Diversity Students
March 7, 12:00-1:30
Facilitated by Jason Swain

**Strengths**

- Idea of CCASL
- CCASSL
- BGS
- Small class size; personal interaction between students and faculty
- Arts Program (Music and visual arts) – challenging and push you
- Humanistic Jesuit Mission is in writing
- Social Justice & community service involvement
- Thought and expression oriented classes
- ESL/ISP Programs – good people working there
- GLBT Resource Center
- Unity House
- Amnesty International Film Festival
- Reputable Degree
- Biology Dept. – Helps you find job, opportunities and internship
- Broadcast Journalism Dept.
- Many outlets for Community dialogue
- There are people willing to listen
- Dialogue between opposing groups happens
- Support for certain student athletes
- Diversity in student population that does exist is strong
- Existence of a Diversity Office
- Basketball team
- Certain faculty supported
- Search retreat
- Growth through Diversity

**Weaknesses**

- Lack of accountability
- Threats and intimidation
- Lack of minority and ethnic diversity in academics
- Diversity “lies” – lack of response
- Lack of diversity support
- Lack of honest approach towards diversity – taught as something you do, but is something you are
- Promotion of tolerance over acceptance
- Apathetic attitude toward diverse issues
- False sense of safety and security
- False sense of support for those who don’t fit status quo
- No Women’s Center
- Number of diverse student recruitment – not implemented to help recruit diversity on campus
- Retention of diversity
- Lack of information/communication – RE: Diversity
- Admissions Office
- Sweeping things under the rug
- Community involvement in Diverse issues
- Focus too much on sports and expense of academic and diversity issues
- Budgeting not transparent and no dialogue
- Tendency to self-censure in order not to offend the majority, the $; wealth
- Lack of response/follow-through
- Lack of retaining information given
- No real dialogue about diversity issues
- Empty promises
- Lack of resources for student health/wellness (i.e. sexual assault; eating disorder; suicide)
- Diversity’s ability to receive implemented changes from University
- Lack of integrity within chain of command – buck being passed between Raymond, Sue W and Fr. Spitzer
- Mosque not returned / Muslim students not represented
- No place for differences in religion
- Fear of speaking out – retribution
- Saudis not allowed to play football, but Rugby allowed to play and flag football
- Lack of diverse faculty and staff – willingness to attract
- Lack of specification within Diversity Office (Bob and Raymond overwhelmed)
- Diverse faculty not tenured
- Understaffing of Diversity Office (2 people to raise $; maintain U. House; deal with issues and teach classes)
- U. House not available on weekends
- No depth to education – not specific enough focus on issues
- University turns blinds eye to tough issues (Hate and Bias)
- Students doing all work RE: prevention and awareness
- Lack of languages to study; religions to learn about
- Campus climate – diversity doesn’t feel welcomed on rest of campus – we’re seen as a threat or gang
- Alliance forum not supported
- Under-funded Ethnic activities
- Religious Studies Program – lacking ESR for Catholic University
- Too much internal focus – not enough support for Spokane community
- Diverse students represented by elected students with own agenda
- Sexual predators on campus (just reg’d)
- Controversial issues have two sides and both sides should be allowed to talk
- Diversity students not on Strategic Plan Committee – marginalized
- Too much red-tape for programs that need to be brought
- Legacy admission
- J.P.II given too much $/support
- Speaker series extremely conservative; right; radical; hate/lib/left not given voice
- Admin. Perception of H.E.R.O.
- Fr. Spitzer passes buck too much
- Lack of Div. outreach through Social Justice aspect of University’s community involvement
- Making $ higher priority than education and maintaining reputation
Hate/bias incident response lacking (i.e. resources; being done by students)
Some Admin. Listen but ignore or pass buck
Number of diverse students same as in 1972 and same complaints
Unity House and Diversity Office is liability because so small and expected to do too much – Diversity Office is University’s answer to diversity in general
Images and symbols not representative of diverse people who made difference (i.e. Frank Burgess)
Lack of GOP funding

Opportunities

- Resources outside of University for diversity issues
- G-OPP program
- Model UW G-OPP program
- Americorps/Knights & Setons help with diversity issues
- Campus Kitchen
- Proximity to Spokane – opportunity to help Spokane community
- PRIDE – allow to write outside grants
- Branch out to scholarships that are more general or more specific respectively
- Support Near Eastern Studies program
- Academic/student exchanges with more schools (i.e. African-American schools)
- Alliance Forum
- Line up to Mission
- Student activism – include students in decision making
- Study Abroad in more diverse parts of the world
- Make Social Justice credits into Diversity credits (or just have both)
- Focus more on issues in America not too much of global perspective
- Teach methodologies for creating real change/not just talk about it

Threats

- White supremacists in area
- Sexual predators
- Impact of Federal budgets/grants/scholarships decreasing
- Societal change – GU not keeping up
- Our internal weakness invites external powers to reek havoc on University
- Service Learning opportunities in diverse areas/issues
- Provide transportation for service learning further from campus
- Political changes (making society less safe for minority groups and GU not responding)
- Community around campus is not safe