



# Office for Institutional Diversity

*Diversity and Inclusion: A Shared Responsibility and Accountability*

Newsletter

Summer 2023 Edition

## Welcome

Welcome to the Office for Institutional Diversity Newsletter.

In alignment with Boston College's mission and core values, the Office for Institutional Diversity (OID) advances a diverse working and learning environment that is welcoming and respectful at all levels. The OID's mission is further rooted in promoting an understanding of and appreciation for differences through programming, services, and educational initiatives that make us stronger and better together. The information shared in this newsletter includes but is not limited to the ongoing work that reflects shared responsibility and accountability for living out cura personalis, care of the individual and the person, inherent in our Jesuit, Catholic heritage. We are an institutional community that remains steadfast in our journey in diverse perspectives and sense of belonging shaping our humanity.

With gratitude,  
Patricia Lowe, Associate Vice President

## Diversity and Inclusion Summit Power of Community: Growing Our Capacity for Compassionate Belonging



*"I've been at this work, I realize this year, I started...in 1982, and have been in the work of creating campuses of inclusion since that time. And I really thought I was going to be finished by now, but I realized it didn't start with me, and it won't end with me. And so I do my part while I'm here to*

*leave it better than I found it. And that's what I invite you into as well. I believe you can, I hope you will"*

*---Rev. Dr. Jamie Washington, 2023 Summit*

*Pictured above:* Rev. Dr. Washington leading Summit attendees in the afternoon's Community of Practice discussion

The 8th annual **Diversity and Inclusion Summit** took place on May 24, 2023, in Gasson Hall, bringing over 240 faculty and staff for a full day of informative and engaging presentations, lectures, and speakers. Concurrent session topics included military-inclusive communities, effective race dialogues, utilization of the Intercultural Development Inventory (IDI), and more.

The Afternoon Panel, a highlight of the day, was moderated by William Murphy, Associate Vice President, Human Resources, and featured the perspectives of Corey Kelly, Associate Vice President / Dean of Students; Michael C. McCarthy, S.J., Dean, School of Theology and Ministry; Joy Moore, Vice President, Executive Director, Pine Manor Institute for Student Success. Panelists engaged in dialogue about what Boston College has done in the past and present, and looking ahead to how the University can do more to cultivate spaces of compassionate belonging and actions.

The day ended with a community of practice discussion conducted by returning keynote speaker, Reverend Dr. Jamie Washington, President & Founder of the Washington Consulting Group (WCG). Rev. Dr. Washington ended by giving attendees food for thought questions, encouraging people to reflect and take initiative to help Boston College move in the right direction.

**Please visit the program's [website](#) to view 2023 Summit recordings, and to read more information on past summits.**

**Save the Date**

**May 22, 2024**

**9th Diversity & Inclusion Summit**

**Stay tuned for more information!**



## Highlighting the Affinity Groups

Boston College is pleased to welcome our newest affinity group, the **Jewish Faculty and Staff (J-FAST) Affinity Group**, which provides opportunities for all campus community members to bring awareness about Judaism, Jewish holidays, and cultural traditions, engage in open dialogue, and discuss current events.

Additional affinity groups at Boston College include **ABLED@BC (Awareness Benefiting Leadership and Employees about Disabilities)**, **APIE (Asian/Pacific Islander Employees)**, **BFSAA (Black Faculty, Staff, and Administrators Association)**, **LGBT@BC**, **L@BC (Latino/as at Boston College)**, **MEEA (Middle-Eastern Employees and Allies)**, **SAS (Staff Advisory Senate)**, **VETS@BC (Veterans Affinity Group)**, and **Women's Collab (Women's Collaborative)**.

All members of the campus community are welcome and invited to sign up for the [welcome luncheon](#) to get to know the groups and other employees at Boston College. If interested in participating as a member or sitting on a steering committee, please contact the chairs listed on the groups' website.

**Save the Date: September 13 2023**

**Community Building Welcome Luncheon**

**[RSVP LINK](#)**

**12:00 pm - 1:00 pm, Gasson 100**


## Cultural Competence Engagement Modules (CCEM) Fall Registration

The OID invites you to participate in the **Cultural Competence Engagement Modules (CCEM)**. The CCEM will allow participants to acquire the knowledge, language, behavioral and cultural skills needed to navigate within a diverse and inclusive community. CCEM is offered as a six (6) part program and incorporates the Intercultural Development Inventory (IDI) tool that assesses how one experiences difference. The use of the IDI, the Intercultural Development Plan (IDP) and the CCEM curriculum provides participants with the support and challenge needed to increase their level of cultural competence.

**The deadline to apply is August 28. Click the button below to fill out the application form.**

### [CCEM Fall 2023 Application Form](#)

## Equip Inclusive Training - Coming this Fall



After hosting a successful initial pilot in the spring of 2023, the OID is pleased to announce

plans for a continuation of the program using the platform **Equip Inclusive**, a scalable 3-part hybrid learning program utilizing frameworks, knowledge, and practical application to help administrators, staff, and faculty expand, grow and excel their skills and competencies. If you are interested in being a participant in the fall semester, please email Patricia Lowe at [patricia.lowe@bc.edu](mailto:patricia.lowe@bc.edu)

## Eyes to See (Sessions I and II)

The **Eyes to See: An Anti-Racism Examen**, designed by the Association of Jesuit Colleges and Universities (AJCU), wrapped up another successful year. Participants from all different departments and offices came together to partake in guided conversations, strategic collaborations, and reflective practices to strengthen an antiracist working and learning environment at Boston College.

**For the fall semester, Eyes to See will be held on November 14, 2023 @ 3:00-4:30 p.m., and December 5, 2023 @ 3:00-4:30 p.m.** If your department or team is interested or would like more information, please contact Burt Howell ([burton.howell@bc.edu](mailto:burton.howell@bc.edu)) or Patricia Lowe ([patricia.lowe@bc.edu](mailto:patricia.lowe@bc.edu)) with any questions.

## University Affiliates Program

Established in 1999, the **Affiliates Program empowers** Black, Latinx, Asian, Middle Eastern, and Native American professional staff and faculty to enrich their professional skills and build connections with colleagues through professional development and mentorship opportunities, gaining a heightened sense of strategic issues and opportunities affecting Boston College as a Jesuit, Catholic university.

Click the button below to view the University Affiliates website and learn more about the program and application process. All application materials and questions can be sent to OID Associate Director, Jabril Robinson at [jabril.robinson@bc.edu](mailto:jabril.robinson@bc.edu)

[Learn more about the University Affiliates Program](#)

## The Institute for the Study of Race & Culture



**The Institute for the Study of Race and Culture (ISRC)**, led by Dr. Alex Pieterse, Associate Professor of Counseling

Psychology, builds on the work of Dr. Janet Helms, who founded the Institute for the Study and Promotion of Race and Culture at Boston College in 2000. The work of the Institute revolves around the undoing and disruption of racism through the production of scholarship and programmatic offerings designed to disseminate information associated with race-related research, practice, and policy. Additionally, the ISRC provides mentorship for students and early career researchers whose work is focused on understanding the ongoing impact of race and racism, and the establishment of strategies for disruption and resistance. Click the button below to browse the ISRC's website, learn more about the Institute's programs, celebrations, and upcoming events.

[Learn more about the Institute for the Study of Race and Culture](#)

## Welcoming New Faculty

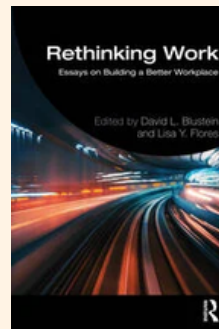


**Boston College will welcome 51 new faculty members for the '23-24 academic year**, including a Nobel Laureate, a new director of the African and African Diaspora Studies program, and four additional faculty in the two-year-old Engineering Department.

This year's cohort of new full-time, non-visiting faculty represents another significant milestone, according to University administrators: 33 of the 51 are women, the highest such percentage (65) of new hires in BC history. More than a quarter of the new full-time, non-visiting faculty members—27 percent—are AHANA, they noted. Click the [link](#) here to read the full Boston College Chronicle article and learn more about this great diverse group of new community members!

### [New Faculty - Boston College Chronicle](#)

## Recommended Reading



*Rethinking Work: Essays on Building a Better Workplace* (available on [Routledge](#)), co-edited by Boston College Lynch School of Education and Human Development Professor David Blustein and Lisa Y. Flores (University of Missouri), is a collection of essays by thought-leaders, scholars, activists, psychologists, and social scientists who imagine new workplace structures and policies that promote decent and fair work for all members of society, especially those who are most vulnerable. This book

will be of interest to activists, policy makers, management and leaders, scholars, professionals, students, and general readers interested work-based reform efforts and social change. Contributors include Lynch School faculty members Belle Liang and Betty S. Lai and doctoral student Brenna Lincoln.

## Upcoming Events

### What The Constitution Means to Us: A Celebration of Constitution & Citizenship Day



This event, co-sponsored by the Clough Center for the Study of Constitutional Democracy and Schiller Institute for Integrated Science and Society, will take place on Thursday, September 14 @ 4:00 p.m., open to the public. More details to follow on [events.bc.edu](https://events.bc.edu)

At a moment when many perceive democracy itself to be an endangered idea at home and abroad, this event will offer BC students and faculty from across schools and disciplines an opportunity to reflect on the personal meaning of our country's founding document for them. Non-US nationals may choose to reflect on the US or another country's founding document as well. We recognize, and celebrate, that the Constitution means many things to many people today, just as it always has. That's why we want to hear what it means to you. We are excited to create a forum for showcasing the diversity of experiences, insights, and opinions within our own BC community. Click the [link](#) for more details on the event, including how to submit personal reflections to the Clough Center and Schiller Institute.

### Jane Jacobs Lecture: Logan Herring, The WRK Group



This event, co-sponsored by the Winston Center for Leadership Ethics and the Joseph E. Corcoran Center for Real Estate and Urban Action, will take place at Gasson 100 on Wednesday, September 20 @ 6:00 p.m., open to the public. Logan Herring is the CEO of The WRK Group

(The Warehouse, REACH Riverside, and Kingswood Community Center). Raised in Wilmington's West Center City neighborhood, Logan knows that other people helped guide him to success, and his goal is to pay it forward. Logan started his work in the Riverside neighborhood of Wilmington in 2016 as the Executive Director for Kingswood Community Center (KCC), which serves the young and old alike, including an early learning academy, before and aftercare, and a senior center. REACH Riverside (Redevelopment Education and Community Health), is a non-profit community development corporation created to lead the \$600 million revitalization of the Riverside neighborhood under the nationally acclaimed and Warren Buffett-funded Purpose Built Communities model to include 700 units of mixed-income housing and a new state of the art KCC; REACH has been officially named as the nineteenth of twenty-eight network affiliates of Purpose Built Communities.

### Linda Villarosa: Under the Skin: The Hidden Toll of Racism on American Lives and on the Health of Our Nation



This event, co-sponsored by the Park Street Corporation Speaker Series and Lowell Humanities Series, will take place at Gasson Hall on Wednesday, October 18 @ 7:00 p.m., open to the public.

Journalist Linda Villarosa is a contributing writer for The New York Times Magazine,

where she covers race, inequality, and public health. A former executive editor of Essence Magazine, she is the author of the book *Under the Skin: The Hidden Toll of Racism on American Lives and on the Health of Our Nation*.

*Under the Skin* is a landmark book that tells the full story of racial health disparities in America by revealing the toll racism takes on individuals and public health...A member of the Association of LGBTQ Journalists (NLGJA) Hall of Fame, Villarosa has been recognized with numerous awards from organizations including The American Medical Writers' Association, the Arthur Ashe Institute, Lincoln University, the New York Association of Black Journalists, the National Women's Political Caucus, and the Callen-Lorde Community Health Center.

### Biennial Diversity Challenge Graduate Student Conference, Race and Racism in Psychological Science: Considerations for Emerging Scholars



Hosted by the Institute for the Study of Race and Culture (ISRC), this event will be free and held virtually on November 11, 2023.

The conference will focus on the presentation of student research and

participation in mentoring sessions with leading scholars in the field. The Diversity Challenge's Keynote Address will be delivered by Dr. Brian TaeHyuk Keum (he/him) from 9:30am-10:45am EST. Dr. Keum will share his personal growth and development as a scholar, including what drew him to study race and racism and some of his critical research findings. **Registration and the Call for Proposals will open in August, 2023, and must be submitted to [isrclehd@bc.edu](mailto:isrclehd@bc.edu) no later than SEPTEMBER 12, 2023.** Click the [link](#) here to learn more and register.

Visit the OID website at [www.bc.edu/diversity](http://www.bc.edu/diversity) to see more on what we offer, community events, and to engage in online resources.

Email us [diversity@bc.edu](mailto:diversity@bc.edu) or visit our office:

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