

I can  
change things.  
I can make  
things happen.

## Sister Lea Bowman Committee Report





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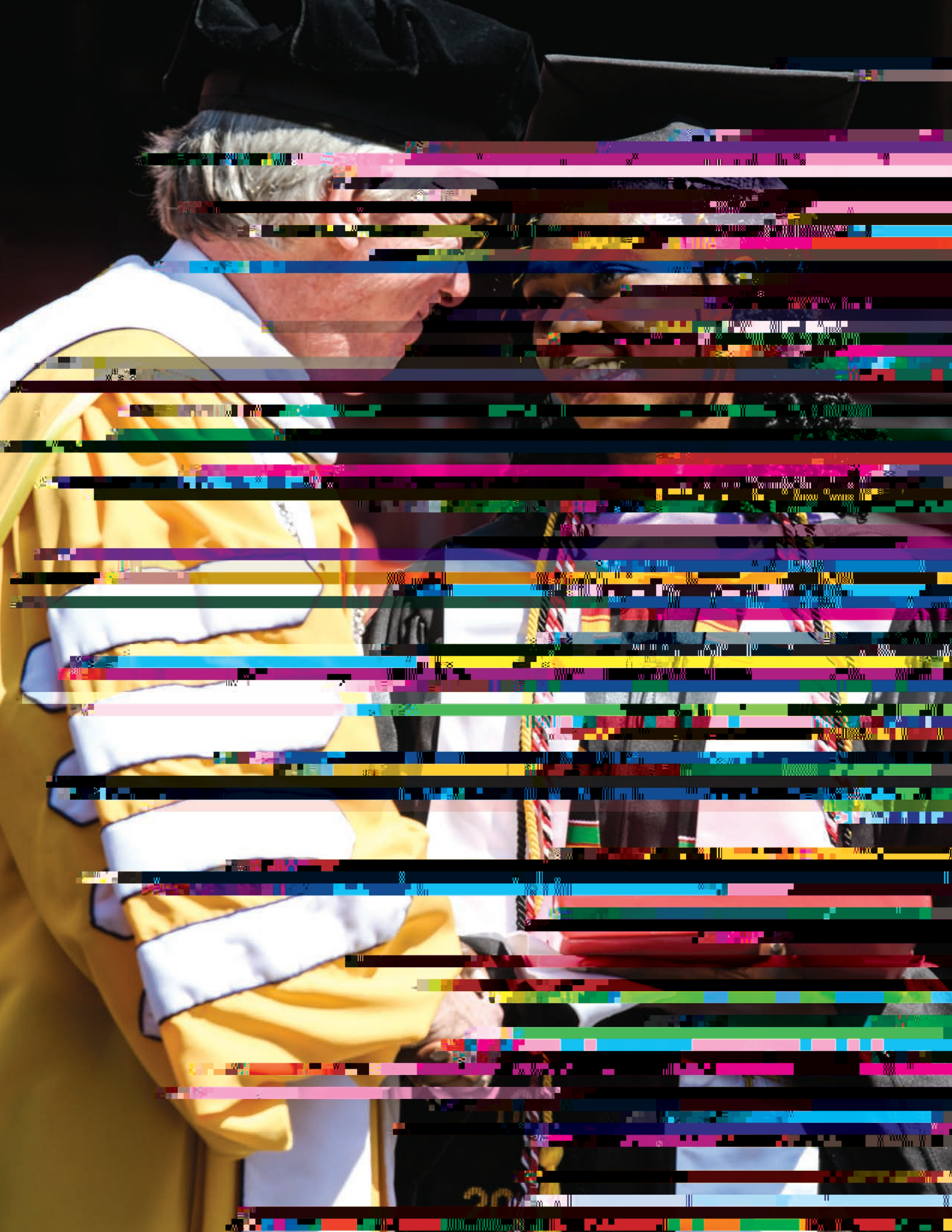
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President John Garvey with Schola Eburuoh, B.Arch. 2021. Schola received the President's Award at Commencement in May 2021 and she served on the Personal Formation Subcommittee of the Bowman Committee.

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## LETTER FROM PRESIDENT JOHN GARVEY







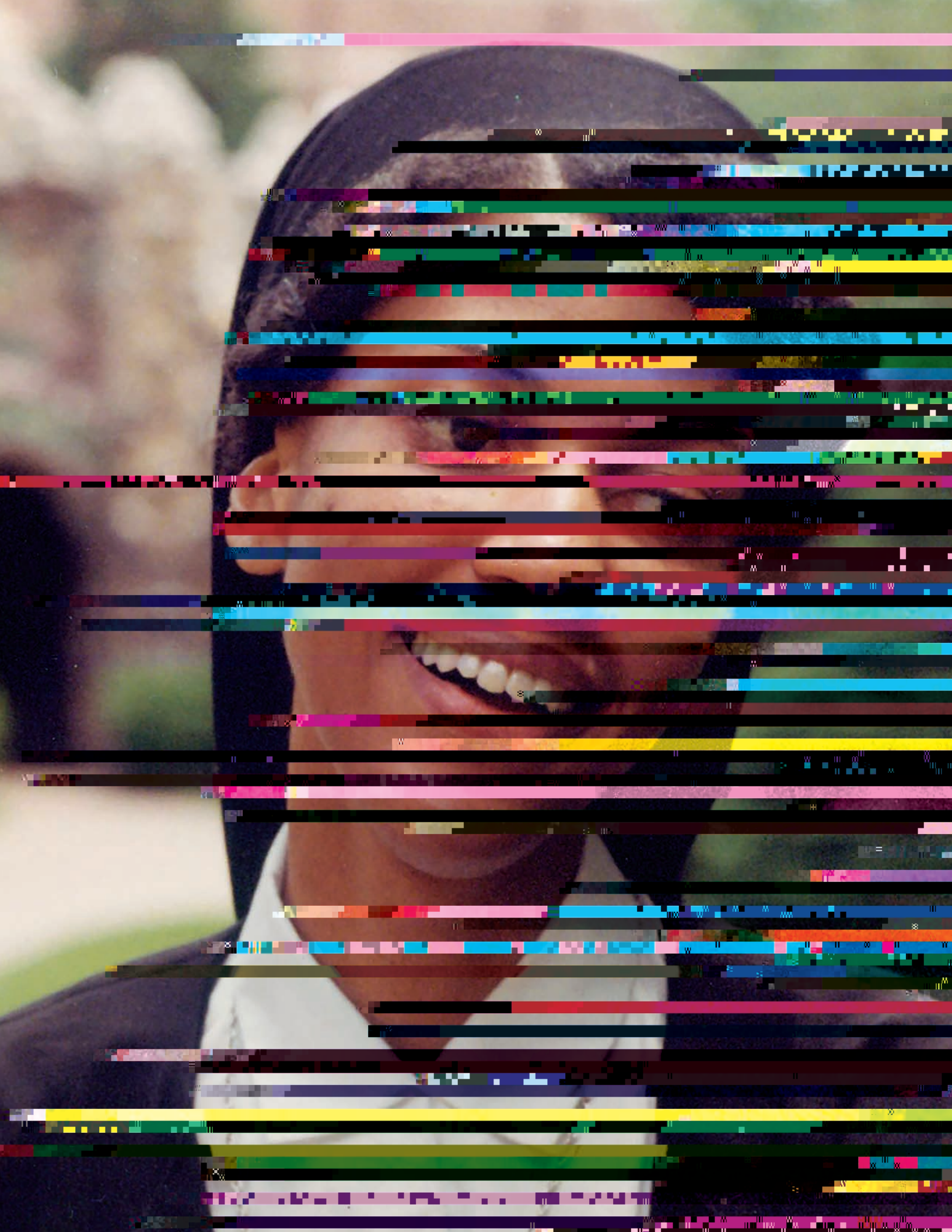
“  
God created all people  
to be in communion  
with Himself and  
with one another.

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# THE SISTER WHO INSPIRES OUR EFFORTS

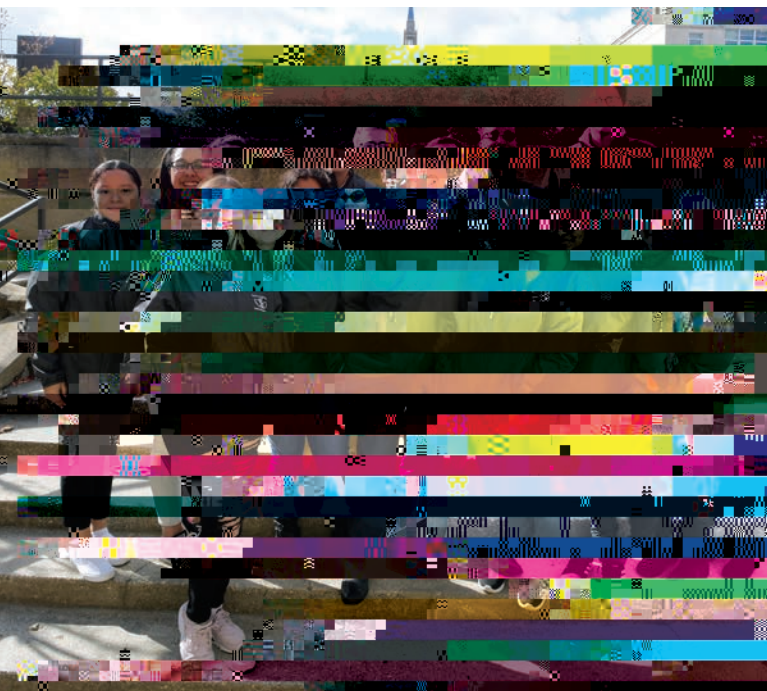
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## THE PATH WE HAVE TRAVELED

The Sister Sheila Bowman Committee Report is perhaps the most





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## REFLECTIONS FROM THE COMMITTEE CHAIR

It has been an honor and privilege to serve as chair of the Sister Thea Bowman Committee — a committee charged with examining the University’s current practices, and making recommendations to promote racial equality in all aspects of its operations. I feel very fortunate to have been a part of this important initiative at such an historic time. I also am confident that Catholic University will continue to be a leader in making meaningful change regarding racial justice and equality because of its Catholic identity, its strong sense of community, and its willingness to conduct an honest assessment of itself in order to identify opportunities for growth and positive change.

During her lifetime, Sister Thea worked to break down racial barriers, and encouraged people to communicate with one another so that they could better understand and appreciate other cultures and races. In her address to the United States Bishops at their annual meeting in 1989, she explained that being African American meant bringing her “whole self” to the Church community.

is included her history, her culture, her traditions, and her experiences. All these things, she believed, were unique gifts that she offered the Church.

Regina T. Jefferson  
Professor of Law

Over the course of the last year, the Sister Thea Bowman Committee members fully embraced Sister Thea’s philosophy and brought “their whole selves” to the process. The committee comprised a diverse group of University faculty, students, staff, alumni, administrators, parents, and representatives from the Archdiocese of Washington. They all worked cooperatively and were willing to listen to and appreciate different viewpoints and perspectives.

I have never worked with a more dedicated and thoughtful group of individuals. Everyone cared deeply about the meaning and mission of the committee and was committed to making significant change regarding racial equality and justice.

Sister Thea’s pursuit of equity, peace, and reconciliation served as inspiration for the committee, and guided it throughout this process. As the Sister Thea Bowman Committee concludes its work and entrusts the recommendations contained in this report to the University community, it does so with confidence that those who implement and build on them will continue the work of the committee in the spirit of Sister Thea.





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## EXECUTIVE SUMMARY OF THE BOWMAN COMMITTEE REPORT

In fall 2020, the Catholic University of America took a major step forward toward fulfilling its commitment to

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## REPORTS OF THE SUBCOMMITTEES

### Academic Affairs Subcommittee

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**John McCarthy** (Chair)  
Dean, School of Philosophy

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**Recommendation 5**

Host a series of faculty panels focused on race-related topics. These panels would primarily be targeted for students but could be open to the general public. Their goal would be to contribute to a deeper understanding of the moral, social, and political challenges pertaining to race in light of Christian faith.

**Recommendation 6**

Provide funding to support faculty research and teaching on topics pertinent to the work of the Sister Iona Bowman Committee.

**Recommendation 7**

Foster volunteer mentoring between Black students and Black junior faculty and alumni.

**Recommendation 8**

Compile and study data on minority student recruitment and retention.

## Community Building Subcommittee

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**Javier Bustamante** ( - )

Director, Center for Cultural Engagement

**Duilia de Mello** ( - )

Professor, Department of Physics and  
Vice Provost for Global Strategies

**Taylor Nelson**

Undergraduate student, School of Psychology

**Victor McCrary, B.A. 1978****Jaime Walls**

Assistant Athletic Director

**Emmjolee Mendoza-Waters**

Associate Director of Campus Ministry and  
Community Service

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The Community Building Subcommittee was charged with examining, assessing, and making recommendations to improve how the University influences non-academic matters as they relate to race, culture, and faith. The subcommittee was asked to consider but not be limited to looking at University governance, the diversification of the student body, and the University's relationship with alumni and nearby communities.

The subcommittee, which met weekly from October 2020 to April 2020, focused its efforts in three areas: student experience, governance, and the surrounding community. Members reviewed board composition, training resources, and strategic plans at other Catholic universities, held listening sessions with Black students, conducted an online survey completed by nearly 250 students, identified areas for faculty training, assessed the availability of support from existing student and professional student organizations, and identified strategic community partners.

The listening sessions with Black students revealed experiences that included microaggressions and incidents of racism on campus and in classes. Students felt a lack of empathy from some faculty and desired more support, such as a more diverse faculty and

The subcommittee also considered the University's diversity compared to national data. In fall 2020, nearly 12 percent of the University's Board of Trustees were from underrepresented communities. By fall 2021, this increased to nearly 17 percent.

The University's student body (undergraduate and graduate) is slightly more white (59 percent)<sup>30</sup> than the nation's overall population (54 percent)<sup>31</sup> and less Hispanic/Latino. Eleven percent of the University's students are Hispanic/Latino compared to 18.5 percent in the U.S. population. Nearly eight percent of students are Black/non-Hispanic compared to 13.4 percent in the U.S. population, and less than four percent are Asian/non-Hispanic. The U.S. Census data from 2020 indicates the U.S. population has become increasingly multiracial and diverse.<sup>32</sup>

An application submitted to a college guidance organization that gives equity and inclusion badges resulted in recommendations for the University, including a centralized equity and inclusion plan, targeted recruitment, support for employees of color, and on-campus support for students of color once recruited.

### **Recommendation 1**

Strengthen the cultural competency curriculum for all student leaders, with collaboration between departments. Create a train-the-trainer program for cultural competency for staff responsible for student leadership development.

### **Recommendation 2**

Develop a comprehensive and appropriate racial training/formation program for all University members, including faculty, staff, and students.

### **Recommendation 3**

Develop Title IX-style training to address racial discrimination, including the reporting process for racial discrimination. Training should be provided for students, staff, and faculty, and the number of racial discrimination claims and investigations should be publicly reported.

### **Recommendation 4**

Host an annual Sister Bea Bowman speaker series, with a variety of speakers addressing relevant and timely issues of diversity and inclusion. (Note: The Department of Library and Information Science currently sponsors the Library and Information Science Sister Bea Bowman Lecture Series on Social Justice.)

### **Recommendation 5**

Initiate a national search for the position of chief diversity officer (or equivalent senior position), who will oversee implementation of recommendations from the Sister Bea Bowman Committee.

### **Recommendation 6**

Diversify the ethnic/racial composition of the University's board of trustees.

### **Recommendation 7**

Develop a detailed plan for increasing the diversity of the student population.

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30 "Full-time and Part-time Undergraduate and Graduate Enrollment by Ethnicity, Gender, and School," The Catholic University of America Office of Financial Planning, Institutional Research and Assessment, Statistical Profiles, Report B-12 (Fall 2019). (Source for all University data in this subcommittee report)

31 US Census Bureau (2019). *U.S. Census Bureau*. Retrieved from <https://www.census.gov/quickfacts/fact/table/US/PST045219>

32 Mike Schneider, "Census data: US is diversifying, white population shrinking," Aug. 13, 2021, [apnews.com](https://apnews.com)





**Recommendation 1**

Create the Sister Thea Bowman Center for Racial Justice and Human Dignity, with a focus on issues related to racial justice and human dignity through the lens of Catholic Social Teaching and the Catholic response to racism and injustice. The center would house the chief diversity officer, and have visiting faculty, symposiums, resources, and support for dioceses in the area of racial justice and engagement with the local community on issues of race, justice, and civic engagement.

**Recommendation 2**

Work with the government relations liaison to build relationships

## Personal Formation Subcommittee

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**Rev. Jude T. DeAngelo, O.F.M. Conv.** ( - )  
University Chaplain and Director of Campus Ministry  
**Judi Biggs Garbuio** ( - )

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**Recommendation 2**

Establish a University statement that covers diversity, equity, and inclusion, and includes definitions and why this is important to mission performance.

**Recommendation 3**

Diversify the composition of the Staff Leadership Council, appointing racial minority members.

**Recommendation 4**

Proactively recruit racial minority students, faculty, and staff via leveraging the diocesan system locally, nationally, and globally.

**Recommendation 5**

Establish and implement a voluntary “Who We Are” program, with weekly voluntary presentations from staff, faculty, and students about the person’s role at the University, personal story/family background, culture, etc., followed by Q&A to increase community and understanding.

**Recommendation 6**

Create a written policy that the composition of members of the Staff Leadership Council is more representative of the University’s demographic population.

**Recommendation 7**

Diversify the composition of the Board of Trustees’ lay members to achieve greater diversity and inclusion.

**Recommendation 8**

Investigate how to address, via policy and action, the racial stratification situation within the workforce, and the salary disparity by race and gender, make recommendations, and implement.

**Recommendation 9**

Improve efforts to recruit and retain a more diverse workforce and student population by establishing and leveraging an internal network of mentors and advocates that may be able to connect— via personal relationships — with prospective and current faculty, staff, and students.

**Recommendation 10**

Standardize staff hiring practices via the establishment of a standardized policy and practice for hiring new staff, to include forming a diverse ad hoc committee, including the chief diversity officer (or chief performance officer) and a representative with experience in





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OF CATHOLIC UNIVERSITIES



ST. CECILIA



