



Office for Institutional Diversity

Boston College

Celebrating 45 Years

Spring 2017 Edition

Welcome

We welcome you to the spring edition of the Office for Institutional Diversity (OID) newsletter! Our goal for this and future editions is to continue enhancing awareness about diversity and inclusion initiatives at Boston College. The next edition will be Fall 2017.

About OID

Among our responsibilities, the OID offers diversity education programming throughout the year designed to provide opportunities for open dialogue, self-reflection, and cross-cultural communication.

The 2017 Diversity and Inclusion Summit: Learn, Reflect, Engage

The OID is hosting its second annual Diversity and Inclusion Summit on May 24, 2017. This year's theme, *Learn, Reflect, Engage*, will explore promising practices that contribute to BC's commitment to enhancing a diverse, welcoming, and inclusive community that respects all and fosters dialogue within our Catholic and Jesuit tradition.

DARYL G. SMITH, Ph.D. will serve as the keynote



speaker. Her research, teaching, and publications focus on areas of organizational implications of diversity, assessment and evaluation, leadership and change, governance, diversity in STEM fields, and faculty diversity. We are excited for Dr. Smith's participation in the

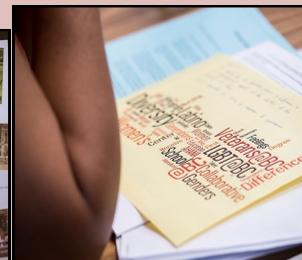
2017 Summit and look forward to the many other opportunities to engage in discussion at the Summit through panel discussions and educational sessions.

Please visit the [2017 Diversity and Inclusion Summit page on our website for more information:](http://www.bc.edu/offices/diversity/diversityresources/2017summit.html)

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Looking Back: 2016 Summit

The 2016 Summit, *Building and Leveraging Partnerships Across Campus*, focused on building awareness about diversity and inclusion programs and initiatives at Boston College while leveraging partnerships across campus.



"We should seek to be a beacon providing light and inspiration; a bridge connecting people, traditions, and beliefs; and crossroads where individuals and ideas meet and lives are transformed."
- William P. Leahy, S.J.



Living Out the Jesuit Mission: Diverse Perspectives Series

Having a shared understanding of the relationship between diversity, inclusion, and the Ignatian Tradition enables us to listen and be listened to, be welcoming and feel welcomed, and to embrace our work and the work of others. To that end, Campus Ministry and the OID have partnered to re-introduce the Diversity and Ignatian Tradition initiative, via the program *Living Out the Jesuit Mission: Diverse Perspective Series*. The next program session is scheduled for April 11th and will discuss ways in which we can use Jesuit practices of discernment and commitment to address the impacts of injustice. Please visit our website for more information.

Cultural Competence Engagement Modules (CCEM) - Grounded in the cultural competence framework, the CCEM enables participants to acquire the knowledge, language, and behavioral and cultural skills needed to navigate and help build a diverse and inclusive community. Those skills include, but are not limited to, cross cultural communication, managing difficult conversations, and addressing the needs of the various members of our community. In addition, participants will be able to assist in the University's efforts to build a more inclusive environment. CCEM is currently offered as a 6 part program and incorporates the Intercultural Development Inventory (IDI) tool to assess participants' ability to adapt to diverse cultures.



Did you know?

- The term "AHANA" was coined in 1979 when two BC alumni wanted to use a more inclusive term to refer to people of African, Hispanic, Asian, and Native American descent. Read more at <http://www.bc.edu/offices/ahana/about/history/def.html>

Follow us on Social Media:

Facebook: www.facebook.com/BCDiversity/
Twitter: @BC_Diversity

Diversity at BC

This spring, there are a number of events hosted at BC and in the community related to diversity and inclusion as well as months dedicated to celebrating specific heritages. These heritage months contain series of events related to the achievements and history of the group celebrated. Other events of interest:

- March is Women's History Month
- April is Asian Pacific American Heritage Month (APHAM)

The 25th Awarding of the Romero Scholarship: On March 25th, the 25th Annual Archbishop Oscar A. Romero Scholarship Award Ceremony will celebrate students and their achievements. For details, visit <http://www.bc.edu/offices/romero/events.html>

Reimagining Refugee Law: On March 29th, the Clough Center will be hosting Alex Aleinikoff, from Columbia Law School and former United Nations Deputy High Commissioner for Refugees in Geneva. Visit http://events.bc.edu/event/reimagining_refugee_law#.WLB-Wz_krKUK

The Military, Veterans, and Higher Education: On April 12th, Michael Lorenz, Associate Director for Selection in the Development and Formation Office of Residential Life, will discuss issues related to being military-connected. See event at http://events.bc.edu/event/the_military_veterans_and_higher_education#.WLB7NPkrKUK

Toward A Culture of University Ethics: This multi-day conference from April 5th to 7th features scholars and educators discussing ethical issues in higher education. Read more at http://events.bc.edu/event/toward_a_culture_of_university_ethics#.WNkpPvkrKUK

How to learn more about OID

Visit our website at www.bc.edu/offices/diversity to see more on our programs, affiliates, and other events in the community and to learn more about resources online and in our BC community. We also provide information on the University's discrimination and harassment policies and compliance.

Use the Diversity and Inclusion filter on the Boston College Events Calendar at events.bc.edu or visit the OID website at <http://www.bc.edu/offices/diversity/calendar-of-events.html> to stay updated on diversity related events on campus.

We invite you to reach out to us:

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Diversity and Inclusion are Everyone's Responsibility.

- Celebrating 45 years of OID -

In September 1971, Boston College created an Office of Affirmative Action to develop a plan to provide equal opportunity in both employment and education. In 1985, the Office of Affirmative Action aligned with the Office of Human Resources and its role expanded to encompass advocacy for policy change in addition to issues of hiring. The Office for Institutional Diversity, or OID, assumed the roles of the Office of Affirmative Action in the spring of 2004 and has since furthered our mission to advance diversity and inclusion at Boston College. [Visit the OID website for more information about our history.](#)