



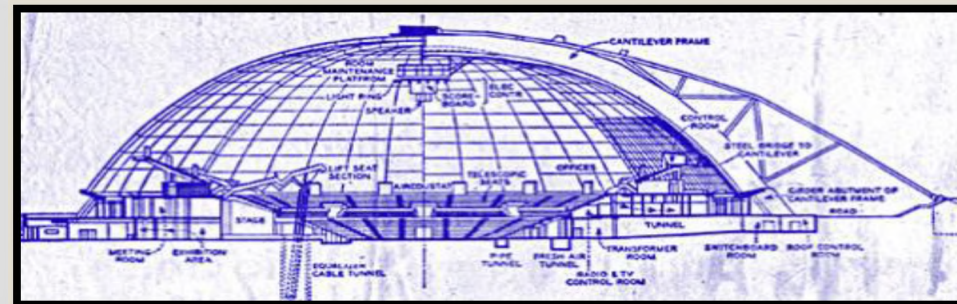
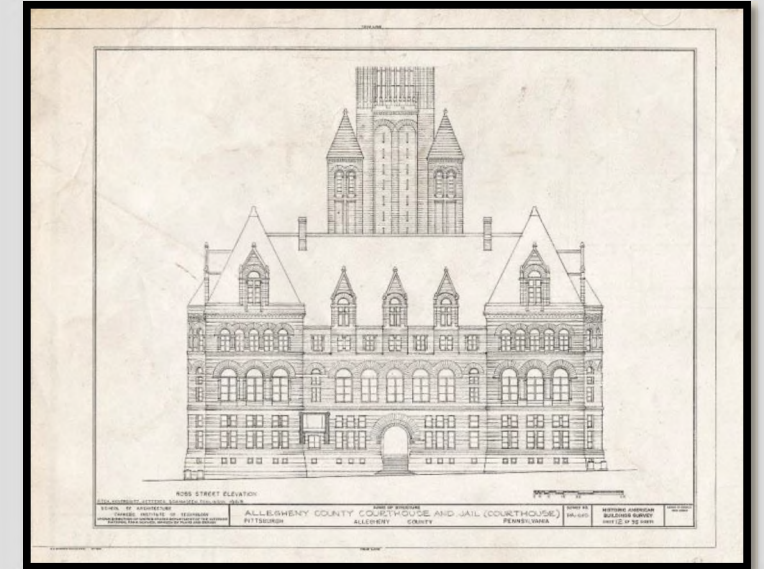
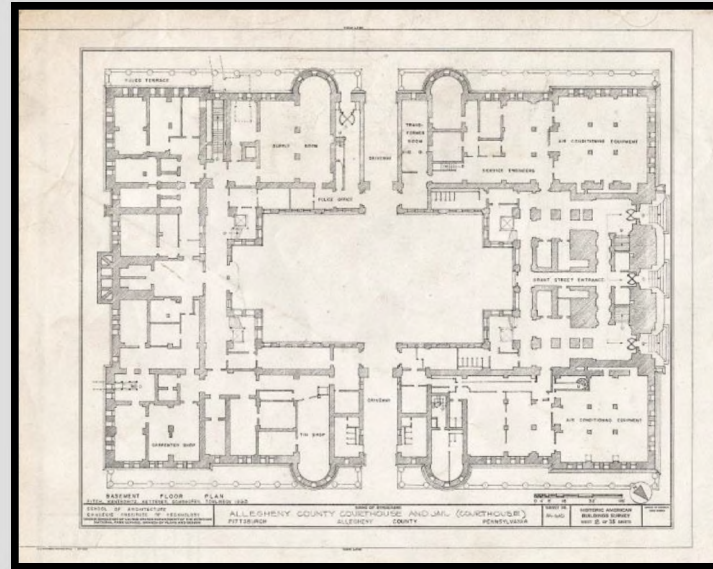
DUQUESNE UNIVERSITY
OPPORTUNITY, COMMUNITY BUILDING AND ENGAGEMENT
CERTIFICATE PROGRAM CAPSTONE PROJECT:

INCLUSIVITY RESOURCE GUIDE

May 13, 2025

Presentation Blueprint

- Introduction
- Foundation
- Construction
- Project Reveal
- Inspection
- Conclusion
- References





INTRODUCTION

Centering Exercise



Group Members

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Key Concept: Diversity



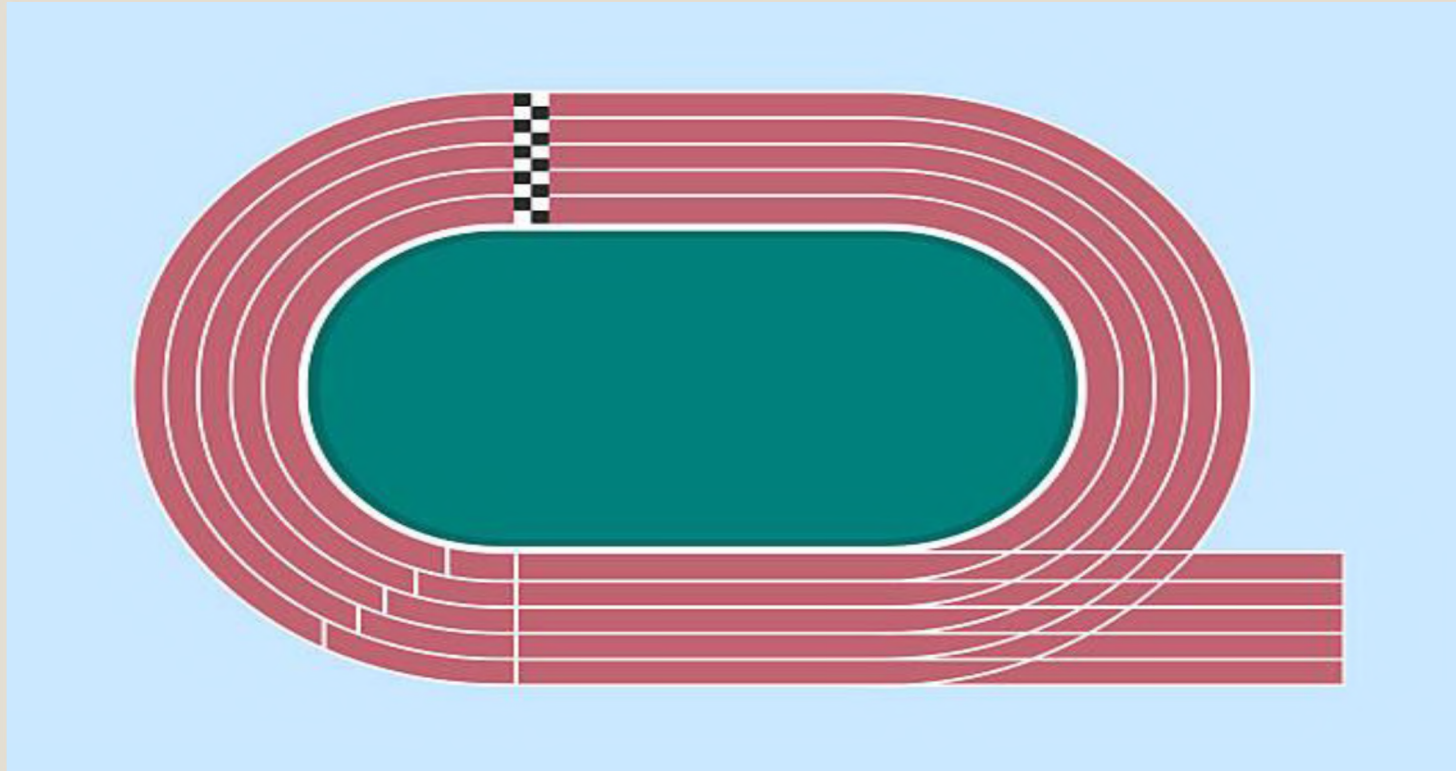
Key Concept: Diversity

Four Circles of Diversity



Key Concept: Equity

Equity as a Racetrack

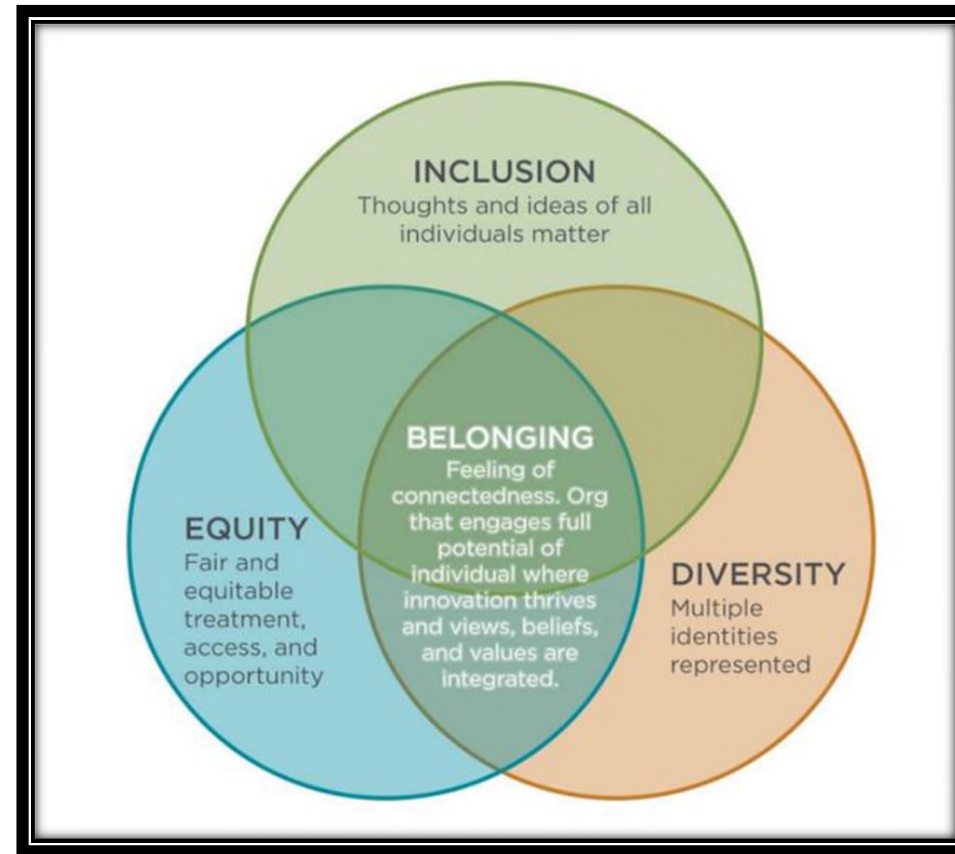


Key Concept: Inclusion

Inclusion

The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.

Key Concept: Belonging



Duquesne University Mission Statement

Duquesne serves God by serving students—through an academic community dedicated to excellence in liberal and professional education, through profound concern for moral and spiritual values, through the maintenance of an ecumenical atmosphere open to diversity, and through service to the Church, the community, the nation, and the world.

Spiritan Values



Duquesne University's Opportunity, Community Building and Engagement Certificate Program

This program is designed to reinforce the Spiritan values of serving God by serving its students and mankind by valuing diversity, equity and inclusion through a series of fundamental workshops. These workshops have addressed Duquesne policies and individual behaviors that impact an environment of opportunities for all of the Duquesne University community.

By attending these workshops, we have increased our awareness of the importance of diversity, equity, and inclusion and feel ready to apply this learning so that we may support and maintain an environment of both academic and workplace success and belonging.



FOUNDATION



Core Workshops

Embracing
Generational
Diversity in the
Workplace

An Awareness of
the Effects of
Socioeconomic
Diversity

The Importance of
Embracing
Religious Diversity

An Exploration of
Cultural and
Intercultural
Competencies

Disability
Awareness

Veterans on
Campus

Diversity and Title IX

Elective Workshops

Microaggressions
in the Workplace

Building Safe
and Inclusive
Spaces

Respect and
Congeniality in
the Workplace

Meaningful
Engagement
through Ally-ship

Best Practices in
Recruiting Diverse
Talent and
Promoting
Equitable Hiring

Candid
Conversations
on Political
Diversity

Principled
Policing

Recognizing
and
Combatting
Stereotypes

Varieties of
Spiritual
Experience

Capstone Project

- How can we demonstrate that our knowledge of the importance of diversity, equity, and inclusion has expanded?
- How can we create and/or enhance opportunities to build the necessary self-awareness, knowledge and skills to interact effectively with aspects of diversity, equity, inclusion, culture and global differences?
- How can we promote a welcoming and inclusive university environment by demonstrating a commitment to the principles of equity and inclusion?

Capstone Project Proposal

Our plan is to build an Inclusivity Resource Guide that reflects the valuable learning gained from the Opportunity, Community Building and Engagement Certificate Program and highlights what Duquesne University has to offer. The Inclusivity Resource Guide will be for prospective students (including student athletes), new employees and also current employees who may be unaware of the diverse and inclusive resources our campus has to offer.



CONSTRUCTION

Materials



Generational Diversity



Socioeconomic Diversity



Religious Diversity



Cultural & Intercultural Competencies



**DUQUESNE
UNIVERSITY**

Center for Global Engagement

Disability Awareness

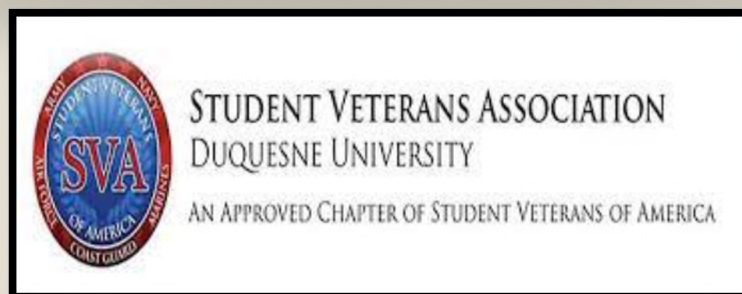
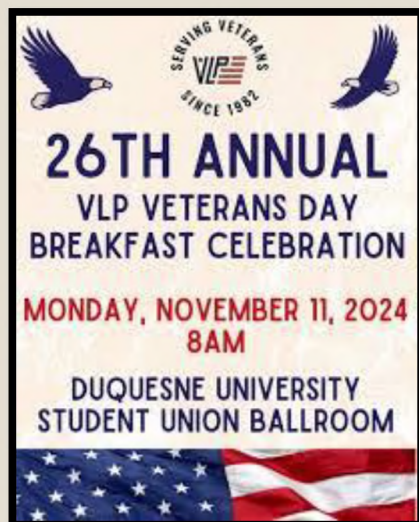
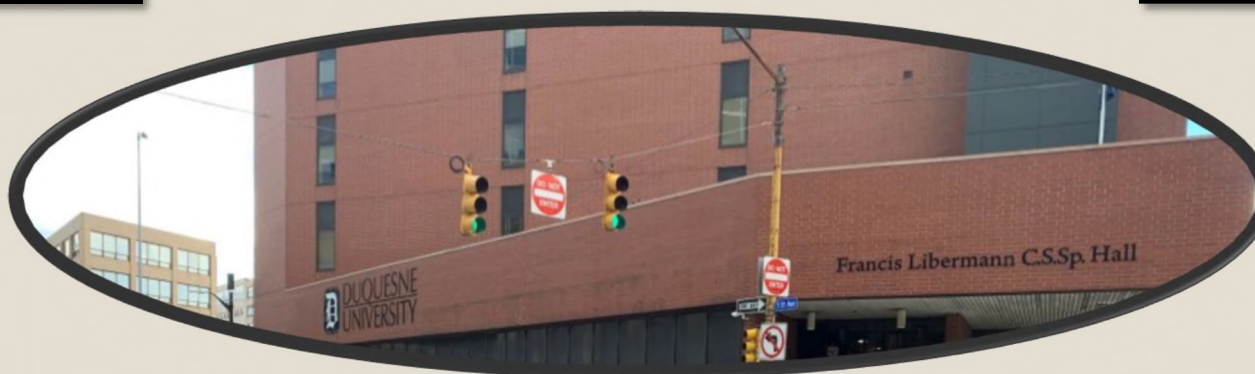


Office of Disability Services

309 Student Union

(412) 396-1650

Veterans



Office of Military and Veteran Services

1M (Front)
Libermann Hall

(412) 396-5366

veterans@duq.edu

Diversity & Title IX

TITLE IX
duquesne.edu/titleix

Duquesne University does not discriminate on the basis of sex in the education program or activity that it operates. Duquesne University is required by Title IX and its implementing regulations not to discriminate in such a manner. The requirement not to discriminate in the education program or activity extends to admission and employment. Inquiries about the application of Title IX to Duquesne University should be referred to the Title IX Coordinator for the Assistant Secretary for Civil Rights at the United States Department of Education Office for Civil Rights, or both.

WHO'S HERE TO LISTEN?

UNIVERSITY RESOURCES	OTHER RESOURCES
Compliance Services Coordinator 412.396.2650	Campus Safety Support Service 412.396.2650
Health Services Coordinator 412.396.2650	Campus Code Book Phone 412.396.2650
Psychology (Title IX Coordinator) 412.396.2650	Star Weekend Living Box 412.396.2650
Student Campus Ministry Coordinator 412.396.2650	Yellow Cab Service 412.396.2650
Residence Life 412.396.2650	
IN CARES 412.396.2650	
Public Safety (On-Floor) Title IX Coordinator and Director of Sexual Misconduct Prevention and Response 412.396.2650	
Campus Emergency - Duquesne Police 412.396.2650	
Off-Campus Emergency 911	

Report Confidentiality: Duquesne University will keep your information private, but you may be required to report any incident reported to the Office of Title IX and Sexual Misconduct Prevention and Response.

COMMUNITY RESOURCES

These agencies offer 24-hour confidential helpline, crisis intervention, individual support and group counseling, and legal advocacy.

Pittsburgh Action Against Rape (PARR) - 24-hour helpline 1.800.232.8476
Muslima's Center and Shelter - 24-hour helpline 412.487.6200
Campus for Working of Violence and Crime (CWVC) - 24-hour helpline 1.800.644.2262
Rebecca Crick Helpline - 24-hour helpline 1.800.775.2476

*These off-campus resources and advocates have various meeting or other obligations under state law.

NON-TITLE IX SEXUAL MISCONDUCT PREVENTION AND RESPONSE

Duquesne University provides and responds to sexual misconduct, Title IX, and its implementing regulations, and its policies. The Office of Title IX and Sexual Misconduct Prevention and Response offers confidential support and advocacy services to students and staff.

DUQUESNE UNIVERSITY
Office of Title IX and Sexual Misconduct Prevention and Response



Title IX Office

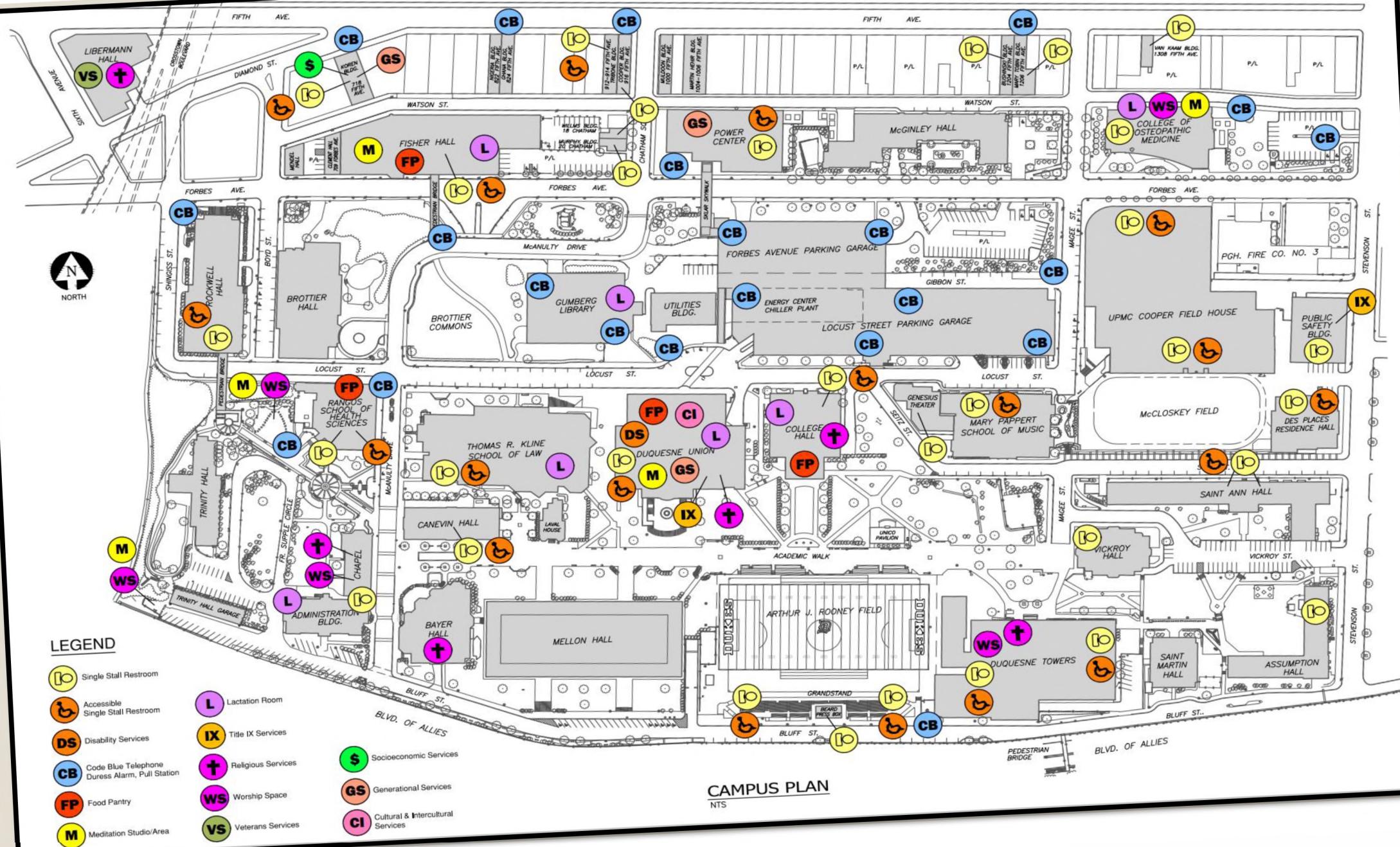
390 Student Union

(412) 396-2650

titleix@duq.edu



PROJECT



Inclusivity Resource Guide by Building

"Old Main" Administration Building / Chapel

Lactation Room – 3rd floor – 312B
Chapel of the Holy Spirit – 1st floor
Office of Financial Aid – 1st floor
Single Occupancy Restroom – 3rd floor – 312
Duquesne Chapel - Vestibule

Bayer Learning Center

Sunday Supper & Bible Study

Cooper Building

Single Occupancy Restroom – 2nd, 3rd, 4th, 5th, & 6th floors

College Hall

Food Pantry (McAnulty Community) – 3rd floor – 347
Lactation Room/New Mother's Room – 3rd floor – 309
Spiritan Campus Ministry Center – 2nd floor – 214
Single Occupancy Restroom – 1st floor
ADA Single Occupancy Restroom – 1st floor

Cooper Field House (UPMC)

Single Occupancy Restroom – 2nd floor – 200A1, 308
ADA Single Occupancy Restroom – 2nd floor – 200A1, 308

Duquesne Union

Interfaith Meditation Room – 2nd floor – 215C
Center for Global Engagement – 6th floor – 501
Office of Disability Services – 3rd floor – 309
Michael P. Weber Learning Skills Center – 2nd floor – Student Success Central
Center for Excellence in Diversity and Student Inclusion – 3rd floor – 302
Food Pantry (Brother Keating) – 3rd floor – 309
Lactation Room – 3rd floor – 331
Tech hub – 2nd floor
Fr. Bill Christy's office (University Chaplain) – 3rd floor – 341
Center for Career Development – 6th floor – G14
Commuter Affairs – 1st floor – 115
Title IX Office – 3rd floor – 390
Single Occupancy Restroom – 2nd & 6th floors – 217A, 224, 227, 600B2, 600B3, 600D1, 600D2
ADA Single Occupancy Restroom – 2nd & 6th floors – 217A, 224, 227, 600B2, 600B3, 600D1, 600D2

Fisher Hall

Lactation Room – 5th floor - 531
Food Pantry (School of Nursing) – 5th floor – 548
Interfaith Meditation room – 6th floor – 637
Curriculum creation w/Diversity principles - Center for Teaching Excellence – 7th floor – 727/730
Single Occupancy Restroom – 1st floor – E105, E107
ADA Single Occupancy Restroom – 1st floor – E105, E107

Genesis Theatre

Single Occupancy Restroom – 105

Koren Building (718 Fifth Ave.)

Office of Human Resources
Learning & Development
Financial Wellness & Retirement
Employee Assistance Program
Single Occupancy Restroom – 1st floor
ADA Single Occupancy Restroom – 1st floor

Power Center

DUQ Center for Student Wellbeing
Single Occupancy Restroom – 102B, 102C, 510
ADA Single Occupancy Restroom – 102B, 102C, 510

Lourdes Grotto

Outdoor Worship & Meditation – end of Admin Building Parking lot

Canevin Hall

Single Occupancy Restroom – 2nd floor
ADA Single Occupancy Restroom – 2nd floor

College of Osteopathic Medicine

Lactation room – 2nd floor – 208
Prayer Room & Meditation space – 2nd floor – 209
Single Occupancy Restroom – 2nd, 3rd and 5th floors

Rockwell Hall

Psychology Clinic (Rita M. McGinley) – 2nd floor
Single Occupancy Restroom – 7th floor
ADA Single Occupancy Restroom – 7th floor

Rangos School of Health Sciences

Mini Food Pantry – 1st floor hallway near vending machines
Single Occupancy Restroom – 4th floor – 407A, 408A, 428, 429, 430
ADA Single Occupancy Restroom – 4th floor – 428, 429, 430

TRK School of Law

Lactation Room – 1st floor – 103
Single Occupancy Restroom – 4th floor – 400H1, 400H2
ADA Single Occupancy Restroom – 4th floor – 400H1, 400H2

Mary Pappert School of Music

Single Occupancy Restroom – 3rd floor – 300G1
ADA Single Occupancy Restroom – 3rd floor – 300G1

Public Safety Building

Title IX representative
Single Occupancy Restroom – 1st floor

Des Places Residence Hall

Single Occupancy Restroom – 1st & 2nd floors – 103, 104, 205
ADA Single Occupancy Restroom – 1st & 2nd floors – 103, 104, 205

Saint Ann Hall

Single Occupancy Restroom – 1st & 2nd floors – 100G1, 100G2, 200G4
ADA Single Occupancy Restroom – 1st floor – 100G1

Assumption Hall

Single Occupancy Restroom – Ground floor – G39

Duquesne Towers

Spiritan Campus Ministry Center – B side of LLC – 1st floor
Muslim Prayer Room – 1st floor – can we get more specific?
Single Occupancy Restroom – 1st floor – 110C, 110D, 133G, 133H
ADA Single Occupancy Restroom – 1st floor – 110C, 110D, 133G, 133H

Vickroy Hall

Single Occupancy Restroom – 1st floor – 104, 105

Forbes Avenue Parking Garage

Duress Alarms

Bushinski Building

Single Occupancy Restroom – Basement

A.J. Rooney Grandstand & Beard Press Box (Bluff street)

Single Occupancy Restroom – Ground – G02, G05
ADA Single Occupancy Restroom – Ground – G02, G05
Single Occupancy Restroom – Level 1 & Level 2

VankKaam Building

Single Occupancy Restroom – 2nd floor – 202

CODE BLUE TELEPHONE LOCATIONS:

Bluff Street near Rooney Field, COM parking lot, Locust Circle near Gumberg Library, Shingiss Street at Rockwell Hall, Gibbon Street at Magee Street, Locust Street at McAnulty Driver near Rangos School of Health Sciences, Fisher Hall Sky Walk
Power Center at Forbes Avenue, Along Fifth Avenue corridor of campus from 718 to 1206 (4 total)
*new installation at Crucifix Garden near Rangos and Trinity

Rockwell Hall Pedestrian Bridge & Crucifix Garden

Outdoor Worship & Meditation

Tribone Building (912-914 Fifth Ave.)

Pro bono legal services
Single Occupancy Restroom – 102, 105, 206, 306
ADA Single Occupancy Restroom – 105, 206

Locust Street Parking Garage

Duress Alarms

Tobin Building

Single Occupancy Restroom – B02, 107, 201, 202B, 301

Willms Building

Single Occupancy Restroom – 1st Floor & 2nd floor



INSPECTION



Limitations

Future
Directions

Personal
Reflections

Hopes



CONCLUSION

Key Concepts

Spiritual Values

Inclusivity
Resource
Guide

Duquesne University
Mission

Opportunity, Community
Building and
Engagement Certificate
Program



REFERENCES

Books

Davis, S. (2022). *Diversity, equity and inclusion for dummies*. John Wiley&Sons,Inc.

Gardenswartz, L., & Rowe, A. (2003). *Diverse teams at work: Capitalizing on the power of diversity*. Society for Human Resource Management.

Loden, M., & Rosener, J. B. (1991). *Workforce America! Managing employee diversity as a vital resource*. Business One Irwin.

Morukian, M. (2022). *Diversity, equity, and inclusion for trainers: Fostering DEI in the workplace*. Association for Talent Development.

Other Resources

Duquesne University Website:

<https://www.duq.edu>

PowerPoint Presentation:

Opportunity, Community Building and Engagement Certificate Program.
Capstone Overview for Cohort 3A.

Binder:

Diversity, Equity and Inclusion Certificate Program