

**Questions from the Winter Quarter 2019 Diversity Forum
that were not answered due to timing**

Question A: The University has expressed an interest/commitment to increase the amount of students of color on our campus; as the number of diverse students grows, what efforts are being taken to plan for expansions in the MCC space (Shapell Lounge)? With 15 student groups in the MCC, we have outgrown the space and desperately need a bigger office and meeting space. Can the university commit to prioritizing space for the MCC as Benson renovations continue?

Response: The University worked with an architect to identify the space needed when we are able to expand the Benson Memorial Center (BMC). This process involved student leaders who currently have space assigned in the Benson Center, including the Multicultural Center. Each group worked with the architect to help develop a Program Statement to clarify space needs when the BMC expands. Prior to moving forward with an expansion, the University will review the program statement presented during the meeting with architects in Fall 2015 to be sure that the information remains current. If the program statement for the MCC has changed, the University will work with the students to revise the program prior to moving forward with the proposed expansion. *(Jeanne Rosenberger/Matthew Cameron)*

Question B: Would I need to apply for a diversity grant to purchase towels for the gym, which fit non-traditional body types?

Response: our towels are currently 27" X 52"; this is a larger towel from what we had been buying from 2002 - 2014- those were 22 X 44; but someone had comment it was way too small to wrap around anyone larger than a women's size 8; and at that time we increased to this newer size. At this time I have not heard of towel size issues & would have to look into the cost impact for washing, new size, and wear and tear on our machines if we were to increase again.

Our website has information on the current service here
<https://www.scu.edu/recreation/services/lockertowel/>

We do not have a policy against patrons bringing in and using their own towels. *(Janice Demonsi)*

Question C: Why did it take a whole year for the #BroncoPosi movement to come to fruition?

Response:

Ciara Moezidis spearheaded the #BroncoPosi movement, which she started in February 2018 after attending the IgnatianQ conference. Ciara had to be extremely intentional with the rollout of this project, since she wanted these groups represented accurately and in the best light as possible. It took a long time to get students to volunteer to be on the covers, get the verbiage for the covers and create the covers, since she had no photoshop skills. In order to ensure a successful project, she began to work more with the administration in September 2018 to maximize her resources. She realized that there were many more steps to get it launched, such as tasks like confirming with each of the buildings to allow easels, ensuring copyright protection, making sure the individuals were represented and having enough funds for the project. Originally her intention was to have the covers replace the CSI Jesuit Values posters from two years ago in Benson and Malley, among other places, but she was told she could not and should look into alternatives. Fortunately, much of the staff, faculty and admin were willing to work with her to launch this project and without the time put into it and the help from others, #BroncoPosi would not have had the impact it has had thus far.

Comments from Tedd Vanadilok: The above response by Ciara Moedzidis is accurate as she was meticulous and conscientious with working with the appropriate campus partners to ensure support and resources for each element of #BroncoPosi from recruitment to design to printing to distribution to legal compliance to budget. An initiative of this magnitude would have taken at least one full academic quarter if not two to address all of the above.

(Tedd Vanadilok/Ciara Moedzidis)

Question D: What must we do to have SCU participate in the VTA Clipper Card reduced fee program for college students and staff as every other major school in the bay area? Public transportation disproportionately affects students of color, who often need to commute because they cannot afford to live on/near campus?

Response:

The issue was brought up and discussed at University Budget Council (UBC) in Fall 2018. UBC felt that there was not adequate support at this time. The recommendation is that the issue be brought up again as well as efforts to educate the community about the benefits.

(prepared by Ray Plaza with information from Michael Crowley)

Question E: What steps will be taken to ensure that future Presidential Search committees will include students in the Interview process and what will be done to ensure those students represents SCU values and diverse demographics?

Response:

Many lessons were learned from the recent Presidential Search process and efforts are underway to ensure that the concerns are addressed. Foremost is the role of students in the process, and this has been discussed within the University Planning Council (UPC). We

anticipate that this will be finalized later this year as well as discussed with the Board of Trustees.

(prepared by Ray Plaza with information from various entities)

Question F: Are the coordinators (and participants) involved in the Campus Climate endeavors being fairly compensated for their time and energy? Or is the university capitalizing on their free labor in the name of diversity? (ergo unfairly putting the burden on the oppressed).

Response:

Thank you for this question. We are mindful of the issue of cultural taxation and do not want to unfairly burden anyone, especially people of color. Most of the staff and faculty coordinators and participants are either doing this work with approval from their supervisors as part of the scope of their work responsibilities, or their jobs include service as one of the expectations, and this counts toward that expectation. Some other participants are joining in the efforts on a purely voluntary basis. There were some people who were invited to participate but felt it would be too much additional work; we respected that and turned to others instead. No one is compelled to do this work, but everyone is welcome to contribute ideas and suggestions, even if they do not have time to become more engaged. We certainly wish to respect everyone's choices about how to use their time. In the case of adjunct faculty who are providing services to support Campus Climate such as workshops, training, and other programs, we are negotiating payment on a contractual basis.

(Elsa Chen)

Question G: What, if anything, is being done on an administrative level to increase LGBTQ+ visibility on campus?

Response: From OML/RRC's perspective, there has been a stronger emphasis on creating more events/programs which cater to the LGBTQ+ community, in addition to utilizing our social media more to make sure we are speaking to students in a way which directly resonates with them. At the start of Winter Quarter, the RRC partnered with the MCC and OML for a panel/workshop on coming out as a student of color. I helped facilitate the workshop portion while various LGBTQ+ students shared their personal stories on a panel. Also at the start of the quarter, I, along with MCC staff, sat on a panel for the Latinx Education Research Center which focused on the intersection of gender, sexuality, and immigration. For SCU CARE Week, RRC student staff led a discussion on the stigma of mental health in the LGBTQ+ community. This is a conversation that will continue into May, which is Mental Health Awareness Month, as the RRC plans to partner with The Wellness Center on more specific events targeting this intersection. I personally have been trying to increase my visibility at various LGBTQ+ events, as a queer woman of color. As an out staff member here at SCU, it has been helpful for students to see folks who are in leadership positions so that

they may be able to cultivate relationships with us and understand there are out LGBTQ+ adults who are more than willing to be role models/a shoulder to lean on in times of need. This has proven to be rather successful as we have seen a steady increase in the number of LGBTQ+ students, staff, and faculty who have signed up to participate in RRC's Rainbow Buddies program, which focuses directly on mentorship. OML/RRC also continue to partner with various RLC's, providing programs to students who want to discuss the impact of transgender identities, the non-binary community, and other initiatives that have taken place on campus, such as implementing gender neutral bathrooms. The RRC, OML, and MCC are always happy to partner with administrators in new ways to help increase LGBTQ+ visibility at all levels throughout campus and help maintain the progress we have made thus far in making SCU a safe space for our LGBTQ+ community. A lot of great work has been done, but we can definitely do more.

(Joanna Thompson)

Question H: How is the administration measuring "progress" in regards to the campus climate initiative? And can we look for an update on that progress? How might we access it?

Response:

Each of the Priority Group coordinators has been encouraged to integrate measures of progress with each new Campus Climate initiative and program. The Office of Assessment is also using numerous periodic surveys that are conducted regularly, such as the National Survey of Student Engagement, to measure and track student experiences of campus climate over time. Sub-units are also encouraged to conduct their own supplemental surveys as appropriate. We are updating the Campus Climate website regularly with progress updates, and Fr. Engh or others in the administration will communicate with the campus periodically with information about progress. With upcoming enhancements to the university's diversity and inclusion infrastructure (i.e. the new senior-level diversity and inclusion office that will be developed and hired with input from the new President) there will be a central office tasked with maintaining accountability and communicating progress on campus climate and other D&I initiatives. This is, in part, a response to a recommendation in the Blue Ribbon and Task Force on D&I reports.

(Elsa Chen)

Question I: What steps has administration taken to support the student movement that started due to the new contract negotiation between Bon Appetit and Bon Appetit workers?

Response:

- AVP and BAMCO regional and onsite management meet regularly with members of SCCAP/LAC to hear their concerns, to solve problems and, to create programming and learning opportunities for BAMCO workers

(Robin Reynolds)