The Diversity and Inclusion Annual Report comes this year at a moment of transition, offering an opportunity both to celebrate the collaborative work of Kim Bobby, Ed.D., and many partners across campus, and to recommit to achievement of the aspirations of Puget Sound’s diversity statement.

Puget Sound’s leaders are committed to maintaining the chief diversity officer position, created in May 2007 to lead diversity strategic plan implementation. A national search is underway for a new dean of diversity and inclusion/chief diversity officer, following Bobby’s departure to accept a distinguished position at the American Council on Education. The search is being supported by Michelle Bonoan of Diversified Search Inc. and a search advisory committee named by President Ron Thomas that includes Professor Dexter Gordon, Associate Vice President for Human Resources Cindy Matern, Director of Multicultural Student Services Czarina Ramsay ’02, Associate Professor Amy Ryken, Vice President for Student Affairs Mike Segawa, Senior Facilities Planner and Designer Tammy Smith, Associate Professor Jonathan Stockdale, Director of Admission Fumio Sugihara, Professor Harry Velez-Quinones, and me. We anticipate finalist candidate campus interviews—open to students, faculty, and staff—in November. President Thomas plans to announce a new appointment by the end of the fall 2012 semester.

A colleague recently commented, “We talk a lot about diversity on this campus, but we don’t talk about why it is important.” Welcoming and engaging with a diversity of human identities and perspectives is crucial to preparing liberally educated citizens for life, work, and leadership in a multicultural and rapidly changing world. We need to be reflective thinkers who understand human connectedness and human needs, and who can advocate effectively across spheres of influence large and small as we make the world a better place. Diversity is not an add-on to liberal arts education; it is central and essential.

As a first-generation college student and the first woman to serve as academic dean for Puget Sound, I am humbled by the considerable work you bring to the university’s journey of inclusion, honored by the gains this campus has made toward its diversity strategic plan goals, and privileged to share the highlights of our mutual efforts—selective as they admittedly are—contained in this brief report.

Kris Bartanen
Academic Vice President and Dean of the University
Learning and Diversity

Puget Sound hosts many discussions, lectures, films, artistic presentations, and exhibits each year that enrich the diversity of thought, perspective, and composition of the campus. In 2011–12 more than 30 public events of this kind were held. A sampling is detailed below; others included Pierce Lectures by Carlos Fuentes and Kay Redfield Jamison, Swope Lectures by Rabbi Steven Greenberg and Rev. Dr. Brett Webb-Mitchell, Professor David Tinsley’s Magee Address on images of the Muslim other, Professor Nancy Bristow’s Regester Lecture on the 1970 Kent State massacre, Ezra Vogel’s discussion of his definitive biography of Deng Xiaoping, an art exhibit and talk by Xu Yongmin, Jose Ignacio Valenzuela’s keynote for the VII Spanish Matters Colloquium, and Puget Sound Piano Trio performances on tango.

Hawaiian Literature and Culture

The university’s first-ever course on Hawaiian literature and culture was offered in fall 2011 by James Dolliver Visiting Professor Stephen Sumida, who is professor of American ethnic studies at University of Washington and a pioneer in Asian-American literature. Sumida’s Connections course led to some uncanny links between his students and people he knows in Hawai‘i; several students expressed appreciation for ways in which the seminar validated their lived experience in Hawai‘i. Sumida also co-led a faculty seminar with Professor Doug Sackman (history) focused on teaching difficult texts and presented a public lecture titled “Hawai‘i, Hawai‘i, Hawai‘i: Tourist, Immigrant, and Native Views in Music, Story, and History,” which explored what happens to a sovereign nation when it becomes multicultural. The 2008–11 National Endowment for the Humanities/James Dolliver Distinguished Professorship was held by Professor of English and African American Studies Hans Ostrom, who in this third year of his term hosted both Sumida and Asian-American author Garrett Hongo, who presented a poetry reading from his collection The Coral Road.
Ethiopia and “The Missing Beat”
In March 2012 the English department, with the support of the Catharine Gould Chism Fund for the Humanities and the Arts, sponsored Maaza Mengiste’s two-day visit to campus. Mengiste is an Ethiopian-born novelist, hailed as one of the new generation of African writers who takes on the continent’s brutal history of colonization, as well as its postcolonial civil wars. On March 21 Mengiste offered a public reading from her first book, *Beneath the Lion’s Gaze* (2010), a novel that received excellent reviews from top literary critics (including in *The New York Times* and *The New Yorker*) and was nominated for a number of critical and popular awards. On March 22 Mengiste led a small group of creative writing students and faculty members from multiple disciplines in a discussion of her methods as a historically situated author who moves from archival material to imaginative narrative. At the seminar Mengiste shared the rare photographs she collected while in Italy as a Fulbright Fellow in 2011–12, and discussed their role in her new novel about Italy’s settlement of Ethiopia in the 1930s. Mengiste earned an M.F.A. from New York University.

T-Town Transgender Neighbors: A Portrait Exhibition
Community members shared their lives through photo art in a winter exhibit in Collins Memorial Library. The photography and written-word show introduced transgender members of the Tacoma community to others in the region through first-person narratives, accompanied by their portraits. The stories described authors’ early notions of their gender incongruence, the process of “coming out,” and their steps forward from that moment. In conjunction with the exhibit, members of the Gender Alliance of the South Sound engaged with queer students and allies at a B-GLAD meeting and served as panelists on three panels: one with M.A.T. candidates focused on gender identity and teaching, one with staff members in the Division of Student Affairs and Collins Memorial Library, and a culminating panel focused on the intersections of spiritual and gender identity. The free exhibition and related events were made possible by generous support from community sponsors, including the Gender Alliance of the South Sound, Pride Foundation, and Rainbow Center. Campus sponsors included B-GLAD; Collins Memorial Library; Office of Spirituality, Service, and Social Justice; School of Education; Departments of Psychology and Religion; Gender Studies Program; Multicultural Student Services; and Chief Diversity Officer.

HIDE/SEEK: Difference and Desire in American Portraiture
University of Puget Sound partnered with Tacoma Art Museum to host dialogues related to *HIDE/SEEK: Difference and Desire in American Portraiture*, the first major museum exhibition to feature LGBTQ identities within the canon of American art. The Department of Art, Gender Studies Program, School of Education, B-GLAD, Collins Memorial Library, Multicultural Program share reflections about how the T-Town Transgender Neighbors panel conversation impacted their thinking.

“I realized that transgender can be a way to talk about all sorts of false dichotomies that we apply to people. I think such discussions can serve as powerful entry points into improving communication and understanding between students from different backgrounds.”

“Binary language such as ‘boys and girls’ and ‘black and white’ can put people in a box or make them uncomfortable. It is my job as an educator to create a safe and welcoming environment for all my students.”

“One realization that I had is that language is powerful, and as teachers we need to be careful with the terms we use in our classrooms—especially when referring to students. Using either/or language, such as girls/boys, may seem harmless, but to some students it may be very significant.”

Printmaking students at Puget Sound Night at Tacoma Art Museum
Student Services, and Office of Spirituality, Service, and Social Justice hosted a series of campus events, including a panel discussion focused on censorship featuring Susan Owen, professor of communication studies; Zaixin Hong, professor of art; and Jeff Solomon, visiting assistant professor of English. Additional outreach included a display of portraits in Collins Memorial Library, a Puget Sound Night at Tacoma Art Museum, and an installation by art professor Janet Marcavage’s beginning printmaking class, *Ants and Candy* (http://antsandcandy.tumblr.com), relating to two compelling artworks in the exhibition. Each student produced 150 prints for the installation, which was exhibited in Wheelock Student Center and in the *Queering the Museum* exhibition at The Space gallery in downtown Tacoma.

**¡Flamencos!**

Among the rich array of cultural events hosted in 2011–12 was a night of flamenco “jondo” with three legends: Teo Morca, a world-renowned flamenco dancer, choreographer, teacher and writer, whose “compelling technique and shrewd sense of artistry” (*The New York Times*) have been enriching stages all over the world for more than 50 years; singer Vicente Griego “El Cartucho,” who “is striking for his deep, sonorous wails that seem to come from a cavern, someplace deep within his soul” (*Chicago Artist’s News*); and Gerardo Alcalá, whose mastery in the flamenco guitar led him in 1990 to be honored as the first North American ever to be contracted to perform as a soloist in the Bienal de Sevilla, Spain’s most important flamenco festival. They were joined by Marisela Fleites-Lear, dancer and director of Tacoma Flamenco, who also offered a free workshop with Morca on flamenco dance. The events were sponsored by the Department of Theatre Arts, Hispanic Studies Program, and Latin American Studies Program, with funding from the Matthew Norton Clapp Visiting Artist Endowment.

**Alumni College: Leadership and Diversity**

Alumni College 2012, a central component of Puget Sound’s third Summer Reunion Weekend, focused on the topic of leadership and diversity in recognition of affinity reunions for black alumni and LGBT alumni. Faculty-led courses included:

- Diverse Groups in Collaboration: Leadership Lessons from Theatrical Improvisation and Devising Processes, Sara Freeman ’95, theatre arts
- The Nature of Transformational Leadership, Jeff Matthews and Nila Wiese, business and leadership
- Relational Accountability and Transformational Leadership: Implications for Education and Multicultural Settings, Lisa Fortlouis Wood, psychology
Multiculturalism and Social Justice

Collaborative work across the Puget Sound campus seeks to improve understanding of and appreciation for diverse perspectives and the social diversity of our community. Work with partners within the Tacoma area also enriches the campus and provides opportunity for students, faculty, and staff to make a difference on important social justice issues.

Black Ice: Studying Abroad On My Own College Campus

In spring 2012 the Black Student Union published Black Ice, a collection of art and fashion, essays and poetry, photography, and more. The ‘zine showcases the talents of black creators, encourages discussion of race on campus, and seeks to inspire critical thinking about how the campus can more effectively be a place where every student can feel a sense of belonging. If you would like to read Black Ice, it is available online at http://soundideas.pugetsound.edu/black_ice.

Multicultural Student Services

Multicultural Student Services (MCSS) has continued to focus on the enhancement of departmental operations and strengthening relationships among students, the faculty, and staff members across campus. Overall the sense of community with Student Diversity Center leaders continues to improve, and campus collaborations for multicultural advocacy have greatly increased. Examples of work from 2011–12 include:

• MCSS Foundational Statements: Vision and mission statements and student learning outcomes were written provide clarity and direction for the distribution of support resources.

• Campus Partnerships: Successful collaborations during 2011–12 include involvement with campus programs focused on issues of gender, sexual identity, and sexual orientation; launch of the spring campus climate survey and the second series of sessions titled “Multicultural Life at Puget Sound” during Admitted Student Days.

• Quality-based Programming and Resources: MCSS program success and support resources increased in 2011–12. Programs such as the Student Diversity Center (SDC) open house and those featuring guest speakers Stacey Ann Chin and Omar Offendum were designed to

“I have always believed that the issues that are discussed in BSU (Black Student Union) meetings are worthy of a lot more attention than they generally garner. This also holds true for any of the other clubs that meet in the Student Diversity Center (SDC). The work that B-GLAD, VAVA, CHispA, NASA, APASU, Safe Men, and other SDC clubs do is perhaps the most important and worthwhile work that student-run organizations can do for this campus with response to social justice and getting dialogues started.”

Sandra-Rosa Bryant ’12

“We have strong leadership within the MCSS staff, Student Diversity Center governing council, and student organizations heading into the 2012–13 academic year. The relationships within these groups have further intensified, creating a more sound connection and sense of solidarity among our leaders.”

Czarina Ramsay ’02, director, Multicultural Student Services
raise awareness of multicultural issues and build community. Resources such as the Multicultural Programming Fund and the diversity center remodel project demonstrated investment in the success of all students and helped improve the profile of services offered by MCSS.

- **Movement Toward Conversations**: A series of campus dialogues were initiated in response to student concerns about issues of sexual orientation and religion, race, and political beliefs. Additional dialogues are planned covering topics such as educational opportunities, advocacy, and institutional accountability to enhance campus climate.

**Graduates of Color Celebration**

This ceremony honors graduates whose color is an important aspect of their heritage; identity; experiences of difference, disparity, and division; their families and communities; and their pride. The 2012 Graduates of Color Celebration, in its 12th year, recognized the paths that led talented students to Puget Sound and honored their diverse journeys to a successful completion of their studies. Yusuf Word '09 presented the keynote address and student speakers included Caira Ortoz '12, Enrique Vargas '12, Sha'RaN Lowe '12, and Sandra-Rosa Bryant '12. Awards were presented to Ortiz for leadership, Professor Renee Simms for faculty involvement, Associate Registrar Lori Blake for staff involvement, and Rev. David Wright '96 for ally support. Daniel Parecki '12, Brooke Yokoyama '12, Roger Shiu '12, Nino Ho '12, and Maya Heck '12 were recognized for academic achievement of a 3.75 or higher grade point average.

**Lavender Graduates Celebration**

The annual Lavender Graduates Celebration, now in its 13th year, recognizes the unique challenges and successes of Puget Sound's lesbian, gay, bisexual, and transgender students, and their allies. Traditionally the celebration honors graduating students, honorary LavGrads (faculty or staff members who are chosen to be recognized as allies to the LGBT community), and any Puget Sound alumni who chose to be part of the event. Representative Laurie Jinkins of the 27th Legislative District in Pierce County presented the keynote address, and student speakers included Jenny Katz '12 and Ruby Aliment '12. Michael Aiyar '13 and Clara Sciortino '14 were recognized as the 2013 LGBT Scholarship Award recipients.
2012 Youth and Family Summit

Puget Sound’s Race and Pedagogy Initiative, represented by Professors Nancy Bristow, Dexter Gordon, and Carolyn Weisz, and Program Assistant Alice Coil, partnered with three community organizations to host the 2012 Youth and Family Summit at Lincoln High School in Tacoma: Tacoma Public Schools, represented by Karyn Osborne, Pat Erwin, and Brad Brown; Tacoma 360, represented by Noah Prince (co-chair, lead coordinator of the parent summit) and Julia Garnett; and REACH Center, represented by Ayanna Drakos ’11 (co-chair and lead coordinator of the youth summit). Recruitment efforts by Bailey Gilmore ’13 and Drakos involved Puget Sound students in the summit’s planning and execution, including sharing their ideas for program topics, taking part in the program review process, designing the conference logo, coordinating the resource fair, and participating in and presenting summit sessions.

The comprehensive assessment report completed by Brooke Yokoyama ’12, Professor Carolyn Weisz, and Professor Emerita Juli McGruder indicates that youth valued the opportunity to hear the testimony and personal narratives of struggle and triumph shared by presenters.

Prison Education Initiative

Professors Stuart Smithers (religion) and Robin Jacobson (politics and government), in collaboration with others at South Sound educational institutions, developed the Prison Education Initiative to bring educational opportunities to incarcerated women at the Purdy Correctional Center for Women. Five Puget Sound faculty members presented seminar programs at Purdy and four offered courses on a volunteer basis.

Alumni Reunions

More than 30 African-American alumni reunited to celebrate “A Legacy of Leadership” at Puget Sound during Summer Reunion Weekend 2012. Retired Washington State Senator Rosa Franklin ’68, University Trustee Lyle Quasim ’70, and former ASUPS president Yusuf Word ’09 were among those who shared stories of their time at Puget Sound. Videographers captured the tales of the generations of Loggers in attendance, preserving them in digital format in the university’s archives.

During the weekend approximately 20 alumni and friends gathered for a wine and cheese reception in Oppenheimer Café to celebrate the rich history of LGTBQ students and alumni at Puget Sound. Attendees had the opportunity to collaborate with Puget Sound student Greg Martineau ’14 to film an “It Gets Better” video to be shared with students and other members of the Puget Sound community.

Puget Sound presenters at the 2012 Youth and Family Summit included:

- Professor of African American Studies Renee Simms and Andrea Fontenot ’14: “Creative Writing About Race”
- Keith Blocker ’12 and two community members: “So Just What’s in it for Me?”
- Professor of Psychology Carolyn Weisz, Gabrielle Duhl ’13, and Sonya Urs ’13: “Color-blindness and Other Diversity Mindsets”
- Michael Moreno ’11 and Sandra-Rosa Bryant ’12: “Literary Diversity in the Classroom”
- Professor of Education Fred Hamel and Lincoln Center students: “What Make Us Motivated?”

“As this initiative takes shape, we hope to expand our work—to add student involvement, especially, to address the scholarship, research, and policy issues connected to the initiative. Our goal is to work with a consortium of colleges and the Puget Sound administration to create a dynamic and sustainable center or institute on campus for prison policy issues.”

Stuart Smithers, professor of religion
Equity, Campus Culture, and Climate

The aspirations of the University of Puget Sound diversity statement call us to work on an ongoing basis to be a more welcoming and inclusive community. Sometimes our actions are individual—for example, being willing to challenge remarks of bias or hate, or to intervene against violence—and sometimes it is our collective action that achieves progress in campus culture and climate.

Creating Welcoming Contexts for Students of All Beliefs

In March 2011 President Obama posed a challenge to almost 6,000 colleges, community colleges, and universities across the country asking them to commit one year toward building understanding among people of all faiths and beliefs. In 2011–12 University of Puget Sound answered that call. A comprehensive plan of action, including support from across campus, was compiled by the Office of Spirituality, Service, and Social Justice and Office of the Academic Vice President, and was sent to the White House.

As a result Puget Sound was one of roughly 250 campuses selected to participate in partnership with the White House and the Department of Education in a year-long challenge to foster conversation about and support for interfaith connections and community service. Part of the university’s commitment was to increase resources for faculty and staff members to recognize and appropriately respond to the needs of students of diverse spiritual communities. A January workshop, Rev. Dave Wright ’96, university chaplain and director, Office of Spirituality, Service, and Social Justice provided an overview of the initiative, explored religious and spiritual dynamics and challenges in the campus community, and gave participants the chance to work together to explore ways Puget Sound can best welcome students of all backgrounds into its programs, workplaces, and learning communities.

Faculty Committee on Diversity

The Faculty Committee on Diversity collaborated with the chief diversity officer, human resources department, and academic vice president to establish the diversity liaison role to ensure that enhancing campus social diversity is considered at each step of the faculty search process. The committee on diversity also reviewed how gender is framed as a binary choice (male or female) within Cascade databases and within institutional reporting, considered alternatives for identification and reporting that would be more...
inclusive of a range of gender identities, and made recommendations to be considered during the Optimize Puget Sound transition.

**Creating a Culture of Safety—The Green Dot Program**

Rape, partner violence, and stalking are serious issues on college campuses across the country. In its second year on campus, the Green Dot Program is a comprehensive approach to violence prevention that capitalizes on the power of peer and cultural influence. Informed by social change theory, the model targets all community members as potential bystanders, and seeks to engage them, through awareness, education, and skills practice in proactive behaviors that establish intolerance of violence as the norm, as well as reactive interventions in high-risk situations.

**Access Programs**

Access Programs is Puget Sound’s academic persistence program that works with seventh through 12th graders in Tacoma Public Schools, providing tutoring, college awareness and readiness, and hosting Summer Academic Challenge, a summer program focused on math and science skills. Since her arrival at Puget Sound in 2010, Access Programs Coordinator Abigail Taitano has been reviving the program within the campus community and Tacoma. Increased faculty involvement in events such as Access to College Days has been a great way for professors to highlight their departments and share information about higher education. Taitano’s goal is that all departments participate in at least one Access to College Day, when students are invited to workshops put on by Puget Sound faculty and staff members.

**Campus Climate Survey**

In fall 2011 the Diversity Advisory Council began work to revise the 2006 Campus Climate Survey for administration in the spring of 2012. Following a campuswide campaign to promote participation, the survey was conducted in February 2012 with participation rates of 57.7 percent for faculty, 61.1 percent for staff, and 40 percent for students (significantly higher than in 2006). Crucial to this success was the support of artist-in-residence C. Rosalind Bell; theatre arts professors Marilyn Bennett, Sara Freeman, Geoff Proehl, and Kurt Walls; and African American studies professor Renee Simms, who presented a week of staged readings of plays, a writing workshop, and readings of narratives from the 2006 campus climate survey to raise campus awareness of the importance of climate assessment.

The first report on the 2012 Campus Climate Survey will be available fall 2012. As additional analyses are completed over the 2012–13 academic year by the Diversity Advisory Council, with support of the Office of Institutional Research, the campus community will have opportunity for discussion, educational programs, and professional development toward further improvement in campus climate for diversity and inclusion.

“I feel that, in a significant way, our campus is very tense when it comes to discussing issues of difference, and in particular when it comes to race, ethnicity, religion, gender, and socioeconomics. I find the greatest hesitancy when we try to deal with matters of race. With that said, I feel like we are moving the needle in the right direction. I feel that the Puget Sound community is sincerely ready to move into a more active engagement with diversity and inclusion. We work in a project-based fashion, focusing on accomplishing the goals for Access Programs and the work of the Office of Diversity and Inclusion. This work requires a great deal of collaboration with other offices and students across campus. Whenever we reach out, we are met with cooperation and support.”

Kim Bobby, Ed.D., chief diversity officer 2007–12
Diversity Strategic Plan

In 2006 a Diversity Planning Task Force with student, faculty, staff, and alumni members completed Puget Sound's *Diversity Strategic Plan: Creating a Culture of Inclusive Learning*. This plan was designed to be framed within the overall strategic plan for the university, *Defining Moments*. The goals and objects of the diversity strategic plan are:

**Goal One**
We will increase the recruitment and retention of students, staff, and faculty from underrepresented minority groups.

- Improve the campus’ structural diversity by increasing the number of faculty, staff, and students from underrepresented minority groups.
- Improve the quality of experiences for underrepresented minority groups of students, staff, and faculty.
- Promote the success and retention of underrepresented minority individuals.

**Goal Two**
We will create a campus environment that fully welcomes and supports social diversity.

- Enhance professional development training and cocurricular programs that engage campus community members in the challenges and rewards of valuing diversity and multiculturalism.
- Support continued development of curriculum and scholarship that address issues of social diversity, pedagogy, and multiculturalism.
- Address the gains, opportunities, and challenges of becoming a more diverse campus.

**Goal Three**
We will improve working and business relationships with race/ethnic and other diverse communities in the Puget Sound region.

- Build additional mutually beneficial relationships with race/ethnic and other diverse communities in the Puget Sound region.
- Develop supplier and business relationships with the various minority communities.
Goal Four
We will be accountable for implementing the diversity strategic plan and working toward achieving diversity goals.

- Regularly assess campus climate for diversity to assist with diversity strategic planning and its implementation.
- Create an institutional structure to provide oversight and support for diversity strategic plan implementation.
- Implement a strategic communication plan around diversity issues in order to make visible our strengths and bring diversity concerns into the dominant discourse of the campus.
- Conduct an asset mapping of current personnel, budgets lines, and resources dedicated to diversity work.

In 2010–11 campus leaders reviewed the university’s Defining Moments strategic plan to assess accomplishments at the midpoint of its implementation and to identify both challenges remaining and recalibrations needed. A parallel update of the Creating a Culture of Inclusive Learning diversity strategic plan, undertaken in summer 2012, is available online.

Much has been accomplished over the past five years, and we should celebrate those gains even as we are attentive to the important work yet to be achieved. Once the dean of diversity and inclusion search is completed, this new chief diversity officer will be able to lead the next stage of diversity planning for University of Puget Sound.

Input for the Diversity and Inclusion Annual Report, 2011–12, was provided by or drawn from annual reports submitted by: Elizabeth Aleman, assistant to the chief diversity officer; Kim Bobby, chief diversity officer 2011–12; Marta Palmquist Cady, director of student activities; Allison Cannady-Smith, director of alumni and parent relations; Jane Carlin, director of Collins Memorial Library; Dexter Gordon, professor of communication studies and African American studies and director of the Race and Pedagogy Initiative; Priti Joshi, professor and chair of English; Bruce Mann, professor of economics and director of the Civic Scholarship Initiative; Janet Marcavage, associate professor of art; Hans Ostrom, NEH/James Dolliver Professor of African American Studies and English; Ellen Peters, director, and Emily Mullins, assistant director, Office of Institutional Research; Czarina Ramsay ’02, director of multicultural student services; Amy Ryken, associate professor of education and chair of the Committee on Diversity; Abigail Taitano, coordinator of access programs; Margaret Thorndill, director of public events; Rev. David Wright ’96, university chaplain and director of spirituality, service, and social justice.
University of Puget Sound
Diversity Statement

We Acknowledge
- the richness of commonalities and differences we share as a university community.
- the intrinsic worth of all who work and study here.
- that education is enhanced by investigation of and reflection upon multiple perspectives.

We Aspire
- to create respect for and appreciation of all persons as a key characteristic of our campus community.
- to increase the diversity of all parts of our university community through commitment to diversity in our recruitment and retention efforts.
- to foster a spirit of openness to active engagement among all members of our campus community.

We Act
- to achieve an environment that welcomes and supports diversity.
- to ensure full educational opportunity for all who teach and learn here.
- to prepare effectively citizen-leaders for a pluralistic world.

We invite you to learn more.
www.pugetsound.edu/diversity