DIVISION OF Mission + **Ministry** DEPAUL UNIVERSITY Executive Annual Report 2021-2022

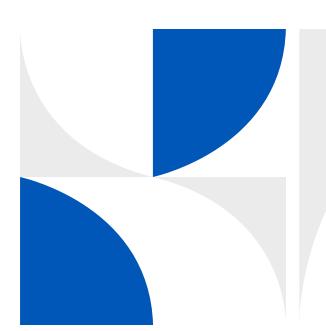












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Letter from the VP

Fr. Guillermo Campuzano, CM



Dear Friends,

With joy I share this annual report presenting the Division of Mission and Ministry's highlighted efforts for mission integration at all levels at DePaul University.

The Division of Mission and Ministry (DMM) inspires, educates, and actively engages the DePaul community in the praxis of mission integration as we attend to the spiritual, relational, and systemic dimensions of our interdependent world.

Through our many, many collaborations, DMM sustains the Vincentian mission and historical legacy of Vincent de Paul and reinterprets that mission and legacy considering today's social and environmental justice challenges, both local and global. As you will find in this report, through its ministerial work DMM supports the religious and spiritual development of students, faculty, and staff and provides opportunities to engage in Vincentian Service and reflection. It also creates spaces to build community and a sense of belonging and pays special attention to people who are underserved and underrepresented both in and outside of DePaul University.

I want to take this opportunity to thank all the members of our DePaul community for whom our mission is a constant reference in their lives and work, that common place where the many become one. I'd also like to especially thank those outside of DMM who are directly undertaking mission integration in their own areas, as well as those people and areas who have formed collaborative partnerships with DMM staff and programs.

Guil Curs Un



Vice President, Division of Mission and Ministry



By the Numbers

2021-22

3,536 unique participants
(22% of all undergraduates) had
10,499 touchpoints in DMM programs.

6,980 hours

of service completed by DMM students

961 touchpoints, **310** unique students—CCM's Tepeyac Hispanic ministry program

6,634participants in VSF0 programs;
2,842 of whom were unique

160

new employees onboarded to mission by DMM

70 faculty/staff served as "Mission
Ambassadors" leading mission integration.

100+ people joined DePaul's hybrid Jewish High Holiday Services in Fall 2021.

2,328 participants engaged in Meet Me at the Mission (MMATM) workshops and events, with a total of 1,598 unique participants.

Nearly 1 in 5

Black undergraduate students (19%) participated in **Sankofa Black Student Leadership programs**.

487 people participated in Vinny Fest on the Quad, a 31% increase over the last in-person fest.

7 Synodal Conversations were hosted by DMM as part of the Catholic Church's ongoing process.

500+ incoming students were individually contacted by Sankofa Coordinators and Ecumenical Scholars.

86 people attended the DePaul Migration
Collaborative "Inaugural Immigration Summit:
Strategies for a Migrant Planet."

49 Chicago Quarter freshman classes registered for Chicago Quarter Service Day, with 1,083 total participants.

31,148 "Vincentian Heritage"

PDF article **downloads** from 166 countries on the "Via Sapientiae" online repository were recorded for the year.

25% of faculty and staff participated in **FASE programming**.

1,572 touchpoints among
306 unique students who participated
in Muslim Life programs

512 touchpoints for 251 hours of pastoral care with RDPC chaplains

\$928,556 in direct scholarships

to students including VAF emergency assistance, Monarch for undocumented students, Catholic Learning Community, Marillac St. Vincent's and International Vincentian scholarships

18,415 social media engagements across Facebook, Twitter, Instagram and LinkedIn

1,370 hours of weekly service performed by DCSA student volunteers at 11 sites

69 students participated

in two one-day service immersion pilot experiences over spring break.

100% of the 96 DeLS scholars

participated in the winter retreat for scholars as well as quarterly VIA Big 3 events.

136

participants at the annual
Nursing Blessing of the Hands

20th anniversary

since DePaul's Vincentian Service and Formation
Office began engaging a framework for reflection,
action and community building called
Vincentians in Action (VIA).

17 Vincentian Endowment Fund grants totaling \$99,000 were awarded to DePaul community members to support mission-related projects.



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2021-22 Highlights

Sustainability, Synodal Process and University Task Force

There are signs of the times related to the global Vincentian mission that we cannot ignore as a Vincentian educational institution: equity and sustainability. Both intersect in multiple ways and impact individuals, institutions and the social fabric as we continue to yearn for the sustainability of life in all its forms and for a just and peaceful coexistence in our human family. Here are three institution-wide projects led by DMM related to equity and sustainability.

"Laudato Si" Action Platform and Sustainability at DePaul

The comprehensive review and revision of the university mission statement in AY21 made clear that DePaul stakeholders considered sustainability a mandate of our mission. These stakeholders continue to passionately communicate they want action around sustainability. To that end, in fall of 2021, DePaul became one of the first universities in America to sign onto the "Laudato Si' Action Platform." Due to sustainability's deep ties to DePaul's mission and Catholic identity, the university's president at the time, Dr. Gabriel Esteban, established the new President's Sustainability Committee under the leadership of DMM Vice President Fr. Guillermo Campuzano, C.M. Working quickly based on past sustainability efforts at DePaul, the committee created a foundational document, presented it to the top administration and received approval to create a plan for an Office of Sustainability at DePaul to be housed in DMM.

DePaul and the Synodal Process of the Catholic Church

Following the direction and encouragement of Pope Francis, the Division of Mission and Ministry coordinated the participation of our DePaul community in the worldwide Synod on Synodality in the Catholic Church, entitled "For a Synodal Church: Communion, Participation, and Mission."

This Synodal process was focused on soliciting feedback from a broad range of people about their experiences of faith and their hopes for the future of the Catholic Church. In spring quarter, DMM convened mission leaders from six other Chicago-area Catholic universities to coordinate a simultaneous process of synodal conversations among students, staff and faculty at our various institutions. These culminated in a joint meeting of participants from each university to share and discuss insights from their campus conversations. DMM also held seven dialogue sessions for faculty, staff and students.

Task Force to Address Vincentians' Relationship with Slavery

The Task Force was established in fall 2021 following publicization that early members of DePaul's sponsor organization, the Western Province of the Congregation of the Mission, enslaved people in the 1800s. DMM Vice President Fr. Guillermo Campuzano, C.M., was appointed Task Force liaison to work with members to address three goals: to rename a library room named after Bishop Rosati, C.M.; to identify learning initiatives, documentation and research to educate our community; and to give space to the community to express their concerns around related issues of equity at DePaul in the present time. The Task Force, comprised of students, faculty and staff, is organized into four subcommittees who worked in the areas of historical research, communications, race and space, and diversity, equity and inclusion. The Task Force voted to continue their work through spring of 2023.

Vincentian Service and Formation Office (VSFO)

Vision: Inspired by the legacy of St. Vincent de Paul and St. Louise de Marillac, Vincentian Service and Formation (VSFO) empowers students to uphold the collective liberation and dignity of all, particularly marginalized communities. Through communal formation rooted in direct service, faith and spirituality, transformative justice and Vincentian leadership training, VSFO invites DePaul students to explore what it means to be Vincentian leaders responding to the needs and dreams of the world.

HIGHLIGHTS

- Forty-nine Chicago Quarter freshman classes registered for VSFO's Chicago Quarter Service Day, held in-person for the first time since fall 2019. 1,083 total participants received an introduction to DePaul's legacy of service and community engagement connected to mission.
- 1,598 unique students engaged in Meet Me at the Mission programs. This included MMATM hosting or co-hosting 39 events and 27 customized workshops. Twenty students participated in the in-person Vincentian Heritage Tour in France over spring break.
- VSFO staff, student leaders and community partners presented at the October 2021 international conference on service-learning hosted by Australia Catholic University and DePaul University.
- The DePaul Community Service Association weekly volunteer program re-established in-person service with 11 out of 12 of our DCSA community partners, after many were unable to offer service engagement during the 2020-2021 academic year.



"One of the reasons I came to DePaul was because of how involved they are in taking care of the greater Chicago community. I'm really honored to be a student at a school that makes it a priority to help others."

- Chicago Quarter Service Day participant

"I greatly value my role at the DCSA and it has taught me to be a better leader, to engage thoughtfully with my peers, and has allowed me to be in a community of people who love service as much as I do."

- DCSA student leader



"I was part of DePaul's mission, surrounded by other students working towards the same goal, a connection that I will never forget. We helped an organization that supports the community. As our motto says, 'Here, we do.'"

- Vincentian Community Service Day participant

"My understanding of my faith through Vincentianism is so much richer and greater than it was my freshman year, and I'm so grateful for that."

- VIA BIG 3 participant

Religious Diversity and Pastoral Care (RDPC)

The Religious Diversity and Pastoral Care team guides, supports and advocates for the many religious and spiritual communities at DePaul. It accomplishes this mission through nurturing the spiritual and faith development of individuals and communities, fostering interfaith and ecumenical dialogue and cooperation, inculcating Vincentian values throughout the university through the lens of diverse faith and world views, and providing and cultivating diverse pastoral presence and care throughout the university.

HIGHLIGHTS

- RDPC led successful pilots of Religious Pluralism Training focusing on Christian privilege, Islamophobia and antisemitism. The course will be launched in winter 2023 through DePaul's BUILD certificate program.
- The Sankofa Black Student Formation Program's annual Sip and Soothe and Body and Soul events drew the largest crowds to the Black Cultural Center in the 2021–2022 year. Thanks to partnerships with the coordinators of all the cultural centers, RDPC introduced more than 75 students to Sankofa and the cultural centers. An emphasis on reciprocity and mutually beneficial programming helped to maintain strong connections with these campus partners.
- Muslim Life weekly classes featured consistently high attendance each quarter, and 1,152 unique students participated in Muslim Life programs.
- Jewish Life support and weekly programs continued in the absence of a coordinator through the collaborative work of the RDPC director and Hillel, Chabad and AEPi. The national search for a new coordinator resulted in the hiring of an excellent new staff member.

"I appreciate all that Mission & Ministry has done to help provide safe spaces, many resources, and lots of support for all students of all backgrounds."

- RDPC graduating senior



"DMM does an amazing job
promoting community among
students in a way that I haven't
seen any other department or
division of the university pursue.
DMM has really made my college
experience and guided me through
a complicated period in both my life
and my faith journey."

- Graduating senior

"I have been moved by Sankofa's commitment to build an oral history on the activism of DePaul's Black alumni in the 1960's and 70's. Students from Sankofa have also enriched this oral history by working with archivists at the Richardson library... Thanks to Min. Jené for leading and guiding the work to document Black history at DePaul University."

- Dr. Julie Moody-Freeman, Director of the Center for Black Diaspora

Catholic Campus Ministry (CCM)

Mission: Grounded in Catholic Vincentian tradition and teachings, Catholic Campus Ministry accompanies students and strives to create an inclusive community of faith while empowering students to actively engage in the mission in an ecumenical, interfaith and intercultural spirit.

HIGHLIGHTS

- Experienced a 400% increase in participation in the CCM Latinx Ministry's weekly "Cafecito con Tepeyac" program, which averaged 25 highly engaged students. The Tepeyac Instagram page increased from 600 to 800 followers. The Latinx Retreat, Día de los Muertos program and SOMOS weeklong art festival also experienced an increase in participation.
- Educated CCM staff and students on global migration, an important Church issue, through partnering with the Center for World Catholicism and Intercultural Theology and Catholic Studies in their yearlong immigration series. This was also accomplished by interweaving cultural experiences into varied CCM programming.
- Incorporated Diversity, Equity and Inclusion and multi-faith training and experiences into student leadership formation.
- Highlighted sustainability and care for our earth through programs such as our CCM "Laudato Si" themed camping retreat, done in collaboration with Environmental Science.
- Through a redeployment of gift funds that were not spent due to the pandemic, CCM supported six Catholic Learning Community students taking part in a study abroad program in Rome.
- Piloted the winter quarter Catholic prayer leadership initiative and trained students through weekly mentoring, practice on scripture proclamation and interpretation, ritual prayer leader orientation and supportive presence and feedback. This program was successful and will continue next year.

"At my time in CCM, it has always been a place where I can go in and I am welcomed. Values such as teamwork, adaptability, and hospitality are embedded here. I also meet a lot of people with different backgrounds, allowing me to grow mentally and spiritually."

- Tepeyac participant and Liturgy Coordinator

"I have taken advantage of Spiritual Companionship within CCM through all four years of school. The CCM staff helped me to grow my Catholic, Vincentian identity, which is something I will carry with me for years to come."

- Graduating senior



Faculty and Staff Engagement (FASE)

Over the last year, the Faculty and Staff Engagement (FASE) Team concentrated efforts on purposeful community building, recognizing that with all the challenges the university faced in the COVID era, it is vital that we remain connected. The team has been intentional about offering opportunities for connection and relationship building. We continue to seek out and implement innovative and meaningful ways to connect as we reweave our community, forming stronger bonds for greater retention within a framework of a common purpose and mission.

HIGHLIGHTS

- Interdisciplinary engagement of 703+ faculty and staff from nearly every academic and non-academic area in the university, reinforcing that we are one community
- Provided both in-person and virtual participation options for most of our events, allowing more people to feel welcome, safe and participate across campuses
- Introducing the mission to every new employee through both New Employee Orientation sessions that onboarded 160 new members and through Living the Mission breakfasts
- Deepening mission engagement for faculty and staff through programs such as retreats, Sustaining the Mission, Vincentian Heritage Week events and Lunch with Vincent
- Our blossoming Mission Ambassador community that encourages a distributed leadership network for mission integration across the university has grown to 70 members.
- Creative collaboration with partners, such as the inaugural Vinny Games with the Ray Meyer Fitness and Recreation Center (50 participants), and the Burnout Workshops with Faculty Council and DePaul Health (with 141 participants)
- Individual outreach and pastoral care to provide support for our community as it grieves, heals and finds purpose, whether communally through the Gathering of Remembrance, or individually in one-on-one sessions



"I am deeply grateful for how this retreat created space for me to re-center. Thank you, thank you for the work and efforts and energy that goes into creating events like this. It means so much."

- comment about Day with Vincent

"The most impactful thing I have experienced in my short time at DePaul has been how welcoming and supportive the community is. This event just deepened that feeling for me and I would like to spread that on to students and others who join us at DePaul in the future."

- comment about Living the Mission program for incoming staff

Just DePaul

Just DePaul seeks to generate focus around mission-integration, collecting and disseminating information on Social and Environmental Justice (SEJ) focused initiatives, organizations and events throughout the university, and building connections for collaboration by facilitating network-weaving activities to foster student/faculty/staff SEJ-focused partnerships, fostering mission-integration reflection throughout the university and supporting resource channels for SEJ collaborations.

HIGHLIGHTS

- Just DePaul is a key partner of the <u>DePaul Migration Collaborative</u> (DMC), a collaboration between the Colleges of Law and Liberal Arts and Social Sciences, and provides significant staff support to the DMC through the associate director. AY 2022 DMC programs included "<u>The Inaugural Immigration Summit: Strategies for a Migrant Planet</u>" which brought together scholars, immigration advocates and students from the Chicago area and beyond to share research and insights on major recent developments and issues in immigration and human rights law and policy.
- Just DePaul supported the President's Sustainability Committee, a cross-institutional committee of faculty, staff and students, through assisting with the revision of an institutional plan, researching higher education exemplars, recruiting and managing an institution-wide sustainability coordinator and developing a proposal for an institutional Office of Sustainability.
- In partnership with the Steans Center for Community-Based Service Learning & Community Service Studies, Just DePaul has contributed to <u>Collaboratory</u>, a community engagement and public service mapping tool, that has cataloged over 606 activities since 2018.



"The work that we do is so profoundly important but it also carries on a lot of vicarious trauma ... so acknowledging that it takes a special kind of person, but it also requires a lot of investment to retain the healthiness of a person who works in these conditions ... and it's a frustrating place to be when your funding is cut, and you can't do regular salary increases, and you want to be more competitive. So, you have to think a bit more creatively on how to provide compensation rewards for employee engagement and appreciation, and just to acknowledge their value."

- DMC Inaugural Immigration Summit community organization focus group participant

"Clearly the answers to our immigration problems will require multi-disciplinary solutions. I love that DePaul is doing this difficult and necessary work."

DMC Inaugural Immigration
 Summit attendee

"I was inspired that so many dedicated and intelligent people are working to address the issue of the dispossessed."

- DMC Inaugural Immigration Summit attendee

Vincentian Studies Institute (VSI)

The mission of the Vincentian Studies Institute is to promote a living interest in the historical and spiritual heritage and contemporary experience of the Vincentian Family under the patronage of Saint Vincent de Paul (1581-1660) and Saint Louise de Marillac (1591-1660). The VSI supports collections, research, publications, presentations and other forms of scholarship that advance the study of Vincentian Heritage.

HIGHLIGHTS

- The VSI continues to produce "Vincentian Heritage," a peer-reviewed scholarly journal published bi-annually under the direction of the Vincentian Studies Institute. All back issues are available in DePaul University's digital repository "Via Sapientiæ."
- In 2021-2022, the VSI released two e-book editions of "Vincentian Heritage." Volume 36, Number 2, a special edition titled "2020 and Beyond: DePaul University's Community Responds to Crises," had more than 345 unique downloads of the edition's articles between March and June and furthers the Division of Mission and Ministry's project to re-envision the Vincentian mission given contemporary signs of the times.
- Through May of 2022, "Via Sapientiae," the online repository for VH's entire published catalog, recorded more than 31,148 unique PDF article downloads from 166 countries worldwide for the year. Over our entire history online, there have been 324,274 PDF downloads from 206 countries worldwide.
- Flora Derounian, PhD, lecturer at the University of Sussex, U.K., was awarded \$10,000 by the board for her project studying the labor of male and female Vincentian religious during the Catholic "crisis years" of aggiornamento and ressourcement following the Second Vatican Council. The project examines how and why the Church genders labor.



Scholarships and Financial Assistance

Mission and Ministry scholarship programs build leadership capacity for selected groups of mission-engaged undergraduate and graduate students to form the next generation of Vincentian and Catholic leaders in the Church and in the world.

The DePaul Leadership Scholarship (DeLS), Vincentian Service Scholarship (VSS) and Arthur J. Schmitt Scholarship programs involved 110 students who focused on acting as socially responsible leaders dedicated to justice. These students were mentored, engaged in Vincentian service and reflection, participated in common DMM student leader formation and more.

The Division of Mission and Ministry provided direct scholarships to 207 additional students:

Scholarship Program	Number of Students	Total Dollars
Center for Public Interest Law Summer Scholarship	2	\$ 10,000.00
Catholic Theological Union Scholarship	3	\$ 13,664.20
Marillac St. Vincent's Scholarship	2	\$ 14,350.00
Mission and Ministry Summer Scholarship	5	\$ 14,360.00
Monarch Scholarship	2	\$ 26,489.00
Catholic Learning Community Scholarship	12	\$ 31,440.00
DAX Program	12	\$ 31,440.00
Vincentian Dependent Scholarship	1	\$ 32,582.00
Vincentian Heritage Tour Scholarship	20	\$ 52,400.00
General Mission and Ministry Scholarship	4	\$ 70,731.00
Frederic Ozanam Scholarship	6	\$ 72,960.00
International Vincentian Scholarship	5	\$ 112,774.00
Vincentian Assistance Scholarship (one-time, short-term awards)	133	\$ 445,366.21
TOTALS	207	\$ 928,556.41

The Vincentian Assistance Fund (VAF) provides one-time, emergency assistance grants to currently employed or enrolled students, faculty and staff. In 2021-22, VAF assisted 34 individual students, two staff members and supported 10 refugee students.

Marketing Communications

The Division of Mission and Ministry uses multiple communication channels to reach its audiences to further the work of mission integration.

Social Media

The Division of Mission and Ministry maintains 15 social media accounts to keep our target audiences informed and engaged. Our numbers dropped from the previous year due to a return to an in-person environment rather than running programming and communications virtually. Below is an aggregate of data from 8/1/21 through 6/13/22:

	Facebook	Instagram	Twitter	LinkedIn	Total
Impressions	161,431	289,721	18,814	943	470,539
Engagements	7,630	10,376	381	28	18,415
Engagement Rate	4.7%	3.6%	2%	4.9%	3.9%
Published Posts	735	1,758	116	24	2633
Audience	4,600	3,382	2,083	32	10,097

DMM Blogs

The "Way of Wisdom" blog had 23,435 page views in AY 22. Catholic Campus Ministry's "Torch Project" blog had 58,270 page views over the past academic year.

YouTube Channel

Between the period of August 1, 2021, through June 21, 2022, the division gained 228 new subscribers for a total of 1,351 subscribers. In this period, videos received 39.8K views for 4.9K hours of watch time. These numbers are far fewer than the previous year as staff often chose to hold in-person programs rather than communicate via video.

Newsletters

In AY 22 FASE sent 75 newsletters to 28,986 individuals. These marketing efforts resulted in an open rate of 44% (23% above industry average) and a click rate of 8.4%, a full 5.4% above industry average.



Ombuds Office

In keeping with its Vincentian and Catholic identity, DePaul University seeks to ennoble the dignity and respect of every member of its community. It also expects the same from individual members of the community in their relations with each other. DePaul has chosen to situate the Ombudsperson (or Ombuds) office within the Division of Mission and Ministry to particularly stress the importance of the university's mission and values in influencing management decisions

The University Ombuds' Office provides a safe and confidential environment outside formal channels for faculty and staff to discuss issues, concerns and problems relating to the university that they deem to be inconsistent with DePaul's mission and values. The Ombuds identifies options and strategies for resolution rather than imposing a solution. The Ombuds had 387 visitors last year, 87% of whom were staff or faculty.

The Ombuds can be contacted via phone at (312) 362-8707.

2021-22 Selected Collaboration Partners + Staff Accomplishments

Selected Collaboration Partners

- MMATM added three new campus workshop partners: Egan Office for Urban Education & Community Partnerships, Academic Continuity & Engagement, and Sankofa Black Student Formation. They partnered with 20 other returning campus partners.
- DCSA partnered with 11 community partners this year offering both virtual and
 in-person weekly service engagement: Erie Neighborhood House (two programs), Marillac/
 St. Vincent Family Services (two programs), Deborah's Place, Heartland Alliance, L'arche
 Chicago, RefugeeOne, Rohingya Cultural Center, St. Joseph's Services at St. Angela's
 School, and Visitation Catholic School.
- DePaul actively participated in the Hillel/JUF Campus Climate Initiative.
- RDPC has expanded its involvement with the master's program in nursing.
- The Sankofa Black Student Formation Program closely partnered with DePaul's Black Cultural Center.
- DePaul DMM co-convened a Synodal gathering with Loyola, Dominican, Xavier, Lewis, St. Francis/Joliet, and Benedictine universities.

Selected Staff Accomplishments

- DCSA student Senior Teamer Jessica Nalupta was awarded the 2022 Exemplary Achievement Award through OSI's Excellence in Leadership.
- DMM supported the Chicago Quarter program with five of our staff instructing Discover courses, one Explore instructor and five serving as CQM staff professionals.
- DMM staff also served as AY 22 instructors of classes within: Religious Studies, Catholic Studies, the Peace, Justice and Conflict Studies Program, the School of Continuing and Professional Studies, Grace School of Applied Diplomacy, Jarvis College of Computing and Digital Media and the College of Law.
- Fr. Guillermo Campuzano, C.M., attended the opening of the Synod on Synodality at the Vatican in October as a representative of Religious Life of the Americas.
- Fr. Guillermo Campuzano, C.M., was chosen to serve as a member of the Provincial Council of the Congregation of the Mission, Western Province.
- Carolina Perez had an essay published in "Moving Boldly into the Future: Pope Francis, Young Adults, Ministry Leaders, and Bishops in Dialogue," ed. Paul Jarzenbowski with Mar Munoz-Visoso (Washington, DC: United States Conference of Catholic Bishops, 2022), 10-13.
- Abdul-Malik Ryan's published articles included "Stand Together: Violence is Every Faith Community's Business" in National Catholic Reporter (February 10, 2022) and "Eliminate Interest to Ease Student Debt Crisis," an Op-Ed distributed by Tribune News Service and published in more than ten publications across the country including The Progressive Magazine (March 10, 2022).
- Katie Sullivan presented at DePaul University's 2022 Chicago Quarter Best Practices Conference and presented on mission at Catholic High School Counselors Day at DePaul.
- Joyana Dvorak and students presented on mission integration at the "Association of Student Affairs at Catholic Colleges and Universities" conference.
- Joyana Dvorak received the Stephanie Quade Burke Scholar Alumni Award from Marquette University.
- Karl Nass and Joyana Dvorak completed the January-June 2022 non-ICF accreditation track of the Catholic Theological Union Cohort Two Ministerial Coaching program, supported by the Lilly Endowment Thriving Together grant.
- Karl Nass presented a reflection on DePaul's Catholic, Vincentian identity at the "50 Year Club" courtesy of DePaul's Alumni Relations Office.
- Gina Leal helped students present at the 2022 Service Speaks Conference and share their experiences in the <u>Service Speaks chapbook</u>.
- DMM, in conjunction with OMSS, secured a The Healing and Belonging Grant from Interfaith America (formerly Interfaith Youth Corps) that supported concentrated work with Asian students on campus.
- DMM staff delivered more than 25 invocations at campus events.



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