



Diversity, Equity and Inclusion

# IMPACT REPORT

January 2022 - December 2023



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At Duquesne University, we have a strong commitment to—and we highly value—diversity. We believe that equity and opportunity begin at home, and Duquesne University is the common home we share. Our commitment to diversity, equity and inclusion (DEI) can be witnessed every day on campus and in the classroom, as well among the University community of nearly 8,100 students with a broad range of backgrounds and experiences who represent all 50 states and over 80 countries.

We are large enough to be classified as a top national research university, but small enough that our faculty, staff, and students know each other by name. Duquesne’s mission is built on the seven markers of a Spiritan education:

1. Openness to the Spirit
2. Global Vision
3. Community of Respectful Relationships
4. Concern for the Poor
5. Commitment to Service
6. High Academic Standards
7. Academic Freedom

This inaugural Impact Report outlines the University’s past, present and future steps to promote diversity, equity, and inclusion. It is my hope that you learn more about the ongoing commitment to diversity, equity and inclusion that Duquesne exhibits, in alignment with its mission to “serve God by serving students,” as well as the University’s newest initiatives relating to DEI.

“It is the Spirit that Gives Life.”

**Crystal McCormick Ware, M.S.Ed., G-CDF**  
**Chief Diversity Officer**  
**Senior Advisor to the President on Diversity, Equity, and Inclusion**





*Since the arrival of the Chief Diversity Officer in 2022, and with the help of numerous individuals and organizations, Duquesne has completed or launched numerous initiatives and enhancements to help improve inclusivity throughout the Duquesne community.*

**Those actions include:**

## **A. Updated University's Diversity Statement**

In accordance with the mission statement of Duquesne University, we serve God by serving students through the maintenance of an ecumenical atmosphere embracing diversity and inclusion. Guided by the Congregation of the Holy Spirit and its members in over 60 countries, and consistent with our Catholic tradition, our commitment to inclusive excellence encompasses every aspect of personhood, including age, citizenship, disability, ethnicity, gender, race, religion, veteran status, socioeconomic status, and sexual orientation.

This commitment is the responsibility of every member of the Duquesne University community. On our campus and in all our efforts, broad ecumenism is both a response to the contemporary world and a timeless striving for the liberation of humanity from everything that offends dignity and freedom. In this way we advance the Reign of God in response to the Holy Spirit who gives life.

## **B. Added Lactation Rooms**

- a. Student Union (Original)
- b. Additions in 2022-2023:
  - i. School of Nursing
  - ii. Thomas R. Kline School of Law
  - iii. McAnulty College and Graduate School of Arts
  - iv. Gumberg Library
  - v. College of Medicine (Fall 2023)
  - vi. Administration Building (Fall 2023)

## **C. Added Single Occupancy Restrooms**

Since 2021, 70+ single sex restrooms have been added throughout campus.



## D. Created Employee Resource Groups (ERGs)

Launched in December 2022, the mission of the Duquesne University ERGs is to promote diversity, equity, inclusion, and belonging by encouraging the many interests and cultures within our workforce on campus. Our ERGs also serve as safe spaces for employees to collaborate and partner with other ERGs for programming, dialogue, and awareness.

### Duquesne University's pilot ERGs are as follows:

- |                               |                       |
|-------------------------------|-----------------------|
| a. Disability                 | f. Military/Veterans  |
| b. DEI Certificate Graduates  | g. Religious          |
| c. Faculty and Staff of Color | h. Toastmasters       |
| d. LGBTQIA+                   | i. Women's Leadership |
| e. New Professionals          |                       |

Faculty administration and staff are permitted to join more than one ERG and can join as an ally to any group as well.

## E. Created the Duquesne University Inclusion Network

Launched in December 2022, the Inclusion Network supports Duquesne University's DEI practices and comprises staff and faculty who have been identified and charged with helping to advance Duquesne's goals of becoming a more inclusive and welcoming campus both in the classroom and outside of the classroom.

It is open to all Duquesne University employees who wish to engage in DEI practices and includes DEI representatives from each school, unit and/or department. Members serve as liaisons to their respective schools/units and are expected to share information with their respective colleagues after each meeting.

### Since January 2023, the following units have presented their DEI Initiatives to the Inclusion Network:

- School of Business (January)
- Division of Marketing and Communications (February)
- Gumberg Library (March)
- Office of Residence Life (April)
- School of Education (May)
- School of Nursing (June)
- Human Resources (October)
- School of Science and Engineering (November)
- Dining Services (December)

## F. Created a Webpage for Diversity, Equity and Inclusion Efforts

Launched in November 2022, the new Duquesne University DEI webpage was developed to serve as a nexus of information regarding diversity, equity, inclusion, as well as other resources on campus, regionally, and nationally. As of November 30, 2023, the [duq.edu/diversity](https://duq.edu/diversity) webpage had 10,254 page views and 1,085 new visitors.

 [Learn more at duq.edu/diversity.](https://duq.edu/diversity)

## G. Gumberg Library Developed LibGuide

Upon the request of the Chief Diversity Officer, the Gumberg Library developed a LibGuide in 2023 for the Duquesne University community and beyond to use as a resource to examine racism and steps to become an ally.

🕒 [Learn more at Where to Start - Becoming Anti-Racist - LibGuides at Duquesne University via duq.edu/diversity.](https://duq.edu/diversity)

## H. Launched DEI Certification Program

Duquesne University launched a program on September 8, 2022, for faculty and staff to earn certification in diversity, equity and inclusion. This opportunity was made possible through a partnership between the Inaugural Chief Diversity Officer and the Office of Human Resources, Learning and Development. The Diversity, Equity and Inclusion Certificate program was designed to reinforce the University's mission of serving God by serving students so that they, in turn, may serve others.

Faculty and staff participants earn their certificate through a series of 10 fundamental level workshops offered over the course of the academic year. Each in-person course is approximately three hours long. The workshops address Duquesne policies as well as individual behaviors that help create an environment of opportunities for all at the University. Of the 10 workshops, seven core workshops are required. Participants then choose at least three elective workshops. Various content experts deliver the different courses. Participants gain an increased awareness of the importance of diversity, equity and inclusion, and develop tools and strategies to enhance success and belonging in academic and workplace settings.

Individuals who choose to earn the Diversity, Equity and Inclusion certification are asked to discuss it with their supervisor to align goals, outline general and specific relevance to their work at the University, and ensure adequate planning for the time commitment required. In addition, a summer-intensive program is offered that provides the core courses for those with scheduling conflicts.

In June 2023, 35 faculty and staff participants graduated from Cohort 1 while 40 completed the summer intensive program. In September 2023, 50 faculty and staff participants enrolled in Cohort 2. Graduates of the DEI Certification Program partake in various DEI activities and committees (such as Title IX) on campus.

🕒 [Learn more at duq.edu/DEICertificateVideo](https://duq.edu/DEICertificateVideo)





## I. American Sign Language (ASL) Training Provided for Faculty and Staff

Plans are in place to train 10 Duquesne University faculty and staff in ASL each academic year.

## J. Diversity Advocates Program Created for Faculty

The Diversity Advocate program integrates best practices into full-time faculty search processes. Diversity Advocates are trained faculty volunteers who serve on faculty search committees as non-voting members. These advocates work with search committees to promote diverse applicant pools and implement candidate evaluation processes that treat all applicants with fairness and consistency.

This program is a collaborative effort on the part of Academic Affairs, the Chief Diversity Officer, and Human Resources. The program depends on regular feedback and assessment to improve and increase its impact.

## K. University Created First MLK Unity Week

Along with many activities, Duquesne University sponsored its first MLK, Jr. Unity Week January 2023. The purpose of the established week is to promote Dr. Martin Luther King's message of unity to America. The Office of the Chief Diversity Officer, the Center for Excellence in Diversity and Student Inclusion and Campus Ministry were the primary sponsors of this new and historic event. The Unity Walk was an opportunity for our beloved University to promote our commitment to unity and peace on our campus.

### MLK Unity Week events included:

- a. MLK Breakfast at Ebenezer Baptist Church to attend the Homer S. Brown Drum Major for Justice Awards
- b. Day of Racial Healing Unity Writing Campaign
- c. Community Networking Program (Center for Career Development and Chief Diversity Officer)
- d. Unity Walk
- e. MLK Unity Luncheon

 [View photos from MLK Unity Week 2023 at duq.edu/diversity/mlkunitywalk.](https://duq.edu/diversity/mlkunitywalk)



## L. Observed Juneteenth Events

“Juneteenth is a federal holiday in the United States commemorating the emancipation of enslaved African-Americans. It is also often observed for celebrating African-American culture. Originating in Galveston, Texas, it has been celebrated annually on June 19 in various parts of the United States since 1865.” (Wikipedia)

Duquesne celebrated Juneteenth in 2022 with a virtual presentation by Samuel Black from the Heinz History Center, and in 2023, with a hybrid (on-campus and virtual) presentation by Dr. Johnathan White from Penn State Greater Allegheny.



Black’s presentation was titled “Emancipation Days: Juneteenth in History” and White’s presentation was titled “The Thirst–Juneteenth and the Existential Quest for Freedom.”

Additionally, the Gumberg Library published a LibGuide for the Duquesne community and community at large to have as a resource for Juneteenth titled: **Welcome-Juneteenth: Freedom, LibGuides at Duquesne University.**

🕒 **Learn more about Juneteenth and other diversity resources for the Duquesne University community at [duq.edu/diversity#diversityresources](https://duq.edu/diversity#diversityresources).**

## M. Updated Bias Education Response Team’s Policies and Procedures

Duquesne's Bias Education Response Team (BERT) is a multidisciplinary team that was founded to educate the campus community, to monitor and report on trends, and respond to bias incidents through restorative practices.

The purpose of BERT is to provide educational and restorative responses to bias incidents that occur within the campus community. It exists to engage people who act in ways that may intentionally or unintentionally convey bias, as well as the people affected by such behavior, and to help restore feelings of belonging.

🕒 **View current BERT team members and resources at [duq.edu/BERT](https://duq.edu/BERT).**

## N. Kappa Scholarship Endowment Fund (KSEF)/Duquesne University Scholarship

This full tuition scholarship is for high school seniors in the Greater Pittsburgh region who are in the top 10% of their class, and who demonstrate leadership and/or community service. Ella Jones from Pittsburgh Science and Technology Academy was the inaugural recipient for 2023.



**DIVERSITY IS OUR STRENGTH,  
EQUITY IS OUR COMMITMENT,  
INCLUSION IS OUR GOAL.**

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