





People of Middle Eastern and North African descent are usually counted as “white” by the U.S. government, though most do not identify that way.



PROJECT OVERVIEW

**Office of Information
Technology**



DEMOGRAPHIC DATA AND THE CONNECTED CU SYSTEMS

Example Data Fields

Name

Name at Birth

Gender Identity

Gender at Birth

Sexual Orientation

Ethnic Affiliation

Military Status

Disability

UIS Source Systems

CU-SIS

HCM

Top Tier Systems – UIS

UCD Access

TOP TIER SYSTEMS – CU DENVER MANAGED

Canvas

Slate

StarRez (Controlled by Housing)

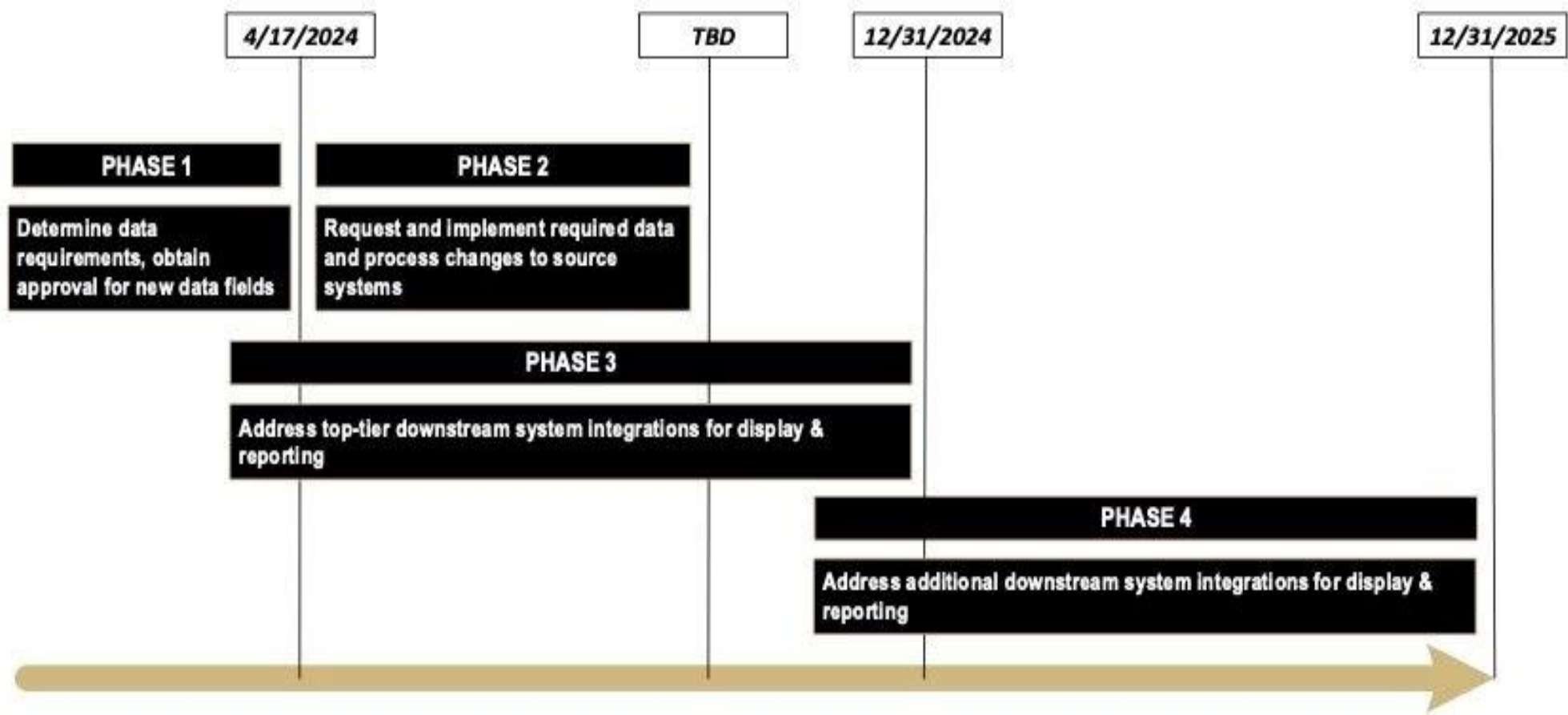
TOP TIER SYSTEMS – ANSCHUTZ MANAGED

Email (Outlook)

Active Directory (AD)

E Directory

PHASED TIMELINE – 2 YEAR



MILESTONES

PHASE 1	ETA
Project Plan & detailed schedule	Mid-Feb
User Discovery (stakeholders & focus groups)	Mid-Feb
Requirements for new data types with CUSIS and HCM, and Canvas, Slate, StarRez	Mid-Mar
CU Denver approvals for project scope and project plan	End-Mar
PHASE 2	
Begin work in CUSIS and HCM	TBD
Integration requirements for CUSIS, HCM, Canvas, Slate, StarRez	TBD
PHASE 3	
Canvas, Slate and Star Rez process changes and data management rules rollout	TBD
PHASE 4	
Roll out to other approved downstream systems (TBD) (including integration)	TBD
Project Close	

SECURITY CONSIDERATIONS

- Adherence to FERPA requirements
- For CU Denver Faculty and Staff, who has access to data?
- What can be seen or not seen by Student v Parent(s)
- Data entry and reporting by Staff Profiles (User, Super User, etc)
- Data Security Assessment in Inclusive Self-Reported Demographic Criteria
- *What concerns/questions should be added?*



CAMPUS COMMUNITY INPUT

**Office for Diversity, Equity
and Inclusion**



FEEDBACK

The following slides contain the **CURRENT STATE** that exists in our data systems at CU Denver and **RECOMMENDATIONS** that have been developed by CU System. **Recommendations are proposed as conversation starter only, with expected robust community input.**

Please help us to develop more inclusive demographic criteria so that our community is more accurately reflected in our data.

Please also help us identify additional information that we should collect so we can better serve our campus community and advance inclusive and culturally competent efforts that uphold the dignity of all.

You can provide feedback through the [Survey Link](#) or by attending one of the following input sessions:

- Monday, February 26 from 3 – 4pm In Person, LSC 1300
- Thursday, February 29 from 10 – 11am In Person, LSC 1300
- Tuesday, March 5 from 9 – 10am Zoom, <https://ucdenver.zoom.us/j/94158640545>

NAME/CHOSEN NAME

Current State

- First Name (required)
- Middle Initial (optional)
- Last Name (required)
- Preferred First Name (optional)

CU System Recommendations

No new recommendations

RACE

Current State

- What is your race? (Select one or more) – radio buttons
 - American Indian or Alaskan Native
 - Asian
 - Black or African American
 - Native Hawaiian or Pacific Islander
 - White
 - ? Is there a prefer not to answer button or just a leave blank option?

CU System Recommendations

- Arab/Middle Eastern/North African/Iranian
- Asian/South Asian/Asian American/South Asian American
- Black/African American
- Latinx/e
- Native American/Indigenous/Aboriginal
- Pacific Islander/Native Hawaiian
- Biracial/Multiracial/Transracial
- White
- Prefer not to say
- Another racial identity not listed above: _____

ETHNICITY

Current State

- Hispanic of Latino – Y/N Radio Button

CU System Recommendations

No new recommendations

GENDER IDENTITY

Current State

- Male
- Female
- Prefer Not to Say (defaults to male for Federal reporting and other systems)

CU System Recommendations

Gender Identity

- Agender
- Woman/Woman Identified
- Genderfluid
- Genderqueer
- Man/Man Identified
- Non-Binary/Third Gender/GenderX
- Prefer not to say
- Prefer to self-describe: _____

Transgender

- Yes
- No
- Prefer not to say

SEXUAL ORIENTATION

Current State

Not currently collected

CU System Recommendations

- Asexual
- Bisexual
- Demisexual
- Fluid
- Gay
- Heterosexual
- Lesbian
- Pansexual
- Queer
- Questioning
- Two Spirit
- I prefer not to say
- Another sexual orientation not listed: _____

DISABILITY

Current State

- Yes, I have a disability or have had one in the past
- No, I do not have a disability and have not had one in the past
- I do not want to answer

CU System Recommendations

No new recommendations

VETERAN STATUS

Current State

- I belong to the following classifications of protected veteran:
 - Disabled Veteran
 - Recently Separated
 - Active Duty Wartime or Campaign Badge Veteran
 - Armed Forces
 - Service Medal Veteran
- I am a protected veteran, but I choose not to self-identify the classifications to which I belong
- I am NOT a protected veteran
- I am NOT a veteran
- Military Discharge Date (Free form text)

CU System Recommendations

No new recommendations

ADDITIONAL DEMOGRAPHICS (often for funding opportunities)

Recommendations

- Housing Insecurity/Instability
- Food Insecurity
- Urban/Suburban/Rural
- Caregiver Status (single parent, caregiver to a family member)

ADDITIONAL SYSTEMS

PROPOSED

- CU-SIS/HCM
- UCD Access
- Canvas
- Slate
- Star Rex
- Outlook
- Active Directory
- E Directory

TO CONSIDER

- CIVITAS
- Is Outlook all of MS 365?

QUESTIONS? CONCERNS? WHAT'S NEXT?