



CHANGE THE WORLD FROM HERE

Diversity at the University of San Francisco: Select Historical Points

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The University of San Francisco's Vision, Mission, and Values Statement of September 11, 2001, declares that "as a premier Jesuit Catholic urban university", the institution will:

- "Recruit and retain a diverse faculty of outstanding teachers and scholars and a diverse, highly qualified, service-oriented staff committed to advancing the University's mission and its core values."
- "Enroll, support and graduate a diverse student body, which demonstrates high academic achievement, strong leadership capability, concern for others and a sense of responsibility for the weak and the vulnerable."

Since 1855, USF has increasingly reflected the ethnic, racial, and socioeconomic diversity of the city and the nation, and by the late 1920s, women became important to that diversity as well. More recently, recognition and respect for the LGBTQ community has become part of USF's commitment to diversity. Below are some select historical points that underscore the institution's long-term commitment to diversity in all of its forms.

- Many American institutions of higher education partially reflect the nation's immigration experience. During the nineteenth century, however, St Ignatius College was the immigration experience. The school was founded by Italian Jesuit immigrants, the first seven presidents of the college were all Jesuit immigrants, most of the faculty members were either Italian Jesuits or lay faculty from Ireland, and virtually all of the students during the school's first five decades were first- or second-generation Irish or Italian Catholics, to be joined by the end of the 19th century by students of German, French, and Mexican ancestry.
- At a time when anti-Asian sentiment was widespread in California and throughout most of the nation, Chan C. Wing was one of 39 students in the first class in USF's School of Law (then known as the University of St. Ignatius College of Law), which opened its doors in September of 1912. In 1918, after graduation from our College of Law, Mr. Wing became the first Asian American to be admitted to the bar in California history.
- The first six women enrolled at USF (then known as St. Ignatius College) in 1927.

Three women were in the evening business program, and three were in the evening law school, 37 years before the University's regular undergraduate day program became co-educational.

- In 1929, the Filipino Ignatians was founded at St. Ignatius College, the first of many ethnically diverse student organizations at the school. There are currently 28 student clubs and organizations at USF that highlight the university's ethnic and cultural diversity.
- By 1930, USF was one of the first fully integrated universities in the nation, with African American, Latino, Asian, and white students attending classes and participating in all programs together. This was 24 years before the U.S. Supreme Court mandated integrated schools in its famous *Brown v. Board of Education* decision, and decades before most universities began to integrate their campuses.
- In 1930, USF fielded one of the first integrated football teams in the history of intercollegiate athletics. Isaiah Fletcher, an African American, was a starting tackle on that team, the first of many African Americans to play on a varsity intercollegiate team for USF, decades before most universities began to integrate their teams.
- In 1936, Earl Booker, an African American student, won the U.S. Intercollegiate Boxing Championship, while earning his bachelor's degree in history.
- The first female full-time faculty member, Desiré Rakonitz, started teaching at USF in the School of Law in 1947.
- A Department of Nursing was established in partnership with St. Mary's Hospital in 1948, significantly increasing the number of female students on campus. USF established an autonomous School of Nursing in 1954, which included four full-time female faculty members.
- With its many international student-athletes, including an exchange student from Nigeria (Olufumni Osibogun), the USF soccer team tied Penn State in the first intercollegiate soccer bowl game in the United States in 1950, even though the team spent three nights sleeping on cots in a Saint Louis college fraternity house because none of the city's hotels would provide accommodations for the team's black player. USF soccer teams subsequently won four national championships (1966, 1975, 1976, and 1980) and had a coach, Steve Negoesco, who is the all-time leader among NCAA soccer coaches in games won, with 544 victories over 39 seasons.
- In 1951, USF fielded an undefeated and untied football team that saw more of its starting players drafted directly into the National Football League (9), more who eventually played in the NFL Pro Bowl (5), and more who were inducted into the Pro Football Hall of Fame (3), than any one team in the history of intercollegiate football. The team did not play in any post-season college bowl games, however, because of racism directed at its two starting African American players, Ollie Matson and Burl Toler. The team was told by bowl organizers they could only play in a post-season bowl game if they left their African American players at home. The white players on the team stood on principle, and voted unanimously to reject a bowl bid if it meant that they could not take their African American players with them to a bowl game.
- Ollie Matson, one of the African American players on the 1951 USF football team, won silver and bronze medals in the 1952 Olympics, before launching his spectacular career in professional football, culminating in his induction into the Pro Football Hall of Fame. Burl Toler, also an African American on the 1951 football team, was

prevented from playing professional football by a knee injury, but he became the first African American to become an NFL game official. In 1968, Toler became the first African American junior high school principal in San Francisco history.

- During the 1954-1955 season, the USF basketball team became the first major college or university basketball team to win an NCAA national title with three African American players (Bill Russell, K.C. Jones, and Hal Perry) among its five starters. The team won a second national championship the following year, and over the course of three seasons, it set an NCAA record of 60 consecutive victories that stood until the 1970s. On road trips to the South, the white and African American players on the team voted to stay together in dorms and private homes when public accommodations refused to house integrated teams.
- Enrollment increases in the number of women in the nursing program, the evening programs in the arts and business, the department of education, and the law school, greatly enhanced the total enrollment at USF during the 1950s. By the fall of 1960, there were 942 female students at USF (22.9% of the total), out of an enrollment of 4,115 students.
- In 1962, the Student Western Addition Project (SWAP) was founded, under the guidance of USF sociology professor Ralph Lane. By 1968, SWAP had become the largest student organization on campus, with approximately 250 members. The students' goal was to serve African American and other underserved groups in the Western Addition of San Francisco, including providing special education and tutorial programs for children in local schools, recreational activities for families, health screenings, and assistance to senior citizens.
- USF became fully coeducational in all divisions in 1964: 28% of the student body were women in the fall of that year, out of a total enrollment of 4,724. On average, the women in 1964 outperformed the men academically, and came to be known as the DAR—"Dammed Average Raisers." Francis Ann Dolan was selected as the first dean of women. Twenty-three years later, she retired as vice president for student development.
- The Upward Bound Project began at USF in 1966, under the 1964 Economic Opportunity Act, and was one of the first in the nation. The program's objectives were to retain 80 percent of the participants through graduation from high school, place 90 percent of the graduates in post-secondary institutions, and document that 80 percent of those will complete college or will still be attending college in 5 years. The project has met or exceeded these objectives consistently for the last two grant cycles, spanning more than 10 years. The project was funded by the U. S. Department of Education. An additional federal grant of \$250,000 per year for five years was awarded in 2009 for the Upward Bound Math/Science Project to serve an additional 50 students per year. In 2014-2015, 77 underrepresented high school students enrolled in the program from 7 San Francisco public high schools.
- The Black Student Union (BSU) was started at USF in 1969. The 1969 *USF Don Yearbook* reported that with the founding of the Black Student Union, "blacks at USF laid the groundwork for the development, at the Hilltop, of a new program of social awareness."
- Sheila Burke received her bachelor's degree in nursing in 1973. She later became executive dean of public policy at Harvard University's John F. Kennedy School of

- Government, and Undersecretary of the Smithsonian Institute in Washington, D.C.
- USF fielded its first four women's athletic teams in 1976: in basketball, volleyball, tennis, and softball. USF's NCAA Division I teams currently include women's basketball, cross-country, golf, soccer, tennis, volleyball, sand volleyball, and track. In the fall of 2016, there were Division I student-athletes at USF, of whom 90 were women.
 - Mary Hile graduated as the leading basketball scorer in USF history among female or male student-athletes. She was a two-time All-American, and won numerous other awards. In 1987, Mary Hile-Nepfel returned to USF as co-head coach of the Lady Dons basketball team with her husband Bill Nepfel. Their teams won three West Coast Conference regular season championships, three West Coast Conference tournament titles, and qualified for three NCAA Tournament berths, including once advancing to the third round of the NCAA tournament (the Sweet 16).
 - Women comprised more than 50% of the total student body at USF for the first time in 1978. Total fall enrollment in 1978 was 6,931, of whom 3,489 were women.
 - In 1987, Dr. Joseph E. Marshall, Jr., USF Class of 1968, co-founded the Omega Boys Club/Street Soldiers, a youth development and violence prevention organization headquartered in San Francisco that emphasizes academic achievement and non-involvement with drugs. Dr. Marshall is also an author, lecturer, radio talk show host, and community activist, the founder of the Alive & Free Movement, and the founder and president of the Street Soldiers National Consortium, an organization dedicated to fighting violence nationwide. Among his many honors, Marshall received the prestigious Genius Award from the MacArthur Foundation for creative contributions to society.
 - In 1993, the James Irvine Foundation awarded USF a \$500,000 grant to fund the Multicultural Action Plan, which included support for two minority scholars per year to teach at USF while they completed their doctoral dissertations. Today, the program is funded by USF, and all of the schools and colleges can recruit faculty through the renamed Ethnic Minority Dissertation Fellows (EMDF) program, in which minority scholars are expected to complete their dissertation while teaching one course per semester in the academic program where they are placed. Through this initiative, promising scholars from diverse backgrounds become familiar with the responsibilities of a USF faculty member, and may be offered a tenure-track appointment at the end of their one year fellowship.
 - Female faculty members, led by Jennifer Turpin, assistant professor of sociology, developed a Women's Studies Program at USF in 1991, which today is an interdisciplinary minor, known as Gender and Sexualities Studies.
 - In 1993, underpinned by funding from Ralph Lane's Catholic Social Thought Project, a two-day conference titled "Women in the Nineties: Work, Family, Identity" was successfully held at USF. The conference brought together members from across the USF community, and laid the foundation for the President's Advisory Committee on the Status of Women (PACSW), which was formed at USF in 1994. Since its inception, the committee has advocated policy and education on a wide-range of issues affecting women, families and society at large. PACSW has provided financial support for 44 University programs that relate to the mission and vision of the group, and to issues and challenges facing women at the university.

- From 1995 to 2000, USF's Creating Community Committee, chaired by Alan Ziajka, sponsored more than 50 events by student organizations celebrating the ethnic diversity of USF. In 1999, USF's Black Student Union honored the Creating Community Committee with an award, "In appreciation of your continuous support of the Black Student Union."
- The Vision, Mission, and Values Statement of the University of San Francisco, approved by the Board of Trustees on September 11, 2001, after a year of discussion among faculty, staff, alumni, and other members of the extended community, boldly proclaims that USF "welcomes persons of all faiths or no religious beliefs as fully contributing partners to the University," and that among the keys to the "University's achieving recognition as a premier Jesuit Catholic, urban University," the institution shall recruit and retain diverse students, faculty, and staff.
- In 2003, Jennifer Turpin became the first female dean in the history of the College of Arts and Sciences, and in 2010, she became the first female Academic Vice President and Provost of USF. She was named by the *San Francisco Business Times* to the list of the most influential women in the Bay Area for the third straight year in 2013. The list recognizes 150 outstanding women professionals who make a difference in their companies, industries, and communities.
- Heather Fong, USF Class of 1979, was sworn in as San Francisco Police Chief in 2004, the first woman and second Asian American to hold that position.
- Alejandro Toledo, an international student from Peru who graduated from USF in 1971, served as President of Peru from 2001 to 2006.
- Beginning in 2002, all USF undergraduates were required to complete at least one course in cultural diversity to graduate, and to demonstrate familiarity with the factors that create diversity in human societies, including gender, race, class, and ethnicity; to understand the relationships among diversity, inequality, and justice; to demonstrate an understanding of the effects of global interdependence on contemporary societies, including the role of migration and immigration, economic, political, and cultural globalization on contemporary societies; and to demonstrate familiarity with the historical contributions of traditionally marginalized groups to contemporary ideas, values and culture.
- Symbolic of the university's commitment to social justice under the administration of Stephen Privett, S.J., the trustees of the university voted in June 2003 to extend healthcare benefits to all adults *legally-domiciled* with USF employees. This policy change eliminated marriage as a prerequisite for healthcare benefits and established USF as the first Jesuit University in the nation to make a healthcare commitment to same-sex partners, non-married other-sex partners, and financially dependent family members such as parents or siblings.
- The LGBTQ Caucus network at USF was founded in the fall of 2005 by Shirley McGuire, then a professor of psychology, as a way to promote social justice for LGBTQ individuals. The Caucus offers events to create a sense of community for LGBTQ individuals on campus, creates opportunities to discuss LGBTQ equity issues, and offers volunteer opportunities to address LGBTQ equity issues on and off campus. Today, the network of more than 200 faculty members and staff is actively promoting LGBTQ scholarships, community, and social justice on campus.
- A special nationwide study by the American Association of University Professors in

2006 noted that women held 57.6% of the tenure-track positions at USF, while 42.4% were held by men. At the national level, only six doctoral institutions out of 221 had a higher percentage of women on tenure-track than did USF. In the fall of 2015, for the first time in USF's history, a majority of the full-time faculty (50.3%) were women.

- In 2010, Barbara Garcia, who earned her MPA from USF in 2001, became the Director of Public Health for San Francisco.
- In 2011, the Office of Diversity and Community Outreach was created, under the direction of Vice Provost Mary Wardell Ghirarduzzi. The office seeks to promote an organizational culture that values diversity in all its forms through inclusive dialogue, experiences, and appreciation and value of diverse populations as a source of learning, campus unity, and institutional strength. The office partners with USF schools, departments, and faculty to engage the university in critical dialogues in the multicultural communities surrounding USF and throughout the Bay Area. These efforts connect USF to its neighboring communities, and to community leaders working in San Francisco's most under-resourced neighborhoods.
- In 2011, The School of Law Student Bar Association (SBA) was presented with the Henry J. Ramsey, Jr. Diversity Award by the American Bar Association (ABA), recognizing the SBA's excellence in improving diversity advancement within the legal profession. The award is presented annually to a student, faculty, administrator, or student association from an ABA-approved law school.
- Kadhira Rajagopal, USF Class of 2005, and mathematics teacher at Grant Union High School (GUHS) in the Twin Rivers Unified School District, was selected as one of the five California Teachers of the Year in 2011.
- *Golf Digest* senior writer Jaime Diaz, USF Class of 1975, whose passion for golf as a youth evolved into a career of advancing the public's appreciation of the game, was named the recipient of the 2012 PGA Lifetime Achievement Award in Journalism.
- From 2001 to 2016, USF awarded numerous honorary degrees to individuals who personified a commitment to justice, diversity, and USF ideals as embodied in its mission statement. These honorees included Herman Gallegos, activist, author, and community organizer; Stephen Bantu Biko, social justice organizer from South Africa; Shirin Ebadi, 2003 Nobel Peace Prize Laureate; the 1951 USF Football Team; Bryan Stevenson, founder and executive director of the Equal Justice Initiative of Alabama; Joseph Marshall, Jr., founding president, Street Soldier's National Consortium; Marion Wright Edelman, founding president of the Children's Defense Fund; Ming Chin, Associate Justice of the Supreme Court of California; Clarence B. Jones, attorney, advisor, and speech writer for Rev. Martin Luther King, Jr.; Goodwin Hon Liu, Associate Justice of the Supreme Court of California; Barbara Garcia, director of the San Francisco Department of Public Health; Regina Jackson, President and CEO of the East Oakland Youth Development Center; and Olga Talamante, Executive Director of the Chicana/Latina Foundation.
- In 2012, the Office of Diversity Engagement and Community Outreach established the Diversity Scholar and Visiting Professor Program, which seeks to bring a nationally recognized diversity leader to the campus community to teach. In 2012, USF awarded the inaugural professorship to civil rights leader Clarence B. Jones, who served as advisor, speechwriter, and lawyer to Rev. Martin Luther King, Jr. The second diversity scholar, in 2014, was Janice Mirikitani, San Francisco Poet Laureate and Co-Founding

President of the Glide Foundation. The third diversity scholar was California State Senator Art Torres.

- School of Management students Mia Aguillon and Valeri Nerio were finalists, and Charmain Liang made the honor roll, in the American Advertising Federation's Most Promising Minority Students Program of 2012.
- Diverseeducation.com listed USF as number one on its 2013 list of non-Historically Black Colleges and Universities that have excellent programs for minority students, including the percentage of minority students enrolled (40 percent), freshman retention rates, and graduation rates.
- In 2013, San Francisco Mayor Edwin M. Lee and the city's Human Rights Commission honored USF Diversity Scholar Clarence B. Jones, commemorating the 50th anniversary of the March on Washington. Lee presented Jones with a plaque of honor for his participation in the August 28, 1963 civil rights march, and the San Francisco Human Rights Commission presented him with its "Hero" award for a lifetime spent fighting for human rights. Jones had been a speech writer for Martin Luther King Jr., and his personal attorney.
- Carlos Manchaca, USF Class of 2004, was the first Mexican American elected to the New York City Council. He won the seat in the general election on November 5, 2013.
- In 2013, a contingent of USF faculty, staff, and students participated in the San Francisco Pride parade down Market Street in San Francisco. In 2015 and 2016, USF's new president, Paul Fitzgerald, S.J., joined the USF contingent, and in 2016, so did USF's new provost, Donald Heller. From 2013 to 2016, USF's participation in the parade grew from 75 individuals to more than 200.
- Mary Wardell Ghirarduzzi, Vice Provost for Diversity Engagement and Community Outreach, was named a San Francisco Human Rights Commission Hero Award winner in 2014, and was appointed to the city's Library Commission.
- In 2014, Elizabeth Davis was named dean of the School of Management, the first female dean in the school's 89-year history. She was named by the *San Francisco Business Times* to its 2015 and 2016 list of the most influential women in the Bay Area.
- In 2014, Law School Dean John Trasviña won the City of San Francisco's Latino Heritage Education Award, which recognizes Latino leaders in art, business, and education.
- Two School of Management students (Mona Ahmadi, part-time MBA, and Alissa Oropeza, business undergraduate) were awarded scholarships in 2014 by the Financial Women of San Francisco Association for their extraordinary talent and great desire to pursue careers in finance and financial services.
- Two MBA students, Arriel Sherman and Vicki Ye, were recipients of scholarships in 2015 from the Financial Women of San Francisco Association, due to their commitment to the organization, their life-long goals pertaining to finance, and their involvement in the community.
- In 2015, Sabeen Ali, USF Class of 2009, was named in the Association to Advance Collegiate Schools of Business's inaugural list of "100 Influential Leaders." She is also the CEO of Anglehack and founder of Code for a Cause, committed to teaching young women computer skills.

- *The National Jurist*, in its 2015 winter edition, ranked USF's School of Law as the 13th best law school in the nation for diversity.
- For the entire USF undergraduate and graduate student population in the fall of 2016, 22.5 percent were Asian, 6.2 percent African American, 19.5 percent Latino, 16.3 percent international, and 29.3 percent White. As of the fall semester of 2016, 63.6% of USF's students were women.
- From the fall of 2000 to the fall of 2016, the ethnic composition of the total USF student body changed significantly: the Asian student population increased by 101.3% (from 1,232 to 2,480), the African American student population increased by 64.1% (from 418 to 686), and the Latino/Latina student population increased by 213.9% (from 684 to 2,147). During that same time period, the White student population decreased by 1.7% (from 3,284 to 3,230).
- From the fall of 2001 to the fall of 2016, the ethnic composition of the USF faculty changed significantly: the number of Asian faculty increased by 250% (from 20 to 70), the number of African American faculty increased by 76.9% (from 13 to 23), and the number of Latino faculty increased by 126.1% (from 23 to 52). During the same period, the number of White faculty increased by 13.4% (from 246 to 279). From 2001 to 2016, the number of full-time female faculty increased by 110.4% (from 125 to 263).
- During the 2016-2017 academic year, 24.7% of USF's undergraduates were awarded Pell grants, which are federal funds earmarked for students who have demonstrated the greatest financial need.
- In its 2016 *Almanac*, the *Chronicle of Higher Education* named USF as 6th in the nation for the greatest racial and ethnic diversity among 4-years private nonprofit colleges.
- In March of 2017, Mary Wardell Ghirarduzzi, Vice Provost for Diversity Engagement and Community Outreach, was named by the *San Francisco Business Times* to its 2017 list of the most influential women in the Bay Area.
- USF was listed as a Tier One National University in the 2017 *U.S. News & World Report*, was tied for 2nd in undergraduate student ethnic diversity, and tied for 11th in the percentage of international students, among 280 national universities. USF also had a positive graduation rate performance (the gap between predicted and actual graduation rates) of 8 percentage points, a rate surpassed by only 1 school in the top 50 schools in the overall national rankings, and demonstrating USF's commitment to economically underserved student populations.

Beginning with the Reconstruction Era after the American Civil War, the equal protection clause of the Fourteenth Amendment (ratified in 1868) to the U.S. Constitution has been gradually expanded through legislation, executive orders, and Supreme Court decisions to protect the rights of diverse groups of individuals who were not originally protected by the Constitution. These diverse individuals have included immigrants, African Americans, Latinos, Asians, women, and members of the LGBTQ community. This expanding radius of justice has been expressed and promoted in many institutions, but arguably few institutions of higher education have a better historical record of promoting equal opportunity and justice among diverse groups who faced discrimination than does the University of San Francisco.