

University of Dubuque

STUDENT PERSPECTIVES

on



INCLUSION

INTENTIONALITY

EQUITY

DIVERSITY

Bisignano Art Gallery | Heritage Center

August 14 - September 8, 2023

Goals for the gallery project and connection to character knowledge and/or formation

- Raise awareness for the practices of Christian hospitality by framing questions of diversity, inclusivity, and equity on the University campus (justice).
- Increase the likelihood for behaviors of intentionality and compassion, as relevant to practices of Christian love (compassion).

The Student Perspectives on Inclusion, Intentionality, Equity, and Diversity gallery project is a student exhibit aimed at fostering dialogue about how University of Dubuque students practice and promote Inclusion, Intentionality, Equity, and Diversity.

The University of Dubuque is committed to the Christian practice of hospitality, as a theological imperative for higher education in the 21st century. Hospitality involves far greater commitments and costs than mere tolerance, it can help us frame questions of diversity and inclusivity on our campus. It can challenge us to make room for students, faculty, and staff, be receptive and remain attentive to their individual worldviews and create vocational reflection, as we engage with events of our world. Hospitality can serve as a coherent theological framework that connects thoughtful faith with daily life and the concerns of social justice, as relevant to the fair treatment of all people, respecting diversity, and practice of Christian love. Currently, as an institution, we face major challenges living out our commitment to the Christian practice of hospitality and its influence on vocation, these challenges include the need to better communicate our institutional narrative of hospitality and its practice (University of Dubuque, Network for Vocational Undergraduate Education, 2021).

“I was excited to have the Bisignano Art Gallery mount the results of the Inclusion, Intentionality, Equity, and Diversity Project. This subject, like modern art itself, can be rather confusing and cumbersome. That's why it is important for students, staff and faculty to see what this subject actually means. In some caustic environments, these terms are in the crosshairs. Unduly. But as you will see in this exhibit, Inclusion, Intentionality, Equity, and Diversity is about ending discrimination and building learning and work places that work for everybody. Clearly in academia, we have our job cut out for us to find and to fix those root causes of inequity and potential discrimination. Sometimes it is intentional and overt. But other times there are biased policies, incomplete processes, and even accidental exclusions. This show documents UD's examination of Inclusion, Intentionality, Equity, and Diversity by calling for the common sense goal of building a learning and work place free from discrimination. Sometimes common sense isn't so common until you point it out.”

Alan Garfield
Director, Bisignano Art Gallery
University of Dubuque

“For me, equity means creating a fair and just environment where everyone has equal access to opportunities, resources, and representation. Equity goes beyond equality; it helps to break down systemic barriers that have historically disadvantaged certain groups and acknowledges that not everyone starts from the same place and that different individuals and groups face unique challenges and experiences.”

Ricardo Cunningham, DBA
(he, him, his)
University of Dubuque
Dean of Graduate & Adult
Studies

“Diversity is our unique magic, and inclusion is the powerful bond that unites us. Embracing our cultural, racial, and economic differences, we create a vibrant community where every voice is valued. Inclusion enables equal opportunities for all to flourish and contribute. Together, let's open our hearts and minds, building a community that fosters understanding, empowers collaboration, and cultivates a brighter future for all.”

Amandeep Arora, PhD
Assistant Professor of Chemistry
University of Dubuque

“As a campus community, we gather every academic year to support students in their learning environments, such as the classroom settings, living and study spaces, as well as their co-curricular activities and commitments. This gallery project offers us another platform to reflect on terminology and concepts of their distinct meaning for students. As we view the gallery, let us challenge each other in our own area of discipline, expertise, and interest among our global networks to broaden our scope, utilization, and meaning for each term within our everyday lives. Let us embrace our similarities and differences, as we lean in to create a better space for understanding, as well as promote the prosocial attitudes and behavior of curiosity. As curiosity can broaden our self-knowledge, leading us to new interpretations of the human experience, while keeping us engaged to move forward in this life.”

Amy Baus, Psy.D. (she/her/hers)
Associate Professor of Psychology
Department Chair
University of Dubuque

Sponsorship for the project

This project is co-sponsored by the University of Dubuque's Wendt Character Initiative, which is devoted to promoting a campus culture of excellent moral character and purposeful lives characterized by integrity, justice, and compassion. And, the Network for Vocational Undergraduate Education (NetVUE), which is a nationwide network of nearly 300 colleges and universities formed to support and enrich vocational exploration and discernment among undergraduate students. A program of the Council of Independent Colleges, NetVUE is supported by the generosity of Lilly Endowment, Inc. and member dues. CIC administers NetVUE with guidance from an advisory council comprising representatives from participating institutions.

Special Thanks

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