



Inclusive Excellence Newsletter

Welcome

Greetings and welcome to the first Inclusive Excellence Newsletter from the Office for Diversity, Equity, and Inclusion. Over the last several months, I have heard that there is a need to better communicate about DEI dynamics at Rocky Vista University. This newsletter is our attempt to inform, educate, celebrate, and validate everything DEI at RVU.

Our plan is to publish this newsletter on a quarterly basis. I want to thank Hope Falk, Executive Assistant for the Office for DEI and Enrollment Management, for serving as the editor of the newsletter. Thanks to every one of you for all your contributions to Inclusive Excellence and improving the RVU campus climate for diversity.

Resources

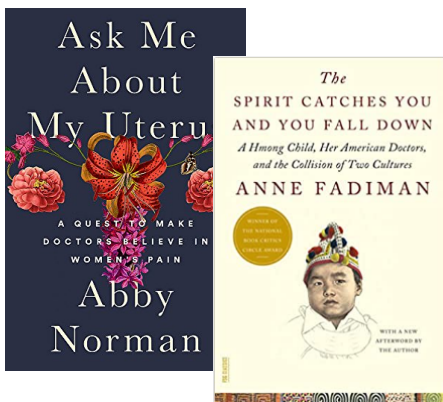
The Office of DEI wants to provide you with some resources to help you learn about and explore the Word of the Month: Equity.

Quick Videos:

- 1) [Let's Talk About Equality & Equity](#) (Youtube, 3:27)
- 2) [What is Health Equity?](#) (Youtube, 3:54)

Relevant Article:

- 1) [Workplace Equity: The "E" in DEI & Why it Matters](#) (Gallup, 4 minute read)



Books available in the Frank Ames Memorial Library:

- 1) *Ask Me About My Uterus: A Quest to Make Doctors Believe in Women's Pain* by Abby Norman
- 2) *The Spirit Catches You and You Fall Down: A Hmong child, her American Doctors, and the Collision of Two Cultures* by Anne Fadiman



UPDATES FROM THE VICE PRESIDENT

JESÚS TREVIÑO, PHD

The staff of the Office for Diversity, Equity, and Inclusion is working on a glossary of DEI terms that will be available in the coming months on the RVU website. The goal is to include terms that are often heard, but engender plenty of misinformation.

We are also designing a calendar of celebrations and cultural traditions to be available soon. A land acknowledgement statement is also in the works. The statement is currently being vetted by several councils and should be available in the next several months.

Staff Spotlight

George Marsh

This month the Office of DEI would like to recognize Senior Campus Safety & Security Officer, George Marsh for his contributions to creating a community of belonging.

George has been with RVU for 9 years and is well-known for his support of RVU students. Before students take their exams, George sends them a message of encouragement.

"I walked into the building just now and started thinking of you and how you are just beginning another step in your journey and I just smiled. Yours is a future that will be reflected in the things you accomplish today. So gang let's once again rise and shine!! I am so very proud of each of you as you continue a proud and wonderful tradition in your chosen fields."

-- George Marsh



George was born in Cleveland, OH and is one of 11 siblings. He served in the military for 10 years, serving in Mannheim, Germany and Fort Dix, New Jersey. He has lived in Denver for the last 24 years and has been married to his wife Terri for the past 23. George enjoys being a part of RVU students' journey as they progress towards becoming health care providers.

Please join us in thanking George for his many years on the job and for going above and beyond to create a welcoming and supportive environment at RVU.

KEY DATES

- April is National Minority in Health Month and Sexual Assault Awareness Month
- Apr 1 | UT held a Walk with Autism Community Event
- Apr 3-4| Student Appreciation Day on the CO campus
- Apr 22 | Earth Day
- Apr 23 | [National Day of Silence](#)
- Apr 27-29 | [Gathering of Nations](#)
- Apr 28 | Traliant DEI Training Due Date

Word of the Month

Each month we will be reviewing a term from the RVU Glossary of DEI terms which will be published shortly on the [Diversity, Equity, and, Inclusion](#) page on the RVU website. This month we will be discussing the term 'Equity' as RVU has recently added both 'Equity' and 'Inclusivity' to our Core Values in order to better reflect our commitment to Inclusive Excellence.

RVU defines Equity as the implementation of unbiased policies and practices to ensure everyone has access to opportunities along with needs-based distribution of resources to obtain positive outcomes so that all individuals and groups may attain their full potential and no one is deprived regardless of identity, abilities, background, or socially determined circumstances.

What is your program or department doing to increase equity at RVU?



Dr. Jesús Treviño,
PhD



[RVU Office for Diversity Equity & Inclusion](#)

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