Inclusive Self-Reported Demographics Criteria at CU Denver
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.
**DEMOGRAPHIC DATA AND THE CONNECTED CU SYSTEMS**

<table>
<thead>
<tr>
<th>Example Data Fields</th>
<th>UIS Source Systems</th>
<th>Top Tier Systems – UIS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
<td>CU-SIS</td>
<td>UCD Access</td>
</tr>
<tr>
<td>Name at Birth</td>
<td>HCM</td>
<td></td>
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<tr>
<td>Gender Identity</td>
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<tr>
<td>Gender at Birth</td>
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<tr>
<td>Sexual Orientation</td>
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<td>Ethnic Affiliation</td>
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<tr>
<td>Military Status</td>
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<tr>
<td>Disability</td>
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**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

PHASE 1
Determine data requirements, obtain approval for new data fields

PHASE 2
Request and implement required data and process changes to source systems

PHASE 3
Address top-tier downstream system integrations for display & reporting

PHASE 4
Address additional downstream system integrations for display & reporting

4/17/2024
TBD
12/31/2024
12/31/2025
<table>
<thead>
<tr>
<th>MILESTONES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PHASE 1</strong></td>
</tr>
<tr>
<td>Project Plan &amp; detailed schedule</td>
</tr>
<tr>
<td>User Discovery (stakeholders &amp; focus groups)</td>
</tr>
<tr>
<td>Requirements for new data types with CUSIS and HCM, and Canvas, Slate, StarRez</td>
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<tr>
<td>CU Denver approvals for project scope and project plan</td>
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<tr>
<td><strong>PHASE 2</strong></td>
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<tr>
<td>Begin work in CUSIS and HCM</td>
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<tr>
<td>Integration requirements for CUSIS, HCM, Canvas, Slate, StarRez</td>
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<tr>
<td><strong>PHASE 3</strong></td>
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<tr>
<td>Canvas, Slate and Star Rez process changes and data management rules rollout</td>
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<tr>
<td><strong>PHASE 4</strong></td>
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<tr>
<td>Roll out to other approved downstream systems (TBD) (including integration)</td>
</tr>
<tr>
<td><strong>Project Close</strong></td>
</tr>
</tbody>
</table>
• 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?
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](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: __________
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/Men 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?