

**DEI Community Programming Collaborative Matrix**  
**Proposed conversations/events evolving AY 20/21**  
**(version 6; July 27, 2020)**

Departments initiating events/program	Title/Topical Focus	Conversation Catalyst/Animator	Convener/Collaborative Partners	Target Population /Desired Outcome(s)
<b>Office of DEI</b>				
	<b>Intercultural Yoga</b> Podcast Program focusing on DEI Issues; addressing the current racism pandemic amplified by Floyd killing	Raymond Reyes, Robin Kelley	Produced and broadcast by Office of DEI and MARCOM. Interviewees include various faculty, staff and students, across the university	GU community Creating an opportunity to critically discuss challenging DEI issues
	<b>Colleagues of Color (COC)</b> Cultural affinity group of GU - BIPOC	Hosts are from within the GU – COC group	Office of DEI and various partners on campus focusing on BIPOC. Faculty and staff across campus.	Cultural affinity group for POC
	<b>Intercultural Multicultural Professionals Affecting Change Together (IMPACT)</b>	Presenters TBD for academic year 2020/2021	Office of DEI Faculty and staff of color, and their white allies	POC and white allies
	<b>Productive Discomfort</b>  Faculty affinity group focusing on inclusive teaching	Session facilitators: Molly Pepper Kristine Hoover Raymond Reyes	<i>Internal partners:</i> Office of DEI Gonzaga Inst. for Hate Studies School of Business <i>External partners:</i> EWU Spokane Public schools	Faculty and instructional leaders To expand and deepen culturally responsive teaching; providing best practices in facilitating difficult classroom discussions
	<b>Office Hours with Dr. Reyes</b> <b>Open space forum:</b> Offering resources pertaining to DEI practices in the classroom. Technical assistance, small group discussions and personal coaching on effective interpersonal/intercultural communications.	Dr. Reyes Dr. Kelley	Office of DEI	GU community/ be a resource for any DEI related topic/info/collaborative action For any interested student, faculty and staff

	<b>Diversity.edu</b> An online intercultural skill development program for staff and faculty	Raymond Reyes Robin Kelley	Office of DEI & Max Kwenda, Office of Institutional Research	Faculty & staff. Develop and support intercultural fluency within the GU workforce
	<b>Exploring the potential of replicating a western region/province online program called 'Faith Does Justice'</b>  which was a community organizing tool offered online by Annie Fox at Jesuits West.	Wendy Thompson, Michelle Wheatley, Wendy Thompson, Raymond Reyes	Office of DEI, Tribal Relations, Mission & Ministry, CCE	Faculty & staff. Leveraging Jesuit principles & practices to develop workforce intercultural fluency; to strengthen in practice the relationship between Mission and Diversity
<b>Mission &amp; Ministry</b>				
	<b>1 month Prayer Vigil held on June 25, 2020</b>	Dr. Michelle Wheatley Dr. Raymond Reyes Luke Lavin Dr. Kevin Brown Lauren Hackman Brooks	DEI CCP CCE Dept. Of Religious Studies Jesuit Community Many More TBD	Whole Community (Current Students, Staff, Faculty). Invitation to alums, board members, and donors/ In a multi-faith setting provide a space for verbalized lament around unjust murder by the police, systemic racism, and a tradition of white supremacy and sin with voices of solidarity and hope form multiple faith traditions in a unified, prayerful voice
	<b>Faith and Justice Liturgical Saint of the Month</b>	Luke Lavin Daniel Dangca		Student Catholic Community, Faculty, Staff/ Highlight a different saint each month who is either a person of color or worked in advocacy for people of color or the marginalized. Student leaders would table and educate about the saint each month and provide a space of refreshment after the

				liturgy for community building
	<b>Faith and Justice Coalition Building</b>	Luke Lavin	DICE	Students/ A student leader from Mission and Ministry will serve as an ally and advocate in multiple multi-cultural clubs to continually bring the perspective, voice and wishes into the mission and ministry programmatic space.
	<b>MLK Ecumenical Service</b>	Daniel Dangca	TBD (Daniel is a 10 month employee)	An ecumenical service that will highlight music, ways of worshiping, preaching styles, and liturgical aesthetics of black churches and look to student voices to lead, sing, preach
	<b>International Day of Tolerance</b>	Mission and Ministry DICE CCE Center for Global Engagement	Whole Campus Community	Continued collaboration to ensure a Day of Tolerance calling for peace, dialogue, and understanding
	<b>Learning Circle: Racial Justice and the Mission of a Catholic, Jesuit University</b>	Kevin Brown Raymond Reyes Michelle Wheatley	Mission and Ministry DEI	Gonzaga Faculty and Staff; First Cohort in Spring 2021 would gather each week over the course of the semester to discuss assigned. Texts include <i>Racial Justice and the Catholic Church</i> by Bryan Massingale, <i>Enfleshing Freedom</i> by M. (Mary) Shawn Copeland, and chapters from Willie Jennings, Elizabeth Johnson,

				and Roberto S. Goizueta. Discussions would aim to draw out how racial justice and deconstructing normative whiteness are essential to our mission as a Jesuit university. First cohort of 12-15 faculty and staff would be able to facilitate future cohorts.
	<b>Learning Circle:</b> Indigenous and Christian Decolonial Approaches to Land, Creation, and Communion	Wendy Thompson Kevin Brown	Tribal Relations Mission and Ministry CTA	This book discussion of <i>Buffalo Shout, Salmon Cry: Conversations on Creation, Land Justice, and Life Together</i> would explore decolonial conversations about land justice, coloniality, and whiteness from both Christian and indigenous perspectives. 12-15 faculty and staff members. A Pilot group had a very fruitful discussion in AY 19-20.
	<b>Speaker on Decolonial Education:</b> Samuel Torres from the National Native American Boarding School Healing Coalition	Wendy Thompson Kevin Brown	Tribal Relations Mission and Ministry	Torres would speak on the need to decolonize Western education in the wake of Americanization, assimilation, and cultural genocide toward the Indigenous peoples of the Americas
	<b>Series on Voting and the Common Good</b>	Kevin Brown Luke Lavin Meredith McKay (Potentially Brian Henning, Pat McCormick, and	Mission and Ministry (potentially Religious Studies and Environmental Studies, invitations pending)	Three sessions will address Catholic Social Thought and the responsibility to vote for the common good. Three topics: Democracy and the Common Good, God's

		Megan McCabe— invitations pending)		Preferential Option for the Poor and Marginalized, Integral Ecology
<b>Tribal Affairs</b>				
	<i>Buffalo Shout, Salmon Cry</i> <b>Book Group</b>	Kevin Brown Wendy Thompson	Mission/Ministry Tribal Relations	GU faculty How to consider alternative perspectives, belief systems, & worldviews.
	<b>Anti-racist classrooms</b>	Various	School of Ed Diversity & Social Justice Committee & Spokane community partners	GU community/ Understanding what anti- racism means at PWI.
<b>Critical Race and Ethnic Studies (CRES)</b>				
	<b>Queer Asian Identities</b>	CRES – Shinsuke Eguchi	Comm Studies, Women’s and Gender Studies, CAS Dean’s office?	50
	<b>Taking Stock of Where We Are</b>	CRES	Raymond Reyes?	25 CRES student and other students who are interested
Spring 2021	<b>Decoloniality</b>	CRES – Emma Perez	Provost’s Office?	Open campus wide
<b>GU School of Law</b>				
	<b>Legal Observer Training</b>	BLM	Center for Civil and Human Rights / National Lawyers Guild / Black Law Students Association (BLSA) and affinity groups	GU law students
	<b>Voter Registration Tabling</b>	BLM	Center for Civil and Human Rights / BLSA and affinity groups	GU community
	<b>The Crime of Color/Use of Force Lunch Presentation</b>	BLM	Center for Civil and Human Rights	GU community
	<b>Confronting Hatred and Bias Lunch Presentation</b>	BLM	Center for Civil and Human Rights / <a href="#">Western States Center</a>	GU community
	<b>Hate Incidents Reporting Press Release and URL host</b>	COVID-19	Center for Civil and Human Rights / Seattle U Law / UW Law / WA AG’s Office / The Alliance	Washington state residents

	COVID-19 Pro Bono Clearinghouse	COVID-19	Seattle Pro Bono Coordinators / Seattle U Law / UW Law	GU Law students and pro bono attorneys
<b>Gonzaga Institute for Hate Studies (GIHS)</b>				
	<b>Starting (Virtual) Conversations on Race</b>  (Each conversation date is a set of conversation starter questions; ppl can participate in one or more of the conversation dates of their choosing.)	60 min Zoom (10 min. whole group establish norms, 30 min. 4-6 ppl breakouts, 10 min. closing), Based on Courageous Conversations on Race by G. Singleton and Civic Dinner virtual model	School of Leadership Studies, GIHS	Pilot: ORGL / SLS students (June 18, July 2),  July: GU students, staff, faculty
<b>DICE (Diversity, Inclusion, Community &amp; Equity)</b>				
	<b>Intergroup Dialogue Circles focused on racial identity (5 groups)</b>	DICE	Academic Departments interested in co-facilitating	Students seeking to deepen skills of dialogue, apply skills through difference, and strengthen understanding of racial identity and societal equities with a particular focus on racial disparity, white supremacy, and systemic oppression
	<b>Intragroup Dialogue Circles (4 groups)</b>	DICE	Academic Departments interested in co-facilitating	Students seeking to reflect on their racialized identities in a space of community, support, and challenge to grow. Structured caucus or affinity spaces can be incredibly healing for those with marginalized identities and an important part of

				anti-racism work for those with privileged identities
	<b>Sustained Dialogue Circles exploring racial issues across campus (5 groups)</b>	DICE	Departments interested in supporting their students through an SD initiative	Students, faculty, staff, or departments/areas looking to dialogue about racial issues happening within areas of campus with a goal of moving toward potential solutions, recommendations, and/or coalitions.
	<b>Book groups on So you want to talk about race by Ijeoma Oluo</b>	DICE (Joan Iva Fawcett, Matthew Barcus, & SR Gibson)	Also called for facilitators within the Division	Student Development Division – to increase knowledge and comfort level in talking about race and racism
	<b><i>Just Mercy</i> Post-Screening Discussions</b>	UMEC	Deb Ellis (UMEC) & Fonsi Miranda (UMEC)	Student Development Division – to raise awareness of the mass incarceration of Black people
	<b>White Accountability Space</b>	UMEC	SR Gibson (UMEC) & Sean Joy (CCP)	Student Development Division – to facilitate a brave and supportive environment for addressing and healing racist attitudes, beliefs, and behaviors
	<b>People of Color Affinity Space</b>	DICE	Joan Iva C. Fawcett (DICE) and Christina Thomas (Title IX)	Student Development Division – to build resilience, help members prepare to engage deeply with other groups, and empower each other to take action
<b>Foley Library</b>				
	Ibram X. Kendi Anti-Racist Reading List. This has already been completed but needs to be shared.	Paul Bracke and Foley Center faculty	Foley	GU Community, awareness of resources available on campus

	GU Anti-Racist Reading/Listening/Viewing List – a community curated guide to content for understanding and countering racism. A core based on suggestions during the webinar has been created.	Paul Bracke and Foley Center faculty	Foley, Office of Diversity, Equity, and Inclusion, DICE? Others?	GU Community, sharing of knowledge resources within the community
	Library Guide – a comprehensive guide to resources (including primary sources) available through Foley	Paul Bracke and Foley Center faculty	Foley	GU Faculty, staff, students
	Reading Groups	Paul Bracke and Foley Center faculty	Foley and Others	GU community, facilitated conversation to make sense of issues through group engagement with books
<b>School of Education</b>				
	*Critical Pedagogy Speaker	SOE	Any GU partners who may be interested.	GU Faculty
	*Hope Dialogue around the Use of Counternarratives in the Classroom	SOE		GU Faculty
	*Hope Dialogue around Race in the Classroom	SOE		GU Faculty
	*How to Create Critical Consciousness among Faculty and Staff	SOE	Any GU partners who may be interested.	GU Staff and Faculty