Campus Diversity Collaborative

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Mission: The CDC encourages campus conversations about diversity and inclusion, and fosters a support network for Washington University professionals who work on diversity issues. The CDC provides resources and tools that promote a culture of authentic dialogue about issues of diversity and inclusion.  
Vision: Washington University community members are culturally competent and contribute to an inclusive campus environment.

Priorities/Projects  
Diversity trainings and resources for campus, community awareness, dialogue

Comments:  
CDC was founded in 2007 as a group committed to issues of diversity and inclusion as a priority for our campus community. It is supported by the Vice Chancellor for Students and the Vice Provost for Diversity.
Catholic Student Center

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THE CATHOLIC STUDENT CENTER at Washington University is a house of Catholic formation and a community of hospitality to students of all faiths. The Catholic Student Center strives - through education, service, and a worshiping community that seeks to know and become Christ - to form students intellectually, morally, socially, and spiritually according to the wisdom of the Catholic Church, so that they become active participants in parish life and moral and spiritual leaders in Church and society for the 21st century.

Priorities/Programs
1. Faith formation
2. Leadership
3. Service

Diversity and Inclusion Leader (Medical Campus)

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Contact: Daniel Blash  
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Two (2) FT Diversity and Inclusion Leaders have been hired to provide direct support for Washington University's Medical School in creating a diverse, inclusive and nurturing environment for people from all backgrounds. The Diversity and Inclusion Leaders provide diversity presentations, workshops and trainings. Also provided is employee consultation encompassing conflict resolution and career pathing and development. The Diversity and Inclusion Leaders tailor programming/training to meet the needs of the participant group in cultural awareness, cultural competency, Isms, generational differences/similarities (Gen Y and Boomers) and unconscious bias.

Diversity and Inclusion Leader's top three priorities are:

1. To provide diversity and inclusion education along a spectrum from diversity awareness- to understanding- to commitment - to action
2. To assist with career pathing and development for staff
3. To connect to the St. Louis community
Diversity Inclusion Forum for Faculty and Staff (DIFFS)

Contact: Cheryl Holland
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Jacqueline Carter
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The mission of the Diversity and Inclusion Forum for Faculty and Staff is to build a strong and influential community of underrepresented faculty and staff. DIFFS provides and supports educational, social and cultural competency opportunities.

Priorities/Projects
1. Building strong relationships with faculty and staff campus-wide

2. Current Pilot Project: Regular Coffee Break Gatherings of DIFFS membership, prospective members, and the sharing of information and ideas

3. Sponsoring an annual campus-wide diversity event similar to the Gather at the Table event last spring...

Human Resources (HR) Danforth Campus

Contact: Alfreda Brown
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Contact: Apryle Cotton
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Washington University Human Resources provide the leadership, supportive services, guiding principles, policies, and structures necessary for Washington University to be recognized as an Employer of Choice. Our guiding Principles and Values are:
* Fair and equitable treatment of all employees with regard to benefits, compensation, training and promotional opportunities.
* Respect for each individual by encouraging open expression of opinions, ideas and concerns in an open, risk-free environment.
* Performance standards that are fairly administered and that promote excellence and quality through ongoing opportunity for development/improvement of our employees and the support they provide for faculty, students and other staff members.
* Loyalty and dedication to the University that foster unique team spirit.

Priorities/Programs

Produced/Updated: 3/11/2014
One of HR's goals is to assist the University in demonstrating a commitment to diversity and inclusion. To help us accomplish this goal, we focus on three main objectives:

1. Workforce (People): Facilitate the recruitment, retention, and promotion of individuals who will ensure diverse and inclusive representation at all grade levels.
2. Workplace (Culture): Encourage students, faculty, and staff to reduce cultural distance and master cultural competencies.
3. Community (External Partners): Strengthen connections with diverse groups, through collaborative relationships with external partners.

**Comments:**
Since January 2014, New Employee Orientation includes a presentation about the University’s commitment to Diversity and Inclusion. The presentation encourages new employees to get involved with different organizations on campus and provides resources for additional information.

Since 2013, diversity and inclusion training sessions have been offered for staff and supervisors. Additional training opportunities are being developed for FY15. Events to connect recruiters and hiring managers with external community organizations with diverse professional memberships are planned for Spring 2014. WU’s membership with the St. Louis Regional HERC helps to attract applicants from diverse backgrounds to the region and WU.

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**Kathryn M. Buder Center for American Indian Studies**
Contact: Pete Coser
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Molly Tovar
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The Buder Center for American Indian Studies (BCAIS) is a premier graduate degree scholarship program in social work committed to the education of American Indian MSW students. The Buder Center recruits qualified American Indian scholars; provides student support in a demanding course of study; develops curriculum; conducts research and engages in policy development that directly impacts Indian Country. We prepare future American Indian leaders to practice in tribal and urban settings, making significant contributions to the health, wellness and the sustained future of Indian Country.

**Priorities/Projects**
The Buder Center’s three top priorities are: 1.) Recruitment; 2.) Professional Development; and 3.) Graduation of Buder Scholars.

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Produced/Updated: 3/11/2014
LGBT Advisory Board

Jessica Martin
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Vision
The Advisory Board works to identify institutional, structural, and cultural initiatives that make Washington University in St. Louis a welcoming, accepting, and vibrant learning and living environment for the LGBT community and all individuals.

Mission
The LGBT Advisory Board supports the LGBT community by creating programs focused on growing a culturally rich campus through community building, advocacy, social justice and diversity education, leadership, and the development of global citizens.

LGBT Advisory Board Leadership
The Advisory board maintains a shared governance structure through the leadership of an appointed chair.

The Coordinator for LGBT Student Involvement and Leadership will be responsible for assisting the elected board chair with administrative and logistical tasks related to Advisory Board business.

Priorities/Projects:
The LGBT Advisory Board focuses on four areas:
- Alumni Engagement
- Faculty/Staff Safe Zones
- Honors and Recognition
- Institutional Policies and Procedures

Library Diversity Committee

Contact: Rudolph Clay
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314-935-5059

The Washington University Libraries’ Diversity Committee supports the University’s values with respect to diversity and is dedicated to creating a more inclusive, welcoming, and respectful organizational culture that appreciates and supports individual differences.

The Committee provides leadership in reinforcing a broad interpretation of diversity by providing resources and programs that expand knowledge and experiences of diversity for the library staff and the wider university community

Priorities/Projects

Produced/Updated: 3/11/2014
1. Foster an inclusive work environment.

2. Ensure that library staff, services, and collections reflect the diversity of the WU community and the world.

3. Participate in University-wide diversity initiatives and endeavors that to promote a culturally inclusive community

**Comments**

The committee was newly formed and one of our major goals is to support university staff involved in diversity initiatives by acquiring and providing access to library resources that can be used to promote a diverse and culturally inclusive community.

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**Mosaic Project**

**Contact:** Robert Brown  
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**Contact:** Jessica Wilen  
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314-935-3566

The Mosaic Project supports the university’s ongoing commitment to strengthen diversity, foster inclusion and promote social justice in all aspects of the student experience. Our students and our community represent the intersection of different races, ages, ethnicities, religions, sexes, sexual orientations, socioeconomic statuses, national origins, gender identities and expressions, and ability statuses. Our differences should not only be accepted and celebrated but also fully woven into the fabric of the university. The Mosaic Project seeks to facilitate dialogue, support the ongoing work of existing campus diversity efforts and develop new initiatives to cultivate a community that furthers our goal of making all Washington University members feel welcome and supported.

**Priorities/Projects**

To accomplish our mission, we have formed working groups with the following charges:

- **Assessment & Benchmarking:** Synthesize results from student surveys to assess campus climate as it relates to issues of diversity and identity
- **Bias Report and Support System:** Create and implement a system through which students, faculty, staff and others can report incidents of bias
- **Center for Diversity & Inclusion:** Work with key stakeholders (students, faculty, staff) to explore the creation of a Center for Diversity & Inclusion on WUSTL’s campus. Based on conversations with several groups and a report by consultant Lori Patton Davis, the Center for Diversity & Inclusion working group has developed a final report of recommendations. We are also in the process of hiring a Center Director
- **Community Values & Expectations:** Develop principles and standards that reflect our ideal WUSTL community
- **Diversity & Inclusion within Student Groups:** Examine ways that student groups across campus can better foster inclusive environments
- **Diversity in the Classroom:** Explore ways of incorporating more consistently and thoroughly respect for diverse

Produced/Updated: 3/11/2014
perspectives and diverse students in WUSTL classrooms
Policies & Procedures: Gather and make available all relevant university policies on diversity
Social Media: Develop a range of educational initiatives related to online speech and social media use

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**Office for International Students and Scholars**

**Contact:** Kathy Steiner-Lang  
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314-935-5910

The Office for International Students and Scholars is responsible for programs and services for students, postdoctoral researchers, faculty and other employees who are from other countries.

**Priorities/Projects**
Integrating internationals into the campus, serving as a resource for other departments to make them more aware of the issues facing internationals on campus.

**Comments:**
We are located in the Stix International House at 6470 Forsyth Blvd.

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**Office of the Provost**

**Contact:** Gail Boker  
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314-935-6458

**Contact:** Adrienne Davis  
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314-935-8583

We advocate and support hiring and retention of a diverse faculty as a top priority. We join these efforts with a series of distinctive commitments, signature programs that zero in on putting diversity into action. These signature programs democratize diversity—inviting our entire community to join in the effort. Our goal is to focus on faculty development and diversity as well as partner with diversity initiatives that affect not only the university community but also the community at large.

**Priorities/projects**
Diversity & Inclusion Grants  
Distinguishing Visiting scholars Program  
Faculty Leadership Development Workshops/Mentoring Seminar for Junior Faculty on the Danforth Campus  
Support the seven school deans and their respective search committees in the recruitment and retention of faculty of color and women in underrepresented field.  
Collaborate with on the ground diversity initiatives both within and external to Washington University in St.

Produced/Updated: 3/11/2014
Louis e.g. CDC, BAC, DIFFS, James E. McLeod Honors and Awards Program, Latino Link, LBGT Advisory Board, WUPAN, MLK Commemorative Committee; HERC, Human Resources, OTSL, SLAM, MHM etc.

Comments:
http://diversity.wustl.edu/stories-events/calendar-of-events/


Sam Fox School Committee for Fairness and Diversity

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Sam Fox School Committee for Fairness and Diversity advises the SFS Dean's Office on issues related to fairness and diversity, including improvement of recruitment and retention effort; strengthening the environment for women and members of minority groups; and stimulating and responding to opportunities that promote and encourage diversity, tolerance, and equity among all groups of faculty in the Sam Fox School. The committee is made of 5 full-time faculty members representing both Art and Architecture. The Dean of the Sam Fox School and the Assistant Dean are ex-officio members.

Priorities/Projects
Please see the above description

Comments:
This is primarily a faculty-driven committee. Other student-driven groups, such as National Organization of Minority Architecture Students (NOMAS) and Women in Architecture and Design, also work to support diversity efforts in the School.

The Social Justice Center/ Social Justice Center Advisory Board

Contact: Courtney Brewster
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Contact: Aaron Rutledge
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The Social Justice Center (SJC) at Washington University, established in 1998, has worked to focus efforts, information, and activities around campus that combat prejudice and promote social justice within the WU community and in the communities of St. Louis. The Center is a collaborative effort from the Office of Residential Life and colleagues from several departments throughout the Washington University community. Every year, the center has evolved and progressed in the types of resources, student leadership models, and
programming it offers. The SJC continues to aspire to motivate individuals to apply what they learn and take a stand against social injustices within their circles of influence.

Priorities/Projects
The Social Justice Center focuses on:
• Providing meaningful engagement with social justice issues for students within the Residential Life communities
• Involving RA representatives in staffing and programming in the Social Justice Center
• Maintaining an up-to-date, exciting library of books, magazines and film resources on social justice issues
• Providing opportunities for dialogue on important issues and current events through the biweekly Java & Justice discussion series
• Increasing involvement with and collaboration between other diversity related groups on campus through lasting and meaningful relationships
• Connecting the Social Justice Center to other aspects of campus life including academic departments
• Advocating for awareness of and attention to the many social justice issues of our community, our campus and our time

Comments:
Social Justice Center Signature Programs:

Dinner for a Difference: This monthly series invites in guest speakers from across campus and the community to speak on topics ranging from LGBT inclusion to the issues facing immigrants in the St. Louis area. Dinner is served.

Java and Justice: Led by members of the leadership council working with experts in the field, this bi-weekly program gives Wash U students the opportunity to discuss important social justice topics over coffee and dessert.

Operation Understanding Wash U (OUWU): Our diversity peer education program that helps to facilitate conversations about social justice topics throughout campus.

Theatre for Social Change

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Contact: Kim Webb
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Drawing upon the principles and teachings of Brazilian director Augusto Boal, Theatre for Social Change explores ways of effecting positive social change in a theatrical context. Methodology includes games, exercises and play-making to mine issues of social (in)justice within a particular community.

Priorities/Projects

Produced/Updated: 3/11/2014
"Blurred Lines/Rewind" is a program offered in collaboration with Residential Life using Theatre for Social Change to explore issues of sexual violence with all WU freshman at the beginning of their spring semester.

We are offering a summer week-long workshop (funded by a Diversity and Inclusion grant) with WU faculty and staff exploring their experience with issues of social (in)justice on the Washington University campus. This workshop is scheduled for the week of July 14-18, 2014.

Annamaria Pileggi teaches a two-course sequence offered in the Performing Arts Department which focus on the principles and techniques of Boal’s Theatre of the Oppressed. The first course introduces students to the theory and methodology, allowing them to explore their own experience with issues of social (in)justice at WU. The second level course teaches students to facilitate this work, placing them in area St. Louis schools to conduct their own Theatre for Social Change workshop over a six-week period.

WUSM Facilitrainers

Contact: Heather Hageman
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The WUSM Facilitrainers are trained by the National Conference for Community and Justice of Metropolitan St. Louis (NCCJSTL), a local organization which promotes the inclusion of all people. NCCJSTL is a recognized leader in developing and delivering educational programs to address bias, bigotry and all forms of discrimination, working to create a better community for all of us, not just for some of us. The 10 facilitrainers at WUSM represent the school broadly, across undergraduate and graduate medical education, graduate education, the physical therapy occupational therapy programs, and the Faculty Practice Plan. As facilitrainers we do not have the answers; our goal is not to provide you with answers, it is to lead discussion and create a safe space for exploration.

Priorities/Projects
1. Short term teaching about unconscious/implicit bias to learners on the medical campus
2. The rest is evolving; we hope to collaborate with the WUSM HR Diversity & Inclusion Leaders

Comments:
Many of us also participate in D&I training outside WUSM, including at Danforth and with NCCJSTL and the Diversity Awareness Partnership. None of us has protected time to be a facilitrainer so time constraints are a barrier to conducting large and/or frequent training sessions.

St. Louis Hillel at Washington University

Contact: Jacqueline Levy
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Contact: Miriam Ross-Hirsch

Produced/Updated: 3/11/2014
St. Louis Hillel seeks to inspire Jewish college students to make an enduring commitment to Jewish life by connecting our students with one another and with Jewish culture and traditions through service and social justice, Israel, religious life, and social and leadership programs. Our mission is to enrich the lives of Jewish undergraduate and graduate students in St. Louis so that they may enrich the Jewish people and the world.

Founded in 1946, St. Louis Hillel is the sole address for Jewish pluralism on campus, serving a robust Jewish student population at Washington University in St. Louis and other universities throughout the greater St. Louis area. We provide a spirited, pluralistic Jewish community that is open and welcoming to all students, faculty, University staff and administrators, and Jewish community members, regardless of background or affiliation.

Priorities/Projects

(1) Student Engagement: We are committed to enhancing the lives and experiences of students who are actively involved in Jewish life on campus, as well as engaging and building meaningful relationships with the hundreds of other Jewish students who are not currently connected. Wash U students are in a period of exploration, being exposed to new ideas, encountering new relationships, contemplating career choices and beginning their journeys to be at home in the world. Our staff works to engage students where they are at both physically and Jewishly, providing them with compelling Jewish models, and offering them multiple opportunities and ways to access the Jewish narrative to help them frame their journey.

(2) Campus Rabbi/Educator: We recently initiated the search for a new Silk Foundation Campus Rabbi who embraces our commitment to pluralism, interfaith efforts and our engagement philosophy.

(3) Building Rededication: Our beautiful, renovated home is located at 6300 Forsyth Boulevard directly across the street from WUSTL's Sam Fox School of Design & Visual Arts, and will serve as a center for Jewish life and culture on campus. Through projects like "Ask Big Questions" and Sukkah City STL 2011 and 2014, we aspire to be a hub for innovative initiatives and seek to continue to foster exciting, new collaborations with our campus partners.

Comments:
Thank you for providing us with this opportunity to share a little about St. Louis Hillel at Washington University. We are so grateful to be a part of the Wash U community and would love to assist our colleagues and partner in whatever ways would be helpful!