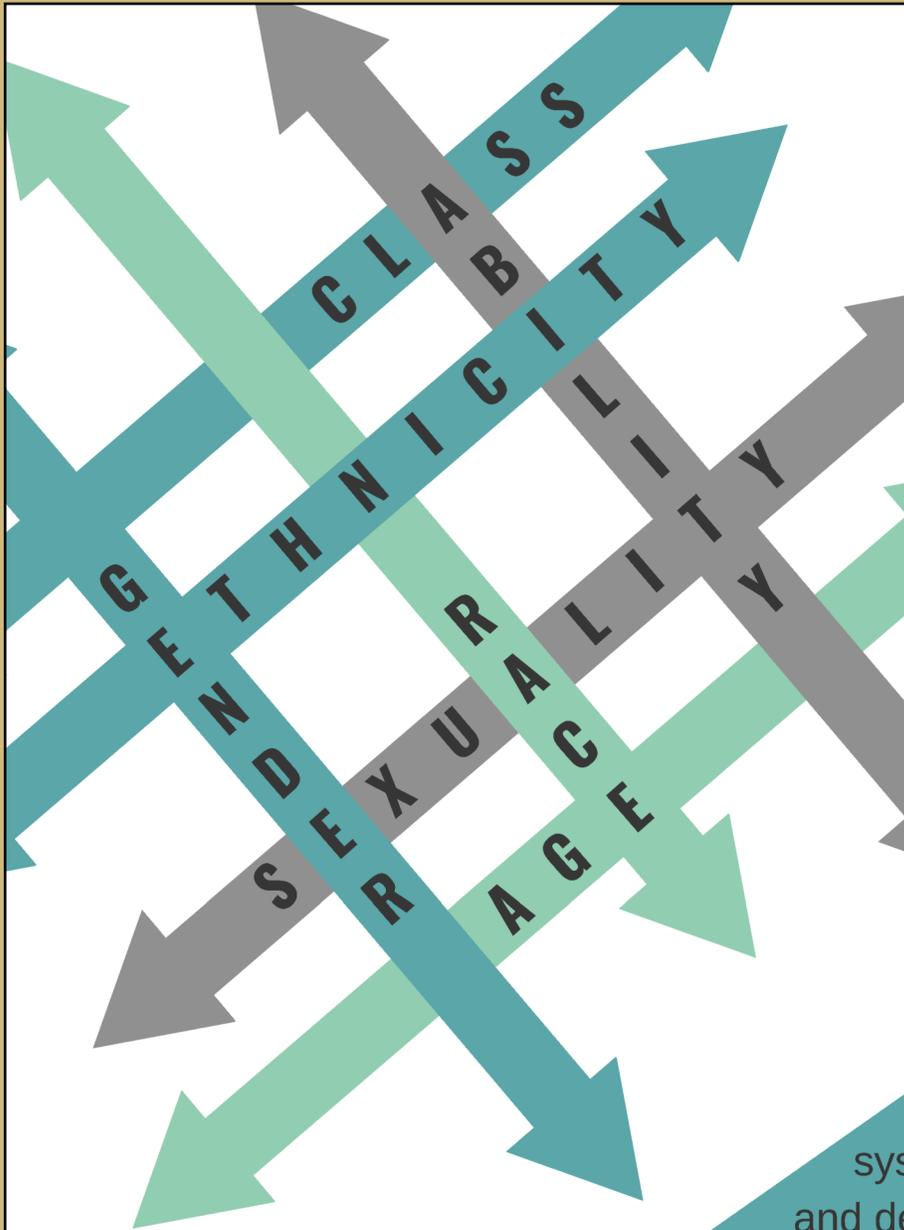
University of Colorado  
Colorado Springs

# Matrix Center

for the Advancement of  
Social Equity and Inclusion

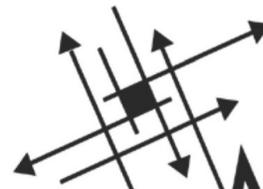
We examine and challenge intersecting systems of oppression and privilege and develop effective solutions through our research-based publications, resources, and programs offered locally, nationally, and beyond.

Award Winning



## EXPLORE YOUR INTERSECTIONS

[www.uccs.edu/matrix](http://www.uccs.edu/matrix)



Center for the Advancement  
of Social Equity and Inclusion

# the Matrix



## ABOUT THE MATRIX CENTER

We put theory into practice and bridge academia and the larger society. We support our local community, while also offering a wide range of programs, resources and customized solutions for individuals and organizations around the world.

Our work is critical to social change and we depend upon individual donations from people like you!

A monetary gift of any size is greatly appreciated.

Our work has been recognized with numerous awards including the Colorado Springs Diversity Forum Champion of Diversity and Inclusion Award and the University of Colorado President's Diversity Award.

Our faculty are highly regarded nationally for cutting edge research and pedagogy reflecting a diverse array of disciplines and specializations, and have been individually honored with numerous awards.

To discuss giving options call 719-255-4764 OR

- Donate by credit card online at [www.cufund.org/matrix](http://www.cufund.org/matrix)
- Donate with a check made payable to the CU Foundation and include "Matrix Center" in the memo line, then mail to:  
CU Foundation  
1420 Austin Bluffs Parkway  
Colorado Springs, CO 80918

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AT THE UNIVERSITY  
OF COLORADO  
COLORADO  
SPRINGS

OUR PROGRAMS AND SERVICES

### Graduate Certificate in Diversity, Social Justice, and Inclusion

A comprehensive and innovative certificate program that provides relevant coursework applicable to careers in educational, corporate, and non-profit sectors. This affordable program, backed by a nationally accredited university, is taught by leading scholars and experts in the fields of diversity, social justice, and inclusion. The four course certificate offers an array of both online and face to face course experiences. Graduate credits are transferable.

### Understanding and Dismantling Privilege Journal (UDP)

Published by the Matrix Center and the Privilege Institute, UDP creates a forum for interdisciplinary dialogue about privilege and oppression. The journal provides a space for activists, scholars, teachers, and students committed to social justice to publish research, reflections, creative work, and strategies on issues of inequality, power and privilege. Read previous issues or submit your work at [www.wpcjournal.com](http://www.wpcjournal.com).

### Workshops and Training

Matrix Center consultants work with universities, corporations, non-profits, and schools to help develop strategies to meet diversity and inclusiveness goals. Our trainers are national experts, authors, and educators involved in shaping the national discourse around diversity. They specialize in a wide range of issues and disciplines so we can customize our services to meet your unique needs AND we teach and train on location at your organization.

### Knapsack Institute: Transforming Teaching and Learning

The Knapsack Institute (KI) is an annual three day intensive professional development workshop that provides participants with the tools and strategies needed to navigate challenging dialogues and create inclusive climates. Attendees from educational, non-profit, and business sectors come together to explore concepts of privilege, oppression, intersectionality, and creating social change in organizations and institutions. Every June in Colorado Springs, CO. Learn more at [www.uccs.edu/knapsack](http://www.uccs.edu/knapsack).

email: [matrix@uccs.edu](mailto:matrix@uccs.edu)

CONTACT US!

phone: 719-255-4764

The Matrix Center for the Advancement of Social Equity and Inclusion

University of Colorado Colorado Springs

1420 Austin Bluffs Parkway, Colorado Springs, CO 80918

[www.uccs.edu/matrix](http://www.uccs.edu/matrix)

**UCCS** University of Colorado  
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# WHAT'S IN YOUR KNAPSACK?

JUNE 24-26, 2020

Colorado Springs, CO

Tools  
to navigate  
challenging  
dialogues!

Approaches to  
teaching about the  
matrix of privilege  
and oppression!

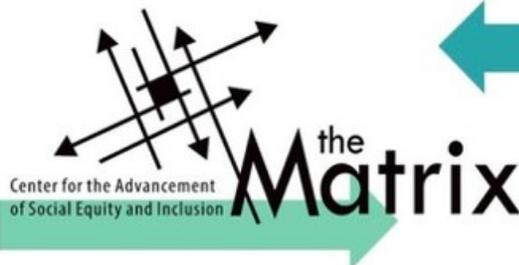
Strategies for  
building diversity and  
inclusiveness in the  
classroom and  
beyond!

...and so much  
more!

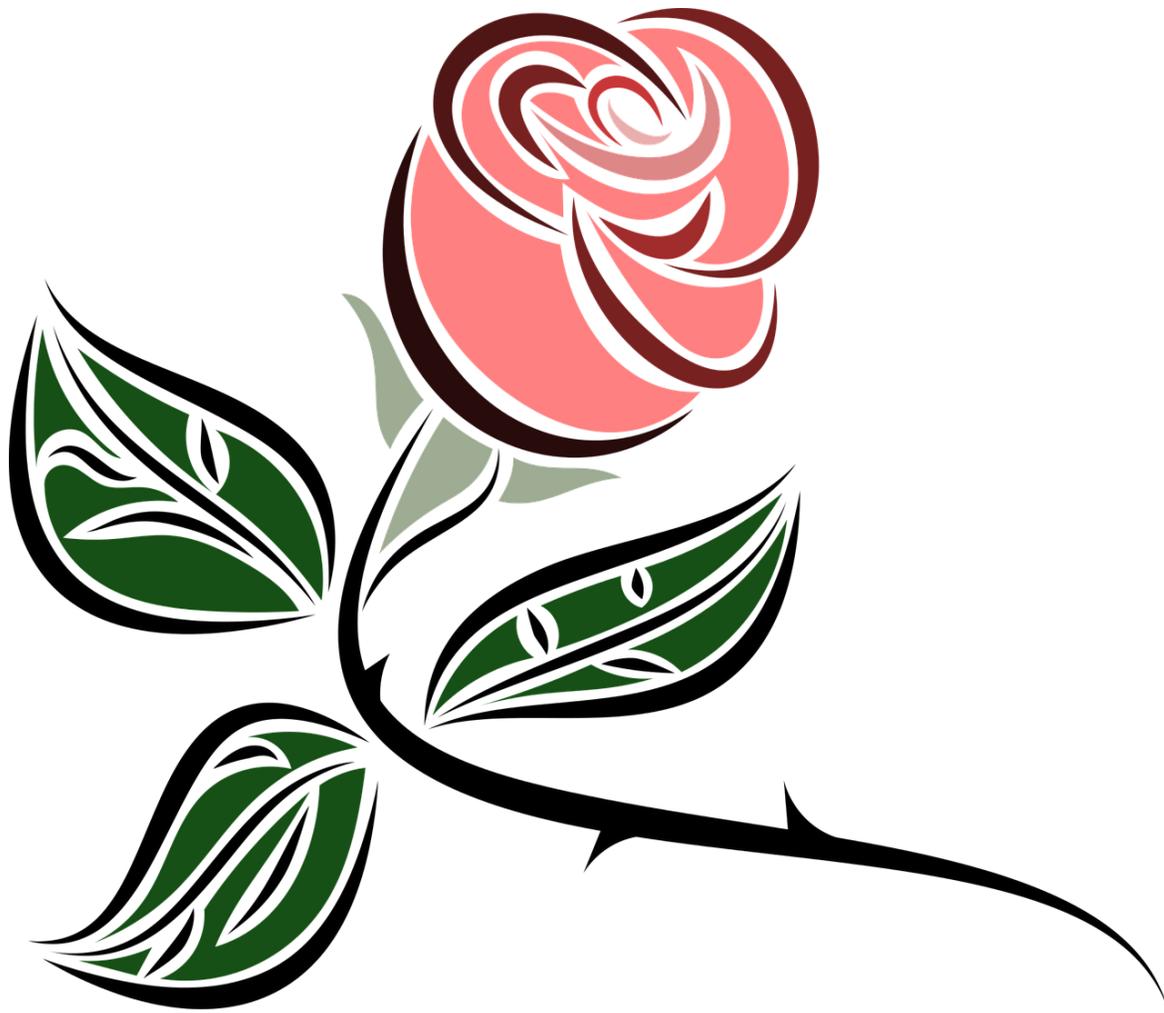


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# Office of Equity, Diversity & Inclusion (EDI)

[www.uccs.edu/diversity](http://www.uccs.edu/diversity)

Andrea Herrera  
aherrera@uccs.edu  
(719) 255-4001



Contact Us!

University of Colorado  
Colorado Springs

Main Hall 312

Brittany Almeida  
balmeida@uccs.edu  
(719) 255-3815