

Section: Introduction

Policy Number: 007

Responsible Office: Office of University Mission

Effective Date: August 16, 2026

Scope

For the purpose of this policy, the University Community includes, but is not limited to, all faculty, administrators, and staff (including student workers).

Purpose

The University is committed to academic excellence and the pursuit of wisdom in a climate that is inclusive and welcoming – a community of belonging -- where everyone feels respected, valued and safe. The University recognizes that systemic racism, particularly anti-Black racism, has had a devastating impact on individuals, communities, and society. Our Catholic and Vincentian heritage impels us to combat the root causes of injustice and create paths to a more equitable world. We do so by affirming, caring for and promoting the full humanity and divine origin of all persons, especially those who have been marginalized. This policy aligns with these Catholic and Vincentian foundational convictions and institutionalizes the University's commitment to the active and intentional effort to identify, challenge, and dismantle racism in all its forms.

Policy

Upholding the University's Mission and Vincentian Core Values, which together communicate its Catholic identity and Vincentian heritage, is a responsibility that rests with every office and all members of the University community. Increasing fluency in matters of racial literacy as well as understanding the ways in which bias, power, and privilege function in interactions throughout the institution are necessary building blocks to becoming a workplace and learning community that intentionally dismantles racism and embraces inclusive practices.

All units, departments, schools and colleges shall embed this commitment to advancing inclusive practices and dismantling racism within their academic and administrative policies, practices and use of resources, and work to identify and eliminate barriers to a true community of belonging. To this end, the University requires that every unit, department, school and college develop Action Plans to implement this policy that further the University's commitment to achieve an equitable and inclusive campus community. Department heads and deans shall prepare and submit a progress report annually to the Office of Equity and Inclusion, which will review and work with areas to strengthen plans where needed.

Departmental Action Plans shall incorporate key activities that advance inclusive practices and dismantle racism within the department, such as academic programming, recruitment and retention practices, training, and partnerships. A plan template is provided to departments and biennial progress reports will involve demonstrating progress against the plan.

Mental Health Resources

Recognizing the health, economic and social inequities that persist, the University supports mental health counseling and [bias response initiatives](#) designed to support affected students and employees. For students, the [Center for Counseling and Consultation](#) has counselors available to provide free and confidential counseling. For employees, the [Employee Assistance Program](#) provides free, confidential support and resources to employees and their family members who need assistance. Login to www.myccaonline.com (use company code: STJOHNS) and search a wide range of topics from wellness and mental health to workplace and living.

Reporting Bias, Discrimination and Harassment

Members of the University community are encouraged to [report acts of bias](#), discrimination and harassment. The University's [RESPECT](#) team maintains a record of the complaints received: [bias log](#).

Conclusion

Guided in its Core Values and by its commitment to equality, justice and Catholic moral teaching, together with an awareness of and esteem for all individuals, the University through its members actively seeks to promote inclusive practices, address and eliminate bias, and commit to self-reflection and ongoing learning. This culture not only helps overcome immediate challenges in recruitment and retention but also enhances the distinctiveness and appeal of St. John's in a highly competitive market. By embracing inclusive principles and actions, we pave the way for institutional prosperity and the realization of our university's unique strengths. What is more, we answer in a concrete way the Vincentian question and its corollaries when facing situations of exclusion, marginalization, economic inequity, and racism: "What must be done? What must I do? What must you do? What must we do?"

Additional Resources

- St. John's University Action Plan and Reporting Framework for Inclusive Practices
- St. John's University [Policy against Bias, Discrimination and Harassment](#).
- Learn more about the University's [progress to become an antiracist institution](#)
- Learn more about the [Office of Equity and Inclusion](#)