



## THE INSTITUTE FOR THE STUDY AND PROMOTION OF RACE AND CULTURE

# CALL FOR PROPOSALS

The 11<sup>th</sup> Annual Diversity Challenge

## *Intersections of Race or Ethnic Culture with Gender or Sexual Orientation*

Sponsored by the Institute for the Study and Promotion of Race and Culture  
Boston College

OCTOBER 28-29, 2011

Proposal Submission Deadline: [April 15, 2011](#)

The Institute for the Study and Promotion of Race and Culture at Boston College invites you to join us for the Institute's eleventh annual national conference in the suburbs of Boston, a city known for its struggles and efforts to address issues of racial and ethnic cultural diversity in U.S. society. The Institute was founded in 2000 at Boston College, under the direction of Dr. Janet E. Helms, to promote the assets and address the societal conflicts associated with race and culture in theory and research, mental health practice, education, business, and society at large. The Institute solicits, designs, and distributes effective interventions with a proactive, practical focus. Each year the Institute addresses a racial or cultural issue that could benefit from a pragmatic, scholarly, or grassroots focus through its Diversity Challenge conference.

The theme of Diversity Challenge 2011 is Intersections of Race or Ethnic Culture with Gender or Sexual Orientation.

### Areas of Emphasis:

- Abuse
- Discrimination
- Mental Health
- Eating and Substance Abuse
- Multiple Identities
- Domestic Violence
- Achievement
- Law and Social Policy
- Hate Crimes
- Trauma
- Racism
- Spirituality

# Conference Focus

## Intersections of Race or Ethnic Culture with Gender or Sexual Orientation

In society, mental health, education, and social policy, the categories of race, ethnic culture, gender, and sexual orientation are often treated as if only one of these aspects of personhood can be salient at a time. Yet within each of these social constructions or ways of perceiving people, some people experience advantaged social status, whereas others experience disadvantaged status. For examples, within the broad category of race, White people enjoy social advantages relative to people of Color; within the gender category, women's social status is less than the status of men and perhaps transgendered people experience disadvantage relative to both; with respect to sexual orientation, heterosexuals experience more advantaged status relative to gays and lesbians. Yet not much is known about whether perceived membership in a single category or combinations of categories varying in social status most affect the ways in which people are treated or socialized, nor is it known whether different psychological and behavioral outcomes develop as a result of single or multiple-group socialization life experiences.

In the social and behavioral sciences, combinations of such socially defined categories are called, "intersecting social identities." When social identities imply psychological or behavioral outcomes at the individual level, they may be called "intersecting psychosocial identities." In an attempt to address questions about the psychological, emotional, and behavioral consequences of intersecting social and psychosocial identities, this year's Diversity Challenge focuses on the ways in which positive and negative socialization experiences associated with race and/or ethnic culture combined with gender and/or sexual orientation shape people's mental health, education, and employment experiences from the perspectives of practitioners/activists, educators, researchers, and policy makers.

It is possible that intersecting identities benefit individuals and society. Yet researchers, practitioners, and policy makers have tended to function as if only single aspects of identity are salient. Thus, the benefits and challenges of claiming intersecting psychosocial identities have been largely unexplored. Some unexamined questions include (a) is one type of identity more salient for individuals or do they conceptualize themselves in terms of intersecting identities, (b) how does claiming more than one aspect of identity affect psychological characteristics such as self-esteem, resilience, and gender-role conformity, and (c) does social context determine which identities are salient?

Conceptualizations of identity as exclusively, race, ethnic culture, gender, or sexual orientation, have resulted in a focus on discrimination or bias in research and practice. Racism and racial bias remain significant concerns in every domain of society. Reducing disparities in health and mental health, education, and employment among People of Color and their White counterparts has become an increasingly visible focus in each of these domains of society. But would such disparities be more readily addressed if interventions were focused on the needs of people as defined by intersecting identities rather than just their race or ethnic classification?

For women and girls relative to men and boys, significant disparities still exist in education and employment opportunities and experiences, in spite of historical efforts to reduce inequities. Sexism, domestic violence, sexual assault, and poverty remain significant indicators of girls and women's disadvantaged status. On the other hand, boys and men experience significant health risks, high mortality rates, and significant levels of poverty as well as economic advantage. Many such social issues have not been examined from the perspectives of traditionally defined gender groups and other types of psychosocial identities. Are the experiences of women and men and girls and boys, who are perceived as belonging to specific racial or ethnic groups, the same? As the definition of gender is broadened to be more inclusive, it becomes increasingly important to conceptualize gender and other identities more complexly.

Awareness of victimization and abuse of sexual minorities has greatly increased. Due to recent attention to bullying in schools, adoption and partner rights, workplace harassment, and the recent repeal of "Don't Ask, Don't Tell," there have been increasing efforts to eliminate disparities and promote equality in economic, political, and social arenas and improve individuals' quality of life. For example, lesbian, gay, bisexual, and transgender (LGBT) individuals are at great risk of being targets of violent behavior which, in turn, may compromise their academic, social, and mental health and well being. Are the risks different according to race or ethnic culture or gender? Thus, there is a need to understand how sexual and gender identities interact with other domains at both person and environmental levels.

Despite advocacy efforts toward decreasing disparities and promoting social justice, societal and government institutions have not acknowledged the mental and emotional strengths of marginalized populations, whose intersecting social identities may accord them different levels of power in society. Nor have they examined the benefits or psychological consequences of multiply advantaged intersecting identities. Although recognizing the existing social inequalities of marginalized and oppressed groups has provided useful perspectives, such frameworks negate the intersection of diverse identities and make intersections of advantaged status identities virtually invisible. Thus, lower status identity groups have become "the problem" in need of resolution.

## Suggestions for Proposals

We invite proposals from any disciplines that seek to address intersecting identities from multiple frameworks. Practitioners, educators, and researchers are invited to pose questions or describe interventions that bring together intersecting social or psychosocial identities in challenging ways or to address questions of identity that merit greater attention in some domain of society. Proposals should address race or ethnic culture and at least some aspect of one of the other psychosocial identities, gender and sexual orientation, that are the theme of this year's Diversity Challenge. Our goal is to engage participants in broadening the dialogue about intersecting social and psychosocial identities in ways that matter to individuals and society.

Presentations should emphasize the consequences to the individual or society of intersecting racial and cultural social or psychosocial identities *and* either gender or sexual orientation or both. Specific topics might include, but are not limited to:

- Addressing workplace discrimination and career advancement for women or sexual minorities
- Impact of race and gender or sexual orientation on delivering classroom and educational interventions
- Race-related experiences of lesbian or gay teachers in public schools and higher education
- How religious communities of Color or White religious communities socialize heterosexual women and/or gay or lesbian church members
- Experiences of sexual minorities of Color in White gay cultures
- Costs of discriminatory racial policies on health care for men or women or sexual minorities
- Influence of racial and gender socialization norms on parenting practices and children's development
- Race and gender or sexual orientation factors affecting mental and physical health outcomes
- How benefits and costs of governmental policies on family planning pertain to intersecting identities
- Research approaches for assessing intersecting identities and individual differences
- Psychosocial costs to men and heterosexuals invested in traditional White social norms
- Models of identity development for intersecting identities

## Conference Program Formats

**Workshop** (90 minutes) - An intensive presentation intended to share specific research, educational, social policy, or mental health experiences and/or skills, or empirically based knowledge about racial and cultural factors in treatment, research, and policy with an interactive and experiential focus.

**Symposium Panel** (90 minutes) - Three to five participants present individual papers with a shared racial and cultural theme from different perspectives. Symposium proposals typically have a chair and discussant.

**Individual Presentation** (15 to 30 minutes) - Formal presentation of theoretical, practical, policy issues, or research related to program development, mental health issues, community and school initiatives, and overcoming systemic barriers as experienced by individuals of all ages. Papers may be grouped together around similar themes by the conference organizers. Typically, 3-4 presentations will share a 90 minute block.

**Structured Discussion** (45 minutes) - Conveners present a theme relating to some aspect of racial or cultural factors and facilitate group discussions intended to generate new ideas and solve related problems.

**Poster** - Presenters display information with a racial or ethnic cultural focus intended to share information, interventions or research skills, or other experiences relevant to racial or cultural dynamics.

- For queries, including submission questions, registration and other administrative issues, please email [isprc@bc.edu](mailto:isprc@bc.edu)
- For up-to-date information about the Challenge, visit our website <http://www.bc.edu/isprc>





Boston College  
Institute for the Study and Promotion of Race and Culture  
11th Annual Diversity Challenge  
October 28-29, 2011

## General Submission Requirements

You may submit up to two proposals as the first author.

*In order to ensure anonymity during the review process, please identify presenters and institutions only on the proposal cover sheet.*

1. Proposal Cover Sheet (1 copy) - See presentation format specific guidelines for cover sheet.  
**Please include the name and address for EACH presenter who will be attending the conference.**
2. Proposal (5 copies) - Each packet should contain the following:  
500-word overview or summary that includes:
  - Title
  - Program format
  - Purpose, goals, and objectives
  - Methodology, conclusions, and/or questions raised
  - Structure of presentation
3. Program Abstract (1 copy) - A 50-word synopsis to appear in the program
4. An electronic 120 word APA style abstract to be published in the official conference proceedings  
Please send via email to [diversity.challenge@bc.edu](mailto:diversity.challenge@bc.edu).
5. Envelopes: Two (2) self-addressed stamped standard-size envelopes for notification of receipt and acceptance/non-acceptance of proposal

**Note: Proposals will only be considered once all materials are received.**

### Send Hard Copy Proposals to:

or

### Optional Submission Option:

Janet E. Helms, Ph.D.  
Institute for the Study and Promotion  
of Race and Culture  
Boston College, 318 Campion Hall  
140 Commonwealth Avenue  
Chestnut Hill, MA 02467  
Tel: 617-552-2482  
Fax: 617-552-1003  
Email: [isprc@bc.edu](mailto:isprc@bc.edu)  
Website: <http://www.bc.edu/isprc>

Download all proposal forms from our  
website: [www.bc.edu/isprc](http://www.bc.edu/isprc). Email all  
completed forms to our email address:  
[diversity.challenge@bc.edu](mailto:diversity.challenge@bc.edu).  
The primary presenter will be notified via  
email upon receipt and after proposal  
review. **\*No envelopes required.**

**Proposals should be postmarked by April 15, 2011**

## Proposal Review and Selection Process

Notification of acceptance or non-acceptance will be sent in late June, 2011. Proposals will be reviewed on the basis of quality and contribution to the study of race or culture with gender or sexual orientation. An anonymous review of conference proposals will be conducted by a minimum of two reviewers.

# Proposal Cover Sheet Instructions

*On a separate piece of paper, please provide all of the information outlined below for your chosen presentation format.*

## Workshops / Individual Presentations / Structured Discussions / Posters:

- Title of Proposed Program (12 word limit)
- Each** Presenter's information, identify the primary presenter (include only those attending the conference)
  - Name
  - Title & Degree
  - Affiliation
  - Mailing Address
  - Telephone (home) & (work)
  - Email address
- OK to print address in program?* \_\_\_ Yes \_\_\_ No

## Symposium \*:

- Title for Symposium (12 word limit)
- Title of **each** Presentation (12 word limit) with Presenter information (include only those attending the conference)
  - Title of presentation
  - Name
  - Title & Degree
  - Affiliation
  - Mailing Address
  - Telephone (home) & (work)
  - Email address
- OK to print address in program?* \_\_\_ Yes \_\_\_ No

### \*Please Note: Symposium proposals require the following:

- A 500-word summary for the entire symposium and a 50 word program abstract is required as part of your proposal.
- Each symposium presenter must provide a separate 500 word summary/proposal. Please see general submission requirements.

### Provide information for Chair and/or Discussant:

- Name
  - Title & Degree
  - Affiliation
  - Mailing Address
  - Telephone (home) & (work)
  - Email address
- Identify one or both:  Chair  Discussant
- OK to print address in program?* \_\_\_ Yes \_\_\_ No

## FOR ALL PROPOSALS / PRESENTERS:

- Only the primary presenter will be notified of the proposal's acceptance/non-acceptance.
- Failure to include the above required information means that your submission will not be in the program.

**REGISTRATION:** All presenters are required to register and pay to attend the conference no later than October 1, 2011.

Please complete and return with your proposal cover sheet(s) and proposal.

**AWARENESS OF DIVERSITY CHALLENGE:** Please tell us how you heard about Diversity Challenge:

ISPRC Mailing                       Listserv (please state which listserv): \_\_\_\_\_  
 Attended last Challenge         Word of Mouth  
 Other (explain): \_\_\_\_\_

**PLEASE VERIFY:**

Neither I nor any co-presenters are under sanction by a licensing/certifying body in any state.  
(Please explain if this is not the case).  
 I have permission from my employer/institution to submit the present application.  
 Permission to submit this application is not required by my employer/institution.

**PROGRAM FORMAT:**     Workshop                       Symposium or Panel         Poster  
                                  Individual Presentation     Structured Discussion

**FORMAT CHANGE:**

If your program is not accepted in your requested format, will you accept an invitation to present in a different format?  
 Yes     No

**AUDIOTAPING or VIDEOTAPING:**

If your session is selected for audio taping or videotaping, do we have your permission to tape?     Yes     No

**ATTENDANCE RESTRICTIONS:**

None                       Maximum # \_\_\_\_\_         Minimum # \_\_\_\_\_  
 Other (explain): \_\_\_\_\_

**SCHEDULING CONFLICTS:** Please note that several sessions are scheduled concurrently. If you or any of your co-presenters are submitting more than one proposal, please provide title(s) so that we can avoid conflicts in scheduling.

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**SPECIAL REQUIREMENTS:** Please describe any special requirement, restrictions on scheduling (by day and hour), or other information not included above.

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INSTITUTE FOR THE STUDY AND PROMOTION OF RACE AND CULTURE  
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