



**Event:** Winter and Spring Quarter Outreach Meetings

**Date:** Winter and spring quarters 2019

**Next Steps:** From outreach meetings, the implementation plan of C+V was born, including the pathway structure.

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Members of the convening group\* met with groups across campus in the winter and spring quarters of 2019. The below executive summary summarizes the notes from those meetings.

**Groups consulted:** Student athletes, Pioneer Leadership Program juniors and seniors, Graduate Student Government, Undergraduate Student Government, Faculty Senate, faculty and staff experts, Staff Advisory Council, Deans Council, Cabinet, University Council, Greek Life students, Staff of Color Association and Alumni Council Task Force, Women's Leadership Council, and alumni affinity group leaders.

**Executive Summary:** In the listening portion of DU IMPACT 2025, we heard a desire for an increased sense of belonging on DU's campus. The meetings have affirmed that longing and validated the hypothesis that there is a need and desire for a DU collective identity.

By far, people expressed a need for intentional space in the activities of this initiative. They asked for a place to expand beyond what they already know. Space with grace: Space for innovation, hard conversations, debates, and intellectual engagement, and a space to push back on ideas without personal attack. They also asked for space for pain, discomfort and questioning and then space for action. People want to build bridges, to connect, to know one another. People also asked for support, time, space and resources to be able to engage.

Inherent in the conversations are opportunities, challenges and tensions. Equity, compensation, school spirit, our history, and diversity are some of the areas of both tension and opportunity for DU. People expressed tensions between the reality on campus and the rhetoric of marketing materials, the feeling of being grounded in history while simultaneously building aspirations for the future, and the cyclical relationship between values and action. Trust is a critical aspect to being able to engage deeply in these opportunities, challenges and tensions.

The tension between action and values is real and people want accountability as we move through this initiative. While some yearned for more clarity, specifically around outcomes and measurement, and many wanted something to react to, others were excited about being included in the designing of the process so early on. There was a tangible feeling of appreciation that their thoughts were being included so early on in the process.

The framing of this initiative as it moves will be important – to gain trust and convey value.

\* Thank you to Bryce Armijo-Hubbard, Mary Sue Brown, Rebecca Chopp, Michael Fiorini, Jeremy Haefner, Darrin Hicks, Laura Maresca, Lili Rodriguez and Bob Willis for serving on the c+v convening group and conducting many of these meetings.