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, tribal and indigenous populations, 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.

Note from Mosaic Project Leadership

Like many other groups and individuals who are dedicated to issues of diversity and inclusion, we find ourselves grappling with the intent, impact, and implications of a recent incident on our campus. As leaders of the Mosaic Project, we are committed to building a better Washington University, and this event serves as a reminder of the work we still need to do. As we move ahead we will continue to be thoughtful and intentional in the work that we do while remaining committed to bringing about change in a timely manner. To that end, we want to highlight several upcoming initiatives that will concretely move us towards our goal of being a more inclusive and aware campus:

- The Bias Report and Support System (BRSS) will launch in mid-January of 2014. There will be a formal Launch Event on January 22 (details to follow).
- A Danforth Campus-wide survey on student experiences of diversity, inclusion, and bias will be administered February 17-March 10.
- A Center focused on identity and inclusion is expected to open in Fall of 2014.

Though there is no doubt that these action steps will make real change within our campus community, the efforts of the Mosaic Project are just a piece of the solution. We encourage each student, staff, and faculty member to engage in dialogue and self-examination to ensure that we are doing all that we can to make this campus a safe and welcoming place to all. We will bring the same focus, intention, and energy needed to ensure we are doing the same in the work we do.

- Josh Aiken, Robert Brown, Adrienne Davis, Sharon Stahl, and Jessica Wilen

Student Spotlight

Seiko Shastri
Co-chair, Center for Diversity Taskforce

Seiko Shastri is a Junior studying International and Area Studies (Development Studies concentration) and Spanish. She currently serves as the Student Director for the Social Justice Center, and was trained this past summer at the national Social Justice Training Institute. Seiko has previously participated in Redefining Community Experience, which promotes dialogue about leadership and diversity, and has also served as a peer leader for the program. To Seiko, it is imperative that the Mosaic Project is authentic and transparent in its process to create a stronger campus community. She is committed to ensuring that university decisions reflect student needs surrounding issues of diversity, inclusion, and
This summer, the New York Times published an article about socioeconomic diversity in higher education. Washington University was referenced as a university that lagged behind other elite institutions in this regard. Many peer institutions have a need-blind admissions policy, meaning that an applicant’s ability to pay for college is not a factor in whether that student is admitted; Washington University does not have a need-blind policy.

There will be a forum on **Monday, November 18th at 8 PM**, which will consist of a brief presentation regarding tuition increases from Chief Financial Officer Barb Feiner and an open question-and-answer period about the admissions policy with various campus administrators including the Chancellor, Provost, and Vice Chancellor for Admissions. This event is co-sponsored by the **WU Mosaic Project**, **Washington University Students for Socioeconomic Diversity**, and **WU Student Union** Senate, and will take place in DUC room 234.

---

**Bias Report and Support System Update**

We are pleased to announce the members of the Bias Report and Support System (BRSS) team. The BRSS working group selected these individuals because of their commitment to issues of social justice, trustworthiness, and leadership. Each member will serve a one year term:

- **Undergraduate Student Representative**: Kierstan Carter, Arts and Sciences, ‘16
- **Graduate Student Representative**: Laura Sandoval, Brown School, ‘15
- **Residential Life Representative**: Shruti Desai, Associate Director of Residential Life
- **Staff Representative**: Michael Toney, Student Services Coordinator, First Year Center
- **Faculty Representative**: Dirk Killen, Associate Dean, College of Arts and Sciences
- **Coordinator**: Jessica Wilen, Mosaic Project Coordinator

The goal of the Washington University Bias Report and Support System (BRSS) is to promote an foster an inclusive community by providing students a clear and streamlined process for reporting incidents of hate, bias, and/or discrimination. In service of this goal, the BRSS will carry out three primary responsibilities:

- **Support**: Support BRSS reporters by acknowledging and validating their experiences,
- **Refer**: Refer BRSS reporters to appropriate University resources,
- **Inform**: Inform the Washington University community of the prevalence and nature of bias incidents through quarterly reports.

Beginning in January 2014, reporters will have the option of

---

**Center for Diversity & Inclusion Update**

The Center taskforce is bringing consultant and higher education scholar, **Professor Lori Patton Davis** to campus on November 21. Lori is a national expert on campus culture centers and is advising Washington University on the development of our new center. The Mosaic Project will be hosting a lunch meeting from 11:30-1:00 in DUC 276 in which Lori will be discussing her work followed by a question and answer session. This event is open to all interested members of the campus community and will include a lunch buffet.

---

**Check Out Our Website**

**Like Us on Facebook**

---

MOSAIC PROJECT STAFF
filing a report “For Information Only” or “For Support and Referral”. “For Information Only” reports will be incorporated into the quarterly report, but the reporter will not receive a follow-up. In “For Support and Referral” cases, a member of the BRSS team will schedule a one-on-one meeting with the reporter to discuss the incident in greater detail, validate the reporter’s experience, and provide and describe relevant referrals. Incident reports can be filed via the online reporting system, during in-person intake sessions or by phone and campus mail.

The BRSS team will generate quarterly reports. These reports will be accessible on the BRSS website. Reports will include a brief summary of each incident reported, and will respect the confidentiality of all parties involved by not including identifying information about individuals. With the release of the summary report, the BRSS Coordinator will meet with the Vice Chancellor for Students and the Vice Provost to discuss trends and potential University action.

UPCOMING EVENTS

November 17-23, Trans* Awareness Week. Schedule of Events.
November 18, 8-9:30pm, DUC 234; Forum on Diversity in Undergraduate Admissions
November 21, 11:30-1, DUC 276, Conversation with Lori Patton Davis
December 8, shows at 5, 6, and 7pm, Ursa’s Stageside, Theatre for Social Change
January 28, 6-7:30pm, Tisch Commons, Career Center’s Mosaic Slam