

Equity & Inclusion at SLUH

At SLUH, we insist upon a safe, inclusive learning environment for our students. There will never be tolerance at SLUH for conduct or speech that is hateful or racist. We believe that every human being is made in the image of God and deserves to be treated with dignity and respect at all times.

SLUH has the capacity – and obligation – to be a major force for racial justice in the St. Louis region, giving greater glory to God by reconciling with our sinful past and demonstrating our Christian value for the lives of black St. Louisans. The spiritual formation, academic excellence and generous attitude of service that SLUH seeks to impart to its students can be put toward mending the racial wounds of our history. By transforming our service to black students and other students of color, we can train new, more diverse generations of Men for Others.

In that spirit, we are committed to creating lasting and positive change at SLUH by cultivating an environment of involvement, respect and connection – where the richness of ideas, backgrounds and perspectives are harnessed to create value for all in our community.

Following is a sample of our many initiatives that promote equity and inclusion at SLUH.

Students

- SLUH has added a Black Student Union group to our club offerings, along with several other affinity groups for minority students, while maintaining our very successful Association for Cultural Enrichment at SLUH (ACES) group as an umbrella organization. ACES promotes awareness and discussion of diversity issues at SLUH, while making all students feel welcome at SLUH.
- We identify and monitor racial achievement and discipline gaps at SLUH. The Learning Center and Dean of Students Office take the lead, in collaboration with our Director of Equity and Inclusion, in efforts to mitigate these gaps.
- As SLUH updates curriculum and instructional strategies, we integrate new equity lenses and strategies to ensure all students hit the learning targets and achieve the transfer goals.
- Continually identify curricular pieces to develop a consistent focus on racial and social justice so that SLUH students graduate with the ability to identify and interrupt racism.
- Programming such as Voices of SLUH provides opportunities to analyze and discuss challenging issues of race, demographics, history, gender, and stereotypes. Voices of SLUH assemblies and essay series have been well-received and popular.
- College Counseling provides personalized service for minority students to become “first generation” college students.

Faculty & Staff

- Director of Equity and Inclusion works with Admin and Department Chairs to ensure careful consideration of minority job candidates, while striving to match the percentage of black teachers in the building to the percentage of black students.
- Equity and Inclusion Committee of faculty and staff members identifies goals each year and works to achieve them.
- Civil Rights Curriculum Institute meets each year, enlisting cohorts of equity leaders for the school.
- Racial equity has become an explicit focus of professional development efforts.

- School leadership has taken additional measures to ensure that non-faculty staff members feel valued and included in the mission of the school.

Structures

- The Parent Association for Cultural Enrichment at SLUH (PACES), a parent equity and inclusion group, advises school leadership, supports initiatives and welcomes families.
- A Board of Trustees sub-committee composed of Board members, minority parents and alumni liaises with PACES and holds SLUH accountable for identifying needed changes and executing them.

Campus

- SLUH is updating its campus aesthetics and religious iconography in the classrooms and hallways so that they more fully reflect the diversity of the human race and of our Church.

Financial Aid

- A strong financial aid program supports the socioeconomic diversity of our student body. Since 2008, the amount of direct aid has tripled, and the number of students benefiting from that aid has doubled. Today, SLUH offers a total of \$4.1 million dollars in aid to 42% of its students. The average amount of aid is roughly half of tuition.
- In support of its commitment to serving minority populations, SLUH devotes 25% of its overall financial aid to African Americans, who represent 7% of the student body. About 95% of African American students receive aid, with the average award representing nearly 82% of the cost of tuition.
- The St. Francis Fund has been established and we are working toward its full endowment so that SLUH can support qualified students and families with the costs of attending a college preparatory school that fall outside of tuition aid. Such costs may include but things like specialized calculators and school supplies, performing arts and athletic trips, meals, transportation, dress code items etc.

Programs & Partnerships

- As a natural extension of our mission and its central, urban location, SLUH was a supporting partner in the founding of Boys Hope Girls Hope, a non-profit organization that helps academically capable and motivated children-in-need to meet their full potential.
- SLUH was also a supporting partner in the founding of Loyola Academy, an urban Jesuit middle school, and continues to have a strong relationship with the school, having admitted dozens of its alumni. Loyola Academy was originally housed on the SLUH campus before it moved to its own building near SLU. Each year SLUH hosts a Christmas party for Loyola students and also holds a gift party so that all of the Loyola boys have gifts for their mothers, fathers and guardians at Christmas.
- Summer programs Upward Bound 7 and Upward Bound 8 cultivate executive functioning, mindset and metacognitive skills necessary for success in a college preparatory curriculum; the programs also offer staff members a proving ground for equity strategies and are a recruitment tool for students of color. The program has an extremely high demand and prepares students for a variety of academically demanding preparatory schools, including but not exclusively SLUH.
- SLUH brings education in STEM and robotics to more than 40 urban middle schools through the Clavius Project.

- SLUH provides a curriculum development workshop to urban middle school principals, in addition to offering opportunities to identify candidates in Access Academies who have the ability to succeed at SLUH.
- Youth Leadership St. Louis gives SLUH students experience collaborating with diverse groups of people while also guiding them to use their skills to provide leadership within SLUH.
- SLUH provides students the opportunity to attend the Arrupe Leaders Summit, an annual national conference, sponsored by the Ignatian Solidarity Network, that cultivates leadership skills for social change and advocacy.
- STARS (Student-Teacher Association for Racial Study) brings together students and faculty members to discuss books about issues of race and racism.
- Billz II Men program helps freshman students of color with their transition to SLUH.
- Pope Francis Fund provides many co-curricular and social opportunities for minority students.
- New Fr. Kellett's Closet initiative will offer clothing and other essential items to minority students and others in need.
- SLUH will send a student and faculty delegation to the Annual National Youth Summit on Education Justice and Leadership in Jackson, Mississippi.
- SLUH is forging a relationship with the St. Charles Lwanga Center, which promotes Catholic teaching, Catholic spiritual formation and leadership development, including advocacy for justice and racial equity concerns within the Black Catholic and Christian Community.
- Each year SLUH provides volunteer service and outreach to dozens of organizations in the city. Many of these organizations provide invaluable service to minority populations. Examples include St. Matthew's Parish, St. Vincent de Paul Parish, Sts. Peter and Paul homeless shelter, Karen House, St. Patrick Center, and many more.