

## Introduction to Xavier University and Myself:

Hello, everyone, my name is Eleyna Rudolph.

Pursuing my studies in Biological Science for Business

my journey here has been a blend of passion, advocacy,

and a relentless pursuit of justice.

## Championing Diversity and Leadership:

My time at Xavier has been marked by moments of unity and shared purpose. In 2022, I created a student-led protest demanding a Black Lives Matter sign on

Bellarmino, a symbol of our collective commitment to equality, stay up. As a student, I've worked tirelessly to foster an inclusive environment, which in addition to creating the Office Of Diversity, Equity, and Inclusion

Advisory Board, only to see the removal of diversity signs  
- vital reminders of our shared values - leaving us  
disheartened and questioning.

### Concerns Regarding Diversity at Xavier University:

These actions, or rather, the lack of them, cut deeper than just banners being taken down. They symbolize a disregard for our diverse community's voice and a failure to uphold the principles of inclusion we claim to cherish. It's not just about the signs; it's about feeling valued, heard, and seen. Each removal further widens the gap between the institution's promises and the reality experienced by students of color and other marginalized groups.

For example:

1. Changes in enrollment demographics may contribute to the possible decrease of diversity. If certain groups feel underrepresented or marginalized within the student population, it can lead to feelings of exclusion and a sense that the university is becoming less diverse overall.

Another is:

2. Despite stated commitments to diversity and inclusion, some students may feel that their voices are not adequately heard or represented within the university's decision-making processes. This can manifest in various forms, such as limited

representation of minority groups in leadership positions or insufficient resources to support diverse student populations.

Lastly:

3. Broader societal dynamics, such as protests and divides in politics, can affect how diverse and inclusive academic institutions are perceived.

Concerns regarding Xavier University's dedication to fostering a truly inclusive environment may arise from students' views that Xavier is mirroring larger societal trends.

A Call to Action:

We cannot stand on the side while different community identities are being stripped away. Xavier

must do more than issue statements; it must actively listen, engage, and respond. We call for transparency, accountability, and genuine dialogue. We demand actions that reflect our shared commitment to diversity and inclusion. It's time for Xavier to match its words of its values with meaningful deeds and create a campus where every student feels truly welcome and respected.

Thank you!