



**WARNER COLLEGE
OF NATURAL RESOURCES**
COLORADO STATE UNIVERSITY

DIVERSITY & INCLUSION

Warner College of Natural Resources is committed to exemplifying and embodying Colorado State University's Principles of Community: inclusion, integrity, respect, service, and social justice – and working diligently toward inclusive excellence.

Diversity Defined.

Warner College joins the University in defining diversity in the broadest possible sense, inclusive of age, culture, different ideas and perspectives, disability, ethnicity, first generation status, familial status, gender identity and expression, geographic background, marital status, national origin, race, religious and spiritual beliefs (or lack thereof), national origin, race, sex, sexual orientation, socioeconomic status, and veteran status.

Our Mission

DIVERSIFY Warner College aims to go beyond standard representation diversity to **transformational diversity**, which means changing our approach as an institution, building relationships and understanding diverse populations. While this includes the intentional diversifying of our faculty, staff and student body through updated and modern recruitment and hiring practices, diversifying ultimately means changing our train of thought. We are instilling an inclusive mindset and promoting mindfulness of diversity through strategic methods. This effort is led by our Director of Diversity and Inclusion, Rickey Frierson.

TRAIN Internal training empowers faculty, staff and advisors to be aware of differences in the Warner College community. It also involves integrating an accountability system to ensure that diversity and inclusion standards carry forward and are adaptable over time and throughout cultural changes. In defining a standard for ourselves, we can illuminate and face weaknesses to create strategic intention for our future efforts.



Dr. Rickey Frierson

Director of Diversity and Inclusion,
Warner College of Natural Resources
Colorado State University

Dr. Rickey Frierson has spent the last 15 years presenting internationally and domestically

on issues of social justice, diversity and inclusion, and underrepresented student success within higher education. Dr. Frierson's research interest focuses on institutional accountability and effectiveness in minority success and completion at predominantly white, public institutions.

Rickey takes pride in assisting administrators, educators and institutions in examining proactive strategies to create efficient and fruitful educational experiences for their diverse students, staff, and faculty. Rickey has published articles, submitted book reviews, and has written book contributions that all stem around efficiencies of education.

COLLABORATE Warner College is collaborating with under-served communities and advocacy organizations to change the mindset of who Warner College serves and how we communicate environmental issues to diverse populations. In order to fulfill this endeavor, Warner must be intentional in creating bridges to communities previously left out of conversations around Natural Resources and work toward better understanding their needs.