In 2009 Saint Joseph’s University implemented the Diversity Strategic Plan, emphasizing that enhancing diversity at Saint Joseph’s is truly part of our Jesuit mission. The first few years of implementing a new initiative are always an exciting and challenging time, and over these years we have made significant progress. Among the highlights: The faculty adopted a new General Education Program that includes a strong diversity component; the fall 2011 freshman class was the most diverse undergraduate day class enrolled with 13.8% students of color; and the University completed the implementation of the Diversity Strategic Plan 2009-2011, which is the first phase of the University’s Diversity planning efforts. This report contains the progress towards goals and the achievements that have been made at Saint Joseph’s University in enhancing diversity.

Valerie Dudley, Ph.D., Director of Institutional Diversity
Wah, “What’s Race Got to Do With It?”

- Diversity Awareness Week 2011: The week started with the Diversity Awareness Week Welcome Back reception. Other events during the week were, “Cultural Jeopardy,” “I Am Proud to Be” quilt project, “Taste of the World,” showing of the film “Prayers for Bobby.” Our guest speaker was Michael Benitez.

- Diversity Symposium for faculty 2010: A full day program with three sessions helped faculty address how to have difficult conversations in the classroom. Thirty-nine faculty attended.

- The Office of Residential Life has had a strong commitment to recruiting a diverse Resident Assistant staff. 19.3% of the RAs on staff are students of color.

- The Counseling and Psychological Services (CAPS), for the past few years CAPS has facilitated a support group for SJU students identifying as LGBTQ in an effort to provide a safe and welcoming environment.

- Safe Zone/LGBTQ training for the university community.

- CAPS has continued to reach out to underrepresented students to encourage the utilization of counseling services. The student utilization rate has held steady at 15.3%

- Transformative Learning Goals, which offers outcomes-based co-curricular experiences to which multiple departments contribute has been implemented. The goal is a transformative experience that enriches development and fulfills a commitment to cura personalis. For 2011-2012 the Transformative Learning goal was:

  Appreciating Diversity
  - Students will interact with people different than themselves in order to appreciate their own identities and the cultures of others.
  - Students will develop an ability to acknowledge and confront barriers to equality and inclusiveness.
  - Students will seek out and develop an appreciation of art, music and forms of expression by others different from themselves.
  - Students will understand the interconnectedness of societies worldwide.
  - Students will articulate the advantages and impact of a diverse society.

- Ongoing programs and practices have been developed to continue enhancement of SJU’s campus climate including:
  - Management Training Program – “Managing a Diverse Workforce.” This training is done twice a year for administrators.
  - Diversity workshop conducted annually for Public Safety/Facilities.
  - Annual diversity awareness presentation for faculty orientation.
  - University Communications has been working to communicate diversity efforts on campus and feature the accomplishments of diverse members of the Saint Joseph’s community.
  - University’s Public safety and CRIT keep track of bias incidents that are reported.
  - The addition of a mission and diversity measure incorporated on 2011 performance evaluations for staff.
  - Inter-Faith Prayer Service

- Women’s Network Professional Development series initiated.

- Fall 2011: SJU held its first women’s conference: SheUnited. SheUnited is comprehensive, year-long programming that connects the women of SJU through a variety of social, professional, service and spiritual events. These events allow SJU students, faculty, staff, parents, alumnae, spouses and friends of the University to connect, network and inspire one another. Over 300 women attended the October conference.
Goal II Achievements:

- The University had its most diverse freshman class in the fall; domestic students of color represent 13.4% of the freshman class. All multicultural students including international students (n=162) comprise 13.8% of the freshman class.
- The Office of Admissions has identified faculty, staff, current students and alumni who are interested in assisting with multicultural recruitment initiatives. These community partners will help by participating in admission events targeted for students of color.
- Diversity Recruitment Committee (DRC) – A team of current SJU students who have been carefully selected and trained to support the recruitment of multicultural students. The DRC participates in undergraduate admissions events, provides group tours and engages in telephone campaigns to connect with prospective students.
- Admissions produced an all-inclusive multicultural brochure that presents multicultural life at SJU and showcases the myriad ways we foster greater diversity awareness. Brochures have been sent to all prospective students to demonstrate that diversity is an integral part of our mission at Saint Joseph’s.
- The Admissions Office has increased advertising in publications that target students of color and has created a brochure to inform prospective students, guidance counselors and community outreach organizations about opportunities for academic enrichment and enrollment in college level courses. Programs to be highlighted include:
  - Diocesan Scholars
  - Ignatian College Connection
  - PACMACS
- On-campus Recruitment Events - Expand our previous multicultural overnight program to become a “Celebration of Diversity SJU Weekend.” Admitted students of color are paired with current students and have the opportunity to attend classes, speak with faculty and administrators and listen to presentations. They also attend Hawks and Hoops, our pre-basketball reception co-hosted by the SJU Black Alumni chapter.
- Admitted Student’s Day - Multicultural Reception: Admitted students will learn more about diversity programs, support services, and the campus culture for students of color. In addition, faculty, staff, current students and alumni of color will share their experiences and interact with students and parents.
- The Ignatian College Connection (ICC): This program continues to serve students of color with its college prep programs:
  - 2009 ICC summer enrichment program served 36 high school students
  - 2010 ICC summer enrichment program added an additional program, the SAT intensive one week program which served 21 students and the summer enrichment which served 25.
  - 2011 ICC was awarded the Distinguished Program award from the Association of Jesuit Colleges and Universities.
  - 2011 ICC summer enrichment program added a third level (rising sophomore’s in High School).
- The Student Life Office of Graduate, Off-Campus, Commuter and Adult Students was established in 2009. This office provides a support system for underserved students in the University populations, including students in the College of Professional and Liberal Studies, commuters, graduate, online, transfer, and off campus students. This Center aims to create an inclusive and welcoming environment and be a resource for these students.
- The Office of Human Resources developed options for providing the university leadership with ongoing analysis of the Affirmative Action Plan, an efficient reporting process and a high level of engagement for senior leadership.
- The Office of Human Resources continued to work with the Office of Institutional Diversity to develop initiatives for increasing diversity in the workforce.
- The Director of Institutional Diversity and the Employment Manager meet with the Academic Chairs to discuss recruitment strategies for open searches.
- The College of Arts and Sciences is using a new faculty hiring booklet that describes our Catholic and Jesuit identity and demonstrates how faculty from different religious traditions contributes to the mission.
- The Provost, the Deans and the Director of Institutional Diversity host a lunch for faculty of color, so that faculty get to know each other and have the ability to discuss issues that concern them as underrepresented faculty at SJU.

Faculty and Staff Recruitment and Retention Diversity Statistics

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Enhance education and scholarship:
Provide interdisciplinary educational experiences to prepare students to become global citizens.

Goal III Achievements:
• Implementation of the new Diversity General Education Program (globalization, diversity, non-Western area studies).
• The Office of International Programs continues to expand Saint Joseph’s global reach with new program offerings and has increased the number of summer and semester-long programs. Four-hundred and twenty-eight Saint Joseph students have participated in a study abroad experience.
• Expanding the work of the Institute for Jewish-Catholic relations through educational programming such as hosting a conference on the Holocaust and the Church in March 2009.
Internal and external collaborations
Provide interdisciplinary educational experiences to prepare students to become global citizens.

Goal IV Achievements:
• Administrative Services promotes SJU ideals to outside vendors and contractors by hosting meet and greet events to enhance diversity in workforce on university projects.
• Established an Economic Opportunity Partnership with the City of Philadelphia on the residence hall project, tracking minority contractors and vendors.
• Saint Joseph’s University and Alpha Kappa Alpha Sorority Inc., Omega Omega Chapter, collaborated to host a Women of Color Conference on SJU’s campus. Approximately, 300 women of color, ranging from high school students to women in their 80’s participated in workshops aimed at empowering women and building community.
• Saint Joseph’s University has partnered with Breakthrough of Philadelphia after school program. Saint Joseph serves as a site for this program which provides educational services for middle school students of color from the Philadelphia public schools.
• Saint Joseph’s Biology department sponsors, GeoKids LINKS. It is a partnership with the Wagner Free Institute of Science, School District of Philadelphia. The program brings college students from Saint Joseph’s University together with education specialists from the Wagner Free Institute of Science to bring hands-on science lessons to students in grades 1 to 5 in urban Philadelphia schools.

- The Wynnefield Overbrook Revitalization Corporation: (WORC) is a Community Development Corporation created to revitalize the Wynnefield and Overbrook sections of Philadelphia by focusing on preserving single-family housing opportunities, commercial and retail economic development, job creation, and recreational opportunities. A core premise of the initiative is that engagement in the community is best done via collaborative, mutually-respectful, mutually-beneficial partnerships.

• The Richard Johnson Center for Anti-Violence has partnered with the Office of Public Safety, Office of the Mayor of Philadelphia, Outreach Programs/Trauma Program at Temple University Hospital, and the Cradle 2 Grave program. The Center brings an interdisciplinary approach to the study of violence in order to improve intervention and prevention efforts. The Institute seeks to foster partnerships with other Philadelphia and regional institutions, community groups and nonprofit organizations with the goal of incorporating comprehensive research on all aspects of violent behavior into programs to reduce and prevent violence.

- SJU: Bolivia is a partnership an agreement with the Maryland Province and Bolivian Province of the Society of Jesus. The partnership with Fe y Alegria: Bolivia and SJU fosters collegiality and resource-sharing among Jesuit educational institutions internationally. Immersions for SJU faculty and staff (to Bolivia) and Fe y Alegria: Bolivia professionals (to SJU) foster enhanced understanding of Jesuit identity through visits to educational organizations and exposure to different cultures. The partnership has developed to include faculty research, alumni participants, and financial donations and faculty workshops.