

SEATTLE UNIVERSITY

MAGAZINE



INCLUSIVE EXCELLENCE IN ACTION

Seattle University, through the Office of Diversity and Inclusion, is doubling down on diversity and equity.



ONE FOR THE AGES!

In what is being dubbed "an instant classic," Seattle University men's soccer bested 20th ranked Washington, 3-2, September 21 at a packed Championship Field. With the win the Redhawks secured the newly named Fewing Cup, awarded to the winner of the annual showdown between SU and UW.

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SEATTLE UNIVERSITY

MAGAZINE

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ON THE COVER

Seattle University and the Office of Diversity and Inclusion are fully committed to creating a campus environment that is inclusive for all.

COVER ILLUSTRATION BY TATJANA JUNKER

TABLE
OF
CONTENTS

06

FROM THE PRESIDENT

Eduardo Peñalver: "At Seattle University, we understand the creation of such a welcoming community to be intrinsic to our Jesuit mission."

10

ON CAMPUS

New Dean Butch de Castro talks about his vision for the future of the College of Nursing.

12

ON CAMPUS

Seattle University fulfills its commitment to fully divest, in line with its environmental leadership.

20

FACULTY SPOTLIGHT

Chris Whidbey, '10: When the student becomes the teacher.

22

COVER STORY

From holding a Racial Equity Summit to elevating intersectional voices and working to increase and retain BIPOC faculty and staff, the Office of Diversity and Inclusion is doubling down on inclusive excellence.

28

CAREER OUTCOMES

Alumnus DJ Traina, '18, is behind the creation of advanced medical simulators.

30

ALUMNI SPOTLIGHT

Alums Alex LaCasse, '10, and Kabi Gishuru, '08, are making meaningful change at Netflix.

36

ATHLETICS

Meet the new coaches of men's soccer and women's basketball.

38

LAST WORD

Student Body President Isabelle Alamilla, '25, has big plans to get students more involved.



STAY IN THE KNOW

THE NEWSROOM



The Newsroom is Seattle University's one-stop hub for the latest news and happenings across campus and beyond. Here you can read a diverse mix of human-interest, feel-good stories, from the latest news coming out of our colleges and schools to profiles of students and alumni who are making a difference in the world.

Like the content you read on these pages? Visit *The Newsroom* for more in-depth magazine stories and special features.

SEATTLEU.EDU/NEWSROOM



“In addition to inspiring our commitment to inclusion, our Jesuit, Catholic values challenge us to find innovative ways to care for our common home—the Earth.”

INNOVATION AND INCLUSIVITY CORNERSTONES OF AN SU EDUCATION

As we celebrate the work of the Office of Diversity and Inclusion, we are proud of what that office has accomplished in a very short time. Under the visionary leadership of Vice President Natasha Martin, JD, and her team, Seattle University has taken strides toward developing a culture of inclusive excellence that affords every member of our diverse academic community a sense of belonging. You can read more about Vice President Martin and the work of the Office of Diversity and Inclusion in this issue.

At Seattle University, we understand the creation of such a welcoming community to be intrinsic to our Jesuit mission. That understanding takes on added significance this year, as universities across the country have been forced by their state governments to scrub the words “diversity and inclusion” from their websites and respond to the decision from the U.S. Supreme Court that will make it harder for many universities to achieve diverse student bodies.

As we consider the implications of the Court’s affirmative action rulings, Seattle University is guided by certain commitments that will not change. One of those is our commitment to creating an inclusive campus community. Seattle University welcomes students, faculty and staff from all faith traditions, including many people who identify with no faith tradition and some who affirmatively reject faith altogether. We welcome people of all races, national origins, sexes, gender identities and sexualities. We welcome people with a diversity of viewpoints. This radically inclusive invitation is ultimately rooted in our Catholic faith, which teaches us that all human beings, without exception or qualification, are loved by God. We care about each individual member of our academic community, whom we have committed to educating as whole persons, in all their complex identities. The work of the Office of Diversity and Inclusion is one manifestation of that commitment.

Another way we live out our commitment to an inclusive academic community is through our hiring. Over the past two years we have taken tremendous strides on this front, creating the most diverse senior leadership team of any university in the Pacific Northwest. In this issue, you will read about two of our newest campus leaders. Butch de Castro, the new dean of the College of Nursing, joins us from the University of Washington, where he served as an associate dean. And Skyler Young, our new women’s basketball coach, joins us from the University of Portland, where he was an assistant coach.

In addition to inspiring our commitment to inclusion, our Jesuit, Catholic values challenge us to find innovative ways to care for our common home—the Earth. Seattle University has long been a leader on sustainability within higher education. We are justifiably proud to be the first university in Washington state to fully divest our endowment from fossil fuels, something we first committed to doing in 2018. Many institutions of higher education in this state and around the country have announced an intention to divest from fossil fuel investments, but very few have taken all the steps necessary to do so. Not only has Seattle University completed the process, but we’ve also done so within the five years set out in our original commitment.

These are just a few of the stories you will read about in this issue of the magazine. On every page, you will find something to inspire you about the way we—and our students and alumni—continue to live out our distinctive mission as Seattle’s Jesuit university.



Eduardo Peñalver
President



Father Topel: A Life of Service

Now retired, John Topel, S.J., reflects on his time—and accomplishments—at SU.

BY MIKE THEE



John Topel, S.J., was working on a fish trap in Alaska when a co-worker asked him, “What is it that you want to do with your life?”

“To my astonishment,” says Father Topel, “I blurted out that I wanted to be a priest.”

His co-worker was not impressed. “He thought that was a terrible idea. So, I went out and sat on a log for a while and thought of all the things I wanted to do with my life. And I realized what I really wanted to do was be a teacher like the (Jesuit) scholastics who taught me. They had a wonderful love of one another and community.”

Having gone to grade school at St. Joseph Parish on Seattle’s Capitol Hill and high school at Seattle Prep, Fr. Topel had been around Jesuits for most of his young life. His uncle was a priest who would become Bishop of Spokane. The choice of careers to become a Jesuit priest made sense. And for Fr. Topel, it turned out to be the perfect fit.

This past spring, following decades of service to SU and having made countless contributions to the university, Fr. Topel retired.

Speaking from his new home at Sacred Heart Jesuit Center in Los Gatos, Calif., Fr. Topel reflected on his time at the university. He arrived on campus as a young Jesuit in the early 1970s, just as the institution was emerging from a brush with bankruptcy. “The interesting thing is in spite of all the financial difficulties, we kept soldiering on,” he says. “Everybody was committed to keeping the place going.”

Fr. Topel himself would play a critical role in the university’s turnaround and growth. While still in graduate school he

was asked to lead the Seattle University Master of Religious Education (SUMORE) program. “It was a really good program—probably one of the best in the country,” he says. “Directing the SUMORE program was a great gift in my life because it really opened people up to the experience of God in their everyday lives.”

Joining the Theology Department in 1973, Fr. Topel taught undergraduate *Bible* courses as well as courses in the Honors Program, the master’s program in counseling and the forerunners to the School of Theology and Ministry. He also had two visiting professorships in Rome and Tokyo.

Eventually Fr. Topel was tapped to serve as academic vice president, calling that first year “an incredible learning curve.” Of his time as AVP, Fr. Topel says, “I appointed Father Dave Leigh to develop the Core Curriculum, which was the best in the country, and he did a wonderful job. We started the Projects Center in the engineering school. We regained accreditations in the business and engineering schools. We reversed the decline in enrollments. And we developed a formula for funding sabbaticals.”

Among other roles at SU, he served on the Board of Trustees and as acting president for a few months while Father Bill Sullivan was taking a sabbatical. His service to SU was only interrupted by the two years he served as Jesuit novice director and a combined 13 years as pastor at two parishes in the Pacific Northwest. He capped off his time at SU by serving for seven years as Jesuit advisor to the School of Law dean.

A special endowment is being established by the School of Law, led by Dean Anthony E. Varona, in Fr. Topel’s name to honor all he meant to the school, the university and students.

SU has evolved into an institution that is more professional and focused on research, says Fr. Topel. At the same time, he would like to see the university more strongly embrace its identity as a Catholic university and as a teaching institution.

“I think we ought to be in dialogue with the secular world that we live in, but (we also need to be) aware that it has got its own deficiencies and that Catholic social thought—for instance, the common good and solidarity with those who are suffering—has a way of addressing some of those deficiencies.”

“We have a wonderful president, we have an excellent provost, we have hired a vice president for mission integration and I think they want to build SU’s identity around Catholic social thought. So, I’m optimistic about SU’s future.”

Sizing up the entirety of his time at SU, he says, “I’ve enjoyed everything I’ve done at the university.” And yet when asked what brought him the most joy, it all goes back to that epiphany on the log in Alaska. “I love teaching. Anytime I went into the classroom and students’ eyes opened wide and they said, ‘I’ve got it!’ That was the high point for me.”

To learn more or to contribute to the School of Law’s endowment in Fr. Topel’s honor, contact Feven Teklu at fteklu@seattleu.edu.



Building Binational Bridges

Seattle University convenes conference with leaders discussing issues around the critical U.S.-India relationship.

BY ANDREW BINION AND TINA POTTERF



The strategic partnerships—and opportunities—between India and the United States to promote global security, women’s rights, trade and investment have never been stronger. This was the thesis of the Seattle-Setu conference in September, showcasing the state’s pivotal role in building economic and political bridges with India. (*Setu* means “bridge” in Sanskrit.)

The conference highlighted the benefits Indian companies bring to the local economy and the myriad investments flowing from the state to India. A series of keynote speakers and themed panels expounded on topics ranging from business partnerships and talent recruitment between India and the U.S. to philanthropy to the differences and challenges unique to India’s legal system versus what is common in the States.

As part of the conference, the university also officially launched the RoundGlass India Center, dedicated to further strengthening business, education, philanthropy and other collaborative efforts between Washington state and India. Law Professor and Associate Dean Sital Kalantry will serve as the Center’s executive director.

The Center aims to help remove barriers and expand opportunities with India, from higher education to the business and legal sectors.

“The state of Washington, by creating this Center, is creating a name for itself as a Washington-India corridor,” said Anurag Varma, senior vice president and head of public affairs for Adani North America, one of the speakers on the panel “Navigating the Legal Landscape: Empowering Businesses for Transnational Success.”

In a forum called “U.S.-India Relations:

Past, Present and Future,” Nancy Izzo Jackson, deputy assistant secretary for India from the U.S. State Department, told the audience that India was poised to become the world’s third largest economy by the end of the decade.

One of the keynote speakers was U.S. Rep. Pramila Jayapal, the Ranking Member of the House Judiciary Committee’s Subcommittee on Immigration Integrity, Security and Enforcement. The focus of her speech was “Opportunities for Seattle’s Engagement with India.”

“The state of Washington, by creating this Center, is creating a name for itself as a Washington-India corridor.”

—ANURAG VARMA/ADANI NORTH AMERICA

“I am deeply, deeply grateful to the RoundGlass India Center for all the new opportunities that I know will transpire on this platform you provide for leading minds from both of our countries to come together to learn and to build a brighter future,” said Rep. Jayapal, who also noted that the Center’s opening coincides with the news that Seattle is getting its own Indian consulate. “I know so many of you have been working on this for years. It’s finally happening.”

The first panel of the conference, moderated by Brian Surratt, president and CEO of Greater Seattle Partners, focused on “Global Collaborations: Embracing Opportunities and Overcoming Challenges.” Centering on highlighting the connections between India businesses and those in

the U.S.—including American companies bringing goods and services to India—the panelists emphasized the bilateral nature of this relationship. While Indian businesses significantly contribute to the economic prosperity of the Emerald City, Seattle continues to provide opportunities for growth and success for Indian enterprises.

Across the board the panelists stressed the importance of knowing your market and to not adapt a one-size-fits-all approach when entering a new market or releasing a new product or service into a country. Something that might work well in the U.S. may not in a smaller or midsize market in one of India’s many cities.

When adapting to a new market, “focus on the fundamentals and ... authenticity” in your products or services, said Samir Kumar, vice president, International Consumer at Amazon. “At Amazon, if we are going to call ourselves a global company, we have to adapt to and learn from both large and emerging markets.”

In her address, Rep. Jayapal emphasized the need for Democrats to gain a majority in the House and having Senators abolish chamber rules that allow members to filibuster bills essential to passing comprehensive immigration reform.

Additionally, Rep. Jayapal praised the RoundGlass India Center and the Seattle-Setu conference.

“This opportunity to really center a dialogue about India and U.S. relations and specifically the opportunity and challenges of this region, which I am so proud to represent, is phenomenal,” Rep. Jayapal said. “This exciting new venture has enormous potential and builds on an already strong foundation of engagement between our city and India.”

Innovation and Inclusivity Drive New Nursing Dean

Butch de Castro talks about the future of the College of Nursing and how it is educating nurses for a changing health care landscape.

BY TARA LEE



PHOTO BY JOSEF KALINKO

Before being named Dean of Seattle University's College of Nursing, Butch de Castro, PhD, MSN/MPH, RN, FAAN, was aware that its graduates were highly sought after by health care employers throughout the region.

"This is because of the mission-oriented and values-based approach to health care practice they learn at Seattle University. With graduates being known with those strengths, I was excited about the opportunity to help further that legacy," says de Castro.

Taking the helm from Dean Kristen Swanson, who retired at the end of the 2022-2023 academic year, de Castro began his tenure as Dean on July 1.

Before coming to Seattle University, de Castro was a professor in the Department of Child, Family and Population Health Nursing at the University of Washington and served as the school's inaugural

Associate Dean for Diversity, Equity and Inclusion. He was also co-director of the Research in Nursing & Global Health training program and director of the Occupational & Environmental Health Nursing graduate training program at the UW.

After graduating from UCLA with a Bachelor of Science in Nursing degree, de Castro began his career as an operating room nurse and then became a public health nurse. He went on to earn a Master of Science in Nursing/Master of Public Health degree as well as a PhD from Johns Hopkins University. Following work in the health policy arena at the U.S. Department of Labor's Occupational Safety and Health Administration and later, with the American Nurses Association, de Castro was a post-doctoral research fellow at the University of Illinois at Chicago, initiating his research on immigrant health.

In this Q&A, Dean de Castro talks about his vision for the College of Nursing, the future of the nursing industry, his favorite spot in Seattle and more.

What made you want to come to Seattle University?

de Castro: I was well aware of the College of Nursing's reputation. Not only is my wife an alum (Rachel Caluag, '03), but many people throughout various health care systems speak so positively of its graduates. I believe strongly in education based in Jesuit tradition and benefited myself from attending a Jesuit high school.

What is your vision for the role?

de Castro: As Dean, I am intent that the College of Nursing pursues actions that actualize Seattle University's *Reigniting Our Strategic Directions 2022-2027* to be a 'Jesuit University of Distinction for a Time of Change.' Co-creating with faculty and staff endeavors to meet its goals is a top priority. The prospect to help build out the future of Seattle University really animates me.

It will be important to imbue the operations and milieu of the College of Nursing with principles and ideals that reflect the university's vision and priorities, along with the spirit of the Pacific Northwest.

"I want to foster a space that motivates and supports innovative and inclusive ways of preparing next generations of the health care workforce, as well as models progressive thinking that inspires our students, faculty and staff to strive for a just, humane world."

For example, it alarms me that health care settings—ironically where people are supposed to get well—collectively make up one of the highest polluting industries in the world, which in turn causes illness and disease. I am hoping the College of Nursing can lead in modeling how health care can be taught and carried out in green, sustainable ways. At our Clinical Performance Lab, we will evaluate how we use supplies and equipment that are often made of disposable plastics and toxic metals and look for ways to use products and employ practices that are environmentally friendly.

I am also mindful of how a university education serves as a vehicle for social mobility by providing students across a range of identities and lived experiences a path to a productive, rewarding career. We will enhance our curriculum and improve the student experience in ways that fulfill our mission.

What are some opportunities in the College of Nursing?

de Castro: In order to advance health equity and provide care that diversifying patient populations deserve, we need to assure students are well-prepared for what is in store for them in professional practice settings. Moreover, we have an increasingly

diverse student body who need to see themselves and the communities they identify with represented in their learning, whether the topics they study, the clinical sites where they hone their skills and among course instructors they learn from.

We also have opportunities to create new academic programs in service to community needs. We should be asking what health care practice professions and specializations are needed for the region and beyond.

Where does nursing education need to go?

de Castro: We will see more and more advancements in simulation learning. Technological and pedagogical strategies are emerging with great creativity and potential. We are better understanding how simulation can be effective for health professions training. Plus, simulation learning offers students safer, yet realistic, ways of experiencing patient care, especially when hospital and clinic settings are constrained more than ever to host students.

How is nursing different than when you started?

de Castro: There is greater appreciation for social determinants of health, those upstream factors that shape where and how people live, learn, work, play, worship and obtain health care.

When I started, illness and disease were conventionally viewed as an individual-level problem. It has taken awhile for health care providers to fully recognize how a person's circumstances in society influence their health. As a result, we are seeing more nurses and other health care professionals actively engaging in public policy and politics as a way to promote health and wellness at the population level, in addition to providing care to individuals through their clinical roles.

Favorite spot in Seattle?

de Castro: On a Washington state ferry, crossing Puget Sound waters. Or any seat, any section, any stadium where a Seattle sports team is playing.

When not working how do you like to spend your time?

de Castro: Playing board games with my children and strumming hip hop and pop songs on the ukulele.

What are you reading now?

de Castro: *Together: The Healing Power of Human Connection in a Sometimes Lonely World* by Vivek H. Murthy, MD, U.S. Surgeon General.

It discusses how loneliness is increasingly becoming a driver of poor physical and psychological health. The book points out how we are social creatures who rely and thrive on meaningful interpersonal engagement. Often college students tend to feel lonely, isolated and even possibly struggle with imposter syndrome. We must make efforts and extend the care to build a campus community where all feel they truly belong, while honoring diversity of identities and perspectives.

Leading the Way: Seattle University First in the State to Divest from Fossil Fuels

University fulfills its commitment to fully divest, in line with its environmental leadership.

BY ANDREW BINION

Seattle University scrubbed its endowment portfolio of fossil fuel investments at the end of June, becoming the first university in Washington state and the first Jesuit Catholic university in the country to fulfill this commitment of divestment, while charting a new course of socially conscious investing.

The university is a leader in the divestment and sustainability movements globally and nationally. In 2018, SU became the first Jesuit university in the country to pledge 100 percent withdrawal from publicly traded fossil fuel investments. According to the university's Center for Environmental Justice and Sustainability, SU is also believed to be the first Jesuit university in the world to pledge to fully remove its money from investments in fossil fuels.

Divestment is a process of withdrawing investments from companies that hold fossil fuel reserves like coal, oil and natural gas. The money SU uses to invest—its endowment, made up of donations to the university—was valued as of June at \$285 million. Proceeds from the investments pay for things like student scholarships.

Though the university completed its five-year divestment process, divestment is just one part of SU's ongoing efforts toward building a sustainable community that supports human and ecological health, social justice and economic well-being through Socially Responsible Investing (SRI).

Aside from being a substantive step toward confronting the climate crisis, fossil fuel divestment aligns with the university's commitment to sustainability and environmental justice—tenets underscored in SU's *Reigniting Our Strategic Directions*—and acknowledging and confronting the disproportionate exposure of poor communities and people of color to environmental hazards and health burdens.

SU has led the way in environmental stewardship and initiatives that aim to combat climate change and improve the planet for all. It was the first university in the Pacific Northwest to earn the title of a Fair Trade Designated University, SU's urban campus is officially a "wildlife habitat" and "tree campus" and the grounds are 100 percent organically maintained—that means free of pesticides—and include many edible gardens. And, in an effort led by students,

SU was the first school in the state to remove single-use plastic bottled water on campus.

"It's all too tempting to become pessimistic about climate change," says President Eduardo Peñalver. "But, as a Jesuit university, we are called to accompany our students toward a hopeful future and to take actions to help bring that future into being. Even while we acknowledge the reality of the climate challenges we are confronting, I am very proud of Seattle University's divestment effort, a concrete and thoughtful accomplishment that serves as an example for others."

Aoife Kennedy, '25, president of Sustainable Student Action (SSA), the student group that started the push for divestment in 2012, says she is moved by what students who came before her accomplished.

"Divestment at SU was a difficult and lengthy process," Kennedy says. "But the many inspiring students who were a part of this campaign serve as a powerful reminder of our collective influence and strength."



Seattle University believes that we are called to make decisions that consider the needs of the most vulnerable. By divesting from fossil fuels, we are making a statement that our investments should align with our values and mission."

—ROBERT DAHLIN, '21

ILLUSTRATION BY MARISSA LEITCH

Students Push for Move

"It really started with student initiative," says Joseph Gaffney, '67, who at the time was a member of the Board of Trustees and chair of the SRI working group, formed by former SU President Stephen Sundborg, S.J., to investigate divesting. The effort really started in November 2012, when members of SSA attended environmentalist author Bill McKibben's "Do the Math" tour.

The "math" referred to calculations at the time that found that humans could continue to emit carbon dioxide up to 565 gigatons for the planet to stay below 2 degrees Celsius, the critical point where the risks of catastrophe would become unavoidable.

Yet, McKibben told the audience, including then-undergrad Ames Fowler, '15, burning the fossil fuels that corporations had in reserve would emit almost five times the safe amount.

"That was the spark," says Fowler. Though Fowler was an early voice in the movement, he says the core leadership of the group that started the push for divestment was made up of female and non-gender binary students.

"Relying on the advice of professional money managers retained by Seattle University, our position was we believed this could be done without significant financial loss and believed the risk was really worth it to implement the values of responsible action in the modern world that needs to move away from fossil fuels," Gaffney says.

The group of students spearheading this effort sought to engage both fellow students and administrators by holding a rally, gathering signatures and marching a faux oil barrel across campus.

Students kept pushing until the movement had developed its own momentum. As students began organizing with local racial justice movements—like Black Lives Matter after the 2014 death of Michael Brown in Ferguson, Missouri—incoming classes took up the mantle of divestment and kept up the pressure.

Fowler says divestment isn't the solution for climate change, but it helps shape how the economy works.

"It doesn't fix the issue. It doesn't stop the great coral reef from bleaching, but we have to change the scaffolding of our economy if we want a different world," says

Fowler. "And this is a rearranging of the scaffolding of our economy in a small, but critical, way."

Wes Lauer, PhD, professor of civil and environmental engineering, says divestment was something that both the student body and the university as a whole could be proud. The practical effects of divestment are twofold, he says.

"It was about not investing in something we know to be unsustainable and that can lead to injustice and I think a large majority of students saw it that way," says Lauer, who was faculty representative to the SRI working group. "But I think it's also a way of helping to facilitate the conversation going forward about the right response to the climate crisis within the SU community."

When the Board of Trustees voted to approve the five-year plan of pulling SU dollars out of those fossil fuel investments, the endowment was valued at about \$230 million.

To give some context to the scope of SU's divestment, in 2017, about \$13.6 million, or 6.7 percent of the endowment, consisted of companies with fossil fuel reserves. Now, zero percent of the marketable portion of the endowment is invested in fossil fuels.

HOW DOES SU STACK UP?

6 JESUIT UNIVERSITIES

made some level of commitment to divest since SU's 2018 announcement.

—Association of Jesuit Colleges and Universities

15.7% OF EDUCATIONAL INSTITUTIONS

have committed to divestment globally.

—divestmentdatabase.org

Learn more about Seattle University's commitment to sustainability and environmental justice at www.seattleu.edu/cejs/.

Seattle University allowed five years to pull out of fossil fuel investments because of the complicated nature of how its endowment is invested. The university does not make individual investments in individual companies.

Instead of investing on its own, SU has an Outsourced Chief Investment Officer—a company called Cambridge Associates—that invests in funds.

The funds consist of portfolios of the stocks or bonds of numerous companies, similar to mutual funds. The Seattle University Investment Committee, which oversees the endowment, gives Cambridge direction and sets expectations on investments.

The actual mechanics of divestment involved directing Cambridge to make no further investments in funds that have exposure to fossil fuel companies and further tasked it with analyzing current holdings, selling off those that included fossil fuel companies and reinvesting the proceeds in funds not having any exposure.

A Call to Action

In announcing the Board of Trustees decision to divest from fossil fuels, Father Sundborg said that as a Jesuit, Catholic university, SU had a special obligation to address the unfolding climate change crisis. He emphasized Pope Francis' call to see the "grave urgency" of the moment.

"We join with others also at the forefront of the growing divestment movement and hope our action encourages more to do the same," Father Sundborg wrote when announcing the decision to divest. "Together, we can amplify our collective voice and accelerate the transition to clean, fossil-free energy sources."

Pope Francis' 2015 encyclical letter *Laudato Si'* calls for action on the climate crisis and praises work like that of the SU students whose persistence was credited for ultimately persuading university leaders to back away from fossil fuel investments.

"Particular appreciation is owed to those who tirelessly seek to resolve the tragic effects of environmental degradation on the lives of the world's poorest," Pope Francis wrote. "Young people demand change. They wonder how anyone can claim to be building a better future without thinking of the environmental crisis and the sufferings of the excluded."

The SRI working group explained the grim plausibility of turning a profit by extracting and using more carbon from existing fossil fuel reserves than the planet can safely handle.

"There is no proven technology to prevent

the associated emissions from accumulating in the atmosphere," the working group reported to the board. "The only way to avoid harmful warming is to leave much of the resource in the ground, thereby forgoing the profits and short-term economic benefits that would accrue if it was exploited."

Since SU's announcement in 2018, six other Jesuit universities made some level of commitment to divest, according to the Association of Jesuit Colleges and Universities.

In addition to leading the way for Jesuit universities, SU has shown the path forward for other institutions of higher education in the state. Last year, the University of Washington committed to a deadline of 2027 to exit from direct fossil fuel investments.

Beyond Divestment

The vision that led to fossil fuel divestment has been reinforced by Seattle University's decision to commit to institutional participation in Pope Francis's *Laudato Si'* Action Platform (LSAP). One of the LSAP pillars is "Ecological Economics," acknowledging that "the economy is a sub-system of human society, which itself is embedded within the biosphere—our common home." This goal connects directly to decisions around future investments, such as divesting from fossil fuels and promoting ethical investments.

In June 2022, trustees took the step of instituting the requirement that endowment investments include an evaluation for the environmental, social and governance impacts, in addition to investment performance, diversification and other criteria.

"This directive is becoming more common in universities' endowment investment practices," says Bret Myers, director of Treasury and Risk Management in SU's Office of Finance, who added that these steps are also in line with key priorities SU has set for itself in the LSAP.

Robert Dahlin, '21, was a student representative on the SRI Working Group board when SU hit the halfway mark early. He called divestment a necessary step and accomplishing it speaks to the university's true commitment to promoting justice and sustaining the common good.

"Seattle University believes that we are called to make decisions that consider the needs of the most vulnerable," says Dahlin. "By divesting from fossil fuels, we are making a statement that our investments should align with our values and mission."

Building for the Future

18 SU 91

Meet the new leaders in enrollment, campus ministry, finance and global engagement.

BY ANDREW BINION, TINA POTTERF AND TARA LEE



MONICA INGRAM

VICE PROVOST FOR
ENROLLMENT MANAGEMENT

As the new Vice Provost for Enrollment Management, Monica Ingram—who has been at Seattle University since July—says she is already inspired by the "energy and engagement" of the team of enrollment professionals "who are fueled by what they do."

To this role Ingram brings more than 20 years of experience working in education. Prior to coming to SU she served as Associate Dean of Admissions and Financial Aid at Cornell Law School and as Assistant Dean of Admissions and Financial Aid at The University of Texas School of Law. Previously, she was also an attorney for K-12 public education.

What are your priorities in the first six months?

Ingram: I feel fortunate to have a very strong Admissions team that has been doing this work well for a long time. This allows me to be more outward facing and introduce myself to the greater community. I am focusing on introducing myself to members of the surrounding education community, fellow Jesuit college and university colleagues and to prospective students and their families from a variety of backgrounds.

These are times of big stakes in higher education, especially considering the recent U.S. Supreme Court's decision to invalidate the consideration of race-based factors in admissions. SU must do all that it can to ensure an inclusive, ethnically and culturally diverse student population within the legal framework that has been presented to us. Our Enrollment Management team will have an ongoing role in that endeavor.

Favorite part of living in the region?

Ingram: I love that Seattle is sandwiched between several bodies of water and two mountain ranges. In Denver, there was one mountain. In Ithaca, there was one lake. In Seattle, I have so many choices. Seattle really has an abundance of riches.

—Tara Lee

LAURA SPITZ
VICE PROVOST FOR
GLOBAL ENGAGEMENT



After living in different parts of the U.S. and the world, Laura Spitz, new Vice Provost for Global Engagement and professor of law, is happy to be back in the Pacific Northwest.

In her new role at Seattle University, Spitz is charged with leading the university's global engagement efforts throughout the region and globally, as well as building and coordinating support for international students, faculty and staff here at home.

Spitz says she was drawn to this position after visiting the campus and speaking with President Eduardo Peñalver and Provost Shane P. Martin and learning about their vision for this role. She also met with colleagues and "heard about their incredible work and the university's priorities, mission and values," she says. "Those values are resonant with my own. This is a global university in a global city. The potential for greater engagement is tremendous."

What are your priorities in the first six months?

Spitz: Listening, assessing and mapping. I am learning what is already taking place in global engagement and where the gaps exist. I want to position the office as fundamentally service oriented. After that, I imagine we will begin to think strategically about how to better coordinate and showcase all of the good work we are already doing and build out systems to better support engagement efforts.

Favorite part of living in the region?

Spitz: Of course, I love being close to family and friends in Canada. But mostly, I love the rich diversity of Seattle. This is a very diverse campus in the heart of a very diverse city—culturally, economically, geographically ... the list goes on. If I was an international student, this is where I'd want to be.

—Tara Lee



LUKE LAVIN
DIRECTOR OF CAMPUS MINISTRY

As the new Director of Campus Ministry, Luke Lavin comes to Seattle University from Gonzaga University, where he not only served as director of Campus Ministry, but is also a double alum steeped in Jesuit tradition—first as an undergraduate and then as a PhD student in its Leadership Studies program. In-between those degrees, he earned a Master of Divinity from the Jesuit School of Theology at Berkeley in 2014.

At SU, Lavin will oversee a ministry department that is committed to assisting students as they explore their faith, regardless of if one is Catholic, Protestant, Jewish, Muslim, Hindu, Buddhist or spiritual but not religious. Even those who don't define themselves within these categories are welcomed by Campus Ministry.

What are your priorities in the first six months?

Lavin: My priority is to listen and learn. I am a huge believer in the power of story and narrative and I am excited to listen to and understand the university's story through students, staff and faculty. Listening is a spiritual practice and it can be very challenging. To truly listen requires me to suspend judgments and perceptions and allow the story of others to emerge freely. Listening is at the heart of Ignatian discernment and the gift of being 'new' is to be as attentive as possible to how the Spirit is at work here.

I look forward to investing time and energy to truly listen and learn from those I encounter and to get to know the place, people and community.

One of your hobbies is collecting vinyl records. What is your most prized piece of vinyl in your collection?

Lavin: An original pressing of the rap group De La Soul's 1989 debut album, *3 Feet High and Rising*. RIP to Plug 2!

—Andrew Binion

Read full Q&As with
Monica, Laura, Luke and
Chris at *The Newsroom*.



CHRIS MALINS
VICE PRESIDENT AND CHIEF
FINANCIAL OFFICER

Seattle University's new Vice President and Chief Financial Officer Chris Malins is known for the forward-thinking, solutions-oriented approach he brings to the world of finance.

Although Malins was selected for this role following a nationwide search, he has roots in the city and a connection with Seattle University.

Prior to joining SU officially in late August, Malins was Associate Vice President for Finance and University Treasurer at the University of Washington.

For Malins, he was drawn to this role because of SU's reputation and that it is "in the heart of my hometown." As for that connection, his father, Dr. Donald Malins, graduated in 1954 with a Chemistry degree and he has many friends and colleagues who are graduates as well.

What are your priorities in the first six months?

Malins: To understand how the business side of the university operates. I am incredibly fortunate to have skilled and experienced SU colleagues who can help me to get oriented.

What does a great day in Seattle look like?

Malins: Coffee with old friends at Grateful Bread Bakery, playing and listening to music, running Green Lake and having dinner with my wife and son. Just perfect.

—Tina Potterf



Renaissance Man

Quinton Morris, DMA, is the first Black man—and first music professor—promoted to full professor in the College of Arts and Sciences.

BY KAREN L. BYSTROM

PHOTOS BY YOSEF KALINKO

Quinton Morris, DMA, enters his 17th year of teaching violin at Seattle University on a high note, having been promoted this year to full professor, the highest rank that a tenured faculty member can achieve.

The full professorship means that Dr. Morris is only the second living Black violinist to achieve this academic milestone in U.S. history. Additionally, he is the first Black man and the first music professor promoted to full professor in the College of Arts and Sciences.

It bears repeating that Dr. Morris is only the second living Black violinist to achieve a full professorship—anywhere in the country. The first was University of Denver Professor Gregory Walker. The significance of this is not lost on Dr. Morris.

This past spring, Dr. Morris was recognized by his alma mater, receiving an Alumni Achievement Award from Boston Conservatory at Berklee, where he earned his master's degree. He also received the "Outstanding Studio Teacher" State Award by the American String Teachers Association and the "Pathfinder Award" by the Puget Sound Association of Phi Beta Kappa.

In addition to teaching at Seattle University, Dr. Morris is the executive director of Key to Change, a nonprofit he founded whose mission is to inspire underserved youth through world-class music instruction and supporting their development as self-aware

leaders. He is also an Artist-Scholar-in-Residence at Classical KING, hosting the popular radio show and video series, *Unmute The Voices*, celebrating BIPOC (Black, Indigenous and People of Color) artistry in classical music. And last spring quarter, he curated a series of three concerts at SU's Chapel of St. Ignatius, sponsored by the Pigott Family Endowment for the Arts, featuring artists and composers of color, which were broadcast live on his radio show.

In this Q&A Dr. Morris talks about what it means to be a full professor, what inspires his work and his show, *Unmute The Voices*.

How did you start playing the violin and what made you pursue it as a career?

"I started playing the violin in public schools and took private violin lessons in high school with Walter Schwede, who at that time was the associate concertmaster (2nd chair violins) in the orchestra. I always dreamt of becoming an attorney but was inspired to pursue music once I started taking lessons with my professor in college. I switched my major from pre-law to music at the end of my junior year, transferred to an arts conservatory and started my new journey. I bet on myself and I've never looked back. It was one of the scariest, but smartest decisions of my life."

What does your promotion to full professor, the highest rank for faculty, mean to you?

"I am honored because when I think of full professors, I think of Dr. Henry Louis Gates. I think of Dr. Maya Angelou, who was my literature teacher in my undergraduate studies. I think of Dr. Cornell West and Dr. Toni Morrison. I think of those greats who, while they're not in music, earned the title of full professor. And now I have reached the same rank. I'm honored. I'm humble, thankful and grateful and I'm proud of me. And I don't say that in an arrogant way, but academia is no easy course.

"My parents, my mother especially, and my mentors really gave me the skills to be able to climb all the way to the top because it was not easy. I'm thankful for my support system, the people who helped me through that. And I'm thankful to myself that I didn't give up because I certainly wanted to many, many, many times.

"I appreciate how it appears that the university is really making a change in terms of diversity and equity. There are many more students now who look like me, which is nice to see around campus because for a long time there was really no one who looked like me and very few faculty and staff as well. I'm glad to see that the university is really taking strong initiatives to make that happen."

"My parents, my mother especially, and my mentors really gave me the skills to climb all the way to the top."

—DR. QUINTON MORRIS

What are some of the highlights of teaching here?

"I enjoy teaching violin. There is a plethora of reasons why students play an instrument and my goal is to always just try to help them discover and find out why that is. I've taught performing arts students and I've also enjoyed teaching non-music majors. They all have their own goals. Generally, if you're teaching a major, they're very focused on learning skills so they can build a career for themselves. I get a lot of students who are interested in taking lessons and they might have played in middle school or high school. I had one student this past quarter who took lessons in middle school and then quit when his mother, who was a violinist, passed away. He has been using the violin as a way to deal with grief and I'm grateful that he trusts me to be on the road with him. Everyone has their own path. Some students didn't have a great experience in middle school or high school, but they love the instrument, so they want to try again at the collegiate level.

"At SU, I have been able to really learn and home in on how to teach music to both people who are familiar with it and people who are not. This is a major skill that will live with me for the rest of my life. I've enjoyed helping students develop their own voice as a musician."

How does your work as Executive Director of Key to Change connect to Seattle University?

"Seattle University is a Jesuit school and part of our Jesuit values is connecting with the community. Key to Change is really just an

extension of my own learning, to be honest. For me, teaching in the community is normal because that's what I always saw. At all the institutions that I went to, the professors taught high school students or middle school students from the community. I wish we did more of that at SU because I believe our institution could serve as the gateway for us to develop a deeper reach in the community, while also attracting and retaining future collegiate students.

"Key to Change students who would study with someone like me could expect to pay between \$150 and \$200 for a lesson. We offer lessons at a subsidized cost. Because of this access, three of our students will make their solo debuts with the Seattle Symphony this fall. Generally, with this kind of organization kids of color would not be given those types of experiences, certainly if they came from underserved areas. It really speaks to what we're trying to accomplish, how we're providing access and how we're moving it forward for students who have talent to be supported so that they can excel."

Tell us about becoming Classical KING's Artist-Scholar-in-Residence and your show, *Unmute The Voices*.

"CEO Brenda Barnes approached me two years ago about creating the show. Because I've taught music history and theory, music courses in the University Honors program and many other music courses, *Unmute The Voices* (<https://king.org/show/unmute-the-voices>) is a way for me to incorporate all of those subjects into a one-hour segment while highlighting the music by composers and performers of color. I'm having an absolute blast curating the show because I truly love the music.

My goal is always to connect with the listener in a way that not only persuades them to fall in love with the music, but also to learn a little bit of the history behind the music.

"The average classical music listener, of course, knows who Mozart and Beethoven are but they may not know the music of Joseph Bologne, the Chevalier de Saint-Georges, Florence Price or Jessie Montgomery, who are all so fascinating. Additionally, it's a great way to talk about social topics, including the importance of racial equity and diversity within classical music. I'm very blessed to work in this field where I'm able to do this important work and grateful to Classical KING for its support."



THE STUDENT BECOMES THE TEACHER

BY ANDREW BINION

Assistant Chemistry Professor Christopher Whidbey started at Seattle University thinking he would go to medical school. Instead, his experience as an undergraduate led him in a new direction.

When he arrived on the Seattle University campus as a freshman, Christopher Whidbey, '10, was certain his next stop would be medical school.

But during his experience as an undergraduate researcher at SU, where he triple majored in chemistry, biology and philosophy, and helped mentor younger students, Whidbey envisioned a different path.

This one combined his interest in scientific research, along with public health's mission to prevent illness and disease on a large scale—especially maternal health for people of color—with fostering students' growth as scientists.

"It was really fulfilling in a different way than I had expected," he says of his undergrad research experience at SU, where students were helping investigate the environmental fate of different endocrine-disrupting compounds. The research coincided with public warnings about BPA, a hormone disruptor used in plastic packaging that can make its way into food.

"This connects really clearly to something that people are concerned about and care about and has big implications for fishing and just general environment stuff, too," Whidbey says. "So being able to see what I was learning in the classroom be actually, tangibly useful was really powerful."

In 2018, after stops for a PhD and postdoctoral work and teaching, Whidbey returned to Seattle University as an assistant professor of chemistry and has been involving students in high-level research, giving them the life-changing experiences he had as an undergraduate.

In August, the prestigious medical journal *Nature Microbiology* published a study Whidbey co-senior authored with two Harvard University researchers and which credits two recent Seattle University graduates as co-authors. The results of the study could be leveraged to create treatments for conditions that affect pregnant people and that can lead to preterm birth.

"This is kind of an affirmation that at SU, we're able to provide

"Given an opportunity, SU students and faculty can conduct research at an extremely high level and help push science forward."

—CHRIS WHIDBEY, '10

research training and opportunities in really cutting-edge science," Whidbey says. "Given an opportunity, SU students and faculty can conduct research at an extremely high level and help push science forward. To get to help facilitate that for students is really rewarding."

And now a 2023 Cottrell Scholar Award recipient, Whidbey and his students will be using the grant to test a more efficient method of identifying functions of genes, with implications for maternal-child health. The Cottrell award

recognizes early career science faculty who excel at both teaching and research.

"Coming in right as an 18-year-old, there's so much that you don't know about the possibilities as far as careers go," he says. "So that's one thing that I really try to do for students now and want to do with the Cottrell award is show them these are different opportunities, these are things that you can do that might not be medicine but might fulfill you even more."

It's not uncommon for students entering a STEM field to set their sights on medical school, says Chemistry Professor and Department Chair P.J. Alaimo, PhD, who Whidbey credits with encouraging him to pursue research.

"I hope I didn't ruin his life by suggesting he not go to medical school," Alaimo says. "But he has that questioner's nature. His wanting to know more, dig deeper, to me, that's not a physician, but an academic."

Near the end of middle school, where his interest in biology and chemistry started, Whidbey moved from the Puget Sound area and accompanied his mother to Ellensburg, where she was continuing her studies and where Whidbey was one of three Black students in his graduating class of about 200 at Ellensburg High School.

His mother had intended to become a PE teacher but pivoted to public health and through her Whidbey received his first exposure to how he could put his interest in science to work.

As he was approaching high school graduation in 2007, Whidbey made the trip back over the mountains to visit his cousin, who was attending Seattle University.

"I came to visit and just really, I don't know, kind of felt at home," says Whidbey. "It felt like a really good place to be."

He returned to Kittitas County the summer after his freshman year at SU to volunteer with the local health department, calling parents of campers after a pertussis outbreak and documenting water well sites.

"Seeing the broad impact that public health can have, it feels like you're a little bit upstream of working directly with patients, but you can influence the whole community's health and help put them on a better path," Whidbey says.

Whidbey's first foray as an undergraduate researcher came working under Chemistry Professor Douglas Latch, PhD, who like Alaimo, is now one of Whidbey's colleagues.

"It was readily apparent to faculty just what a stellar student he was," Latch says. "Both in terms of his academic accomplishments, but also being able to grapple with tough concepts and work with other students."

Latch adds, "I kind of thought he was on the path to faculty somewhere and I'm just delighted it ended up being with us."

Following graduation from Seattle University, Whidbey earned his PhD in Pathobiology from the University of Washington, working with researchers at Seattle Children's Research Institute, where he made a breakthrough discovery while studying bacteria that can be present during pregnancy—neonatal pathogen group B *Streptococcus* (GBS).

Usually the bacteria don't cause problems, but in some pregnancies it can move into the uterus and break down the membranes that protect the fetus, causing preterm birth or leading to an infection in utero.

"For a long time, since like the 1920s or 30s, people had thought that it was a protein toxin like most other bacteria make," Whidbey says. "While I was there, I showed that it isn't a protein, it's a different class of molecule, a lipid that is responsible for this toxic activity."

With gauges in his ears and a tattoo on his forearm, Whidbey cuts a youthful figure though he is now colleagues with those he first knew as his professors.

The tattoo is an image representing a concept from the medieval Christian philosopher Boethius, whose *Consolation of Philosophy* Whidbey read as an undergraduate.

For Whidbey, the tattoo serves as a testament to a personal commitment to intellectual humility.

"I don't ever want to be so convinced that I'm right about things that I can't change my mind."



From holding a campus-wide Racial Equity Summit to elevating intersectional voices and working to increase and retain BIPOC faculty and staff, the Office of Diversity and Inclusion is doubling down on its commitment to diversity, equity and inclusion.

BY ANDREW BINION

The shockwave rippled across the country in August 2017, as images of a white supremacist rally in Charlottesville, Virginia, flashed on phones and TV screens, showing it growing large and violent.

That summer on campus was fairly quiet, but nonetheless Seattle University Vice President Natasha Martin, JD, could sense the anguish caused by such highly visible and disturbing images.

“There was a lot of angst on campus and across the country at higher ed institutions, just a sense of, ‘What does this mean? How do we respond to this?’” says Martin, who at the time had just been appointed to her role as the VP of Diversity and Inclusion. “There was a lot of confusion, frustration and desolation and all of the things around it.”

Thinking it helpful to give faculty and staff a place to process what was being seen in the context of students and the future of education, Martin organized a forum, calling it “Educating for Justice.” The thinking was maybe 20 or so people would show up—instead, it was nearly four times that.

“It was standing room only,” she says of the convening. “And I think what in that moment it reflected to me was a real need to elevate the work at this higher level for the institution. Inclusive excellence is the work of everyone.”

Rather than as a reaction to an outside event, a two-year task force commissioned by former SU President Stephen Sundborg, S.J., recommended the university should create a role such as Martin’s, elevating the work of DEI institution-wide and embedding it throughout the strategic priorities of the institution.

And from there, the work of the Office of Diversity and Inclusion (ODI) started to build momentum, launching with Martin as essentially its sole staffer. Prior to the office’s formation, DEI work was being spread among offices like the Office of Multicultural Affairs, now The MOSAIC Center, and through faculty and staff individually.

Today, the office serves as a central source of collaborative campus outreach, education and coordination. ODI is also a driving force for strategic initiatives and efforts related to a broad range of diverse and intersectional experiences such as Black history and the impact of anti-blackness, LGBTQ+ support and allyship—including transgender visibility—Indigenous Peoples’ rights and more.

And it has added two more full-time employees, Senior Executive Coordinator Paige Powers and Assistant Vice President Laura Heider. All three are working toward the goal of promoting the full participation of students and the entire SU community around inclusive excellence and centering those who have been historically marginalized or excluded because of their identity.

“This is not peripheral work,” says President Eduardo Peñalver.

“It’s not an add-on to what is seen as the real work of the university, but rather it’s integrating it into the heart of what we are trying to do.”

A CLIMATE FOR DEI

In the years since the office was founded, Martin and her team have been hard at work, serving as an umbrella for diversity, equity and inclusion (DEI) and touching all points of campus, from academics to professional development, programming to events. The office has convened two campus-wide Racial Equity Summits. The last, in April—and the first in-person following the lifting of COVID-19 restrictions—saw the crowd grow so large that when the Pigott Auditorium filled up with participants, organizers had to continuously open overflow rooms to accommodate all who wanted to attend.

In July, Isabelle Alamilla, ’25, attended the National Jesuit Student Leadership Conference at the College of the Holy Cross in Worcester, Massachusetts, and told others about the Racial Equity Summit.

“The other schools were just in shock we were able to do that as they don’t have the same opportunities we do at Seattle University,” says Alamilla, who is this year’s Student Body President and has helped promote the work of ODI on campus. “It’s nice and refreshing to see the university is putting in the effort to have hard conversations and educate people who aren’t sure how to approach different topics.”

In partnership with the Provost’s Office, ODI has hosted numerous Red Talks, which is a quarterly lunchtime speaker series built around a theme—meant to elevate intersectional voices on a variety of timely topics—with a featured faculty member as keynote speaker.

SU hired an ombudsperson that reports to Martin and instituted a Campus Climate Incident Reporting and Response structure, formalizing a process where biased actions or engagement that impact the learning and working environments of the campus community can be reported and addressed. From September 2022 through May 2023, the Campus Climate team received 54 reports through the system, most of them from students. The reporting and response process prioritizes restoration and thriving, as well as offering support for productive engagement across differences.

The Campus Climate reporting process is part of the *LIFT* SU initiative, a roadmap toward inclusive excellence and part of Goal 4 of Seattle University’s *Reignited Strategic Directions* (*LIFT* SU stands for Listen and learn, Impact through intentional action, Fail forward and Transform together).

Another element of *LIFT SU* is hiring and retaining BIPOC faculty. As the various departments and colleges on campus conduct their own hiring, ODI, in partnership with the Provost's Office, released in the fall a guidebook for inclusive and equitable faculty hiring, including a practical toolkit.

Professor Jennifer Marrone, PhD, who teaches in the Management Department of the Albers School of Business and Economics, says she has sat on search committees that have benefited from the diversity guidance provided by ODI.

"I have seen the shifts and improvements in our processes as a result," Marrone says.

Meanwhile, Heider and Powers have met with staff and faculty to help facilitate workshops and lead training sessions for equitable faculty hiring. These interactive sessions encourage open dialogue and rich discussions.

With these accomplishments, President Peñalver says the office's greatest achievement is making itself a vital part of the mission and fabric of the university.

"It's very much different from the experience I had as an undergraduate," says President Peñalver, who at an anniversary celebration of ODI in June shared that as an undergraduate student he felt that a lack of representation—of

faculty and leadership that looked like him—led to a feeling of not belonging, of the "university not being our place."

Conversely, the president spoke of SU being in the moment and on the right side of history at a time when dozens of states are exploring, if not enacting, anti-diversity legislation, including bills targeting the LGBTQ+ community. He noted that in some states, just the words "diversity" or "inclusion" are being scrubbed from literature, programs, curricula and more.

"This office didn't begin the work of DEI at Seattle University," Martin notes. "But I do think it has been elevated and amplified as a university-wide priority. And it serves

the purpose of shaping the vision and the culture of the university so that we can have a unified agenda."

Engineering Professor Frank Shih, PhD, served as president of the Academic Assembly for six years, a term that ended in June, and engaged frequently with ODI as initiatives and proposals were presented to faculty.

"With that office we are a better place and getting better with its increasing capacity," Shih says. "We are here to do a job, which is to provide a good environment for our students to thrive and grow and it contributes immensely to that mission."

WHAT IS DEI?

What exactly is diversity, equity and inclusion, or DEI? It's a question Heider loves to field.

"It's an endeavor to ensure that everyone, regardless of their background, their identity, their demographic group or the circumstances of their upbringing has an equal opportunity for success," Heider explains. "Some people are born into situations that burden them with systemic disadvantages. This happens simply because of the way our society functions. What we endeavor to do in our line of work is try to change those systems in such a way that we're able to mitigate the impact of these disadvantages and help our systems work equivalently well for everyone."

There are high-impact practices that can lead to more equitable environments for students, staff and faculty, Martin says, but there is no magic wand or recipe to make racism, sexism, homophobia and other forms of bigotry disappear. Rather, DEI requires both a systemic and personal response—what Martin refers to as requiring work on both the "systems and the self."

"It is through human beings that the work of DEI is executed," Martin says. "We can have all of the strategic plans and all of the roadmaps, but if we haven't internalized our obligations and are not continuing to grow, we will be limited in what we can achieve."

LEADING THE WAY

The work of ODI is more important than ever, considering that the office's very existence might have been outlawed in

another state.

The backlash against DEI work is real, Martin and Heider say, and intensified as Americans turned out in protests by the thousands after the murder of George Floyd during the summer of 2020 at the height of the pandemic.

"Honestly, I think it comes from a place of profound fear," Heider says. "When you're used to privilege, equality feels like oppression."

As more and more states roll back DEI efforts, like Florida and Idaho, and other DEI initiatives in higher education and corporate America are being criticized as fragmented efforts at best, Seattle University has gone in a different direction.

The university is positioning itself as a national standard bearer for ushering in a new era in higher education and confronting a resurgent status quo that seeks to undo and stamp out progress. A recent example of this is the U.S. Supreme Court's ruling that ended affirmative action in college admissions.

"We need to work to roll back the tide," President Peñalver says. "We need to change the conversation, not just in Seattle, but in Idaho and Florida and Texas. And that means finding new ways to become inclusive, innovative ways to do this work and change the political dynamic that gives rise to that kind of legislation."

Martin, who is also a professor in the Seattle University School of Law, notes that students are now more than ever clamoring for an open and accurate account of history and preparing for a more inclusive future.

"What's so striking about all of these things that are happening in these other states, the backlash that we've been talking about, is that it's also happening at a time when young people, our future college-going students, are quite clear that for them, diversity and inclusion matter."

THE WORK WON'T DO ITSELF

The work of true and authentic diversity, equity and inclusion, what it asks of the institution and its individuals, isn't always easy or comfortable.

And that aligns with one of Martin's messages—the work of ODI requires the people of the institution to be willing to be vulnerable and open to change. It also requires members of the community to give grace and allow people room to

grow and to be held accountable for the collective aims. And it goes for everyone.

"You're going to get it wrong," Heider says. "So you have to be willing to take the risk of getting it wrong. And I think a lot of people don't even try because they're afraid of that. You're going to use the wrong pronoun by accident. You're going to say something you didn't know was a micro-aggression. You're going to make a reference to something that you didn't realize was oppressive. But if you don't try anyway, and learn as you go, you'll never get it right."

It's about working to grow intercultural fluency and deepening one's understanding, says Martin.

"We have to remain focused on the growth mindset as opposed to the mindset of, 'I'm a progressive person, I get it. I have no more learning to do,'" Martin says. "That's just not how it works."

Students say the office has been increasing its profile on campus and have availed themselves of its resources.

Isiah Martin Lopez, '24, has been involved with ODI for years, both in assisting with events and also seeking support from office staff. With plans to become an attorney after he graduates, Lopez says he's received resources regarding law schools along with academic support. He credits Martin with taking the time to help, which is meaningful.

"It's from somebody who looks like myself, in a position of power, in a field I'm interested in," Lopez says. "This is a huge thing that a lot of times can be overlooked. ... I hope more people get involved with it."

The future is about staying the course, Martin says.

"This is legacy work. The next five years is not going to solve all of the '-isms' that we are facing now. But what I hope is that together we can co-create the kind of institution where our students feel a sense of belonging so that they can go out and create a world that is more just and more loving and more equitable."



(l-r) Paige Powers, Natasha Martin, JD, and Laura Heider



PIVOTAL MOMENTS

2013: TASK FORCE LAUNCHES

President Stephen Sundborg, S.J., commissioned a task force on Diversity & Inclusive Excellence, appointing as co-chairs Natasha Martin, JD, and Alvin Sturdivant, EdD. The task force continued for an additional year to facilitate conducting the first-ever campuswide climate assessment.

2015: MEANINGFUL ASSESSMENT

- In Fall 2015, the task force delivered the first executive summary of the climate study, “Seattle University Assessment for Learning, Living and Working” to leadership and the campus.

2017: ESTABLISHMENT OF THE OFFICE OF DIVERSITY & INCLUSION

- University establishes a cabinet-level position of Vice President for Diversity and Inclusion/Chief Diversity Officer, appointing Martin to this role.

2018: PROGRAMMATIC LAUNCH

- Martin establishes annual “Red Talks,” a campus-wide initiative where faculty present on a specific issue or topic.
- Launched later that academic year was “Red Talks: Student Edition,” featuring perspectives from graduating students.
- Hosted a remembrance vigil marking the 50th anniversary of the death of Dr. Martin Luther King Jr., in partnership with the Office of Multicultural Affairs and Campus Ministry.

2019: PROGRAM EXPANSION

- Co-sponsor of Mission Day, with the theme “Diversity, Equity and Inclusion at the Heart of Jesuit Education,” featuring Dr. Michael Eric Dyson.
- Convened and facilitated the Bias Prevention and Campus Climate Care Working Group.
- Co-sponsored a year-long lecture series with the Institute for Catholic Thought and Culture.
- Partnered with the Office for Multicultural Affairs on a Moral Mondays/#BlackLivesMatter movement at SU.

2020: INNOVATIVE RESPONSES

This year posed unique challenges for the nation as a whole and for the work of diversity, equity and inclusion in particular. In response ODI:

- Launched the five-pronged *LIFT SU* Inclusive Excellence Action Plan for Racial Equity and Anti-Racism.
- Led the university’s movement toward racial justice in the wake of the murder of George Floyd.
- Partnered with the University Core common text program to host Ijeoma Oluo, Seattle-based author of *So You Want to Talk About Race*, who engaged with the campus through classroom visits and listening sessions.

2021: BREAKING NEW GROUND

- Created, planned and implemented the first bi-annual Racial Equity Summit. More than 1,000 people attended this first virtual summit, featuring keynote speaker Michelle Alexander.

- Under the auspices of *LIFT SU*, drove the creation, work and outcomes for working groups dedicated to BIPOC student recruitment and retention, campus climate and recruitment and retention of BIPOC faculty.
- Established “fireside chats” with incoming President Eduardo Peñalver and other leaders.

2022: STRATEGIC DEPLOYMENT

As the world recovered from a global pandemic, Martin and her office deepened their program offerings and the practical work of realizing *LIFT SU*:

- *LIFT SU* Goal One, Recruitment and Retention of BIPOC students, with co-chairs Michelle Minjoe Kim-Beasley, Carol Cochran and Julie Homchick Crowe, PhD, engaged in meaningful research to spur the creation of an ecosystem in which BIPOC students can thrive.
- Developed a Campus Climate Incident Response and Reporting Protocol, in pursuit of *LIFT SU* Goal 2: Bias Prevention and Campus Care. This protocol centralizes and coordinates the approach to campus climate incidents, tracks these incidents and, through collaborative discussion, identifies high-impact practices to prevent future incidents.
- Launched a working group to realize *LIFT SU* Goal 3: Recruitment and Retention of BIPOC Faculty and Staff, under the leadership of co-chairs Frank Shih, PhD, and Colette Taylor, EdD. This working group developed a series of evidence-informed recommendations, resulting in new faculty hiring protocols and a comprehensive guidebook.
- Appointed Professor Brooke D. Coleman, JD, as Special Assistant to the Vice President for Diversity and Inclusion.

- In collaboration with various campus partners, including Albers, the Center for Community Engagement, the Procurement Office and others, launched a Supplier Diversity program to boost university spending on women and minority-owned businesses.

2023: GROWTH AND TRANSFORMATION

- Launched the 2023 Racial Equity Summit on the theme, Freedom Dreaming, featuring keynote speaker Dr. Imani Perry. The in-person summit drew more than 900 attendees and featured 18 Freedom School sessions, led by staff, faculty and students.
- Established Freedom School Fridays, a monthly opportunity to revisit the Freedom School sessions that garnered a positive response at the Racial Equity Summit.
- Launched a working group dedicated to fulfilling the mandate of *LIFT SU* Goal 4: Narrative through Art and Symbols.
- Established an exploratory committee for the creation of a campuswide DEI Council, in pursuit of *LIFT SU* Goal 5: Build Capacity and Invest in Infrastructure.
- Sponsored Dr. Robin DiAngelo’s campuswide workshop on her book, *Nice Racism*.
- Sponsored panel discussion with United Way of King County: Advancing Racial Equity—How BIPOC Businesses Benefit Us All.

TRAINING FOR REAL

BY ANDREW BINION

DJ Traina, '18, merged his passions for engineering and art in a unique career designing and building advanced medical simulators to train medical responders from far away battlefields to the streets of King County.

With one hand on the back of a patient's skull—about the same heft as a bowling ball—the Seattle Fire Department paramedic's other hand held an intubation device, called a video laryngoscope, probing for the right angle to guide it down the patient's trachea to pump air into their lungs.

"Until you grow a third arm, you want this hand free," says a fellow paramedic, conducting the training and advising on how best to perform the life-saving procedure.

The "patient" in this training scenario isn't human, but rather a state-of-the-art training manikin called the Advanced Joint Airway Management System, or AJAMS, one of just 12 in existence, six male and six female, created by a Seattle University engineering graduate.

This is no dummy meant to model clothes at a department store. In fact, the "patient" is actually a cutting edge, advanced computer powered by a lithium battery and controlled with a tablet, inhabiting a high-tech torso made to look, feel, moan and struggle like a real human unable to breathe. First envisioned to ready combat medics for the chaos of a battlefield, the AJAMS have been conscripted locally as a training tool for paramedics.

The room across the street from Harborview Medical

Center's emergency department is quiet except for the calm voices of the paramedics, members of Seattle Fire/Medic One, a highly trained cadre of paramedics.

Standing nearby, eyes fixed on the action, is DJ Traina, '18. Traina led the visual and mechanical design and assembly of the advanced prototype. As its maker he compares it to a 1,200-piece jigsaw puzzle, which took about nine months to complete the first model, with the puzzle pieces being nuts, bolts, steel and silicone.

Later, when reflecting on what goes through his mind while watching paramedics training to save lives with his creation, he says there are two modes of thought occurring, almost simultaneously.

"First, it's 'What can I learn to apply to this or future designs?'" Traina says. "Second, is a mutual admiration of what paramedics do and how we can help them help us."

By themselves, naked of limbs and flesh and stripped down to the "chassis," the manikins can be as unsettling to behold as the endoskeleton of the cyborg from the movie *Terminator*. They are meant to be outfitted with modular skin and limbs to add different capabilities based on what is being trained that day. They are even outfitted with replaceable patches of faux flesh that mimics human tissue that bleeds when cut.

Keeping it Real

Traina's backstory reveals a unique skill set developed as a mechanical engineering undergrad at SU, closing the gap between the wizardry of theater and the miracle of medical science, leading directly to the unique job he landed in 2018 after graduation.

"It bridges all the things I'm really interested in," he says of his role as a simulation scientist and senior mechanical design engineer for the Center for Research in Education and Simulation Technologies, or CREST, at the UW Medical Center. "Making things that combine engineering, art, medicine."

"I had no idea that this was even a thing five years ago until I stepped in the lab for the first time," he adds.

The backstory of the AJAMS comes from combat medics—many of them men—and starts when the military discovered that many male medics were hesitating when treating female soldiers who had sustained chest wounds in combat.

"Historically there have not been a lot of anatomically correct female trainers on the market," Traina says. "Often, companies have started with a male model and 'retrofitted' the manikin for female anatomy."

From the start, AJAMS were designed with patient-specific imaging of both men and women to make it as anatomically correct as possible.

Starting with a female model also provided an additional engineering benefit.

"We knew that if we could fit all of the components into the smaller frame of the female, then the systems integration into the male would be much simpler than the other way around," Traina says.

From Combat to Heart Attacks

Locally, the manikins are hard at work and that's because each year every one of King County Medic One's 270 members undergoes complex airway training that includes using simulators.

Eric Timm, director of paramedic training, says realism—known as "fidelity" in the world of medical simulators—is essential to keeping paramedics' skills sharp.

"If you think about it, what skill level do you want for your family?" Timm says. "If your loved one, partner or family member needed the life-saving intervention of intubation, how skilled would you want that provider to be?"

CREST received a U.S. Department of Defense contract to build the first four prototypes. The subsequent eight were funded by Medic One and various partners. Whereas most medical manikins are generally white males, both the male and female AJAMS manikins can be outfitted to any skin tone or ethnicity. This kind of fidelity, too, aligns with Medic One's mission, Timm says.

"We treat people of all backgrounds," Timm says. "We need training tools and educational strategies that prepare our students to care for all patients, not just the white male manikins that have been the standard."

Of the 12 manikins in existence, the military has four, King County Medic One has four, two went to a simulation company in Florida and two remain with Traina in the CREST lab.

Setting the Stage

Originally from the Silicon Valley town of Saratoga, Traina never intended to leave California, to move someplace more known for rain than sun or to live in a big city.

"Which was weird, because I stepped on the Seattle U campus and was like, 'Oh yeah, this is the right spot.'"

Traina has long been passionate about making. It was in the theater where he first honed his craft, eventually taking it to new levels as a machine shop assistant in the Mechanical Engineering department of SU where he built various fixtures and apparatuses for the Mechanical Engineering and Physics departments. His involvement in theater started in high school but carried over into SU.

"Anytime you're engineering something, there's also an artistic component to it," says Traina, who credits a painting class he took at SU with further awakening a talent for fine arts that he didn't know he had. "Always in the background I'm thinking of merging the two together."

For Traina, there is no left vs. right brain dichotomy and ideally art and engineering should work together toward the common ground between medical simulation and stagecraft.

Traina compared it to the intense emotions that can come from watching a play, where audience members give themselves over to the tragedy and comedy, suspending disbelief, allowing themselves to laugh and cry.

"When a learner gives themselves over to the 'reality' of the simulation and is fully immersed in it both physically and emotionally, that's when the best learning happens," Traina says.

'A Consummate Maker'

During Traina's senior design project, for which Associate Professor of Engineering Joshua Hamel, PhD, served as his advisor, Traina's team designed a counter for a spirometer, a medical device used to help reduce the likelihood of a patient contracting pneumonia after a lengthy surgery under general anesthesia. The counter allows patients groggy from sedation the ability to track how many cycles they've completed.

"Otherwise, you hand it to a patient, come back an hour later and they may or may not have done it," Traina says. "But with our little add-on, you could tell how much they've done and if they've done it successfully or not."

Hamel said while advising the team he took note of Traina's talents. "His real strength started to show up, which was that he's a consummate maker," Hamel says.

At the same time that Traina graduated and began looking for a job, Hamel visited the CREST lab and later, when they started looking to hire, he knew Traina would be a good fit.

"Hey, I've got a bachelor's engineer for you that I think would be perfect," Hamel recalls telling his contacts. "You should talk to him."

And, as Hamel says, "The rest is history."

REPRESENTATION MATTERS

BY TINA POTTERF

NETFLIX



Kabi Gishuru, '08

Alex LaCasse, '10

“When I think about my passion to provide access to resources for all people—resources that will aid in folks’ success—I can’t help but believe that much of that passion was birthed at Seattle U. ”

—KABI GISHURU, '08

Alums Alex LaCasse, '10, and Kabi Gishuru, '08, are making meaningful change and amplifying diverse voices through their work at Netflix.

When you settle in to binge watch the latest buzz-worthy series or plan a movie night from the comfort of your couch, if your streamer-of-choice is Netflix, chances are you are enjoying content that a Seattle University alum is very familiar with, playing a role in the creative process, helping to bring a diverse slate of stories—via TV and film—to life.

Much goes into making these stories a series or film. But this is more than just entertaining content—it’s about diversifying what’s on the screen to be representative of a global audience and to help curate an experience that features storylines and subject matter that is reflective of that viewership. Behind the scenes is the important work of creating tools and resources to make this all possible.

Beyond the entertainment side of Netflix, the importance of authentic representation carries over into the hiring practices of the company. This, too, is influenced greatly by another Seattle University alum.

Meet Alex LaCasse, '10, and Kabi Gishuru, '08, who are enacting and amplifying meaningful change at Netflix, with LaCasse working on the film and TV side and Gishuru in the workforce/recruitment side of the company. And, as if in a moment of serendipity, the two learned they were both graduates of Seattle University during a chance meeting at the Netflix headquarters in Los Angeles. They became fast friends.

“I had just started at Netflix and was in the LA office. Someone introduced us and we got to talking and we were floored when we figured out we both went to SU,” Gishuru says. “The Seattle U connection was foundational in our bond.”

LaCasse concurs: “So much of our connection and bond is rooted in Seattle U and the Jesuit system of values. I think most alums feel this instantly when they meet—there’s just so many commonalities in how we approach life and people.”

In his role as Director of Inclusion-Content and Studio Operations, LaCasse helps advise executives in charge of what ends up on screen.

“In my work with our incredible film and TV executives, we talk a lot about the importance of representing our members across the globe in meaningful and

multidimensional ways,” says LaCasse, who is in his fifth year with the company. “We strive to create films, series and games content that appeal to all different tastes and interests and people. This includes, of course, communities that have been historically underrepresented on screen.”

LaCasse continues: “We know that TV and film have a direct impact on how people see themselves and how we see each other. What an opportunity we have to not only entertain people but also to perhaps bring them closer together.”

As a director of talent acquisition, Seattle native Gishuru was brought on four years ago to build out a diversity recruitment program. She had extensively worked in building similar programs in her previous position with rideshare company Lyft.

“It was about building something from scratch and doing it an industry-leading company like Netflix,” she says. “We were able to do great work, which has led to building the global team we have today.”

The path that led both LaCasse and Gishuru to Netflix started at Seattle University. Wanting to attend a school not too far from his home in Lake Forest Park, north of Seattle, LaCasse learned more about SU when he applied for the Sullivan Scholarship, which brought him to campus for a day and, in his own words, “I instantly fell in love.” While his plan initially was to major in biology with sights on becoming a pediatrician, he took a women’s studies course and “was enthralled.” He also was looking at journalism, something he studied in high school, and ended up majoring in the two disciplines. During his time at SU LaCasse also became involved with the Children’s Literacy Project, working at Bailey Gatzert Elementary. That experience, he says, changed the course of his career.

“I became very interested in working with young people and as a result transitioned my focus from journalism to working in education,” says LaCasse, who following graduation went to grad school at Loyola Chicago, where he earned a Master of Education and went into the education field full-time, first in Chicago and then New York City. It was in NYC that LaCasse went from teaching to working at a nonprofit focused on educating

K-12 public school leaders on LGBTQ+ inclusivity. This included working with queer-identifying young people who were eager for support and insight into what was possible for them after high school. In 2014, he returned to Seattle to teach literature at St. Joseph School.

Then Netflix came calling after he applied for a program manager role on the inclusion team. At first LaCasse thought that it was a mistake when he got a response from the company.

“I think it’s a testament to how Netflix thinks about people. That even an educator, someone who has spent their life teaching young people, has something valuable to add. So I took the call and was so impressed with the intention and thoughtfulness at the company,” he says.

When LaCasse started at Netflix, there was no dedicated team focused on inclusion and diversity in the workplace. He was hired largely to change that.

Seattle University played a pivotal role in not only his educational growth but also in his personal development, says LaCasse, something that carries over into his work in ensuring creating content at Netflix that is authentic.

“Before I came to Seattle U I wasn’t out but it was the Jesuit environment that allowed me to live authentically as a queer person,” he says. “I felt so supported by faculty and students and my spiritual advisor Jerry Cobb, S.J. Seattle U allowed me to become who I am today in more ways than one. This might surprise people. But there is something so special about that place. Not only is there a large queer student body but there are proactive efforts to make it as inclusive as possible for LGBTQ+ and other underrepresented students.”

When it came time to look at colleges, Gishuru was very familiar with Seattle University—she grew up attending Catholic school—as her dad, grandmother and uncle are all alums. She also liked the thought of being close to home but still living independently on an urban campus. Like LaCasse, originally her major was biology as she was eyeing pre-med with aspirations of becoming a doctor. That changed when she hit chemistry. A good writer, she shifted her major to English literature with

post-graduation plans of attending law school.

With that goal in mind, after graduation she worked for a time as a legal assistant, figuring out what sector of law interested her. A desire to work with underserved communities led to a professional shift from law to nonprofit community-based work—specifically, in youth development and afterschool programming. From there she made the transition out of the nonprofit world into tech when she joined Lyft, building a recruitment team and strategies intentional about pipeline diversity. Her work at Lyft caught the attention of Netflix, which recruited her four years ago and today, she oversees three talent acquisition teams doing work globally.

Through her service-learning experience at SU, she gained firsthand knowledge of the positive impact and importance of social justice and it stirred in her this longing to give back. She also knew the value of feeling like you belong and are represented, both of which Gishuru says she found while living on the African American Studies floor in Bellarmine and through her involvement with the Office of Multicultural Affairs and Black Student Union.

“As a student of color, a Black woman, I loved living on Bellarmine third floor. It was an incredibly diverse floor and there was thoughtfulness put into creating spaces for us,” she explains. “It gave me a community of resources and exposure to different opportunities that would grow and build my leadership skills. When I think about my passion to provide access to resources for all people—resources that will aid in folks’ success—I can’t help but believe that much of that passion was birthed at Seattle U.”

It was her involvement in the community as a student that put into focus social and economic disparities, something that she has been a champion to change in every professional role leading to and continuing with Netflix.

“Over half the U.S. Netflix workforce identify as underrepresented. We’ve come a long way in diversifying our teams and still have more work to do,” she says.

Training, recruiting and nurturing future talent is also important to Gishuru. Her team built a boot camp with students from HBCUs (Historically Black Colleges and Universities), providing technical training and mentorship opportunities to set students up for success to one day work at a place like Netflix.

“I am playing a small part in the lives of people who look like me. Being able to open doors is a privilege,” says Gishuru.

Gishuru’s advice for future graduates unsure of what career path to travel on? Do what you love.

“It might take time to figure it out,” she says. “I went from the legal sector to nonprofits to tech to a hybrid of tech and entertainment at Netflix. I am a big advocate of building networks. You can’t get anywhere alone.”

Both LaCasse and Gishuru agree that there are parallels between SU’s culture and the philosophy of Netflix, including how their classes encouraged the examination of systems and to interrogate those systems that don’t allow access for everyone.

“That examination of systems is something that we do every day at Netflix. Our roles are really to open up new possibilities for the industry,” LaCasse says. “If you see an opportunity to create a more equitable space or industry, you do it. Netflix encourages this. I felt the same way at Seattle University—to go forth and set the world on fire!”

“
If you see an opportunity to create a more equitable space or industry, you do it. Netflix encourages this. I felt the same way at Seattle University—to go forth and set the world on fire!
”

—ALEX LACASSE, '10

THE ALUMNI EXPERIENCE, EXEMPLIFIED

At Seattle University, there’s always a way to get involved through forging relationships, growing personally and professionally, being entertained, serving the community and helping empower tomorrow’s leaders for a just and humane world.

We’re turning the spotlight on five alumni who exemplify some of these many ways to stay connected to the university. Their relationships with SU are symbiotic, with meaningful, mutual benefits. We hope their stories inspire and provide ideas on how to enrich your own experience with Seattle University.

ELLEN: Women of SU Alumni Chapter

Learn about service opportunities on Facebook (@WomenofSeattleU) and Instagram (@Women_of_SU).

MARY JANE: Giving

Explore ways of giving at SeattleU.edu/Giving.

CJ: LinkUp Networking

The next LinkUp is Tuesday, January 30, 2024. For more on the event and to participate, contact Amy Lonnon-O’Brien at lonna@seattleu.edu.

TOM: Alumni regional chapters and affinity groups

SeattleU.edu/Alumni-Communities

ANITA: Alumni Involvement

Learn about more ways to get involved with Seattle University at SeattleU.edu/Alumni.



ELLEN VOLUNTEERS

Ellen Montanana, '17, grew up in a household that actively volunteered and gave back to their community. She knew she wanted a career that would continue this tradition and chose to earn her Master of Public Administration degree from SU because of the alignment she felt with the university’s mission of service to others.

Montanana now works in a rewarding career that allows her to give back every day. On top of that, she is active with the Women of SU (WofSU) alumni chapter. WofSU is dedicated to connecting alumni and members of the SU community with service and engagement opportunities and more, with events in the Seattle area and across the country. Currently, she serves on the board by helping to coordinate a wide variety of service-oriented events.

One of her favorite events was a Christmas gift wrapping party for a homeless services organization. In addition to delivering clothes and essentials to the less fortunate, it provided much-needed holiday cheer during difficult times in people’s lives.

Additionally, she has coordinated events with organizations such as Food Lifeline, Cougar Mountain Zoo and Young Women Empowered. Montanana fully realizes the benefits that volunteering offers. “It brings me a lot of joy and a sense of accomplishment to give back to my community,” she says. “And it has allowed me to make some really great friends and connections along the way.”



MARY JANE PAYS IT FORWARD

At Seattle University, we think of each alum as “one of our own.” With Mary Jane Brogan, '09, that sentiment is felt in triplicate. She holds a master’s degree in organizational design, is the proud parent of an SU psychology graduate and works as a paralegal at the School of Law.

“I wanted to be at an academic institution because I love education,” she says. “Seattle U was the perfect fit.”

As her relationship with SU grew and evolved, Brogan resolved to become a Sustaining Supporter by giving back through monthly automated payments.

“It’s not so much the amount,” she reflects, “but the intention behind the action. I decided to give because I can’t do my job without students!”

One of the defining qualities of giving is providing love, care and emotional support. For Brogan, giving financial support is exactly that, with an added emphasis on expressing gratitude, trust and joy.

“What I’ve gotten back is immeasurable compared to what I’ve given,” she says. “By being here at SU, I’ve received unsurpassed love and kindness throughout the years.”

In addition to financial support, Brogan takes it upon herself to mentor law school students. She coaches, provides moral support and helps prepare them for some of the unexpected challenges of the legal profession.



C.J. MENTORS

C.J. Chen, '20, reflects with fondness at having a mentor to help guide his career journey.

During his junior year, Chen was matched with a mentor through LinkUp, an annual “speed networking” event that gives students the opportunity to practice networking, while asking questions and learning from alumni.

Chen, who also earned his graduate degree from Albers in 2021, developed relationships with two mentors over the span of two years, both of whom worked in his chosen field of accounting. They typically connected on a monthly basis, either through email or in-person, to discuss Chen’s career path and preparation.

“As a mentee,” says Chen, “I received a lot of guidance and advice that definitely helped me into my career.”

It was such a positive experience that, after graduating, Chen was compelled to become a mentor so that he could provide an SU student with a similar experience.

“Seattle U is very focused on giving back,” he says, “and that focus became a part of me.”

Chen was matched with an accounting student earlier this year and enjoys being the one to lend his expertise. His personal philosophy is to let the mentee drive the relationship in terms of what guidance and advice they want. “That’s how my mentors liked to work,” he says, “and I think it’s a great approach.”



TOM GETS INVOLVED

One of the easiest ways for Seattle University alumni to connect with their alma mater is through regional chapters and affinity groups. These groups are facilitated by the SU Alumni Association and provide opportunities for leadership, networking, volunteering and more. One such group is the Veterans and Military Alumni Chapter—and that’s where Navy veteran Tom Hove, '17, comes in.

Hove’s participation in alumni chapters can be directly traced to his time as a student at SU, when he was president of the Veterans Club and forged strong connections with fellow veterans. Always advocating for more support for the veteran community on campus, Hove was instrumental in establishing the Outreach Center, a space for veterans and first-generation college students.

“We tried to create space for everybody to come in, feel comfortable and access what they need in a neutral space,” he recalls. “It was truly rewarding to see how we were able to help people and serve a vital need on campus.”

For Hove, it was a perfectly natural transition to stay connected to SU after graduation. Currently, he serves on the Alumni Board of Governors and as the president of the Military and Veterans Alumni Chapter. He continues to influence the journeys of veterans at SU through the Veteran’s Advisory Council and is advocating for a veteran’s memorial on campus.

Additionally, Hove enjoys attending a variety of SU events, such as the Racial Equity Summit.

“Leaning into social justice is huge,” he says. “One thing I appreciate about SU is that when they say it, they mean it—and they do it.”



ANITA DOES IT ALL

As the prime example of an alumna who participates in every way imaginable, Seattle Municipal Court Judge Anita Crawford-Willis, '82, '86, is a Seattle University superstar.

“The mission of educating the whole person and empowering students for a just and humane world is something that really drew me here,” she says, with emphasis. “I’ve always known that my life’s work is to help others, so the mission really resonates with me.”

As a 1986 graduate of the School of Law, Crawford-Willis’ alumni journey began with participation on the Alumni Board of Governors. She often mentors students, has been a season ticket holder for men’s and women’s basketball since day one and is deeply involved with the Black Law Student Association.

She enjoys the annual Christmas Tree lighting ceremony, served on the interview panel for the new dean of the law school and is a Legacy Society member. And that just scratches the surface of her engagement.

Crawford-Willis’ roots run so deep with SU that she was an obvious choice to be appointed to the Board of Regents, where she worked on special university projects and acted as an ambassador. Currently, she serves on the Board of Trustees.

“My love for SU really stems from my student experience,” she explains. “I dreamed of being a lawyer and my professors embraced that dream and said, ‘Yes, you can do that and here’s how.’”

In summing up her alumni experience, Crawford-Willis says, “I feel I have lived out the mission of SU and I hope my school is proud of the things I’ve done.”

We certainly are.

Seattle University remembers those in our alumni family and university community we’ve lost.

1952

Jean A. Beland, '55 (February 20, 2023)

1953

Virginia M. Pflazer (April 16, 2023)

1956

William J. Clark (December 20, 2022)

1957

Kathleen A. Boyle (April 16, 2023)

Irene M. Stipic (January 8, 2023)

1958

Mauri Oaksmith (January 14, 2021)

Mark S. Ruljancich (February 22, 2023)

Douglas S. Stranne (December 22, 2022)

1960

Harold E. Jacobson (February 6, 2023)

Ronald K. Sailer (November 15, 2022)

1961

Deacon James Michael Buckley (June 6, 2022)

Margaret I. Stocker (February 4, 2023)

1962

Henry L. Chiles, Jr. (January 2, 2023)

1963

Michael C. Martin (July 2, 2022)

1964

James W. Miller (September 2, 2022)

Sidney L. Morton (June 19, 2022)

1966

Don R. Colasurdo (March 3, 2023)

1968

Mary Ramaley (March 6, 2023)

1969

Russell N. Hulet (May 8, 2023)

Mary E. Jackson (January 19, 2023)

Frances E. Stacey (January 13, 2023)

1970

Edward R. Macke (April 28, 2023)

1971

Steven J. Segadelli, '77 (January 18, 2023)

1972

Katherine A. Dahlem (January 22, 2023)

Mary L. Ramaley (March 26, 2023)

1973

Sr. Eleanor W. McCoy (April 7, 2023)

1974

Sr. Barbara Kushan (March 1, 2023)

1975

Karl Munzlinger (March 11, 2023)

1976

James E. Rowe (April 4, 2023)

Jethero N. Williams (February 6, 2023)

1977

Phyllis J. Jones (March 9, 2023)

Margaret P. Strachan (March 30, 2023)

1982

Patricia S. Kelly (May 25, 2023)

1984

James W. Huff (May 27, 2023)

1985

Robert T. Fraser (May 12, 2023)

1986

Lynn Corrigan (April 27, 2023)

1987

Sr. Joanne Feldbruegge (February 18, 2023)

1988

Stephen W. Young (June 8, 2023)

1989

Kari J. Bloomer (March 28, 2023)

1994

Patrick F. Benedict (May 22, 2023)

William Kildall (June 4, 2022)

1995

Mark H. Aspiri (May 2023)

2002

Warren M. Chinn (March 30, 2023)

2007

Aaron C. Griffith (March 2, 2023)

2009

Night F. An’Fey (2023)

2011

Ryan J. Shepard (January 31, 2023)

2012

Margarita L. Damaso-Sahari (March 7, 2023)

2017

Erin Graham Cavin (2023)

FACULTY (F)/STAFF(S)

(F) Bob R. Harmon (January 22, 2023)

(F/S) Patrick B. O’Leary (January 5, 2023)

(F) Mary A. Seidel (May 22, 2023)

(S) Mabel Catherine Smith (January 13, 2023)

(S) Stephen J. Szablya (January 4, 2023)

(S) Isabel Velez (January 4, 2023)

(S) Jerry A. Viscione (March 7, 2023)

Our Thoughts Are With You

Seattle University honors the memory of those in our community who we’ve lost.

Send notice of a loved one’s passing, including an online or print obituary if available, to tinap@seattleu.edu.

GET TO KNOW SU'S NEW COACHES

Longtime assistants Nate Daligcon and Skyler Young bring decades of coaching experience to their new roles leading men's soccer and women's basketball.

BY MIKE THEE

Two Seattle University athletics programs have new leaders this year. Nate Daligcon has taken the reins as head coach of men's soccer, while Skyler Young is the new head women's basketball coach. Daligcon is a familiar face, having previously served for 10 years as assistant coach for longtime men's soccer coach Pete Fewing (who retired after last season but remains with Athletics as Associate Athletic Director). Young, who brings two decades of collegiate coaching experience to SU, returns to the city where he got his first job after graduating from college. Following is a Q&A from conversations with the coaches.



Men's Soccer Coach Nate Daligcon

You had a successful playing career at Seattle Pacific University and professionally. Did you always have it in the back of your mind that you'd coach?

Daligcon: I never thought I was going to be a coach. When I finished playing in college and the pros, I went to work in the marketing department for a soccer company. One of (my former teammates) asked if I could coach a U11 girls team. I really enjoyed working with the players and after that I just kind of made my way to working with older players and then college.

You've been a big part of the program's success over the past decade. Do any highlights stand out for you?

Daligcon: When I joined Pete Fewing's staff in 2013, we didn't do well the first five or six games, but the team really stuck together. The culture was very solid and they wound up winning the WAC championship. Just to see those players have success and stick to the plan was great to watch. The 2015 team, which advanced to the Round of 16 in the NCAA Tournament, is another highlight.

What's kept you at SU all these years?

Daligcon: The university and what it stands for and just watching the players go through their four years and how they come out at the end and have a positive impact in the community.

As you take on this new role, what's your focus?

Daligcon: Making sure that everyone's pulling in the same direction. We talk a lot with the players about relationships, leadership, the culture of the group and how we can help them improve on the field and in the classroom.

What do you like to do away from soccer?

Daligcon: I love spending time with my family. My son plays soccer and my daughter runs track and plays basketball, so I get to as many of their sporting events as I can. I try to stay hands-off (with my son). I could probably tell him a lot of things but it's great for someone else to do that (laughs).



Women's Basketball Coach Skyler Young

How'd you get into coaching?

Young: I always wanted to coach, even in high school. I was raised by a single mother and my high school coach was a big mentor in my life. When I went to Western Michigan University, I was on the practice squad of the men's team and the women's basketball coach gave me a shot. He treated me like a son, allowed me to attend coaches' meetings and hear all the behind-the-scenes stuff.

You've been an assistant at your alma mater Western Michigan, as well as Detroit Mercy, Bradley University, Weber State and University of Portland. But before that, you were equipment manager for the Seattle Storm, so this is a bit of a full-circle moment for you.

Young: Yes, I arrived here (right out of college) in 2005, with five duffle bags and \$200 in my pocket. I just love the city and how everyone accepts you for who you are. It's a sports town and a women's basketball town. I literally was working my whole career to get back this way. And this university, which is based on serving the community and helping people achieve their goals, aligns with me in life.

What can we expect of the team this year?

Young: All I can promise is that our staff, our team and our program are going to be exciting to watch. We'll play with passion and togetherness. But also, we're not just going to be athletes, but complete individuals and role models in this community. I tell the team there are other people who would be salivating to be in your position. When we clap it up (in the huddle), we say 'grateful.' It's all about gratitude.

What do you do away from basketball?

Young: I love spending time with my dog Lucius (a chocolate lab). I love cooking, especially grilling. I'm a big ribs guy, briskets, slow-cooking. I do like golfing and fishing—even though I haven't had a lot of time to do either—and reading.



Read more in-depth Q&As with the coaches at *The Newsroom* (www.seattleu.edu/newsroom/).

For the latest on all things SU Athletics, visit GoSeattleU.com.



MEET THE NEW STUDENT BODY PRESIDENT

Isabelle Alamilla, '25, has big plans to get more students engaged in governance while also working to elevate the voices and concerns of all students.

BY TINA POTTERF

she was familiar with because her father attended law school here. (Fun fact: She currently lives in Bellarmine Hall, which is across the street from her parent's first apartment together.) The university aligned with her Catholic upbringing and its location answered her desire to be in a big city. "And I really appreciated the small school atmosphere and that it's a Jesuit university."

Operating under a shared approach to governance as president, Alamilla is ready to tackle several areas that impact students directly.

"This past year there have been a lot changes, whether it is the tuition increase, wage disparities for faculty and changes in programs ... and students felt cut out of the conversation. They felt blindsided," she says. "Part of what I want to accomplish is to have more effective feedback and collaboration between students and the administration. If students are experiencing something on the ground level, I want to be the first to hear about it."

Alamilla does credit SU administrators for the collaboration and consultation that is already happening, noting support from and a "positive relationship" with President Eduardo Peñalver, Provost Shane P. Martin and Vice Provost Alvin Sturdivant, as well the university allowing a member of student government to sit on the Board of Trustees.

Another priority for Alamilla is to get more students interested in running for

office. Currently, members of student government organize a regular "Cookie with Candidates" in the dining halls, allowing students to meet and ask questions of their Student Government of Seattle University (SGSU) representatives. As president Alamilla would love to do more events and programming that elevate the roles of her peers in SGSU.

Immersing herself in the college experience goes beyond serving in the top spot. In her first year at SU she was part of the soccer club and co-chaired the annual music festival Quadstock. And in June she was honored with a student award for her efforts working with and promoting the Office of Diversity and Inclusion.

Double majoring in business management and business analytics sets Alamilla up for opportunities to be a leader in business, she says. Her dream job is to become a CEO.

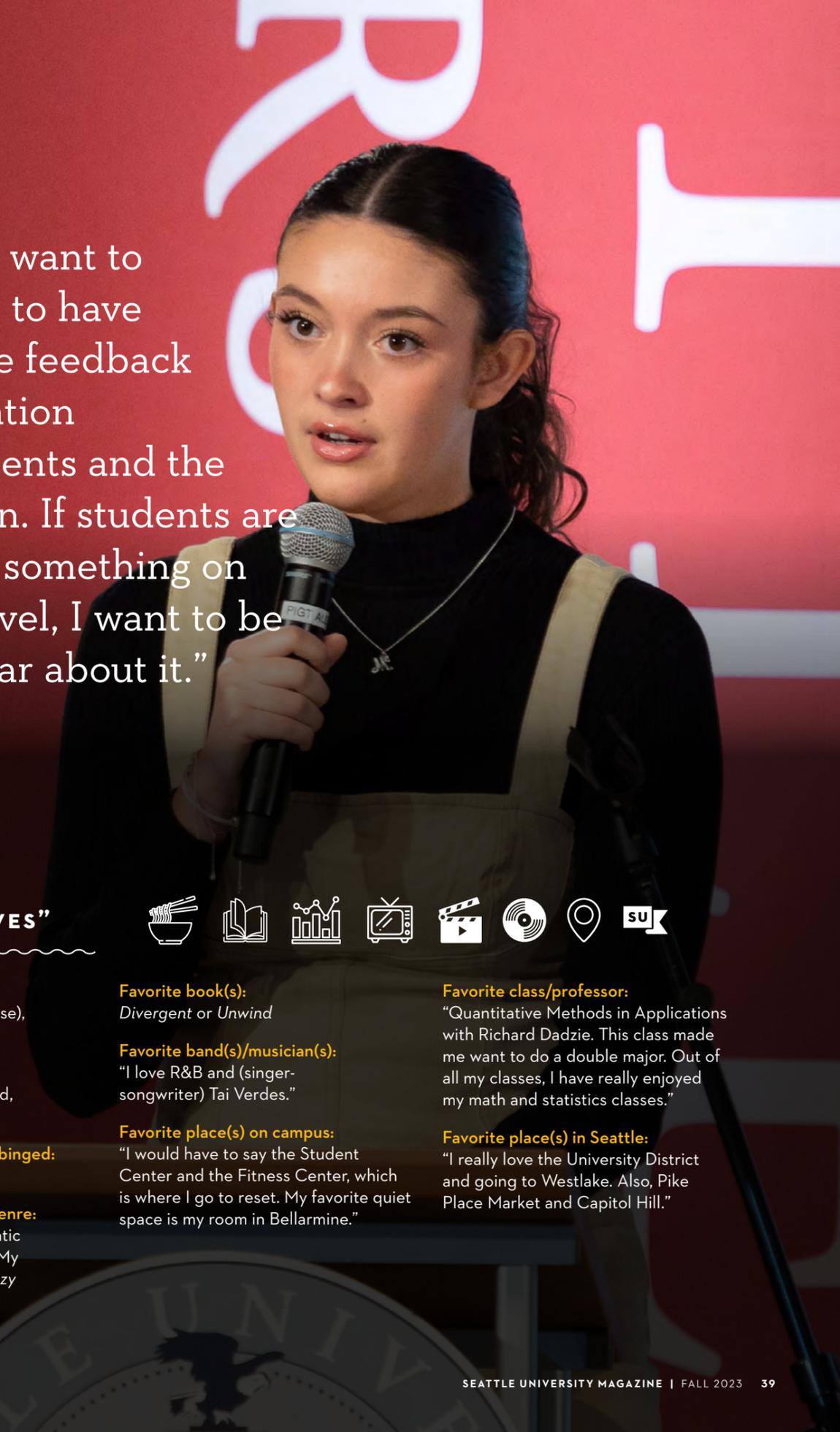
"I tend to break glass ceilings," she says. "And I want to be able to give back to my community in a way that matters and that is impactful."

In her free time, Alamilla loves to spend time watching movies and hanging out with friends. And there is usually food involved—"the food in Seattle is soul food to me."

And she encourages students who want their voice to be heard or want to learn more about running for a seat to reach out. "I am really excited for this coming year."

"Part of what I want to accomplish is to have more effective feedback and collaboration between students and the administration. If students are experiencing something on the ground level, I want to be the first to hear about it."

—ISABELLE ALAMILLA, '25



ISABELLE'S "FAVES"



Favorite Restaurant(s):
Dough Zone (dumpling house), Ba Bar and Jak's Grill.

Favorite type of food:
"I love any sort of Asian food, especially Korean BBQ."

Favorite TV show you last binged:
Ted Lasso

Favorite movie(s) or film genre:
"My favorite genre is romantic comedies and action films. My favorite films: *Holidate*, *Crazy Rich Asians* and *Divergent*."

Favorite book(s):
Divergent or *Unwind*

Favorite band(s)/musician(s):
"I love R&B and (singer-songwriter) Tai Verdes."

Favorite place(s) on campus:
"I would have to say the Student Center and the Fitness Center, which is where I go to reset. My favorite quiet space is my room in Bellarmine."

Favorite class/professor:
"Quantitative Methods in Applications with Richard Dadzie. This class made me want to do a double major. Out of all my classes, I have really enjoyed my math and statistics classes."

Favorite place(s) in Seattle:
"I really love the University District and going to Westlake. Also, Pike Place Market and Capitol Hill."



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SAVE THE DATE

November 30
Advent Mass & Christmas Tree Lighting

February 9
Alumni Awards

February 29
SU Gives

April 13
Day of Service

April 26–April 28
Class of 1974 50th Reunion Weekend

April 26
State of the University with President Eduardo Peñalver