



# DIVERSITY & EQUITY INCLUSION





## Together, as Hawks, we can do great things.

*“Saint Joseph’s University prioritizes diversity and inclusion and considers it central to the University’s mission. This is demonstrated throughout our strategic plan, through the enthusiasm of our faculty, staff and students to drive diversity and inclusion initiatives, and in the care and hospitality granted each member of the community. I am fortunate to be at an institution that matches my desire and passion to meet all people where they are and to support student academic success and the overall university experience for all of our communities.”*

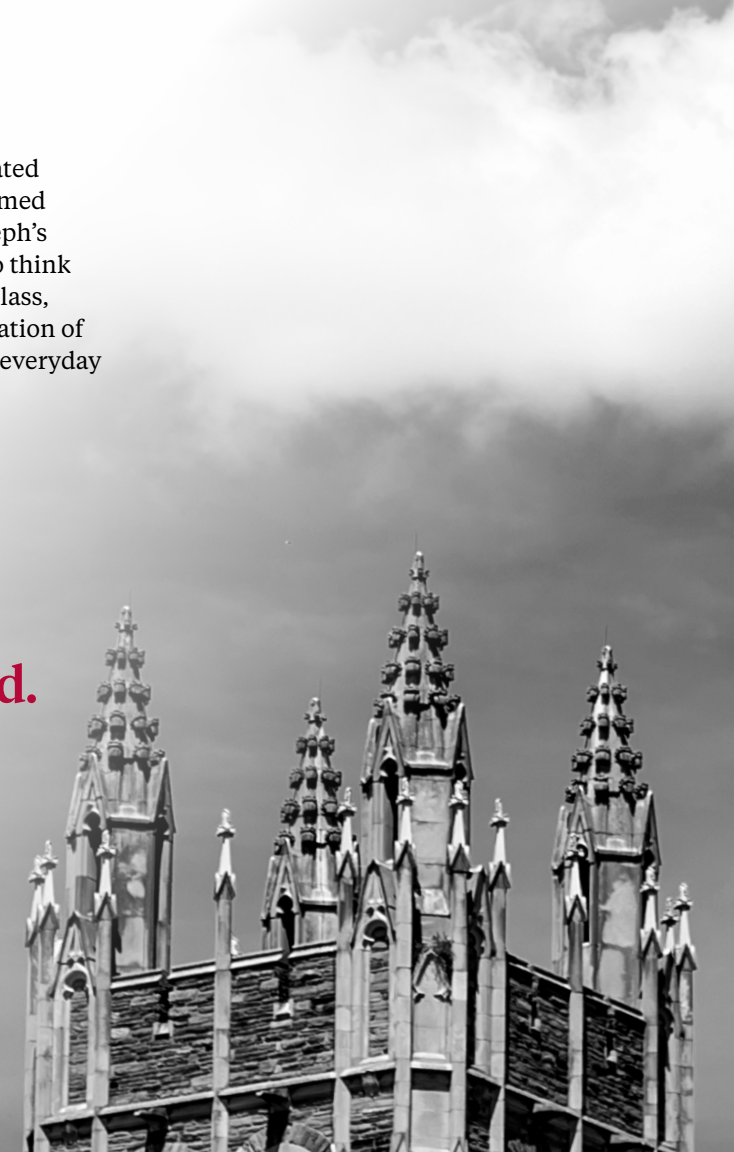
**Nicole Stokes, Ph.D.**

Associate Provost for Diversity, Equity and Inclusion  
and University Professor

**Our diversity, equity and inclusion work** is comprehensive and integrated with academic and co-curricular aspects. The academic experience is framed as opportunities for skill development in cultural competence. Saint Joseph’s students are encouraged and trained to cultivate a growth mindset and to think about diversity issues beyond the usual aspects of race, ethnicity, social class, gender and sexuality. We want our students to have an enhanced appreciation of why intercultural competence matters and how to apply learned skills to everyday interactions while on campus and beyond into their chosen professions.

**We are a community of unique individuals, sharing a deep sense of belonging – where voices are heard, opinions are respected and our differences are celebrated and valued.**

We support our students with unique and diverse identities. First-generation students, LGBTQIA, people of color, and of different faith traditions, cultural and ethnic backgrounds and abilities. We celebrate uniqueness but also strive for commonality. We look forward to you joining the Saint Joseph’s community soon!



International Students and Scholars

The Office of International Students and Scholars (ISS) values the diversity of cultural and religious backgrounds that our international community brings to the University. ISS is a place of support where each international student is a valued and respected member of the Saint Joseph’s community. We assist our international students and scholars in all phases of their time at SJU — from obtaining a visa before they arrive, to maintaining legal status while they are studying, and assisting them in applying for work permission when they graduate.

ISS provides cultural, regulatory and social programs such as International Student Orientation, employment and career development workshops, and international movie nights and other social gatherings. Our office serves and supports the safety and well-being of all members of this community as they work toward expanding their knowledge and enhancing ours.



Q + A with Khanh Nghi Huynh

Q: What advice would you offer to a new international student?

A: You made a good choice. Saint Joseph’s is a great place, and believe me, there will be a lot of people who care about you, not only your professors. If you have any issues, don’t hesitate to contact the faculty and staff for help. Also, don’t forget to join clubs and activities to learn, entertain and connect with others.

Q: Why did you choose to study at Saint Joseph’s?

A: It’s a great school for many reasons. There are many different major offerings, especially the major that I intended to pursue. The small class sizes help me connect closely with professors and classmates. Besides, the campus is amazing, with a great location.

Inclusion and Diversity Experiential Programming

Under the leadership of the Director and the Program Specialist, we advise the nine Center for Inclusion and Diversity affinity student organizations, facilitate Diversity and Inclusion programmings and training for the university community, and initiate opportunities for meaningful dialogue across campus. This includes planning and executing the annual CID retreat, Diversity Lecture Series, the annual Kwanzaa Ceremony and cultural heritage celebrations.

Inclusion and Diversity Educational Achievement

Under the leadership of the Director, this area provides outreach and support for students of color, under-resourced, first-generation and marginalized students for success and academic achievement. This includes coordinating the Running Start Program, co-advising the Law Exploration Advancing Diversity program (LEAD),overseeing the CID Work Study Program which tasks students with providing office support. Additional initiatives include developing exciting initiatives to support retention and providing individualized support and outreach for students.

Running Start Early Arrival Program

Running Start is an early-arrival program that begins with a four-day “pre-orientation” and continues throughout the year to support diverse first-year students. In keeping with the university’s commitment to inclusion and diversity, the program enhances students’ sense of belonging and prepares them for success. Students are provided Running Start Ambassadors and invited to participate in monthly workshops, consistent outreach, and support.



## CID Open House

Hosted within the first two weeks of the semester, the CID Open House is an opportunity for students to meet the staff of the Center for Inclusion and Diversity, learn about opportunities to get involved, and mingle with current members of our student organizations. This is a high-energy orientation and celebration with food, music and activities.

## Diversity Lecture Series

The Diversity Lecture Series is an award-winning program that began in 2001 to engage the entire campus community in conversations about identity and difference. The series supports the University's mission "to be an inclusive and diverse community that educates and cares for the whole person." Past speakers include: Angela Rye, Kimberle Crenshaw, John Quinones, Geena Rocero, Hill Harper, Judy Smith, Time Wise and Bishop Desmond Tutu.

## CID Annual Retreat

Held in the fall, the CID Retreat allows for all students to come together in an atmosphere away from campus to "relate, relax, and release". Our sessions, many of them designed and facilitated by students themselves, provide a space for fellowship, personal development and growth, and building community. Past retreats have taken place in Baltimore, Washington D.C., Virginia, and the Poconos.

## CID Weekly Newsletter

Sent weekly to over 400 members of our community, the CID Newsletter is a resource for news and activities related to diversity, equity and inclusion, including upcoming events, trainings, workshops, scholarships and internships.

## Student Organization Programming

Our multicultural student groups feature programs centered around educational, cultural, social and recreational themes.

### African - Caribbean Student Association

- Annual Fashion Show
- Island Tings

### Asian Student Association

- Holi Festival along with Hawks of India
- Bubble Tea Demo
- Sushi Demo
- Cherry Blossom Festival Outing

### Black Student Union

- BSU Meet the Greeks
- Talent Show
- Back to School Pool Party
- Black History Month Observances

### Bridging the Gap

- Taste of the World Celebration

### HD Choir

- Worship Night
- Guest Performances

### International Student Association

### Latino Student Association

- Salsa Night
- El Dia De Los Muertos Skull Painting
- Hispanic Heritage Month Observances

### Pride

- Speak Out
- Lavender Graduation

### SJU Naturals

- Hair braiding and headwrap tutorials
- Health and wellness programming





## CID Senior Sendoff and Celebration

With a varied lineup of activities each year, this event celebrates graduating seniors who have demonstrated active commitment through participation in scholarship programs, leadership roles in student organizations and work study. Students receive kente stoles and participate in senior events such as cap decorating, midnight bowling, a photoshoot, trivia game and alumni panel discussion. The final event is a cookout that brings our students together as a community to share reflections with their peers and support networks.

Steven Bradley '20



“Starting from being in Running Start, the CID provided me the resources I needed immediately in order to achieve the goals I had in mind for myself. It provided confidence that I would be capable of achieving what was necessary to make these four years the best investment possible for me to succeed before transitioning into the real world ahead of me. It gave me a community of people that I’ve grown to appreciate having met throughout my time of being here. There’s lot of things that I’ve appreciated every year that are held within the CID that continued to motivate to push onward.”

Destiny Little '23



“As a first-year student who values diversity, equity and inclusion, I would say to get involved like I did. After accepting the reality of being a person of color on SJU’s campus, I decided I wanted to be part of something that promotes inclusivity and try to create a community where SJU really feels like a community for ALL. Getting involved with groups that value diversity and inclusion allow you to see firsthand the efforts taking place to progress forward, and allow you to take part in those efforts.”

Kayla Evans '23



“After the overnight diversity program (Inclusion and Diversity Preview) I knew I could find a home at SJU, and that’s all I wanted. My favorite part of the CID is that no matter what I can come in at any time of the day and get sucked into an amazing conversation. It feels comfortable, relaxed, welcoming and safe; everything you need after a long day. My advice to an incoming freshman is to have an open mind. You manifest the same exact energy you put out. Come into the school year open to try new things and talk to people you never expected.”

## The Women's Center

The Women's Center, also part of the CID, is located in Saint Albert's Annex, just behind 40 Lapsley Lane. It serves as a hub for social justice leadership in the areas of gender equity, identity and activism. Programming provides students with knowledge, experiences and resources to be informed leaders, advocates and change-makers on campus and beyond. The Women's Center is managed under the leadership of the Faculty Liaison for Gender Equity and LGBT Inclusion and a programming advisory board composed of students, faculty and staff.



### Q + A with Maddie DeMarco

#### Q: Why did you choose to study at SJU?

A: I chose to study at SJU because I wanted to invest in myself not just academically but professionally and personally. I felt that through different organizations and programs such as the Women's Leadership Initiative and the Kinney Center I would develop skills and knowledge that is unmatched to other universities.

#### Q: What kinds of programs will be offered at the Women's Center and why?

A: The Women's Center will be home to programming that assists and guides women on campus, including undergraduate and graduate students, staff and faculty through different experiences. The goal is to make SJU women better and more informed leaders in their personal and professional communities. In turn, I hope that through programming, people can take these skills to wherever they go in life.

#### Diversity, Equity and Inclusion

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#### International Students and Scholars

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#### Inclusion and Diversity Experiential Programming

(CID Student Organizations, Campus Wide Programs and Trainings, etc.)

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#### Inclusion and Diversity Educational Achievement

(Running Start Program, Initiatives for Underrepresented students Work Study, etc)

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## Center for Inclusion and Diversity

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