



# Office for Institutional Diversity

*Diversity and Inclusion: A Shared Responsibility*

Newsletter

Winter 2022 Edition

## Welcome

The Office for Institutional Diversity (OID) extends a warm welcome as we begin 2022 with a renewed sense of commitment to the work of diversity, equity, inclusion and belonging. As I reflect on the past year, I am reminded of many important aspects of creating an equitable and inclusive campus community which centers on individual, collective and institutional courage and fortitude to stay the course during the most difficult times.

As we forge ahead, filled with hope, grace and humility, I challenge each of you to take special notice and reflect on everyday actions building inclusion and belonging in your workspace and our campus community. Consider what you might continue to do or perhaps do differently, as we foster to advance inclusive excellence.

The OID invites you to partake in ongoing workshops designed to support and build participants skills, mindsets, and behaviors for courageous conversations. Each of these opportunities and others centers on creating learning and actions that cultivate a culture of inclusion and belonging at Boston College. Consider attending the D & I Summit with new members of your work team.

Warm regards,  
Patricia Lowe, Associate Vice President

### Save the Date

7th Diversity & Inclusion Summit,

May 25, 2022. More info @ [bc.edu/diversity](http://bc.edu/diversity)



## Diversity and Inclusion Summit: Cultivating a Culture of Inclusion and Belonging

**The 2022 Diversity and Inclusion Summit: Cultivating a Culture of Inclusion and Belonging, will be held on May 25, 2022.**

In the spirit of St Ignatius, inclusion is measured by the action while belonging is the desired outcome. Boston College's mission of building inclusive relationships across differences provides formative opportunities to enhance the quality of human interaction.

Cultivating a sense of belonging as a catalyst for change strengthens hope, optimism, and resilience. As worldwide challenges continue to emerge and impact our campus community, it is vital for each of us to experience a sense of belonging within our common home.

The summit programs will equip you with the knowledge and skill sets necessary for cultivating a culture of inclusion and belonging, moving us toward inclusive excellence.

For more information on past summits and recordings and upcoming registration details, please visit the program's [website](#).

## MLK Unity Breakfast

**This event, hosted by the Black Faculty, Staff and Administrators Association (BFSAA), will take place in February by registration.**

In celebration of Dr. Martin Luther King, Jr.'s birthday, the Black Faculty, Staff, and Administrators Association at Boston College hosts this Annual Unity Breakfast.

**Stay tuned for more information on how to register.**

## Cultural Competence Engagement Modules (CEM)

Diversity and Inclusion is a shared responsibility. How can you play a meaningful part when it comes to advancing and sustaining a culture that is welcoming, respectful, and fosters engaging dialogue?

We welcome you to join the Cultural Competence Engagement Modules (CEM), a six-session course that can help you acquire the knowledge, language, behavioral and cultural skills necessary to effectively navigate within an increasingly diverse and inclusive community. Please see OID's website for details, and register for Spring 2022 using this [form](#).



Pictured above: Our amazing Fall 2021 cohort!

## Intercultural Development Inventory (IDI)

In supporting our advancement towards inclusive excellence, the Intercultural Development Inventory (IDI) is one of many skill building tools, providing practical, in-depth information (including individual and group profile reports), detailing how an individual/group engages

cultural difference in their day-to-day interactions with others. HR/OID is proud to have over 30, and growing, Qualified Administrators (QAs) across campus, certified to provide debriefs to anyone who has taken the IDI. The valuable work of the QAs builds upon the intercultural competence supporting diversity, equity, inclusion, and belonging at Boston College. If interested in learning more about the IDI, please email Patricia Lowe ([patricia.lowe@bc.edu](mailto:patricia.lowe@bc.edu))

## Eyes to See: Anti-Racism Examen

This past December, the Eyes to See: Anti-Racism Examen wrapped up its second session. This program was designed by the Association of Jesuit Colleges and Universities (AJCU) in collaboration with colleagues across member institutions, focusing on matters of race and racism that are specific to us and our institution. Participants had the opportunity to engage in guided conversations and strategic collaborations that build reflective practices, helping participants to make choices and act in ways that strengthen our commitment to an antiracist working and learning environment at Boston College.

Faculty and staff at BC from a variety of different departments, units and schools participated in the fall semester's Examen. This great group of individuals spent the sessions learning and growing together as part of a larger effort to build a culture of inclusion and belonging.

If your department or team is interested in this program or would like more information, please contact Burt Howell ([howellbu@bc.edu](mailto:howellbu@bc.edu)) or Patricia Lowe ([patricia.lowe@bc.edu](mailto:patricia.lowe@bc.edu)) with any questions.

## Affinity Groups



The 2021 Affinity Groups Welcome Luncheon took place this past October, and was a successful kickoff event that saw employees from all groups gathering together in-person for the first time since the pandemic. Spokespersons from each group had the

chance to speak on behalf of their group and talk about what they've accomplished and any upcoming events/highlights. The theme was "Fusion of Food," and attendees were able to discuss in small groups about the connection between identities/selves and food. A great time was had by all! Boston College Affinity Groups are volunteer, employee-managed groups that promote the interests of their respective constituencies. Affinity Groups bring together individuals with common interests to facilitate efforts that promote education and awareness while helping to advance and sustain a campus culture and climate that welcomes diversity and inclusiveness. All members of the BC community are welcomed! If you have not already done so we encourage you to visit the websites or connect with members of the Affinity Groups to learn more about ways that we can all do our part in advancing and sustaining a campus culture of inclusive excellence.

## Upcoming Events

### Kelly Brown Douglas: Resurrection Hope in a Time of Crucifying Black Death



This event, cosponsored by the Theology Department and PULSE Program, will take place at Gasson Hall 100 on Wednesday, February 2, @ 7:00 pm, free and open to the public.

The Very Reverend Dr. Kelly Brown Douglas will give a lecture over her latest book, *Resurrection Hope: A Future Where Black Lives Matter*,

followed by an audience Q&A. Of *Resurrection Hope*, Cokesbury writes: "How do we really know that God cares when Black people are still getting killed? How long do we have to wait for the justice of God? I get it, that Christ is Black, but that doesn't seem to be helping us right now." These questions from her son prompted theologian Kelly Brown Douglas to undertake this soul-searching reflection. In exploring the message of Confederate monuments and the 'Make America Great Again' slogan, she examines the failures of even 'good white Christians' and struggles with the hope that 'Black Lives Matter,' before reaching deep into her own experience and the faith of Black folks to find her way back to *Resurrection Hope*."

### Claudia Rankine: Citizen: An American Lyric



This event, co-sponsored by the American Studies Program, the African and African Diaspora Studies Program, English, History, and Sociology Department, the PULSE Program, and with the support of an Institute for the Liberal Arts Major Grant Award, will take place at Gasson Hall 100 on Wednesday, March 2, @ 7:00 pm, free and open to the public.

Claudia Rankine will give a reading from *Citizen*, followed by an audience Q&A. In *Citizen*, Rankine recounts "mounting racial aggressions in ongoing encounters in twenty-first-century daily life and in the media. Some of these encounters are slights, seemingly slips of the tongue, and some are intentional offensives in the classroom, at the supermarket, at home, on the tennis court with Serena Williams and the soccer field with Zinedine Zidane, online, on TV—everywhere, all the time...In essay, image, and poetry, *Citizen* interrogates the individual and collective effects of racism in our contemporary, often named "post-race" society."

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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