



JESUIT EDUCATION

advancing the mission

During 15 years on the executive board of Jesuit Advancement Administrators, Rev. Fred Zagone, S.J., was a planning force behind an annual conference at which colleagues from across Jesuit higher education share strategies for advancing their institutions and their missions. This year JAA gratefully recognized Father Zagone, Marquette’s acting vice president of mission and ministry, with its highest honor, the Rev. J. Barry McGannon, S.J., Award.

SUPPORT

first-gen hub

Picking a major? Landing internships? Feeling homesick? For the 20 percent of Marquette students who are first in their family to attend a university, common questions can be tough to answer. To help, a cross-university team led by Student Affairs has created marquette.edu/first-generation-students. It informs students about academics, finances and other resources—and offers a list of mentors ready to offer guidance.

DIVERSITY AND INCLUSION

unlearning racism

An awareness-boosting workshop furthers the “Culture of Inclusion” objective of the university’s strategic plan.

BY TRACY STAEDTER

The assumption is that only awful people can be racist,” says Jacki Black, Marquette’s associate director for Hispanic initiatives. But participants in a new campus workshop “Unlearning Racism” learn otherwise. Deeply embedded assumptions about race can influence behavior in unexpected ways,

after all, like when a patient in a clinic asks a non-white woman in a medical uniform when the doctor will be available, only to discover the woman is the doctor.

The workshop shines a light on how racism, subtle or not, works its way into academic settings and daily life, leaving harm or injustice in its wake. About 150 students, faculty and staff—including the University Leadership Council—attended 10 to 20 hours of training this spring and summer, guided by Dr. Martha Barry and Dynasty Ceasar of YWCA Southeast Wisconsin’s racial justice team. Attendees acquired tools to counteract negative effects, says Black, who helped organize the effort.

Daria Kempka, Grad ’12, director of digital strategy in Marquette’s Office of Marketing and Communication, came to the workshop with the expectation that she would uncover unconscious biases and learn how to deal with them, saying, “In that process, I expected I’d be made uncomfortable.” After discovering how commonplace decisions in work and life can reinforce societal privilege, Kempka created a personal list of 101 actions she could take to promote fairer outcomes.

Dr. William Welburn, Marquette’s vice president for inclusive excellence, says the program facilitated conversations that further the “Culture of Inclusion” objective of the university’s strategic plan. The YWCA will run the workshop at least once more this spring, with the goal of expanding the program within Marquette.

“We hope this program has a cascading effect,” says Black, “that with greater awareness, there will be greater resolve and tools to improve the racial climate on our campus and, by extension, in our community.” ☉