Principle of Community Facilitation Guide

In 2014, led by the office of the Vice President for Diversity, Colorado State University (CSU) began the large-scale collaborative process of clearly defining the community principles to which we as an Institution subscribe. After a two-year process, the President and Cabinet, official adopted and endorsed the Principles of Community for CSU – Fort Collins.

Since the adoption of the Principles of Community, they have been used to introduce newly admitted students to the CSU community, been disseminated to all new employees, and have been individually embedded into the culture of different departments and units. In order to support effective conversations and dialogue within the university regarding the Principles of Community, the Office of the Vice President for Diversity offers the following suggestions to facilitate conversations and activities within your unit.

• In the context of a staff meeting, discuss the Principles, which are meant to be taken as a whole and not as individual Principles.

• Facilitate a conversation with employees and ask:
  o How would you know that the Principles of Community are a lived experience in your unit?
  o What actions demonstrate a commitment to the Principles of Community in your unit?
  o What actions do not demonstrate a commitment to the Principles of Community in your unit?

• Incorporate the Principles into an annual review and ask how their work exemplifies the Principles of Community.

• Display the Principles of Community poster within your department in a prominent location.

• Each month learn about and discuss a designated Principle with the goal of establishing how the Principle can be exemplified in your unit.

• Incorporate the Principles of Community in your syllabus. Facilitate a dialogue about the Principles of Community and class expectations.