

THE OFFICE OF DIVERSITY AND INCLUSION

2024 ANNUAL REPORT



SEATTLE
UNIVERSITY



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“The duty of today is to meet the questions that confront us with intelligence and courage.”

—FREDERICK DOUGLASS APRIL 16, 1889

A WORD FROM THE VICE PRESIDENT

I am thinking a lot about the late Congressman John Lewis’s call to action in his posthumously published letter to the nation in 2020: “When you see something that is not right, you must say something. You must do something. Democracy is not a state. It is an act and each generation must do its part to help build what we called the Beloved Community, a nation and world society at peace with itself.”

What does it take to bridge divides, find common ground and persist against injustice with honesty and humility? How best to inspire hope and sustain the courage to co-create flourishing for all? I believe a partial answer to this question lies in a simple first principle—education—to embrace curiosity, expand knowledge, seek truth. During a speech Frederick Douglass gave in 1889, he declared, “The duty of today is to meet the questions that confront us with intelligence and courage.” That declaration resonates in 2024 as much as it did in 1889. Our quest to advance inclusive academic excellence fueled by our Jesuit mission and values requires our unwavering commitment to learning and growth.

Seattle University spent the 2023-2024 academic year moving forward with purpose to educate the next generation of leaders through our strategic goal to Promote Inclusive Excellence. This Annual Report provides a snapshot of the strong, equity-minded visionaries across the university whose commitments to ideals of inclusion and belonging animate our collective work.

For its part, the Office of Diversity and Inclusion (ODI), in partnership, moved the needle on key university initiatives. For example, ODI led the effort to pursue designation as an Asian American and Native American Pacific Islander Serving Institution (AANAPISI), a designation from the U.S. Department of Education granted to Seattle University in only 11 days, opening more opportunities to enhance and expand support for all students. We welcomed distinguished UCLA historian, Professor Robin D.G. Kelley, to commemorate the legacy of Dr. Martin Luther King, Jr. Engagement with units across campus to offer professional development opportunities for staff and faculty continued, including working with faculty search committees to equip them with practical tools to increase diversity and inclusion in hiring. We presented on the university’s inclusive excellence work at the National Association of Diversity Officers in Higher Education (NADOHE) conference. And

we continued ongoing collaboration with campus partners to identify areas of greatest potential impact.

To be clear, the past year has shown that building accessible and inclusive institutions is not without challenges. The U.S. Supreme Court issued monumental decisions including one that outlawed race-based affirmative action in higher education admissions. Backlash against Diversity, Equity and Inclusion (DEI) efforts intensified with more legislative action across the country—by last count, there are 85 bills introduced in 28 states with 14 passed into law—that undermines learning, truth and knowledge. The FAFSA collapse impacts college affordability for many. And all of this transpired against a backdrop of discord, global conflicts with grave humanitarian consequences, politicization of higher education leadership and heightened division that distracts from productive dialogue.

However, I remind you of beacons of hope such as the new Title IX regulations that expand protections for sex discrimination to include the experiences of those who identify as LGBTQ+. We celebrated the 60th anniversary of the Civil Rights Act of 1964, pivotal legislation that prohibits discrimination based on race, color, religion, sex and national origin, with implications for inclusion and equity in workplaces, education, voting and beyond. This year also marked 70 years since the Brown v. Board of Education decision that deemed segregation in education unequal. Moreover, we witnessed an active citizenry making voices heard in the name of free speech, justice and change. All is not lost!

By the time this report is published, we will be back in the throes of educating for an inclusive democracy during a consequential time—welcoming new and returning students, planning for the Racial Equity Summit 3.0 and season five of Red Talks, while furthering the reimagination of our curriculum—as the country moves closer to an historic election. As Frederick Douglass guided in 1889, I invite you to keep on mission and purpose with courage and curiosity in service of protecting the freedom to learn, an unflinching commitment to truth, and graceful solidarity.

MEET THE DIVISION OF DIVERSITY, EQUITY AND INCLUSION

About the Division

The Division of Diversity, Equity and Inclusion includes the Office of Diversity and Inclusion, the Office of Institutional Equity and the Office of the University Ombudsperson. The Patricia Wismer Professorship for Gender and Diversity Studies also falls within the division.

In partnership with the broader campus community, these offices aim to foster a thriving inclusion ecosystem to support belonging for students, staff and faculty. This structure ensures that efforts to create an inclusive, equitable and engaged campus community are holistic, integrated and aligned.



Natasha Martin, JD

Vice President for Diversity and Inclusion

Natasha Martin, JD, serves as the Vice President for Diversity and Inclusion and is also a tenured faculty member in the School of Law. As the leader of diversity, equity and inclusion work at Seattle University, Martin is responsible for steering the university's inclusive excellence vision, approach and strategy. Additionally, she serves on President Eduardo Peñalver's Round Table, advising and providing executive expertise to the President and Senior Leadership team on a range of matters. Martin is also an active contributor and thought leader in many professional settings and is engaged in academic and broader community dialogues on DEI.



Sue Theiss, MA

University Ombudsperson

Sue Theiss serves as the University Ombudsperson, providing independent, neutral and confidential conflict management services to faculty and staff. The University Ombudsperson offers employees a safe, informal space to share concerns on a broad range of workplace issues.



Sharon Suh, PhD

Patricia Wismer Professor for Gender and Diversity Studies

Professor Sharon Suh, PhD, is the 2023-2025 Patricia Wismer Professor for Gender and Diversity Studies. Dr. Suh is a professor and scholar of Buddhism in the College of Arts and Sciences, whose research resides at the intersection of religion, race, gender, trauma and embodiment.



Laura Heider, MBA

Assistant Vice President for Diversity and Inclusion

Laura Heider serves as the Assistant Vice President for Diversity and Inclusion. Heider stewards the work of *Reigniting Our Strategic Directions* Goal 4: Promote Inclusive Excellence and implements inclusive excellence-related training and professional development opportunities for staff and faculty. She also leads research initiatives and consults with partners across campus on DEI matters.



Elizabeth "Liz" Trayner, EdD

Assistant Vice President for Institutional Equity | Title IX Coordinator | ADA/504 Coordinator

Elizabeth "Liz" Trayner serves as the Assistant Vice President for Institutional Equity. Trayner is responsible for Title IX investigations, coordinates the university's response to bias-related concerns and partners with stakeholders across campus to ensure the university's related policies and practices are effective, equitable and aligned with the university's mission and values.



Leslie Nguyen

Operations & Project Coordinator

The Division of Diversity, Equity and Inclusion welcomed its newest team member, Leslie Nguyen in January 2024. Nguyen coordinates the division's projects and operations and provides support to the Assistant Vice President for Diversity and Inclusion, the Assistant Vice President for Institutional Equity and the University Ombudsperson.



Paige Powers, MBA

Senior Executive Coordinator

Paige Powers serves as the Senior Executive Coordinator for the Office of Diversity and Inclusion. Powers provides support to the Vice President for Diversity and Inclusion, oversees the administrative functions of the office and coordinates special projects.



LEARN MORE ABOUT THE OFFICE OF
DIVERSITY AND INCLUSION

STRENGTHENING THE INCLUSION ECOSYSTEM

The Office of the University Ombudsperson

The primary goal of the Office of the University Ombudsperson is to foster a culture of healthy dialogue and facilitate cooperative problem resolution in its mission to promote a humane, inclusive and equitable climate for Seattle University.

University Ombudsperson Sue Theiss assists faculty, staff and administrators by providing informal, impartial, independent and confidential* conflict management services.

The University Ombudsperson provides multifaceted support, helping visitors gather information and explore conflict management options, as well as providing informal mediation or facilitation services when appropriate. Theiss also makes referrals and collaborates with other offices with the visitors' permission. The Ombudsperson listens without judgement, offering a space where faculty and staff can discuss concerns and jointly identify potential solutions that empower them to take positive action.

Communicating to the campus community about the unique function and scope of services of the University Ombudsperson was a top priority of the office in its first year of operations.

Throughout the 2023-2024 academic year, Theiss met with administrative and academic leaders, presented to the Academic Assembly and Staff Council and met with employees representing various groups and programs. She also partnered with Human Resources to pilot a conflict management development session for supervisors through their supervisor development series. Sixty-one supervisors attended the sessions throughout the 2023-24 year. Further outreach and development sessions will continue in 2024-25.

**Confidentiality cannot be promised in matters relating to threats to public safety, child abuse, vulnerable adults or if there is imminent risk of serious harm.*

The Office of Institutional Equity

Elizabeth "Liz" Trayner serves as the Assistant Vice President for Institutional Equity/Title IX Coordinator/504 Coordinator. In this role she responds to incidents that are reported related to sexual assault, dating/domestic violence, stalking and discrimination. She also serves as a member of the Campus Climate Incident Reporting and Response Team (CCIRRT).

Policy alignment has been a central part of the work of the Office of Institutional Equity. In close collaboration with the Provost and Vice President for Diversity and Inclusion, a working group has been developed to work through proposed policy changes that reflect both compliance with the new Federal Title IX Regulations released in April 2024 and high-impact practice aligning with Seattle University's mission and values. Additionally, work is being done to update the ADA/504 Policy in partnership with key constituents.

The Office of Institutional Equity will be presenting to community stakeholders on crucial topics in the coming months. Sexual violence, in particular, thrives in silence. Increasing transparency and demystifying the process for redress can increase the likelihood that someone might be able to make an informed decision about reporting what has happened. Updates to materials such brochures, flow charts and the website will be finalized in the coming weeks and months to increase transparency and access to the processes coordinated by the Office of Institutional Equity.

Additionally, the office is crafting a phased educational process focusing on building a bench of campus partners who will support the work in a sustainable way.

A four-year curricular strategy was developed through a collaboration between the Office of Institutional Equity, Wellness and Health Promotion, Athletics and Campus Ministry to educate our student-athletes and Athletics staff.

Trayner and Mikaela Wallin, associate director of Wellness and Health Promotion, were able to highlight the work that is happening at Seattle University on the national level with a presentation titled, "Setting the Standard for Collaborative Sexual Violence Prevention" at the National Association of Student Personnel Administrators (NASPA) National Conference and the NASPA Strategies Conference.

DEI IN A TIME OF BACKLASH: PRESENTING AT THE NADOHE CONFERENCE

The National Association of Diversity Officers in Higher Education (NADOHE) hosted its annual conference in Seattle and the Office of Diversity and Inclusion attended, ready to present.

NADOHE is a nationwide organization and thousands of members were at the Seattle conference to discuss ways to continue the important work of DEI in a national climate that is often hostile to the work.

Vice President Natasha Martin, JD, and Assistant Vice President Laura Heider co-presented on the topic, "DEI in a Time of Backlash." The presentation laid out Martin's groundbreaking *LIFT SU* framework, an action plan for antiracism, equity and justice. They also discussed the ways in which building mindful relationships and partnerships increased the impact of DEI initiatives and enhanced their deployment throughout the Seattle University community.

Martin and Heider shared information on keystone initiatives, such as the new faculty search and hiring protocols and the Racial Equity Summit. They also engaged with questions related to effective communication surrounding DEI and strategies for operationalizing sustainable change. Martin laid out the background to the development of *LIFT SU* and how that five-pillar action plan has focused and strengthened efforts on campus.

Nearly 100 conference participants attended Martin and Heider's NADOHE session and asked thoughtful, engaging questions, many of them lingering afterward to cull additional insight.



AANAPISI

A President's
"Big Win"
for 2024

A NEW DESIGNATION FOR A NEW ERA: SEATTLE UNIVERSITY AS A MINORITY- SERVING INSTITUTION

This spring, Seattle University received its first Minority-Serving Institution (MSI) designation when it was designated an Asian American and Native American Pacific Islander Serving Institution (AANAPISI) by the United States Department of Education. This designation recognizes both Seattle University's student body characteristics and the Jesuit-inspired commitment to inclusive academic excellence.

More than one-third of Seattle University's student body is comprised of students who identify as Asian American or Native American Pacific Islander. This far exceeds the 10 percent target set by the Department of Education.

The Office of Diversity and Inclusion, partnering with numerous offices and individuals throughout campus, spearheaded the effort to pursue the designation. This multidisciplinary task force, led by ODI Assistant Vice President Laura Heider and Director of the Office of Sponsored Projects Jenna Isakson set the bar for collaborative partnerships to move the university forward.

President Eduardo Peñalver praises the Office of Diversity and Inclusion for its leadership in stewarding the process, including preparing the application. "This communicates to the world who we are," says Peñalver, noting that Seattle University intends to

pursue a designation as a Hispanic-Serving Institution as well, furthering its commitment to inclusive academic excellence.

"The AANAPISI status is a reflection of who Seattle University is. It demonstrates how well we are positioned in our region and attuned to the changing dynamics of our country. As an MSI, we will serve our community in more profound ways, unleashing new opportunities for our faculty and students."

—SHANE P. MARTIN, PROVOST, SEATTLE UNIVERSITY

While some colleges and universities receive this designation automatically, the Department of Education recognizes that their criteria for automatic designation may exclude deserving institutions. Because of this, the DOE has an application process by which schools can pursue the designation. The DOE granted Seattle University's application in only 11 days—an astonishingly fast approval time that validated the merits of the application.

Receiving this designation positions Seattle University to apply for unique grant opportunities and enhance programmatic offerings that will expand support for students throughout campus. As the diversity of our student body grows, so too does our need to ensure the university is a place where everyone can thrive. As a Minority-Serving Institution, Seattle University has access to more tools and resources to bring this mission to fruition and these resources will strengthen the atmospheric conditions for all students.



HONORING DR. KING: PROFESSOR ROBIN D.G. KELLEY'S INSIGHTFUL TRIBUTE

Dr. Martin Luther King, Jr. would have celebrated his 95th birthday on January 15, 2024, in a time in the trajectory of the country during which his insight and wisdom is as needed as in the height of the Civil Rights movement. In honor of his life and legacy, the Office of Diversity and Inclusion, together with The MOSAIC Center, the Provost's Office and the Office of the President, presented a commemorative event featuring award-winning historian Dr. Robin D.G. Kelley as the keynote speaker.

Speaking on the topic, "From Montgomery to Oslo: Martin Luther King's Global Vision of Justice", Dr. Kelley encouraged participants to reflect on the nuances and complexities of Dr. King's work. While it is easy to focus on Dr. King's calls for love and unity, Dr. Kelley emphasized that the civil rights icon saw justice and peace as inseparable.

Not only does 2024 commemorate the 60th anniversary of the Civil Rights Act, it was also 60 years ago that Dr. King received the Nobel Peace Prize. Dr. Kelley explained that—as was made clear in Dr. King's acceptance speech for the Nobel—he saw the Civil Rights Act not as the culmination of the work for justice, but as the beginning of a much larger global struggle.

Dr. Kelley's address brought Dr. King's ideals, perspectives and goals forward into the 21st century, using expansive research to posit that Dr. King would be arguing no less passionately for global peace and justice today than he did during his lifetime.

More than 450 members of the campus community attended the tribute to Dr. King's life and legacy, which included an originally composed violin tribute by acclaimed Professor Quinton Morris and student readings from some of Dr. King's inspiring speeches. The community gathered afterward in the Pigott atrium for conversation and cupcakes commemorating Dr. King's birthday.

LIFT SU: CELEBRATING SUCCESS, GAINING MOMENTUM

LIFT SU OVERVIEW

— LISTEN AND LEARN
— IMPACT THROUGH
INTENTIONAL ACTION
— FAIL FORWARD
— TRANSFORM TOGETHER

LIFT SU is embedded in Seattle University's Strategic Plan, Reigniting Strategic Directions Goal 4: Promote Inclusive Excellence. There are five priority goals under LIFT SU:

LIFT SU, Seattle University's action plan for racial equity and antiracism, has not only served as a foundational dimension of inclusion efforts on campus, but also as the starting point for new initiatives and working groups. Yielding new policies, procedures and practices, this ambitious plan—incorporated into *Reigniting Our Strategic Directions* as Goal 4: Promote Inclusive Excellence—is working in tandem with other campus wide initiatives to advance the strategic work of Seattle University. Some of the noteworthy accomplishments of the 2023-2024 academic year include:

- **The second full year of implementation for the Campus Climate Incident Reporting and Response Protocols.** Together, the Campus Climate Incident Reporting and Response Team (CCIRRT) met weekly to review reports and determine the most impactful and restorative course of action on a case-by-case basis.
- **New and renewed efforts to boost recruitment and retention of BIPOC faculty and staff.** A LIFT SU Goal 3 working group, focused on the recruitment and retention of BIPOC staff, was launched and conducted extensive research and exploration to identify areas of potential opportunity and growth. Efforts to increase both diversity and inclusion in faculty hires were amplified by the implementation of dedicated two-part faculty search committee training. More than 140 faculty have participated in one or more of these workshops.
- **Supplier Diversity momentum.** The Supplier Diversity Steering Team, which includes members from Seattle University Procurement, the Sundborg Center for Community Engagement, Albers School of Business and Economics and the Office of Diversity and Inclusion, held a retreat for key stakeholders and are engaged in identifying opportunities to increase the university's spend with diverse business entities. Obstacles to engaging with diverse businesses are being identified and addressed in pursuit of increased university-wide partnership with diverse business entities.
- **Commitment to recruitment and retention of BIPOC students.** The Office of Diversity and Inclusion led the effort to pursue designation as an Asian American and Native American Pacific Islander Serving Institution (AANAPISI), which was granted in March, signaling the university's continuing commitment to a diverse student body. In addition, recruitment and retention of BIPOC students were front of mind. Guides for inclusive interactions with students, developed by the LIFT SU Goal One working group, were dispersed throughout campus.
- **Enhancing an inclusive campus climate.** Through targeted events, including the Martin Luther King, Jr., Day Observance with Dr. Robin D.G. Kelley, the fourth season of Red Talks and others, the Office of Diversity and Inclusion pursues the co-creation of an inclusive and equitable campus climate.



Goal 1

Recruitment and retention of BIPOC students

Goal 2

Bias Prevention and Campus Climate Care

Goal 3

Recruitment and retention of BIPOC faculty and staff

Goal 4

Narrative through art and symbols

Goal 5

Build capacity and invest in infrastructure

Realization of each of these ambitious goals forms a central thrust of the Office of Diversity and Inclusion's efforts. Working groups comprised of both staff and faculty perform research, identify high-impact areas for cultural transformation and make recommendations to leadership.



EDUCATING FOR JUSTICE: FACILITATING COURAGEOUS CONVERSATIONS

During the 2023-2024 academic year, our university, alongside the rest of the world, was shaken as we watched the terrible and tragic events in Israel and Palestine unfold. The university's priority was to care for our students, faculty and staff, as we all grieved the loss of innocent life and struggled to process the scenes of devastation and suffering. In addition to messages expressing solidarity and prayers for peace for all those living in terror and anguish, the university held various opportunities across campus for healing. For example, in mid-October, Campus Ministry organized an interfaith vigil for peace and a few weeks later, the university offered a Mass for Peace in response to Pope Francis's call for a day for prayer, fasting and penance for peace in Israel and Palestine.

As the events and tragedies continued to unfold, the university focused its efforts on facilitating a forum for community members to productively engage in dialogue across differences. Higher education institutions are uniquely positioned and excel in convening individuals from varied perspectives to engage in discussions and learning about complex issues. As a Jesuit institution, we respond to polarization and divisiveness with a call to substantive conversations that enrich our understanding of complex issues and increase our collective intercultural fluency. Dialogue is a powerful tool that is foundational to learning and essential to our pursuit of a just and humane world.

Throughout the academic year, a variety of opportunities, including panel discussions, workshops, lectures and more were held to provide a platform for diverse perspectives and encourage open and respectful conversations around the ongoing conflict. These offerings sought to not only address the immediate concerns of the community, but also to foster a culture of learning and solidarity that prepares students to engage with global issues thoughtfully and compassionately. Grounded in our Jesuit values and mission, it is critical that we cultivate a campus environment where views are expressed in ways that extend care and grace and affirm the dignity of all. As President Eduardo Peñalver has stated on campus discourse, "We encourage you to speak with empathy and to listen to one another with charity and generosity. Even as we discuss divisive issues, the Jesuit principle of presupposition counsels us to honor the humanity—and presume the good faith—of those with whom we disagree."

FOSTERING DIALOGUE ACROSS DIFFERENCE— PRESIDENTIAL SPEAKER SERIES

This academic year saw the launch of the Presidential Speaker Series, an opportunity to hear from preeminent thought leaders and academics in the spirit of fostering robust dialogue across difference. President Eduardo Peñalver's vision for the series is that it would "bring a diversity of perspectives to Seattle University to discuss the state of campus discourse."

The series provided a timely opportunity for the university community to focus on freedom of speech and campus discourse. This year's launch coincided with complexities happening across our nation offering ripe conditions for the series to accomplish precisely what President Peñalver envisioned. The 2023-2024 series included *New York Times* columnist David French, Vice Chancellor and Provost at Syracuse University Gretchen Ritter and Dean of the School of Law UC Berkeley Erwin Chemerinsky. As a Jesuit institution committed to educating the next generation of leaders for a just and humane world, engaging with ideas that stretch our thinking from a diverse range of perspectives is an important mechanism for educating for justice. Harnessing the power of our differences requires that we learn to listen intentionally and wrestle with ideas that invite us to deepen our understanding and to model productive dialogue.

The series will continue in 2024-25, with a focus on the impacts of technology in conversation with Professor of Political Science Steven M. Teles from Johns Hopkins University, Professor of Law at Yale University Keith Whittington, San Diego State University social psychologist Jean Twenge and Columbia University legal scholar Jamal Greene.



PRESIDENTIAL SPEAKER SERIES

(l-r)
Gretchen Ritter
Erwin Chemerinsky
David French



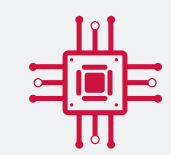


RED TALKS: UNCOMMON VOICES ON TOPICS THAT MATTER SEASON FOUR

Onur Bakiner, PhD

Jeanette Rodriguez, PhD

Charisse Cowan Pitre, PhD,



The fourth season of Red Talks launched with the theme, **The Three Great Challenges**. These challenges, as outlined in *Reigniting Our Strategic Directions* Goal One, are sustainability and climate change, racial injustice and widening economic inequality and rapid technological change and its societal and economic impacts.

This year's quarterly speaker series offered a forum to discuss complex realities at the intersection of innovation and humanity, fueled by thought leadership across academic disciplines. Here's a closer look at this year's speakers:

Fall: Associate Professor Onur Bakiner, PhD, kicked off the season with a talk titled, "Finding Your Inner Techie: A Radical-Democratic Perspective on AI (Artificial Intelligence)," addressing technological advancements and equity. Artificial intelligence, he suggested, was not merely a technical field—technical problems are, in fact, manifestations of underlying economic, political and social issues. Artificial intelligence will reflect the values and perspectives of those who contribute to its pool of meaning the most and, for this reason, it is imperative that even so-called "outsiders" engage with it and take a hand in shaping the future of AI. Dr. Bakiner's "radical-democratic" perspective offers an empowering framework that AI is for all.

Winter: Professor Charisse Cowan Pitre, PhD, who is also the Associate Dean for Faculty Development & Justice Initiatives at the College of Education, delivered the winter quarter Red Talk, "Dear Professor, They Call My School the Slave Ship: BIPOC Educators on Healing, Love and Hope in the Pursuit of Justice and the Creation of a Better World." Dr. Pitre's talk addressed the second of the three great challenges—racial injustice and widening economic inequality. Dr. Pitre analyzed the current state of secondary education throughout the nation and engaged with paradigms that could facilitate the empowerment of equity-oriented teachers and students alike. Sharing lessons from more than two decades of teaching and learning with K-12 educators, Dr. Pitre invited attendees to consider how the experiences of BIPOC educators can empower a more equitable educational system.

Spring: Theology and Religious Studies Professor Jeanette Rodriguez, PhD, concluded the season exploring the great challenge of sustainability and climate change. Her talk, "La Tierra: Home, Identity, and Destiny, a Latina's Perspective on Integral Ecology" involved a seamless weaving of academic analysis, Indigenous wisdom and personal experience. Demonstrating how the ways of knowing are related to the earth and identity, Dr. Rodriguez challenged each member of the audience to dig deeper in understanding their relationship to and accountability for ecology. Dr. Rodriguez's expertise was enlightening given her leadership role chair of the university's Laudato Si Action Platform Steering Committee.

Red Talks has been an essential part of Diversity and Inclusion programming since its inception, providing an opportunity for the campus community to engage faculty voices on a wide range of topics related to diversity, equity and inclusion. Vice President Natasha Martin, JD, considers Red Talks part of the strategy to position Seattle University as a thought leader and partner on matters that impact inclusivity, equity, belonging and justice. This speaker series is led by the Office of Diversity and Inclusion in partnership with the Office of the Provost and endeavors to elevate inclusive academic excellence throughout campus.



PROMOTING INCLUSIVE EXCELLENCE (GOAL 4) BY ADDRESSING STUDENT HEALTH AND WELLNESS (GOAL 3)

Two years ago, the Address Student Health and Wellness Working Group, part of Goal 3 of *Reigniting Our Strategic Directions*, created a Mental Health Strategic Plan to address the increasing mental health and emotional wellness needs of our students.

The working group recognized the importance of promoting inclusive excellence through the strategic goals in our plan and developed key initiatives to specifically support our BIPOC, LGBTQIA+, differently abled, economically disadvantaged and undocumented students. Below is a summary of the working group’s efforts related to inclusive excellence, including its accomplishments and upcoming goals.

Accomplishments in Years 1 & 2

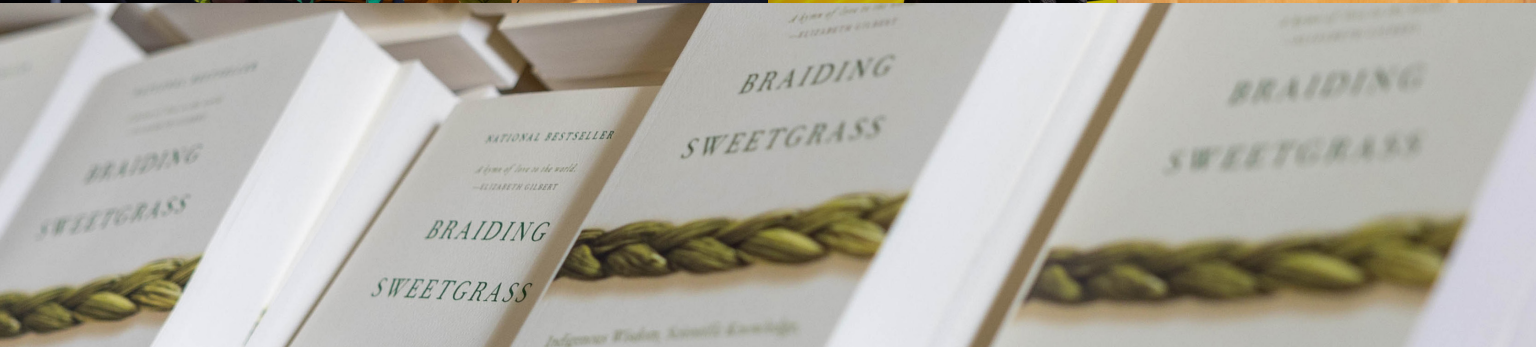
- Implemented TimelyCare, a telehealth service for students, to expand access to medical and mental health services.
- Created a new position in Wellness & Health Promotion to manage an expanded food security and basic needs access program.
- Launched a campuswide Narcan program to prevent opioid overdoses on campus.
- Revised counseling staff position descriptions to include an emphasis on hiring candidates with experience serving underrepresented student populations and hired staff who met the new criteria.

- Trained nearly 100 staff and students in Mental Health First Aid to improve community readiness to support and refer students experiencing mental health concerns.
- Developed a plan to offer interpreter services for health services.
- Awarded the Kaiser Mental Health Accelerator Grant, which created a partnership between Counseling and Psychological Services (CAPS) and the social work program to increase the diversity of social work clinical placements in our community.
- Improved access to student emergency financial assistance, a partnership between the Office of the Dean of Students and The MOSAIC Center.

Upcoming Goals in Years 3 & 4

- Evaluate and revise organizational structures to better serve students and support their health and wellness.
- Increase the number of groups available through CAPS, including support groups for diverse populations.
- Partner with University Advancement to increase the availability of student emergency funds.
- Develop mental health-related orientation content for diverse populations.
- Develop an outreach and engagement plan that includes tangible activities to promote mental health for underrepresented groups (LGBTQIA+, BIPOC, international students and others).

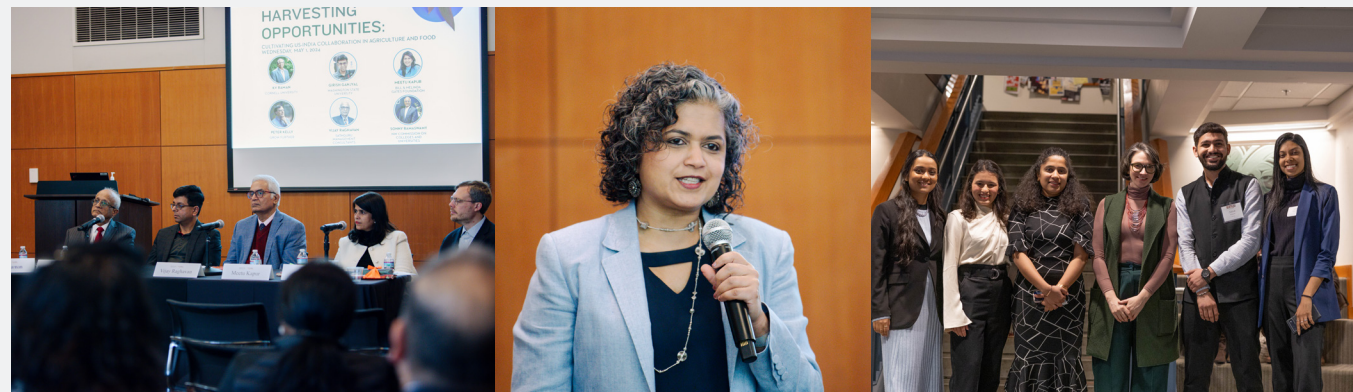
Jesuit education is whole person education and these efforts by Seattle University’s Student and Campus Life Team reflect our commitment to the holistic development of our students. Inclusive academic excellence means we seek to grow and nurture our students in mind, body and spirit. Mental health and wellness are intimately connected to how well our students are able to flourish amid their own self-discovery and the myriad of complexities and differences they encounter during their college years.



MISSION DAY

The Division of Mission Integration partnered with First-Year Academic Engagement on this year's Mission Day, "Braided Together: Recentering and Reconnecting for a More Just and Humane World." The event featured Robin Wall Kimmerer, author of *Braiding Sweetgrass*, the common text for the 2023-24 academic year. The partnership was inspired by the rich resonance of Kimmerer's work with Jesuit values such as attentiveness to and reverence for our common home, appreciation for wisdom and different ways of knowing, the importance of rituals and ceremonies for being and belonging and community, among other themes.

The conversation with Kimmerer was followed by opportunities to learn about and experience diverse centering practices from different faith and spiritual traditions led by faculty and staff colleagues. The event culminated with hosted spaces for students, faculty and staff to share a meal specially created by Chef Billy Madison. This year's Mission Day was a collaborative effort with a range of key partners on campus.



ROUNDGLASS INDIA CENTER

The Roundglass India Center at Seattle University focuses on the study of contemporary India as well as the Indian American community. Our mission is to educate our communities on current issues impacting them and conduct cutting edge research on India and Indian Americans with the goal of advancing positive social, economic and policy change in the United States and India.

The center is organized around four pillars of programming.

1. Free speaker events bring together luminaries from diverse fields to advance conversations about India and Indians in America.
2. Cutting-edge research is funded through Raman family faculty grants, which support original scholarship on India and Indians in America.
3. Student scholarships empower deserving students from India to pursue a world-class education and contribute to the upliftment of India.
4. The Access to Justice Project is making a tangible difference in the lives of women in Punjab. An interdisciplinary team is working to address gaps in access and improve the quality of life for women and their families.

The Roundglass India Center was founded by Professor Sital Kalantry, a law professor and expert on comparative law, human rights and feminist legal theory. She envisioned creating an interdisciplinary university center that builds bridges between diaspora communities and organizations in Seattle and India. This vision became a reality in September 2023 through the generous gift of the Roundglass Foundation, founded by Sunny Singh, a health care entrepreneur and philanthropist, whose work is transforming the lives of millions of people in India.

In September, the center formally launched at the Seattle-Setu Conference that showcased Seattle's pivotal role in building economic and political bridges with India. In the months that followed, the center produced a dozen speaker events. Esteemed guests included a former Supreme Court of India Justice, an ambassador, State Senator, *New York Times* best-selling memoirist, a Nobel Peace Laureate, an expert on political data on Asian-Americans and an interdisciplinary panel focused on US-India collaborations in food and agriculture.



CROSS-CAMPUS COLLABORATIONS

COORDINATION AND ALIGNMENT

The Office of Diversity and Inclusion stewards the direction and focus of the university's inclusive excellence efforts. This endeavor is far more effective and fulfilling thanks to partnerships and collaborations with students, faculty, staff and teams across campus. Progress is driven and co-created by the cross-functional efforts of the countless colleagues who graciously dedicate their time, efforts and hearts to support our shared endeavor to foster a culture of inclusive academic excellence and belonging at Seattle University. During the 2023-2024 academic year, the ODI collaborated with a variety of partners and stakeholders. A sampling of some of the notable collaborations is included below.

Reigniting Our Strategic Directions Goal 2

Reigniting Our Strategic Directions Goal 2 focuses on strengthening professional formation for all. The goal charges Seattle University to leverage the strengths and opportunities to develop partnerships and infrastructure that support students, faculty, staff and alumni. One pillar of Goal 2 is the call to enhance the opportunities for staff to grow professionally, focusing on internal pathways for growth and advancement. The Office of Diversity and Inclusion is proud to partner and collaborate on the work of this goal. Among other accomplishments, during the 2023-2024 academic year this collective developed an essential set of competencies to aid with staff development, rolled out a pilot program for training staff supervisors in Diversity, Equity and Inclusion and identified needs and gaps in professional development for employees campuswide.

Empowering Leaders for Excellence

In partnership with the Division of Mission Integration and Human Resources, the Office of Diversity and Inclusion co-created a new leadership development program, Empowering Leaders for Excellence. This program, jointly developed by a three-office task force led by

Assistance Vice President of Diversity and Inclusion Laura Heider, Assistant Vice President of Human Resources Maggie Ricketts and Assistant Vice President of Mission Integration Jen Tilghman-Havens, is targeted at mid-level staff who are eager to enhance their leadership capacity. Through the program, which boasts an initial cohort of 15 members, participants will engage with critical topics on excellent leadership, while enjoying opportunities to learn from Seattle University senior leaders. Among other objectives, this series will help attendees foster innovation, develop inclusive leadership approaches and pursue excellence in mission integration. Through engagement with practical challenges in higher education, the cohort will reflect on the uniqueness of Seattle University as a Jesuit, Catholic institution. The program launched in August 2024.

Student and Campus Life

During the 2023-2024 academic year, the ODI's partnership with Student and Campus Life was critical to advancing inclusive excellence work across campus. Led by Vice Provost Alvin Sturdivant, the Student and Campus Life team serves on the frontlines, engaging directly with students and shaping the university's culture. Through their dedicated efforts, they successfully navigated an extremely complex and tumultuous year, while keeping the care and safety of our students as priority. Student and Campus Life championed numerous diversity, equity and inclusion initiatives throughout the academic year and made significant strides in fostering a welcoming environment where all students can thrive. For example, Assistant Dean of Students and Director of Integrity Formation Anton Ward-Zanotto offers key leadership of the Campus Climate Incident Reporting and Response Team, often engaging directly with the incident reports including partnering with Assistant Vice President of Institutional Equity Elizabeth Traynor, EdD, to craft equitable, restorative solutions.

Provost's Office

One of the key goals of the 2023-2024 academic year was to obtain designation as an Asian American and Native American Pacific Islander Serving Institution (AANAPISI). This objective was made possible thanks to a robust partnership with the Provost's Office, which brought together the key members of a task force to provide information and insight that was then used to craft the successful application. This partnership was also essential in launching the fourth season of Red Talks, which engaged with the university's three great challenges and ongoing efforts in implementing new faculty search committee protocols.

Sundborg Center for Community Engagement

The Sundborg Center for Community Engagement (CCE) drives numerous relationships both internal and external to Seattle University. Among other endeavors, the CCE trains Seattle University students to engage with foundational topics in antiracism, to better equip them to serve in the communities in which they're embedded. Traditionally, this training has been outsourced, but the CCE is planning to bring the training in-house. To that end, the Office of Diversity and Inclusion has partnered with the center to explore and develop a new model for antiracism training for college students engaging with the CCE's work. The Office of Diversity and Inclusion has also partnered with the center to provide training for inclusive staff hiring.

Lemieux Library

The Office of Diversity and Inclusion has been fortunate to partner with Lemieux Library and McGoldrick Learning Commons for many years. Partway through the academic year, the library partnered with the ODI to focus on one book per month from the 2023 Inclusive Excellence Summer Reading List and authored a blog entry on the book to be released monthly. The ODI also engaged with

the library to execute multi-part training on inclusive workplace behaviors and are collaborating once again to ensure that students, staff and faculty have access to the books on the Inclusive Excellence Summer Reading List for 2024.

Decision Support

Decision Support and the Office of Diversity and Inclusion's partnership is essential to driving the work of inclusive excellence forward. Not only did Decision Support provide essential insight and data for the AANAPISI application, but they were also invaluable partners on the campuswide engagement survey and several other projects.

College of Nursing

The Seattle University College of Nursing spurred a significant engagement with the Office of Diversity and Inclusion when they authored a successful grant intended to enhance the pursuit of health equity. To that end, Assistant Vice President Laura Heider offered a 10-part training series for nursing faculty that took place over the course of the academic year. The topics covered included structural oppression, inclusive communication, inclusive listening, creating a sense of belonging with students, among others.

SU Advance

Scan the QR code to learn about the impactful work and progress being made with the NSF Advance award to reimagine the professoriate, including its impacts on women and faculty of color.



The background of the entire page is a large, circular collage of photographs. The photos depict a variety of people from different backgrounds and ages engaged in community activities. Some are speaking at podiums, others are playing sports like basketball, and many are shown in group settings, smiling and interacting. The collage is set against a backdrop of a city skyline, likely Seattle, given the context of the report.

A DIVERSE & INCLUSIVE COMMUNITY

Pursuing inclusive excellence and cultural transformation through collaboration, partnership and commitment to our Jesuit, Catholic values. Fostering true inclusion in and out of the classroom is core to our mission and strategic priorities and rooted in our Jesuit, Catholic identity. When every person is welcome and celebrated, our whole community wins—and our world is transformed.

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The background of the entire page is a large, circular collage of various photographs. The photos depict a wide range of activities and individuals: a woman with glasses speaking at a podium; a basketball player in a white jersey jumping for a shot while a defender in a blue jersey attempts to block it; a man in a dark suit and tie smiling; a group of young people, some wearing red Seattle University jerseys; a man wearing a black t-shirt that says "NATIVE AMERICAN HERITAGE NIGHT"; and another man in a blue suit speaking at a podium. The collage also includes images of people in casual settings, such as a woman holding a cup and a man in a purple shirt.

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THE INDIGENOUS PEOPLES INSTITUTE

The Indigenous Peoples Institute (IPI) was created to support Native American students and to honor, celebrate and amplify the voices and concerns of American Indian, Alaska Native, First Nations and Urban Native peoples at Seattle University and in the region. Its core values are inclusivity, kindness, generosity and reciprocity. Under the leadership of its former director and current faculty director, Christina Roberts, one of its primary goals has been to create a place on campus for gathering and refuge, where Native students feel a genuine sense of belonging. In addition, the IPI is committed to engagement with tribal and campus partners and urban Indian programs to ensure student success in and beyond the classroom. Last year alone, IPI raised more than \$2.4 million to support Indigenous student success. A renewed commitment to building, strengthening and maintaining relationships with tribal nations is key to these efforts.

Earlier this year IPI named its new Senior Director Jill La Pointe. La Pointe is a member of the Upper Skagit tribe and the granddaughter of the late Vi Hilbert, who may be best known at Seattle University for her commitment to Lushootseed language preservation and renewal. In addition to continuing the work of her grandmother, La Pointe brings incredible energy, skill and experience to the role, including significant lived experience with direct relevance to the IPI and our students.

“The success of the IPI depends on its interrelational ties with the culture of the ancestors and with friends and families, tribal and urban Indian communities, Seattle University partners, faith communities, donors and its ability to be mindful of traditional practices, respectfully uplifting all living creation and beings,” says La Pointe.



EQUIPPING FOR INCLUSIVITY: DEI PROFESSIONAL DEVELOPMENT

As the Office of Diversity and Inclusion has expanded its capacity, it has also expanded some key functions in support of the campus community. The 2023-2024 academic year marked the rollout of two new professional development opportunities for faculty and staff.

Faculty in the College of Nursing (CON) formed an introductory cohort for a series on engaging questions of inclusion, equity, belonging and justice in both the classroom and in health care that took place beginning in Fall 2023. The foundations for this series were laid in a federal Health Resources and Services Administration (HRSA) grant for which CON Associate Dean for Graduate Programs Bonnie Bowie, PhD, serves as the principal investigator.

The 10-session arc, created and facilitated by Assistant Vice President Laura Heider, engaged with the practice of inclusive conversations, responding to microaggressions, issues of systemic inequality in general and health care inequities in particular, among other topics. “This was outstanding,” one participant wrote in the post-course survey. “I looked forward to each session and always took away philosophical and pragmatic nuggets. Thank you!”

In addition to this collaborative endeavor with nursing faculty, the Office of Diversity and Inclusion partnered with Human Resources to pilot a seven-part series with staff supervisors on topics of diversity, equity, inclusion and belonging. The sessions took place throughout the fall and winter quarters. Staff members explored how identity impacts interactions and work, how to listen inclusively and effectively create more inclusive environments.

Vice President Natasha Martin, JD, often says, “Realizing the aims of inclusive academic excellence requires a growth mindset and ongoing learning and engagement.”

The intention in these professional development series is to expand their impact by launching additional cohorts for both programs in future years. “Professional development isn’t just about developing a knowledge base,” Heider says. “It’s also about learning practical, concrete skills that will equip you to behave in ways that move the needle in terms of equity, justice and inclusivity.”

THE POWER OF PLACE: BRINGING OUR AFRICAN AMERICAN ALUMNI BACK HOME

“African American Literature: Preserving Cultural Perspective” hosted by Alumni Engagement in partnership with the African American Alumni Chapter explored and celebrated the profound historical significance of African American literature, folklore and storytelling, along with the diverse experiences they encapsulate.

The event brought together diverse alumni and community members for reflection, dialogue and reconnection. The event, during Black History Month, provided visibility and acknowledgement for Seattle University’s African American Alumni Chapter, founded in 1989, yet inactive for some time. Understanding the importance of these connections, Alumni Engagement presented the gathering as a bridge to bring these alumni back home to the university and to affirm that they belong and matter.

Former Seattle Poet Laureate Dr. Mona Lake Jones, ’92, delivered a captivating poem reminding us of the power we all have and special guest Minnie A. Collins shared

her reflections on the importance of our stories. The gathering’s panelists participated in a lively dialogue leaving attendees feeling as if they had been invited into the kind of cultural experience found when sitting around the kitchen table. Moderated by Vice President Natasha Martin, JD, the panel included College of Education Dean Cynthia Dillard, PhD, Vice Provost for Student & Campus Life Alvin Sturdivant, EdD, Seattle University Regent Essence Russ, ’07, executive director of Southwest Youth & Family Services, Bellevue College Professor Nicholas Russ and Dr. Georgia McDade of the African American Writers Alliance. Closing the program were remarks from Dr. James Gore, ’86, ’89, ’01, a recipient of the Hunthausen award, who shared gratitude for the occasion and passed the torch.

The momentum from the event led to the naming of a new leader for the alumni chapter, Eric Davis, ’97, who is excited about the opportunity to revitalize the chapter to once again be a vibrant network of support and community for African American alumni and students.

“I look forward to creating more opportunities to highlight the experiences, accomplishments and talents of our African American alumni.”

—NICOLE PARKER DONALDSON, ’21 MED, DIRECTOR, ALUMNI ENGAGEMENT



Through a partnership with Taylor Brooks, curator of the African American Collection at the Douglass Truth Branch of the Seattle Public Library and the Lemieux Library, Alumni Engagement developed this companion reading list for this event.



CARING FOR OUR CAMPUS CLIMATE

Continuing the work of the *LIFT* SU Goal Two, the Campus Climate Incident Response Team (CCIRT) coordinated the university’s responses to campus climate incidents. The team brings together representatives from the offices of Diversity and Inclusion, the Provost, Institutional Equity and the Dean of Students, as well as Public Safety and Human Resources. The CCIRT responds to concerns with an ethic of care, seeking to offer support for those impacted by campus climate incidents and education for members of the community who engaged in bias behavior.

The 2023-24 academic year offered its own unique challenges, with ongoing global conflicts and local non-affiliate interactions impacting members of the university community. Increased reporting reflects the continued educational work of the CCIRT to normalize the use of this tool for reporting bias. Members of the CCIRT partnered with campus academic and administrative leaders to address trends and recommend educational and developmental interventions for individuals and groups.

CCIRT will spend the upcoming academic year continuing to respond to concerns in our community, particularly as our campus climate is informed by national politics and events. The team encourages members of the university community to continue to reach out for support.



Advancing Racial Equity Series: Of Equity & Events

FEATURING:



Doug Baldwin Jr.

Former Seattle Seahawk and CEO of Vault89 Ventures



Laura Clise

Founder and CEO of Intentionalist



Chera Amlag

Co-Founder and Head Baker of Hood Famous Bakeshop



Maya Mendoza-Exstrom

COO, Seattle Sounders FC and Seattle 2026 FIFA World Cup Host City Board Co-Chair

PARTNERING WITH UNITED WAY OF KING COUNTY ON ADVANCING RACIAL EQUITY

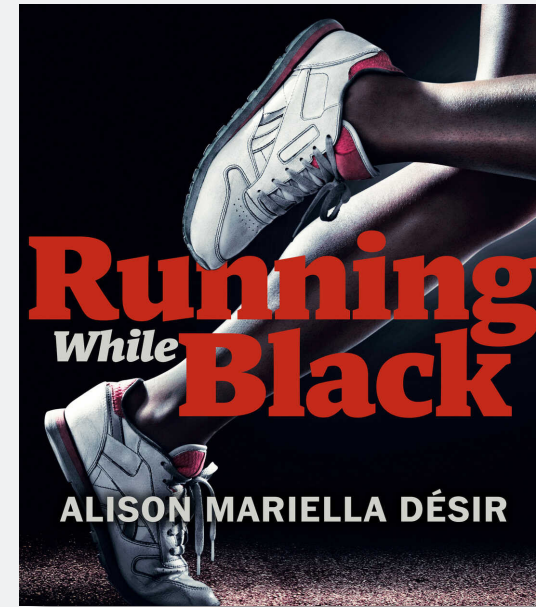
In December 2023, the Office of Diversity and Inclusion co-sponsored United Way of King County’s latest installment of its Advancing Racial Equity Series. The event featured four panelists: Laura Clise, founder and CEO of Intentionalist; Doug Baldwin, Jr., former Seattle Seahawks player and CEO of Vault 89 Ventures; Chera Amlag, co-founder and head baker of Hood Famous Bakeshop; and Maya Mendoza-Exstrom, COO of Seattle Sounders FC and Seattle 2026 FIFA World Cup Host City Board Co-Chair.

The panelists engaged in a thought-provoking discussion that focused on the impact of major events on local communities and businesses, particularly those owned by people of color. They also explored ideas for how our region can help big scale events enrich our diverse communities and neighborhoods equitably. The conversation highlighted the need for equitable distribution of economic benefits from upcoming events such as the National Hockey League Winter Classic and the 2026 FIFA World Cup.

The evening concluded with a call to action from Gordon McHenry, Jr., ’79, president and CEO of United Way of King County, encouraging attendees to become involved in initiatives aiming to dismantle systemic racism and foster equitable recovery and long-term viability for communities of color.



A CONVERSATION WITH ALISON MARIELLA DÉSIR



On February 22, 2024, master's students and faculty from the Albers School of Business and Economics gathered for an evening reception and conversation with Alison Mariella Désir, the Seattle-based author of *Running While Black: Finding Freedom in a Sport That Wasn't Built for Us*. The ODI partnered with Professor Geneva (Eva) Sedgwick, PhD, director of the MBA in Sport and Entertainment Management program and Rose Kaser, MFA, associate director of operations at Albers, to provide an opportunity to connect with topics related to the intersection of racial equity and sports.

Open, engaged and authentic, Désir discussed how the influence of sports and athletics can be a vehicle for racial equity. Roughly 40 faculty, staff and students filled Oberto Commons to jointly explore pathways—and running trails—to the future.

Désir's book describes how she drew upon marathon training to support her physical and mental health. While falling in love with running, she began to realize the extent to which the basic, human act of distance running has been largely closed to Black people in the United States. Her work threads together both historical context and Désir's experiences and evolution that ultimately moved her to push for a world in which everyone is free to experience the transformative power of running. After a welcome reception, Désir engaged in an open conversation with attendees, discussing her experiences as an endurance athlete, activist and mental health advocate. She also touched on some of the surprising findings in her research, including the fact that outdoor activity and spaces such as national parks were racially segregated, as well as the extent to which the contributions of Black and brown people in distance running and other sports largely have been hidden. In her view, this legacy has material impacts on inclusion today, including perceptions of who belongs in distance running.

Running While Black is more than a story of one woman's running journey—it is an invitation to deepen understanding of how systemic inequality operates and the essence of belonging in distance running and beyond.

2024 INCLUSIVE EXCELLENCE SUMMER READING LIST

- *24: Life Stories and Lessons from the Say Hey Kid* by Willie Mays and John Shea
- *A Man of Two Faces: A Memoir, A History, A Memorial* by Viet Thanh Nguyen
- *An American Dreamer: Life in a Divided Country* by David Finkel
- *Bayard Rustin: A Legacy of Protest and Politics* edited by Michael G. Long, foreword by Clayborne Carson
- *Be a Revolution: How Everyday People are Fighting Oppression and Changing the World—and How You Can, Too* by Ijeoma Oluo
- *Beautiful People: My Thirteen Truths About Disability* by Melissa Blake
- *Between Two Moons* by Aisha Abdel Gawad
- *Binti: The Complete Trilogy* by Nnedi Okorafor
- *Class* by Stephanie Land
- *Disability Pride: Dispatches from a Post-ADA World* by Ben Mattlin
- *Everyone Who Is Gone Is Here: The United States, Central America and the Making of a Crisis* by Jonathan Blitzer
- *I Heard Her Call My Name: A Memoir of Transition* by Lucy Sante
- *Imagination: A Manifesto* by Ruha Benjamin
- *James* by Percival Everett
- *Judaism Is About Love: Recovering the Heart of Jewish Life* by Shai Held
- *Lessons in Chemistry* by Bonnie Garmus
- *Let Us Descend* by Jesmyn Ward
- *Punished for Dreaming: How School Reform Harms Black Children and How We Heal* by Bettina L. Love
- *Say the Right Thing: How to Talk About Identity, Diversity and Justice* by Kenji Yoshino and David Glasgow
- *The Heaven and Earth Grocery Store* by James McBride
- *The Mango Tree: A Memoir of Fruit, Florida and Felony* by Annabelle Tometich
- *They Called Us Exceptional: And Other Lies That Raised Us* by Prachi Gupta
- *Things You May Find Hidden in My Ear: Poems from Gaza* by Mosab Abu Toha
- *Thunder Song* by Sasha LaPointe
- *Wandering Stars* by Tommy Orange
- *We Had Our Reasons: Poems* by Ricardo Ruiz and Other Hardworking Mexicans from Eastern Washington
- *Whiskey Tender* by Deborah Jackson Taffa

INCLUSIVE EXCELLENCE IN ACTION

Mary-Antoinette Smith, PhD
James B. McGoldrich, S.J., Fellowship
*Professor of English; Women, Gender & Sexuality Studies
College of Arts and Sciences*

In Spring 2024, Dr. Mary-Antoinette Smith was named the 2024-2025 recipient of the James B. McGoldrich, S.J., Fellowship. The fellowship is one of the most prestigious honors the university confers upon its faculty and is awarded to faculty who exemplify a commitment to our Jesuit educational mission. Dr. Smith's teaching and research interests include 18th and 19th Century British Literature, African American Literature and Cultural Pluralism in Literature and Film.

Paige Gardner, PhD
Provost's Teaching Excellence Award—Institutional Award
*Assistant Dean for Graduate Student Success
Assistant Professor and Co-Program Director of
Student Development Administration
College of Education*

Dr. Paige Gardner was honored with the Seattle University's Provost's Teaching Excellence Award—Institutional Award. This award recognizes a tenured or tenured track faculty member for their overall excellence in teaching, continuous professional growth, and creativity and innovation in teaching. Additionally, Dr. Gardner was named the 2023 -2024 recipient of the Jesuit Association of Student Personnel Administrators (JASPA) Ignatian Medal for Outstanding Commitment to Diversity & Social Justice. This medal is awarded annually to an individual who demonstrates a strong commitment to issues of diversity and social justice in Jesuit higher education. Dr. Gardner's research agenda centers on race and gender equity in the workplace, the experience of emotional labor at historically white institutions and scholar-practitioner identity development.

Matt Christian, MA
Celebration of Staff Inclusive Excellence Award
Student Financial Services Operations Specialist

Matt Christian was awarded the Celebration of Staff Inclusive Excellence Award, which recognizes an individual who spearheads efforts to create or enhance environments, processes or initiatives that support inclusivity and belonging across identities, groups or differences. As FAFSA challenges brought great difficulty and stress to our students, Christian worked tirelessly to ensure that everyone received the assistance they needed. Christian's proactive communication, frontline support and advocacy for justice and equity was recognized and appreciated across campus.



ODI INCLUSIVE EXCELLENCE RECOGNITIONS

Faculty Recognition: Christopher Whidbey, PhD

Staff Recognition: Carol Cochran, MA

Student Recognitions:

- **Undergraduate:** Isiah Martin Lopez, '24
- **Graduate:** Krishna Kanth Sriramagiri, '24

Team Recognition: Student and Campus Life

Reigniting Our Strategic Directions Recognition:
AANAPISI (Asian American and Native American Pacific Islander) Working Group

- Irina Voloshin, PhD
- Jenna Isakson, MPA
- David Lance, JD
- Jordan Grant, MPA
- Morgan Frost, MATL
- Danielle Richmond, MCS
- Laura Heider, MBA

Community Impact Recognitions:

- **External:** Quinton Morris, DMA
- **Internal:** Nicole Parker Donaldson, '21 MEd

Innovation Recognition: Roundglass India Center



View a collection of published books from some of our campus partners.

IN MEMORIAM—STRONG ADVOCATES FOR INCLUSION AND JUSTICE



Orstell David Jackson

O. David Jackson, EdD, Associate Dean of Diversity, Equity and Inclusion at the Albers School of Business and Economics, passed away November 8, 2023. A committed advocate for social justice and an innovative leader committed to creating and expanding opportunities for diverse business owners, Jackson was a close and valued partner to the Office of Diversity and Inclusion and its work. A member of the exploratory group to form a campuswide Diversity Council, his insight and expertise provided a meaningful foundation for future collaborations. Jackson helped lead the Seattle University Supplier Diversity initiative and continuously broke new ground for educating the next generation of minority entrepreneurs.



Henry (Hank) W. McGee, Jr.

Professor Emeritus Henry “Hank” McGee, Jr., the first tenured faculty member of color at the Seattle University School of Law, passed away March 17, 2024. He joined the faculty in 1994 after 25 years at the UCLA School of Law, at which he achieved emeritus status. Professor McGee’s steadfast commitment to racial and economic justice reflected in his prolific civil rights scholarship, unearthing inequity in housing and urban development and his service to and with others. A globally engaged scholar-teacher, he twice served as a Fulbright Scholar and taught at more than 30 universities worldwide. His career prior to becoming a law professor was illustrious and impactful including as a civil rights attorney in Mississippi, a regional director of the U.S. Office of Economic Opportunity Legal Services Program, as well as his representation of members of the Student Non-Violent Coordinating Committee (SNCC) who had been arrested for helping register African American voters in 1965 during Freedom Summer. An accomplished violinist, he performed with the Seattle Philharmonic Orchestra.



Julie Shapiro

Professor Julie Shapiro, who joined the faculty at Seattle University School of Law in 1991, passed away March 12, 2024. At the law school she taught civil procedure, family law and law and sexuality. Professor Shapiro’s scholarship, which focused on lesbian and gay family law issues, was published in a variety of law reviews and presented at several symposia. She applied her scholarship to practice in assisting the Northwest Women’s Law Center in numerous lesbian and gay family law cases and began her career clerking in the U.S. District Court for the Eastern District of Pennsylvania. She co-founded a small civil rights firm, later moving on to private practice in which she specialized in police misconduct and litigated AIDS discrimination cases in cooperation with the AIDS Law Project of Pennsylvania. Her public service was recognized by the AIDS Law Project and Lambda Legal Defense and Education Fund in 1991.



THE OFFICE OF DIVERSITY AND INCLUSION OFFERS DEEP GRATITUDE TO KEY CAMPUS PARTNERS:

- Academic Assembly
- Center for Faculty Development
- Campus Climate Incident Reporting and Response Team
- Center for Digital Learning and Innovation
- Deans’ Council
- Dean David Powers, PhD
- Disability Services
- Enrollment Management
- Fresh Made
- Global Engagement
- Graduate, Online and Professional Education
- Graduate Student Council
- Human Resources
- Information Technology Services
- Institute for Catholic Thought and Culture (ICTC)
- International Student Center
- Lemieux Library and McGoldrick Learning Commons
- Mailing Services
- Marketing Communications
- Mission Integration
- The MOSAIC Center
- Office of Alumni Engagement
- Office of the Chief Financial Officer
- Office of Diversity and Inclusion staff
- Office of Global Engagement
- Office of Institutional Equity
- Office of Institutional Research
- Office of the President
- Office of the Provost
- Office of Strategic Directions
- Office of the University Counsel
- Office of the University Ombudsperson
- Provost Fellows
- Reprographics
- RSD Goal 4 Working Group Members
- Seattle University ADVANCE
- Seattle University Board of Trustees
- Seattle University Board of Trustees DEI Committee
- Staff Council
- Student and Campus Life
- Student Government of Seattle University (SGSU)
- Student Success
- Sundborg Center for Community Engagement
- Supplier Diversity Steering Team
- The Center for Ecumenical and Interreligious Engagement
- University Advancement
- University Athletics
- University Events
- Wismer Professor for Gender and Diversity Studies

SAVE
THE
DATE



April 10, 2025

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STAY IN TOUCH!

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 [@su_diversityandinclusion](https://www.instagram.com/su_diversityandinclusion)

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