

Offerings and Initiatives

To both advance and support increased diversity and inclusion in the Seton Hall community, the University invests in a range of offerings and programming.

Below is a selection of past and ongoing activities. Whenever possible, links are provided for more information. Updates are made on a rolling basis. Please visit the University Calendar for the new, upcoming events.

Please check back for updates.

Office of the Provost

- Diversity and Inclusion Website - Launched in May 2019, the [Diversity and Inclusion website](#) demonstrates Seton Hall's commitment to diversity, including student groups, recent curricular changes to strengthen diversity, University Life courses and reading groups, as well as lists of key faculty and administrators who are charged with furthering diversity and inclusion.
 - Faculty Searches - The Office of the Provost secured a commitment from the deans of all colleges and the executive committee of the Faculty Senate to include student input in all full-time faculty searches. This was enacted as of the Spring 2019 semester.
 - [Inclusion Speaker Series](#) - Beginning in the 2018-19 academic year and continuing through the Spring 2020 semester, Seton Hall has hosted speakers who presented unique stories about living as diverse individuals and how they furthered diversity and inclusivity in their personal and professional lives. The series has included the following speakers: Reginald F. Butler, Christina Santos, Dr. Katrice Albert, Dr. Mary Hinton, James E. Wright, Freddy Garcia and Jerry Kang.
 - Faith-Based Outreach - On Saturday March 7, 2020, Seton Hall hosted the NJ Coalition of Latino Pastors. Speakers included Interim Provost Karen Boroff, Reverend Bolivar Flores, and Jim McGreevy, former governor of New Jersey. The gathering included faith leaders, community leaders, government officials and non-profit leaders.
 - Campus Climate Survey - The Seton Hall Campus Climate Survey took the collective pulse of the campus community's views on inclusivity and helped in efforts to measure and report accurately on the climate at the University. The survey was launched on August 26, 2018; results were released in an email to the campus community on May 28, 2019.
-

Curriculum

- Latino/a History - For the Spring 2019 semester, Maisha Mitchell, Ph.D., was hired as an adjunct to teach the University's inaugural U.S. Latino/a History course. It is hoped that course can be offered on a regular basis.

- Core Curriculum - During the week of January 20, 2020, the University Core honored Dr. Martin Luther King Jr. Rev. Forrest Pritchett led the event, working with Dean Karen Passaro, CEPS. Talks dealt with historical, legal, religious, and political issues regarding systemic racism, as well as how race factors into the areas of health care and education.
 - A&S Diversity Requirement - A new diversity core component is required of all students in the College of Arts and Sciences. Seven courses were approved for this requirement in Spring 2019, and 31 courses were listed for the Fall 2019 semester. The eight courses offered on the Fall 2020 schedule includes a new course: "Native American History to Removal."
-

Student Services

- Faith and Racial Injustice Virtual Event - Student organizations, supported by the Division of Student Services, Campus Ministry and the University, are hosting an interfaith event: Faith and Racial Injustice on July 1, 2020.
- Increased Diversity Funding - The University created a line item in the FY20 budget for an additional \$20,000 for student-planned activities during Black History, Hispanic-Latino History, Women's History, and Islamic History months and other multi-cultural celebrations.
- Celebrating Our Students - Six years ago, the division began "Celebrating Our Students," an initiative that recognizes students for their extraordinary contributions to the University. Currently we are celebrating an international student. We also have recognized a Gen 1 student, pre-major student, a student worker, an EOP student and a transfer student, among others.
- Minority Access - In 2015, the division became a member of Minority Access, which highlights the academic and social contributions of underrepresented groups. By establishing successful programs to improve diversity in higher education, Minority Access has built a constituency of more than 250 colleges and universities. Student Services sponsored administrative and student participation in the Minority Access National Role Models Conference in 2015, 2016 and 2017.
- Real Talk on Race - On January 30, 2018, more than 600 members of the University community attended this open forum that examined the status of diversity and inclusivity on campus. The event led to a host of new programming for academic year 2018-19.
- Freshman Summer Reading - Many of the freshman summer-reading selections have focused on diversity and inclusion and have been supplemented by Student Activities programming, including: *The Other Wes Moore*, *Educated*, *Hidden Figures*, *The Immortal Life of Henrietta Lacks*, etc.
- Inclusion Alliance - To involve undergraduate students with our diversity initiatives, the Division of Student Services created the Inclusion Alliance, which trains students to facilitate meaningful discussions with student groups as well as in all University Life classes. Throughout the discussions, students learned and practiced several supporting skills such as active listening, mirroring responses, and conflict resolution. All activities centered on diversity-related content, and called on students to participate based on their

personal experiences of discrimination, institutional bias, leadership, and identity development.

- Words Matter - Words Matter is a highly engaging and interactive program for students, faculty and staff members in which participants learn about microaggressions — what they are, what their impact is, how to respond to them and how to prevent them.
 - Let's Talk - This discussion series, which is facilitated by Peer Leaders, tackles the ins and outs of many aspects of life at Seton Hall. Previous topics include first-generation students, microaggressions, mental health and adjusting to college life.
-

Faculty and Administration

- The Diversity and Inclusion Seminar - The Center for Faculty Development hosted a series of discussions in Spring 2020 including Studying race, diversity, inclusion and the social psychology of knowledge; The data on racial/ethnic disparities; Explaining the disparities; Exercises for creating a safe environment for discussing race; and Managing Hot Moments.
- Africana Studies Director - The College of Arts and Sciences has appointed Kelly Harris, Ph.D., as a full-time faculty member in the Department of Political Science and Public Administration and director of the Africana Studies program, effective Fall 2019.
- A&S Diversity Hires - Dean Shoemaker has met several times with the Africana Scholars — a group of majors in that area — and has made a commitment to prioritizing hires in interdisciplinary programs, especially Latino/a and Latin American Studies and Africana Studies.
- Chief Equity, Diversity and Compliance Officer - The University appointed Lori Brown, J.D., as its Chief Equity, Diversity and Compliance Officer. Prior to this appointment, Brown served as Seton Hall's Director of EEO Compliance, Title IX Coordinator.
- Teaching for Inclusivity Project - In fall 2019, faculty members were invited to experiment with a new teaching approach or methodology to adapt to either Gen Z student characteristics or otherwise enhance the faculty member's ability to teach to diverse groups. The course featuring the new approach/method was offered spring 2020 semester. Written reflection on the results and attendance to monthly meetings to discuss progress and share strategies were required.
- Office of EEO and Title IX - An outside firm was hired to conduct an audit of the Office of EEO and Title IX Compliance. The auditors visited campus during the first week of April and included students in the evaluation process. A final report was submitted before the end of Spring 2019; the recommendations are being reviewed and implemented. Separately, the University recently updated its established anti-harassment and Title IX training for employees and students.
- EEO/Title IX Relocation - To improve visibility and accessibility for students, Seton Hall has relocated the Office of EEO and Title IX Compliance from the lower level of Presidents Hall to the first floor of Bayley Hall.

- Search Committee Training - For the past year and a half, the Office of Human Resources has provided mandatory training in best practices for faculty search committees. This training includes a module on the importance of diversity and inclusion, both as a practical matter and as it pertains to the legal requirements of non-discrimination.
 - Newark Collaboration - In June 2019, the University began a partnership with the Newark City of Learning Collaborative in an effort to increase the proportion of Newark residents with a degree beyond high school to 25 percent.
 - New Faculty Orientation - A diversity and inclusion module was added to the daylong orientation for new faculty members in Fall 2019.
 - Diversity Reading Group - Organized by the Center for Faculty Development, which is open to faculty, staff and administrators and meets two times each semester to discuss books that speak to diversity issues of various kinds. Books discussed to date include *Apostles of Disunion*, *The Fire Next Time* and *Hillbilly Elegy*.
 - Faculty Seminar on Challenging Racism and Teaching for Inclusion - Organized by the Center for Vocation and Servant Leadership and the Center for Faculty Development, participants have the opportunity for reflection concerning racism so they will become advocates for honest dialogue and agents of transformation at Seton Hall. The seminar also provides participants with support to develop courses or topical materials that focus on matters related to racial justice/equality in their disciplines. Beginning Fall 2018, 12-15 faculty have taken part each semester in the 14-week seminar.
 - HBCU Business Deans - Stillman Dean Joyce Strawser joined Interim Provost Karen Boroff in May at the HBCU (Historically Black Colleges and Universities) Business Deans Roundtable in New Orleans. This was followed by a visit to Howard University in June 2019 by Dean Strawser and Nursing Dean Marie Foley to explore collaboration opportunities.
 - Diversity Presentation - Dean Strawser and members of the Black Men of Standard discussed diversity initiatives in June 2019 with Ja'Ron Smith, Deputy Assistant to the President for Domestic Policy, in Washington D.C.
 - Writing Faculty Orientation - Two undergraduate education majors from diverse backgrounds spoke to the English department's first-year writing faculty on August 14, 2019 about how they could support diversity and diverse individuals in their classrooms. Also in that orientation, the faculty heard from CommArts professor Angela Kariotis Kotsonia, whose teaching and scholarship is focused on classroom inclusivity and active learning.
-

Recurring Events

- Monthly Spanish Mass - Campus Ministry and the G. K. Chesterton Institute for Faith and Culture sponsor the Monthly Spanish Mass, which is held the first Wednesday of every month at 12:30 p.m.
- Black History Month - Black History Month is observed annually during February. In South Orange, the Black Student Union flag is raised each morning in front of the University Center. Multicultural programming during the month has included a talk by the NCAA Executive Vice President of Inclusion and Human Resources and an hour-

long WSOU interview with the Rev. Dr. Forrest Pritchett, a civil rights activist, in addition to myriad student activities.

- International Celebration - This is a special time of year when the Seton Hall community highlights the multiculturalism of our campus. Events that are part of this celebration span various academic departments, student organizations and individuals. The celebration began as a one-day event and has expanded to an entire month.
 - Conference on Women and Gender - This annual daylong conference, which is presented by the Women and Gender Studies program, offers a collection of exciting sessions that reflect the dynamic, productive diversity of perspectives and approaches characterizing discussions about women and gender.
 - Japan Week - The annual Japan Week program celebrates Japanese culture, cuisine, games, songs, business, and language and coincides with the emergence of the Japanese Cherry Blossoms. It is hosted by the Department of Languages, Literatures and Cultures, which is chaired by Shigeru Osuka, professor of Asian Studies.
 - MLK Symposium - In January 2020, the University held its second Dr. Martin Luther King Jr. Symposium. Course content focused on Dr. King's contributions toward an analysis of oppression, liberation and peace, with additional content on institutional racism, micro-aggression, rhetoric, privilege and law. The keynote speaker was the newly appointed director of Africana Studies, Dr. Kelly Harris.
 - Unanue Gala - The Joseph A. Unanue Latino Institute hosted its annual gala on October 24. Those honored include Stacie deArmas, Vice President Strategic Initiatives and Consumer Engagement at Nielsen; Claudia Romo Edelman, Special Adviser at the United Nations and the We Are All Human Foundation; and Jeffrey Martinez, Executive Vice President at PNC.
-

Events

(An assortment)

- [Citizen Upstander: An Introductory Training to Interrupting Racism](#) is a participatory workshop for anyone who wishes to expand on their abilities to conspire for a more racially equitable future. Along with that, Freedom Summer is a weekly web series and a safe space where open and honest discussions on racism and its various intersecting biases are examined.
- Covid Ethics Series - On May 20, 2020, the series featured "[Discrimination Intensified: Equity in the Time of COVID](#)," sponsored by IHS Bioethics and IHS Student Life. Panelists included Dr. Sampson Davis, E.R physician, best-selling author and media personality, as well as Seton Hall's KC Choi, Department of Religion, and Dr. David Kountz, Associate Dean for Diversity and Equity, School of Medicine. UPenn's Lynette Colaco Martins, lawyer and bioethicist, also joined the panel.
- Inclusvie Teaching Workshop - On Nov. 13, 2019 student representatives from the Inclusion Alliance, facilitated an interactive workshop, "What Seton Hall Students Want You to Know About Inclusive Teaching." This was an open session of the Faculty

Seminar on Challenging Racism and Teaching for Inclusivity and the session closed with a student panel and resources for further developing inclusive teaching practices.

- Dr. Martin Luther King Jr. Day One-Credit Course - In January 2019, students and alumni attended a one-credit course taught by Rev. Dr. Pritchett on the history of racism, sexism and classism and their impact on our institutions, socio-cultural processes and the behavior of individuals and social groups. This was the first time such a course was offered by Seton Hall to celebrate Dr. Martin Luther King Jr. Day.
- Mateo Lecture - The Joseph A. Unanue Latino Institute and the Department of History and Latin American and Latino/a Studies sponsored a lecture in March on Olivorio Mateo, the famed Dominican folk hero. The lecture was delivered by Adjunct Professor Maisha Mitchell, Ph.D. This was one of many events sponsored by the Unanue Institute throughout the year.
- Revolutionizing Education Speaker Series - Christopher Emdin, Ph.D., author of the bestselling "For White Folks Who Teach in the Hood... and the Rest of Y'all Too" discussed strategies and approaches to support urban youth, including adapting teaching to their realities, on April 2 at Seton Hall. His appearance was sponsored by the College of Education and Human Services.
- Freshman Orientation - On August 24, Student Services sponsored "12 Steps to Appreciating Diversity" with Mohammed Bilal, a musician, poet and writer who appeared on MTV's "Real World III: San Francisco." This is the second year he has presented during Freshman Orientation.
- 1619 Remembrance - The Rev. Dr. Forrest Pritchett organized a moment of reflection and affirmation on August 30, marking the 400th anniversary of the first enslaved Africans arriving in the American colonies.
- Out-of-State/International Student Welcome - Student Services hosted an Out-of-State/International Student Welcome on September 5.
- [Forum on Modern Slavery](#) - On September 27, the School of Diplomacy and International Relations, in collaboration with the Slave Free Community Project, the New Jersey Coalition Against Human Trafficking, and the International Justice Project, hosted a full day of discussions and expert panels focused on combatting modern slavery. Nobel laureate Nadia Murad delivered the keynote address with a focus on "Justice for Survivors: Rebuilding Lives of Sexual Slaves."
- Interfaith Clergy Breakfast - The Office of the Provost hosted an Interfaith Clergy Breakfast on October 8 in Bethany Hall.
- Dagher Appearance - The College of Arts and Sciences brought writer Sam Dagher to campus on October 8. Dagher, the author of *Assad or We Burn the Country: How One Family's Lust for Power Destroyed Syria*, spoke on the crisis in Syria and the plight of Syrian refugees.
- Huerta Event - On October 20, the Joseph A. Unanue Latino Institute hosted "An Afternoon with Dolores Huerta," an exploration of the life, legacy and leadership of one of the most iconic labor rights activists in the world.

Defamation: The Experience - This interactive theater piece was performed on campus on October 22, 2018. It asked the audience to be the jury in defamation cases designed to explore the many "isms" — racism and sexism, for example — while providing a framework for self-reflection on our own biases.

Centers and Institutes

[Charles and Joan Alberto Italian Studies Institute](#) The Charles and Joan Alberto Italian Studies Institute was established in 2003 to coordinate Seton Hall's many activities relating to Italian American history and culture, to sponsor cultural events, and to promote curriculum development and community outreach.

Programs and Activities

- Italian Studies Program
- Study Abroad in Rome, Italy
- Scholarships
- Visiting Fellowship
- Valente Italian Library

[The Joseph A. Unanue Latino Institute](#) The Joseph A. Unanue Latino Institute is dedicated to empowering Latino students. Built on a rich legacy of service to the Seton Hall Latino community, the Joseph A. Latino Institute had its genesis as the Puerto Rican Institute, founded in the early 1970s. Today, with the Institute's support and guidance, students can fulfill their potential as servant leaders through cultural programming designed to build stronger linkages to their heritage but also through education, academic scholarship, mentorship, skill development and critical thinking.

Programs

- Scholarships
- Speaker Series
- Éxito Mentoring
- Governor's Fellowship
- Young Minds Creative Writing
- Graduate Assistantship
- Work-Study

[Sister Rose Thering Fund for Education in Jewish-Christian Studies](#) Fostering understanding through education and inter-religious cooperation since 1993, the Sister Rose Thering Fund began as a supporting wing of the Department of Religion at Seton Hall. Its mission is to advance Sister Rose's legacy by fostering understanding and cooperation among Jews, Christians and people of other religious traditions through advocacy and education.

Academic Programs and Activities

- The Sister Rose Thering Fund supports students studying in the graduate program of Jewish-Christian Studies in the Department of Religion in the College of Arts and Sciences, which offers a comprehensive curriculum leading to the Master of Arts (M.A.) in Jewish-Christian Studies, as well as a Certificate in Jewish-Christian Studies.

[Academy for Urban School Transformation](#) The College of Education and Human Services has a longstanding commitment to leadership and to serving urban schools. This tradition led to the creation of the Academy for Urban School Transformation. Under the leadership of Dr. Charles P. Mitchel, Associate Professor, the Academy seeks to share the expertise and diverse experiences of its dedicated faculty to serve the urban school community.

Major Foci

- Leadership: Increase the number of highly qualified education leaders
 - Curriculum: Help schools deliver quality curriculum through research-based strategies such as curriculum mapping
 - Supervision, Assessment, Evaluation: Ensure that schools utilize instruments linked to curriculum goals to track progress.
 - Teacher Training: Provide continuing education and mentoring to urban school teachers
 - School, Family and Community Support: Based on nationally researched strategies
 - Education Capacity Building: Restructuring failed urban schools through a unique partnership of shared governance
-

Student Organizations

- Multicultural Advisory Committee This student organization is dedicated to cultivating an inclusive, multicultural community that promotes the importance of shared vision, social connection and collaborative efforts. Through leadership development, special events and community building initiatives, the committee aims to serve and support culturally based organizations and programs.

Academics and Honors

- Association of Latino Professionals in Finance and Accounting (ALPFA) ALPFA focuses on Latino students who are interested in the fields of finance and/or accounting.
- China and U.S. Relations Study Association (CURSA) CURSA seeks to spread the influence of Chinese culture among U.S. students and introduce Chinese students to local events.
- Council of Africana Scholars The student run organization focuses on Africana Studies through academic conferences and programming and works with faculty to ensure students fulfill their degree requirements.

- Minority Association of Pre-Health Students (MAPS) MAPS hosts social and professional events as well as connects students with fellow students and healthcare professionals who can advise and mentor.
- The Dr. Martin Luther King Jr. Scholarship Association (MLKSA) MLKSA strives to follow in the footsteps of its namesake by promoting servant leadership and community service as well as by hosting educational and cultural events.
- Women of Diplomacy Leadership Program The program enriches, engages and supports the female community of the School of Diplomacy by hosting panels, discussions, club meetings and other programs.

Cultural and Religious

- Adelante Founded in 1972, Adelante is committed to empowering the Latino community at Seton Hall and promotes Latino awareness through programming, community service and more.
- African Student Association (ASA) Since 2008, ASA has been educating the University community about Africa and African Heritage through music, dance, literature and food as well as via fundraising events for NGOs.
- American Sign Language/Deaf Culture Club This club provides programs and workshops on topics surrounding Deaf Culture and American Sign Language.
- Asian Cultural Association The association is for students who share an interest in the culture and background of Asia.
- Black Caucus Comprised of 14 African cultural organizations on campus, the Black Caucus received a permanent administrative structure and support under Student Life in 2018-19.
- Black Men of Standard Members of the group specifically address the quality and way of life in which the black male conducts and views himself among his peers and figures of authority.
- Black Student Union (BSU) Founded in 1967, BSU provides a foundation of unity among the Black students of Seton Hall through empowerment, education and cultural enlightenment.
- Filipino League Association of Seton Hall (FLASH) Established in 1990, FLASH educates the University community (and many in the tri-state area) about Filipino culture and community through retreats, cultural workshops and dance.
- German Club The German Club highlights German culture through a series of events and club meetings throughout the academic year.
- Haitian Organization Promoting Education (HOPE) The goal of the organization is to break the misconceived stereotypes of Haitians through workshops, events and an annual ball.
- Hillel Student Organization Hillel unifies and builds a strong foundational community for Jewish students on campus.
- Hellenic Student Organization Through educational and social gatherings, this club explores the Greek and Greek-American culture and their rich history.
- Italian Student Union (ISU) ISU offers programming that preserves and promotes Italian culture, language and traditions.

- Korean Language Culture Club The club promotes Korean language, food, and history across Seton Hall's campus.
- Middle East North African Student Organization (MENAC) MENAC provides insight into Middle Eastern and North African cultures via events, fundraisers with NGOs, creative workshops, movies and lectures.
- Muslim Students Association (MSA) MSA seeks to raise consciousness and foster intelligent dialogue and understanding about Islamic culture.
- National Council of Negro Women (NCNW) NCNW's Imani Chapter offers minority women on campus a place for community, fellowship and discussion.
- Pirates of Irish Persuasion and Extraction (PIPE) PIPE is for all students interested in the Irish/Irish-American experience via participation in social, educational and charitable activities.
- Portuguese Language/Culture Club The club promotes the history, cuisine, and customs of Portugal and other Portuguese-speaking nations.
- PRIDE (Protecting and Respecting Individuality, Diversity and Equality) Formerly known as Allies, PRIDE creates a safe and inviting environment for members of the LGBTQ+ community and educates others about the LGBTQ+ community.
- Seton Hall Orthodox Fellowship The fellowship seeks to build community among Christian students. Open to all, particularly those of orthodox faith.
- Slavic Club Founded in 1990, the club promotes Slavic cultures through music, art, events, lectures and trips. It also attracts students to the University's Russian and East European Studies program.
- Soldiers for Christ Soldiers for Christ is a ministry that uses the art form of step and community service to spread the Word of God.
- South Asian Students Association The organization focuses on promoting the South Asian culture through various events throughout the year.
- West Indian Student Organization (WISO) WISO supports students of West Indian decent and strives to promote awareness of West Indian culture through programs and events on campus.

Social

- Active Minds Active Minds works to remove the stigma surrounding mental health issues and increases awareness of available resources.
- Educational Opportunity Program Student Organization (EOPSO) EOPSO serves the University's EOP community through public service, informational programs and other school-related events.
- First Generation Student Organization The organization creates a support system of peers, faculty and administration for first-generation students — directing students to academic, social and financial resources.
- International Student Association The association encourages and enhances interaction among international students, assists with their adjustment and helps resolve issues.
- SHU Women in Business Serving as a support system, the club focuses on mentorship and professional development via panel discussions, networking events, workshops and a bootcamp.

Greek Life Organizations (Part of the National Pan-Hellenic Council)

Black/African American

- Delta Sigma Theta Sorority, Inc.
- Zeta Phi Beta Sorority, Inc.
- Alpha Phi Alpha Fraternity, Inc.
- Phi Beta Sigma Fraternity, Inc.

Latino/Latina

- Chi Upsilon Sigma National Latin Sorority, Inc.
 - Lambda Theta Alpha Latin Sorority, Inc.
 - Lambda Theta Phi Fraternity, Inc.
-

Other Campuses

- At the law school, the dean has commissioned a dedicated assistant dean for diversity and inclusion as well as an equity and inclusion committee that proactively addresses diversity and inclusion concerns across the school.
- Seton Hall Law administers a climate survey and ongoing anti-bias training for faculty and students.
- Community conversations on diversity and inclusion-related topics are held monthly, while first-year students are trained in cultural competency.
- Best practices have been adopted to ensure hiring for faculty, administrators and staff members is done with diversity and inclusion in mind. Likewise, all law school programs include speakers who are diverse.
- At the IHS campus, a commitment to diversity and inclusion is included among its guiding core principles: "We value respectful interactions and communication among students, faculty, administrators and staff that is inclusive of individual discipline, culture and diversity."
- The University's medical school includes an Office of Diversity and Equity that seeks to ensure diversity among the school's students, faculty, administrators and staff members.
- The IHS campus library has begun a book club that has included content/readings from the health sciences field from diverse authors/perspectives.
- The IHS library provided information support for inclusion of transgender people in IHS orientations/information sessions.