

HOPE IN TIMES OF CHANGE

An aerial photograph of the Seattle skyline, featuring the Space Needle and various skyscrapers. A large, bright yellow sun is positioned behind the city, creating a silhouette effect. The sky is a clear blue. The foreground shows a dense urban area with many smaller buildings. A large, semi-transparent red triangle is overlaid on the bottom right of the image, pointing towards the bottom left corner.

SEATTLE
UNIVERSITY

OFFICE OF DIVERSITY
AND INCLUSION

2026 ANNUAL REPORT

A WORD FROM THE VICE PRESIDENT



“On Keeping Hope Alive”

In 1988, late civil rights leader Reverend Jesse Jackson beckoned toward a future of possibility with the phrase “Keep Hope Alive!” I often reflect this phrase when asked by campus partners,

students, and colleagues across the country about the uncertainty that abounds. Hope is not for the faint of heart. A trip to El Salvador this spring as part of the AJCU Ignatian Colleagues Program illuminated the power of hope in the brokenness and the beauty of humanity. Hope allows us to believe in a better future and build it with courage and conviction. We must continue to manifest hope because justice matters, truth-seeking matters, and human flourishing for all matters. Hope is a discipline and we must make it a habit.

This past academic year was filled with constant change at the university – marked by tremendous loss and transitions, challenges to higher education, and ongoing preparation to advance Seattle University. And the signs of the times reveal a complex world, and a fragile yet pivotal time for realizing a just and humane world. In moments of challenge, we sharpen our senses, regain moral clarity, and recommit ourselves to being better and doing better.

“Hope allows us to believe in a better future and build it with courage and conviction.”



Transitions in the ODI

In January 2026, the ODI bid farewell to Senior Executive Coordinator Paige Powers, who supported the ODI since 2022. The ODI welcomed Joseph Réy Dyer (they/he), who joined the team as Executive Coordinator. We thank Paige for her immeasurable contributions to the university’s inclusive excellence efforts and the ODI.



MOSAIC Integration

The MOSAIC Center (Meaningful Opportunities for Student Access, Inclusion, and Community) has merged with the Office of Diversity and Inclusion. Though named MOSAIC for three years, it has supported diverse students for over 55 years, starting as the Office of Multicultural Affairs. This integration strengthens inclusive excellence and belonging through a shared vision for all members of the university.

CAMPUS INITIATIVES & ACCOMPLISHMENTS

Red Talks Season 6

In the 2025-2026 academic year, in partnership with Provost Shane Martin, the ODI continued the Red Talks speaker series with Season 6: Curiosity and Connection Across Difference.

Learn more in the “Year in Review 2025-2026.”

Non-Citizen Student Support Sessions & Resources

In 2025-2026, amid uncertainty about immigration enforcement, **Private Area Signage, Guidance Cards,** and updated FAQs provided additional resources to support community members.

Education remains central to these efforts. Community Learning Sessions with Professor Zaida Rivera (School of Law) and Dale Watanabe (Director, International Student and Scholar Center) offered the campus information and guidance. Continuing to strengthen support for non-citizen students remains a university commitment and aligns with our Jesuit mission and values of fostering belonging and thriving.

2026 Martin Luther King Jr. Commemoration

In partnership with the campus community, the ODI hosted the university’s annual Martin Luther King Jr. Commemoration to honor the legacy and wisdom we gather through the teachings of Martin Luther King Jr.

This year, we welcomed Harvard University’s Professor Randall Kennedy, who delivered the keynote address, “Is it Worthwhile to Celebrate Martin Luther King Jr. Day?”.

AANAPISI

In 2026, in partnership with the Office of Sponsored Projects and Decision Support, the ODI submitted the Asian American and Native American Pacific Islander - Serving Institution (AANAPISI) Waiver Application. For the third consecutive year, the institution maintains its eligibility for Title III funding, which has facilitated grant proposals within the university. This initiative reflects Seattle University’s ongoing commitment to support and empower thriving of diverse student populations.

INCLUSIVE EXCELLENCE RECOGNITIONS

- **Kenny Ouedraogo:** Undergraduate Student
- **Madi Stephens:** Graduate Student
- **Public Education in Beloved Community (PEBCI),** College of Education: Community Impact
- **Robin Meeks, Chief Marketing Officer, Be Legendary Campaign:** Institutional Impact
- **Jeanette Rodriguez, Ph.D.:** Faculty
- **Nodia Rogers, Director of Student Engagement & Support:** Staff
- **University Events:** Team
- **Operations & Maintenance - Mechanical & Electrical Teams:** Team
- **Jerron Lowe, VP for Human Resources:** Legacy of Leadership (posthumous)

ADDITIONAL HIGHLIGHTS

- **Wismer Professor Recognized with 2025-2026 Provost Faculty Award:** Albers’ Erin Vernon, Ph.D., the 2025-2027 Patricia Wismer Professor for Gender and Diversity Studies, received the Provost Faculty Award for **Excellence in Teaching** for Tenure or Tenure-Track Faculty.
- **SU Program Recognized at NASPA Strategies Conference:** *The Sexual Violence Prevention in Intercollegiate Athletics*, a four-year sexual violence education and prevention program, was recognized with the **Outstanding Campus Program Award** by the NASPA Wellness and Health Promotion Knowledge Community (WHPKC). The program is a collaboration of Wellness and Health Promotion, the Office of Institutional Equity, Athletics, and University Ministry.

INCLUSIVE LEADERSHIP



THANK YOU EDUARDO PEÑALVER

In March 2026, the university bid farewell to Eduardo Peñalver after five years as Seattle University's President. Throughout his tenure, President Peñalver demonstrated how leadership rooted in a commitment to inclusivity can shape an institution, particularly a Jesuit Catholic one.

From building one of the most diverse senior leadership teams, championing institutional inclusive academic excellence, to launching the Presidential Speaker Series in 2023, bringing nationally recognized scholars and thought leaders to campus for conversations on free speech, viewpoint diversity, and campus discourse, and more, Eduardo's impact will have a lasting influence on our community. As he begins his next chapter as Georgetown University's President, we wish him continued success.

We also thank Interim President Father Stephen Sundborg, S.J. for his leadership during the transition.

Welcome President Mast

Seattle University will welcome Maura Mast, Ph.D., as its new President on September 1, 2026. The Office of Diversity and Inclusion looks forward to partnering with Dr. Mast to advance inclusive academic excellence and foster belonging for all members of the Seattle University community.



Tribute to Jerron Lowe, JD, VP for Human Resources

With grateful hearts, we recognize our late colleague and friend, Vice President for Human Resources, Jerron Lowe. Jerron advanced Seattle University's strategic priority to Promote Inclusive Excellence by leading to cultivate a culture where all could thrive. His leadership, compassion, and grace have left an indelible mark on our campus community.

We honor Jerron's legacy by carrying his example forward and building a university where every person can add value, experience belonging, and advance our shared mission.

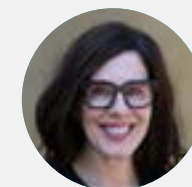


LEADERSHIP REFLECTIONS ON ACCESS & EQUITY IN EDUCATION



Monica Ingram, VP for Enrollment Management

"College access post *Sweatt v. Painter* has never been more threatened. By reducing federal aid and limiting education to select students, families question whether college is possible. I started my career believing that higher education should be equitably attainable. People have given their lives so others can attend college and gain the means to break the cycle of generational poverty."



Kima Cargill, VP & Dean for Graduate Education

"Graduate education matters because societies face increasingly complex challenges that require expertise, judgment, and ethical leadership. Inclusive excellence means creating the conditions for more people to develop their talents, pursue upward mobility, and contribute to societal progress and the common good."

ECOSYSTEM OF INCLUSION, COMMUNITY, & BELONGING



SU

ODI invited campus partners to share a meaningful aspect of the ecosystem in the 2025-2026 AY.

While the ODI stewards the strategic direction to *Promote Inclusive Excellence* (Goal 4), the university's ecosystem of inclusion, community & belonging comes alive in the work of staff, faculty, students, and alumni as we cocreate an environment where all can thrive. Educating the whole person is a campus-wide endeavor.

PERSPECTIVES ACROSS THE ECOSYSTEM

"Partnership to support and promote inclusive excellence involves being in relationship with and supporting each other as we navigate challenging moments with and for our students and committing to continual improvement and reflection about our practice and praxis."

—ANTON WARD-ZANOTTO (DEAN OF STUDENTS)

"Seattle U is where I first heard there was even such a thing as a Black Student Union, or an African Student Association. It's where Black professors taught me. It's where I met staff and mentors who understood the road I was walking, because they had already walked it"

—JOSEPH MUKANDA '26 (MOAIC CENTER UNDERGRADUATE COMMUNITY AMBASSADOR)

"As Director of Summer Programs, I value partnering and creating pathways where first-generation and underrepresented students feel welcomed, experience a true sense of belonging, and begin their Seattle University journey with the support needed to flourish."

—PROFESSOR VICTOR D'SHAWN EVANS (COLLEGE OF ARTS & SCIENCES)

"Inclusion is not an initiative. It's the daily practice of ensuring that no student must navigate alone. As the university and the Center for First-Gen Success continue to foster an inclusive ecosystem of support, belonging stops being aspirational and becomes structural."

—JEREMY PEÑA (DIRECTOR, FIRST-GEN STUDENT SUPPORT)

"In this moment of institutional transformation, inclusion demands that we create meaningful pathways for students to see themselves reflected in their existing and emerging communities. We hold collective responsibility to foster connection, belonging, and academic excellence."

—NODIA ROGERS (DIRECTOR OF STUDENT ENGAGEMENT & SUPPORT AT CORNISH COLLEGE OF THE ARTS)

A YEAR IN REVIEW 2025-2026

SEPTEMBER 2025
HISPANIC & LATIN
AMERICAN HERITAGE MONTH



JANUARY 22, 2026

MARTIN LUTHER KING JR. COMMEMORATION

"Is it Worthwhile to Celebrate Martin Luther King Jr. Day?"

Keynote Address: Professor Randall Kennedy, Harvard University

Musical Performance: Laila West, Key to Change



FEBRUARY 2026

BLACK HISTORY MONTH

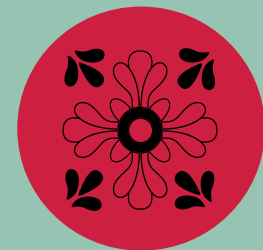


FEBRUARY 17, 2026

LUNAR NEW YEAR CELEBRATION

In Collaboration With:

Asian & Asian American Studies Department, MOSAIC Center, Athletics, & International Student and Scholar Center (ISSC)



OCTOBER 28, 2025

FALL RED TALK

"The Ivory Tower as a Community Bridge"

Professor Quinton Morris, DMA

NOVEMBER 2025

NATIVE AMERICAN AND ALASKA NATIVE HERITAGE MONTH



FEBRUARY 24, 2026

WINTER RED TALK

"How Prison Education Restores Justice"

Professor Jacqueline B. Helfgott, Ph.D.



MARCH 2026

WOMEN'S HISTORY MONTH

APRIL 21, 2026

SPRING RED TALK

"Indian Americans: From 'Model Minority' to 'Job Thief'"

Professor Sital Kalantry, JD

MAY 2026

ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH



JUNE 2026

LGBTQIA + PRIDE MONTH



MAY 14, 2026

ARAB AMERICAN HERITAGE MONTH CELEBRATION

"Storytelling in the Arab American Tradition"

(Co-sponsored with faculty)



JUNE 6-12, 2026

MOSAIC CENTER GRADUATION CELEBRATIONS

- Lavendar Celebration
- Black Rite of Passage
- Graduating Students of Color

ON THE HORIZON
FOR 2026-2027



2026 FALL WISMER PROGRAM

OCTOBER 27, 2026



RED TALKS SEASON 7

FALL: OCTOBER 2026
WINTER: FEBRUARY 2027



2027 MARTIN LUTHER KING JR.
COMMEMORATION

JANUARY 2027

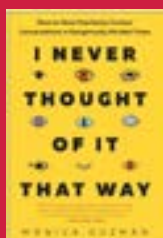


2027 RACIAL EQUITY SUMMIT

APRIL 8, 2027



EXPLORE THE YEAR IN
REVIEW & A THANK YOU TO
OUR PARTNERS!



COMMON TEXT PROGRAM

The Common Text program welcomes incoming students and the entire campus to our Ignatian-inspired process of inquiry that emphasizes meaning-making, intellectual risk-taking, and engaging in deep and critical conversations.

In 2025-2026, the campus engaged Mónica Guzmán's book, *I Never Thought of it That Way* as Common Text, hosting Guzmán twice on campus and inspiring avenues for engaging productively across difference.



2026 INCLUSIVE EXCELLENCE SUMMER READING LIST

As is tradition, ODI shared the 2026 Inclusive Excellence Summer Reading List! Each year's list is curated to reflect diverse perspectives and to foster continuous growth as an academic and professional learning community.

Explore the list with the QR code above.

THANK YOU TO OUR PARTNERS