

## Welcome to St. John's University!

A dedication to diversity, equity, and inclusion is at the heart of our mission. As a Catholic and Vincentian university, St. John's is committed to institutionalizing practices of inclusive excellence to ensure that we welcome and celebrate the intrinsic worth of all members of our community.

As we continue to prepare students for personal and professional success in today's global society, we do so with full commitment to diversity, equity, inclusion, and social justice. For 150 years and counting, we have served the underserved in our community. We will continue that commitment under our Vincentian tradition and thank you for joining with us in the journey!

### OMA Mission

The Office of Multicultural Affairs (OMA) strives to foster an inclusive and culturally competent campus environment where similarities are differences matter, are valued, recognized, understood, and honored.

### Achieving Our Mission

Through dialogue, inclusivity, education, training workshops, programs, and services, we partner with internal and external campus partners to challenge systems of oppression that limit our students' ability to thrive. Under the direction of the Office of Equity & Inclusion, we have the privilege to increase awareness and empathy, to surface and address campus climate issues, to streamline resources, and to strengthen global citizenship by looking beyond existing lenses of knowing and instead through a critical, equity-centered, global lens that centers the self-actualizing growth and success of all students.

### OMA Spaces of Inclusion & Contact Info

#### Staten Island Campus Locations

Inclusivity Resource Center  
Kelleher Center  
Monday to Thursday: 8:30 a.m. to 4:30 p.m.  
Friday: 8:30 a.m. to 3:00 p.m.  
Tel: 718-390-4430  
oma-irc@stjohns.edu

#### Queens Campus Locations

D'Angelo Center 124  
Monday to Thursday: 8:30 a.m. to 4:30 p.m. ET  
Friday: 8:30 a.m. to 3:00 p.m. ET  
Tel: 718-990-2011  
oma-irc@stjohns.edu

Inclusivity Resource Center  
Sun Yat Sen Memorial Hall, IRC  
Monday to Thursday: 8:30 a.m. to 4:30 p.m. ET  
Friday: 8:30 a.m. to 3:00 p.m. ET  
Tel: 718-990-2515  
oma-irc@stjohns.edu



**Email:** OMA-IRC @stjohns.edu  
**Webpage:** www.stjohns.edu/OMA  
**Main Office Phone:** 718.990.2515  
**Facebook:** SJU Office of Multicultural Affairs  
**Instagram + TikTok:** @StJohnsOMA  
**Twitter:** @StJohnsOMA1

# ST. JOHN'S UNIVERSITY

## OFFICE OF MULTICULTURAL AFFAIRS



## Inclusivity Resource Centers

The Inclusivity Resource Centers (IRC), managed by the Office of Multicultural Affairs (OMA), host most of the OMA's signature programs or events. Each Center provides free, inclusive, brave, and affirming opportunities and spaces for students and guests. We welcome all to engage freely, centering their holistic self.

### IRCs Services

The IRCs hosts social justice training workshops for students, equity and inclusion-themed events, and each partner with internal departments and external vendors to bridge any gaps between student experiences, needs, and services. Presently, the Centers are located on the Queens and Staten Island, NY, campuses.

## OMA Signature Programs & Leadership Opportunities

### Heritage Months & Events!

St. John's University recognizes and honors the rich and diverse cultures, traditions, and experiences that exists in and among our community members and beyond our campuses.

OMA embraces this richness by coordinating events for students and community members with stakeholders.

A few key programs include events organized for Lunar New Year, Rev. Dr. MLK Jr. Day, Juneteenth, and Heritage Months: Latinx Heritage, Native/ Indigenous Heritage, Black (History) Heritage, and Asian American and Pacific-Islander Heritage.



### Student Equity Workshops

*Student Equity Workshops (SEW) includes a variety of educational and social justice-centered training workshops offered by the OMA.*

The acronym "SEW" is from the act of sewing. To sew requires one to weave together pieces of fabric to repair or to make something new, strong, and beautiful. Our programs aim to provide students with the tools to make beautiful, strong, and courageous changes in their lives and to positively impact the lives of others.

Through SEW, we aim weave together the unique experiences, identities, values, and needs of our students through engaging, intentional, and high-impact offerings. We believe doing so promotes awareness, equity, and inclusivity—all of which strengthens the fabric of our Catholic and Vincentian institution.

#### Current SEW offerings:

- Diversity Peer Education Program (DPE)
- Safe Zone Program
- Common Ground Dialogues
- Dismantle Oppression (DO) Series

Workshops are led by trained student leaders. Contact a SEW leader to learn more!

### Project AIM

For more than 20 years, Project AIM has been a peer-mentoring program working to support first- and second-year students' success. It does so through mentoring, student engagement, community-building, personal development opportunities.

AIM offers a social and intellectual learning environment that occurs beyond the classroom. Project AIM supports student success through five targeted learning pillars:

Acclimation to the University, Leadership/Career Development, Diversity-Equity-Inclusion Awareness/Appreciation, Academic Achievement, and an Increased Sense of Belonging.

Contact the OMA for info on how to join as a mentee or how to serve as a mentor.

## Key Concepts from OMA's DEI Campus Resource Guide

*Hey Johnny! To aid in your increased awareness, we have highlighted commonly used terms from this guide. For a more extensive term sheet, contact our office or register for any of our student equity workshops. (Credit: SEW/DPE)*

**Cultural Competency**— The ability to understand, appreciate, and interact with people from cultures or belief systems different from one's own. At the heart of cultural competency is effective communication which at its core is a desire for mutual respect and empathy.

**Diversity (D)**— The representation of people of diverse identities, backgrounds, and experiences; although commonly used to discuss the representation of people of color, it is not limited to racial diversity but includes all differences (i.e., gender diversity, class diversity, age, ability status religious diversity, etc.).

**Equity (E)**— The notion of being fair and just. It reflects processes and practices that both acknowledge that we live in a world where everyone has not been afforded the same access, resources and treatment, while also working to remedy this fact.

**Inclusion (I)**— The act of creating involvement, environments, and empowerment in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate with equal access to opportunities and resources embrace differences and offers respect in words and actions for all people.

**Social Justice**— Refers to a vision of society in which the distribution of resources is fair, and all members are physically and psychologically safe and secure. It involves social actors (or agent of change) who have a sense of their own agency, a sense of social responsibility toward others and who value equity in their society, and the world.

### Affinity Groups

Affinity Groups are designed to encourage brave, inviting, and authentic spaces filled with truth, dialogue, and connection. The OMA offers opportunities for connection and engagement for all students, including those from historically underrepresented groups. Each group focuses on a rotating theme that is uniquely framed with the awareness of our students' lived experiences on and off campus and their shared humanity.

Past offerings include groups for Women of Color, Men of Color, LGBTQ+, International Students, and People of Color. Groups may be discontinued or established based on student voice and demand.

OMA Affinity Groups are led by identity-holding, empathetic campus members and are designed to encourage and foster brave and authentic dialogue in a warm and welcoming in-person or virtual space. Groups play a vital role in student success, sense of belonging, mattering, and community.

Contact us to join, connect, explore, and work collectively to honor the humanity of all folx. For allies, check out AIM, SEW and heritage offerings.

### Leadership & Employment Opportunities

Students are the OMA's lifeblood! We are here to center and serve students. OMA honor the talents and gifts that each student possesses, which we deem assets. We work to foster opportunities that empower, spark curiosity, and that challenge students to interrogate and use their unique gifts and talents in meaningful and impactful ways.

There are many on- and off-campus pathways for students to explore and use their gifts. OMA offers two pathways— leadership and employment opportunities. Nearly all our student leader positions (ex., Project AIM, SEW, and any coordinator role) are paid using grant awards that are applied to students' tuition bills. Other compensated roles are hourly work-study students (available to aid-eligible students) and hourly students (ineligible for work-study). Finally, when University funding and vacancies are available, we offer Graduate Assistant roles within our office. There are also non-paid (or service) leadership roles (e.g., serving on the Heritage Month Planning Council, introducing a speaker, offering a welcome, performing, etc.).

Students interested in any of these roles, are encouraged to check the HR job openings site. You may also contact us to get engaged with our office, programs, and Centers.