The Mosaic Project supports the University’s ongoing commitment to strengthen diversity, foster inclusion, and promote social justice in all aspects of the student experience. Our students and our community represent the intersection of different races, ages, ethnicities, religions, sexes, sexual orientations, socioeconomic statuses, national origins, gender identities and expressions, and ability statuses. Our differences should not only be accepted and celebrated but fully woven into the fabric of the University. The Mosaic Project seeks to facilitate dialogue, support the ongoing work of existing campus diversity efforts, and develop new initiatives to cultivate a community that furthers our goal of making all Washington University members feel welcome and supported.

Mosaic Project 101

What is the Mosaic Project?
The Mosaic Project is a University initiative that seeks to strengthen diversity and inclusion in all aspects of the student experience.

What specifically are you doing?
We have eight working groups (see below) that are charged with various tasks to reach the overarching goal of making WU’s campus even more open, welcoming, and inclusive to all students.

Who is the Mosaic Project working with?
YOU! If you’re a WU community member, the Mosaic Project is interested in your thoughts and ideas. Everyone deals with issues of identity and inclusion, and we believe that everyone has a place in this conversation.

Assessment & Benchmarking

Co-chairs: Vivek Biswas, Tim Bono, Sandy Graham

Charge: The Assessment and Benchmarking committee will outline all initiatives underway at WU that are relevant to issues of diversity and inclusion. These may include student organizations, programs, events, speakers, service

Who We Are

Co-Chairs
Josh Aiken
Adrienne Davis
Sharon Stahl

Coordinator
Jessica Wilen

Interested in Getting Involved?

Contact Jessica Wilen
jwilen@wustl.edu
Women's Building 119

Jessica is an alumna of both the College of Arts & Sciences and the Brown School of Social Work. In her role as Mosaic Project Coordinator, Jessica oversees all eight working groups and liaises with students, staff, and faculty about this initiative. She is interested in hearing as many different voices
projects, student services, scholar programs, or courses that broaden our appreciation for human diversity, and strengthen our institutional commitment to ensuring people of all backgrounds feel included and valued. We will also take inventory of data that have been collected relevant to said events and programs, and produce recommendations for future data collection that could provide additional insight and guide best practices in this domain. This committee also will examine efforts underway at peer institutions.

Goals: 1. Outline survey findings that have been administered in recent years at WU; 2. Outline ways other campuses assess their campus climate on issues relevant to diversity; 3. Recommend additional assessment data to collect at WU.

Bias Response System

Co-chairs: Naomi Daradar Sigg, Gaby Dinkin, Linda Lindsey

Charge: The Bias Response System (BRS) Committee will work towards the development and implementation of a BRS at Washington University. Through the BRS, students will be able to report incidents of bias. The committee will conduct thorough research on existing BRSs at several institutions across the country and will work with faculty, staff, and students to illicit feedback on the structure, mission, and roles of the Bias Response Team. The committee will synthesize all collected data and feedback and create a final BRS Proposal to be implemented on campus.

Goals: 1. Research best practices of Bias Response Systems across the country; 2. Prepare a recommendation for a BRS at Washington U. that addresses the University’s unique needs and reflects student, staff, and faculty feedback; 3. Launch a BRS by January 2014.

Center for Diversity & Inclusion

Co-chairs: Seiko Shastri, Rob Wild

Charge: This task force is charged with discussing the development of a new Center at Washington University that would focus on diversity and inclusion. Our team will discuss the mission of the Center, meet and listen to as possible. Please contact her if you would like to meet with her individually or have her speak to your student organization or department.

Check Out Our Website

Community Values & Expectations

Co-chairs: Julia Macias, Jill Stratton

Charge: The Community Expectations and Values committee is charged with developing expectations and values that reflect our ideal university community. These values will reflect the many voices within our community. To strengthen this process, we are looking at best practices at other institutions and holding dialogue with many students, staff, and faculty to inform our work.

Goals: 1. Compile best practices from other institutions; 2. Engage in dialogue with students, staff, and faculty around these issues; 3. Develop a list of 3-5 values informed by community voices.

Diversity in the Classroom

Co-chairs: Mary Ann Dzuback, others TBD

Charge: To explore ways of incorporating, more consistently and thoroughly, respect for
feedback from people and organizations, recommend a name for the Center, and provide suggestions for the type of facility that would most effectively serve the broad interests of our campus community. We know there are many outstanding examples of similar centers at peer institutions around the county, but our hope is to provide ideas for a unique Center that supports the outstanding educational and co-curricular experiences at Washington University in the context of a modern global community. Our task force will prepare a recommendation by the end of the Fall 2013 Semester.

Goals: 1. Solicit feedback from key stakeholders on the target population, mission, and goals of the Center; 2. Research best practices at peer institutions; 3. Make recommendation for a Center at WU.

Diversity & Inclusion Within Student Organizations

Co-chairs: Jill Carnaghi, others TBD

Charge: The focus of this committee is on undergraduate student organizations (Student Union recognized student groups, sororities, and fraternities, as well as the five governing bodies: Student Union, Congress of the South Forty, Northside Association, Interfraternity Council, and Women’s Panhellenic Association) and how we think about creating and sustaining more diverse and inclusive communities within the various organizations as well as across organizations.

Goals: 1. To define the terms “diversity” and “inclusion” as each relates to student groups at WU; 2. To assess the needs and wants of student organizations related to additional education and planning around becoming more inclusive and more aware of issues and topics related to diversity and inclusion; 3. To establish an advisory/education board to work with student organizations regarding diversity and inclusion; 4. To share progress from the various Mosaic Project committees with leaders of student organizations.

Social Media

Co-chairs: Sahil Patel, Neil Richards, Betha Whitlow

Charge: The Social Media subcommittee will address diverse perspectives and diverse students in Washington University classrooms.

Goals: 1. Explore the kinds of initiatives other institutions have taken to incorporate respect for diverse perspectives and students in the classroom; 2. Think through the kinds of tools that might be useful for faculty at WU to use to incorporate respect for diverse perspectives and students in the classroom; 3. Develop a set of recommendations for the WU faculty, students, and administration to consider for achieving greater respect for diverse perspectives and diverse students in the classroom across the University.

Policies & Procedures

Chair: Mark Smith

Charge: Collect and catalog all procedures and policies related to inappropriate behavior on campus. We will look for internal inconsistencies and make a recommendation as to where the policies should be located, so that they are easily accessible for the WU community.

Goals: 1. Compile a list of all relevant WU policies and procedures; 2. Identify any potential inconsistencies or issues; 3. Provide a recommendation as to where these policies and procedures should be published.
challenges related to social integrity at Wash U. within the context of online speech and social media use. The group will focus on two primary areas: encouraging civility in and setting community expectations for online speech, and identifying when intervention in online speech and social media use may be required. To that end, the Social Media subcommittee will develop a range of educational initiatives related to online speech and social media use, and identify what campus policies or guidelines might be developed or updated in light of the emergence of social media as a communication medium.

Goals: 1. Develop a range of educational initiatives for encouraging a culture of civility in online speech. These initiatives will target both incoming and established student populations; 2. Review existing WUSTL policies and assess how other institutions have handled online speech in order to make recommendations for policy updates.

UPCOMING EVENTS:

September 24, 3-5pm in DUC (Tisch Commons): Mosaic Project Tuesday Tea @ 3
September 25, 8-9pm in Wilson 214: Town Hall on the Center for Diversity and Inclusion
October 24, 8-9pm in Seigle L006; Town Hall on the Center for Diversity and Inclusion