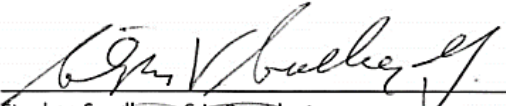


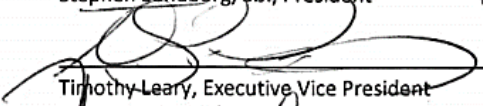
Commitment to Live and Lead for Racial Equity and Antiracism 2020-2021

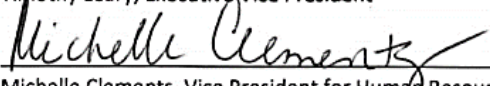
We make these commitments anchored in Seattle University's Jesuit mission of educating the whole person to professional formation, and to empowering leaders for a just and humane world.

As leaders of Seattle University who believe that inclusive excellence is integral to how we pursue academic excellence as a Jesuit Catholic University:

- We proclaim that **Black Lives Matter** and seek to more closely align antiracism and racial equity to leadership decision making, strategic direction, and purpose.
- We acknowledge that advancing diversity, equity, and inclusion requires both ongoing **self-examination** for greater awareness **and systems thinking** across the life cycle of institutional change. We commit to applying both in our work to sustain and grow the university.
- We will be **accountable** to increasing knowledge of the dynamics of difference and various intersections, including historical and institutional legacies of structural exclusion of Black, Indigenous, and People of Color (BIPOC).
- We commit to **deepening capacity** to better understand circumstances that diminish wholeness within our respective spheres of leadership and to use our voices to question, speak up, **and lead by example**.
- We commit to **assessing and addressing** the policies, practices, programs, and pedagogy across the university to facilitate and foster greater equity, belonging, and thriving.
- We aim to employ principles of **culturally-relevant decision making** to how we operate as a leadership team. Racial equity and antiracism will become aligned with our own cycle of continuous improvement.
- We will strive for **cultural humility** and **reciprocal learning** with genuine respect and curiosity of the experiences and stories of others. We commit to pausing and **listening**.
- We will **embrace the courage to be imperfect**, learn from our mistakes, and practice inclusive habits.
- To make our commitment to live and lead inclusively responsive to the present conditions and voices within our campus community, in partnership with the Vice President for Diversity and Inclusion, **we hereby pledge our support and active pursuit of the five priorities of LIFT SU: Inclusive Excellence Action Plan for Racial Equity and Antiracism for 2020-2021** incorporated by reference into this leadership commitment.

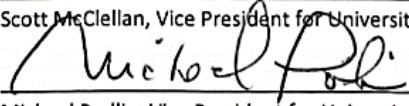

Stephen Sundborg, S.J., President

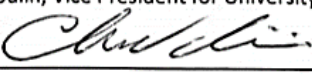

Timothy Leary, Executive Vice President



Michelle Clements, Vice President for Human Resources


Alvin Sturdivant, Vice President for Student Development

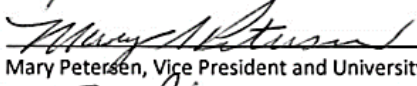

Scott McClellan, Vice President for University Affairs

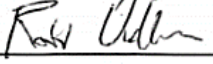

Michael Podlin, Vice President for University Advancement


Christopher Van Liew, Vice President for Information Technology

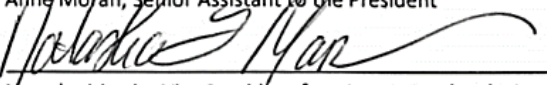

Shane Martin, Provost

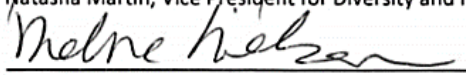

Wilson Garone, Vice President and Chief Financial Officer

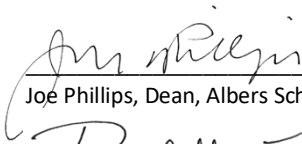

Mary Petersen, Vice President and University Counsel


Robert Dullea, Vice President for Planning and Vice Provost



Anne Moran, Senior Assistant to the President


Natasha Martin, Vice President for Diversity and Inclusion


Melroe Nielsen, Interim Vice President for Enrollment Management and Dean of Admissions



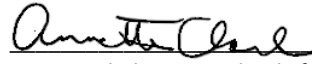
Joe Phillips, Dean, Albers School of Business and Economics



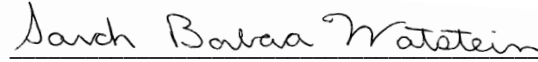
Paulette Kidder, Dean, College of Education




Michael Quinn, Dean, College of Science and Engineering



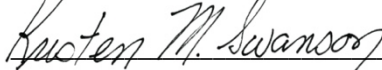
Annette Clark, Dean, School of Law



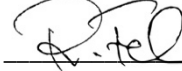
Sarah Watstein, Dean, Lemieux Library and McGoldrick Learning Commons



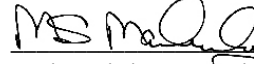
David Powers, Dean, College of Arts and Sciences



Kristen Swanson, Dean, College of Nursing



Richard Fehrenbacher, Dean, School of New and Continuing Studies



Mark Markuly, Dean, School of Theology and Ministry