



**BOSTON COLLEGE**

OFFICE FOR INSTITUTIONAL DIVERSITY

**NEWSLETTER**

**WINTER 2020 EDITION**

## **Foreword**

Welcome to the Winter 2020 edition of the Office for Institution Diversity (OID) newsletter! We invite you to contact our office and share your unique efforts in supporting Boston College's mission to advance inclusive excellence.

We ask for your support as we reimagine innovative ways to continue building and maintaining relationships across campus by increasing and advocating for social justice and inclusive campus community. COVID-19 pandemic, racial, and social justice movements call for us to advance and foster a diverse, equitable, and inclusive environment that is resilient in its stance for solidarity. During the most challenging and difficult times, we remain a Boston College community that is better and stronger together.

We invite you to take advantage of the information provided in the newsletter serving to promote and sustain a culture of civility and respect where diverse viewpoints and experiences are welcome and respected. I invite you to stand strong together not despite, but rather because of the many different lived experiences that we each bring to our workplace and classroom as we care and support one another in the new year.

Patricia Lowe, J.D., CDE

Executive Director

**Save the Date: May 26<sup>th</sup>, 2021**

**Annual Diversity and Inclusion Summit: *Catalysts for Change***

**The OID's Eight Guidelines for COVID-19**

One of the core values at Boston College is inclusiveness – valuing each unique member of the campus and greater communities. The Office for institutional Diversity offers [eight guidelines](#) toward making the challenges of COVID-19 pandemic easier for everyone:

1. Physically distance, yet socially connect.
2. Be an ally or "upstander" and invite others to join you.
3. Call it by its name.
4. Affirm others.
5. Share financially.
6. Be kind and patient with one another.
7. Set a personal goal.
8. Take care of yourself.

**Woods College launches new programs in Diversity, Equity, and Inclusion**

The Woods College of Advancing Studies now offers a 4 course, online certificate in Diversity, Equity, and Inclusion (DEI). The certificate aims to offer courses that help organizational managers, directors, and leaders prepare themselves and their offices for enduring, long-term solutions that advance equity for all. With the new DEI Specialization/Certificate, students will develop the knowledge and skills needed to lead inclusive teams that strategically impact organizational culture. Now accepting applications for January 2021, please visit the program [webpage](#).

## **BC Dining Keeps FRESH Equitable**

Fairly Treaded, Regional, Equitable, Sustainable, and Healthy makes **FRESH!** BC Dining defines equity in food production as the centering of underrepresented communities, cultures, and workers in the food supply chain, with the goal of promoting fair treatment for all those involved. In 2019, \$2.2 million of the BC dining food budget supported producers who contribute to social justice in the food system, such as minority-, BIPOC, and women-owned operations. To learn more about BC Dining initiatives such as Food Rescue, Global Eats, and the Supported Employment Program (SEP), visit the BC Dining Programs [webpage](#).

## **OID Programs**

Throughout the year, the OID hosts several programs and educational initiatives that connect members of the community and topics related to diversity, equity, and inclusion. During the fall semester, the OID hosted:

### **Living Out the Jesuit Mission: Diverse Perspectives Series**

To close out programming for the fall semester, the OID hosted a Living Out the Jesuit Mission: Diverse Perspective Series event. Approximately, 100 members of the faculty and staff joined the discussion Addressing Racism: A Jesuit Pedagogical Approach with Fr. Alejandro Olayo-Mendez, SJ. The program provided participants with an opportunity to learn how racism can be addressed within a Jesuit framework. Fr. Alejandro also shared tools available to address racism, in our work at Boston College, as well as on a personal level. If you would like to watch the recording of this event, please visit our [website](#).

## **Reflections and Dialogue**

During the fall semester, the OID offered three programs with a focus on engaging in difficult dialogues with civility. The first discussion, which took place in September, highlighted the tools needed to engage in difficult conversations. October, the discussion focused on engaging in civil discourse about the 2020 election. November, the OID held a post-election discussion to share how we can move forward as a community. All discussions were well attended by members of the faculty and staff.

Prior to the start of the fall semester, the OID sponsored four Reflection and Dialogue Series events. The first conversation, Courageous Conversations Towards Racial Justice took place on June 4th. Over 250 members of the faculty and staff participated in this important discussion about the deaths of unarmed Black women and men by members of law enforcement and/or civilians. In August, OID hosted three discussions, with over 100 members of the faculty and staff discussing their feelings about physically returning to work during the pandemic.

### **Also, the OID offered**

- Cultural Competence Engagement Modules (CCEM) program, in which over 30 members of the faculty and staff completed
- Living Mindfully Working Wholeheartedly (LMWW) program, supporting emotional intelligence, diversity, and inclusion growth mindset framed with Ignatian Pedagogy.
- Launched the 21st cycle of the University Affiliates Program

### **Affinity Groups**

The OID host affinity groups annual welcome “Luncheon” on October 8<sup>th</sup>. The event was held virtually on Zoom. Over 60 participants reflecting the intersectionalities of the affinity groups discussed how to foster community-building. To learn more about our nine affinity groups, please visit the [website](#).

The Affinity Group, BFSAA will host the virtual unity breakfast in celebration of Dr. Martin Luther King, Jr.'s birthday on Thursday, January 21<sup>st</sup>, 2021, 10am -11am. Please save the date and the registration link will be available in January, 2021.

### **CTE Supports BC Blended and Remote Teaching**

The Center for Teaching Excellence (CTE) will continue to provide resources and support for instructors and students as they navigate blended and remote classroom settings during the Spring 2020 semester. Please visit their [website](#) for blended instruction checklist, remote instruction checklist, remote workshops, virtual drop-ins, and individual consultations throughout the year.

### **Learn more about the Office for Institutional Diversity**

Visit our website at [www.bc.edu/diversity](http://www.bc.edu/diversity) to learn more about our offerings, other events in the community, and the resources available online and at Boston College.

You can reach us via email at [diveristy@bc.edu](mailto:diveristy@bc.edu).

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**DIVERSITY AND INCLUSION: A SHARED RESPONSIBILITY**

**BOSTON COLLEGE**

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