



# Office for Institutional Diversity

*Diversity and Inclusion: A Shared Responsibility*

Newsletter

Fall 2021 Edition

## Welcome

Welcome to the fall issue of the Office for Institutional Diversity (OID) Newsletter. The main purpose of this newsletter is to provide you with insights into OID's latest DEI initiatives and provide information on opportunities to engage in diversity efforts across campus. We are pleased to highlight the work of our colleagues across campus in the area of diversity, equity, inclusion, and belonging, deepening individual and organizational knowledge, skills, and attitudes that shape and sustain inclusive excellence at its best at all levels.

We encourage you to take advantage of the many opportunities for reflection and dialogue across campus to build your knowledge, skills, and attitude.

We are pleased to welcome Jabril Robinson to the OID team as the Associate Director for Programming and Educational Initiatives.

Patricia Lowe,  
Executive Director, Office for Institutional Diversity

## Cultural Competence Engagement Modules (CCEM)

The CCEM is a six-session course open to all faculty, staff, and departments designed to help participants acquire the knowledge, language, behavioral, and cultural skills necessary to navigate within a diverse and inclusive community. The course uses the Intercultural Development Inventory (IDI), which is a tool that assesses how one experiences differences and commonalities along a continuum. The IDI tool coupled with an Intercultural Development Plan (IDP) provides participants with the support needed to increase their level of cultural competence. For more information and to [register for the Fall 2021 open enrollment](#), please visit the registration website.

## Diversity and Inclusion Summit: Catalysts for Change

This 2021 Diversity and Inclusion Summit was conducted virtually by OID on May 26, 2021, for a full day of informative, innovative, and interactive presentations, panels, and speakers. Over 340 members of the faculty and staff participated in the Summit, which is roughly a 17% increase in participation compared to last year. Every participant recorded that they felt that the summit added value to their professional experience. The sessions covered a broad scope of topics, ranging from the experience of first-generation students to the power of music in social activism, from supporting LGBTQ+ students from an intersectional lens to understanding how trauma impacts brain functioning.

The Afternoon Panel, a highlight of the day, included Ximena Soto, Assistant Director of the Latinx Leadership Initiative in the School of Social Work, Rafael Luna, Associate Dean and Director of the Pre-Health Program in the Morrissey School of Arts and Sciences, and Frank Bailey, Associate Director of Food and Beverage in Dining Services. They engaged in a nuanced conversation about diversity, representation, and support for students on campus. The day began and ended with wise words from Former Law School Dean Vincent Rougeau. For more information on past summits and recordings, please visit the [program's website](#).

**Save the date for the 7th Diversity & Inclusion Summit on Wednesday, May 25, 2022. 9:00 am - 5:00 pm, Gasson Hall**

## Eyes to See: Anti-Racism Examen

The Association of Jesuit Colleges and Universities (AJCU) has created an examen that focuses on matters of race and racism that are specific to those of us at Jesuit institutions of higher education. During the spring semester, members of the Boston College Ignatian Colleagues Program (ICP) and the Forum on Racial Justice Committee participated in three virtual sessions to complete the examen. The event was hosted by Intersections, the Center for Ignatian Spirituality, OID, and the Forum for Racial Justice in America.

The examen, to be conducted in groups, is organized into three parts; a video that sets the tone for candor in the group reflection, a guided examen (to be completed in 1,2, or 3 parts), and a discussion element that includes resources for moving forward. If interested in learning about conducting Eyes to See: Anti-Racism Examen please contact Patricia Lowe or Burt Howell.

## Affinity Groups

Special thank you to our diversity advisory committee: The OID would like to provide our deepest gratitude to the members of the Diversity Advisory Committee for all they have done and continue to do to ensure a more diverse, equitable, and inclusive workforce. The reflective and purposeful recommendations and strategies supporting an inclusive workforce is what makes Boston College "A Great Place to Work." 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 diverse, inclusive, and equitable workforce at Boston College.

**Veterans Affinity Group** celebrates the creation of a new Assistant Director for Veteran Programs & Services position and launched a new BC Veterans [Website](#), you can view information on upcoming events there.

**LGBT@BC** celebrated Pride on campus this June by tabling in front of O'Neill to hand out rainbow cupcakes, pronoun pins, and LGBTQ+ flags, and other swag to the BC queer and ally community. Over a hundred people came by for some much-needed but still safe and socially distanced time together.

**Women's Collaborative** hosted Dr. Regine Jean-Charles presented "Nobody's Free Until Everybody's Free: Black Women's Freedom Dreams" in February and invited Frank Bailey, from Dining Services, to do a live cooking demonstration in April.

In November, the **MEEA team** wanted to find a way for our community to come together in solidarity with what is happening to the Armenian people while also providing a space to process how we as individuals both professionally and personally can bring awareness to injustice- especially when we may feel that our impact is so small. After much discussion, we have officially invited Carene Rose Mekertichyan, a Black Armenian American activist to speak at our next MEEA meeting. Through this dialogue, we were able to hear her story and showcase the journey that has influenced her to see the world through the lens of storytelling that centers on marginalized narratives.

## Juneteenth Resources

**RECOGNIZING  
JUNETEENTH**

Daily Resources from OID



June 19, 2021, marked the first year in which Juneteenth, the day to celebrate the emancipation of slaves in the United States, was recognized by Massachusetts as a state holiday and Boston College as an official annual holiday. To celebrate and to continue the process of education about this important day, OID released a set of resources each day during the week leading up to Juneteenth. The resources included children's books, television show episodes, adult novels, films, YouTube videos, and more. To explore these resources, check out the [Juneteenth resources page for the BC community.](#)

## Teaching Strategies: Responding to Racist Incidents

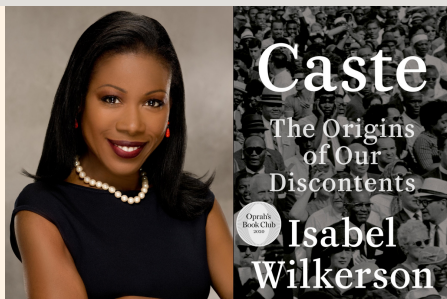


Boston College stands committed in its mission and vision to advance a welcoming, respectful and inclusive environment for all members of the community. When incidents enter our campus in an attempt to disrupt our

community it impacts all of us. We stand together in solidarity and resilience as men, women, and people for others ensuring actions that drive exclusion are not welcomed here. The Center for Teaching Excellence (CTE) has developed helpful guidance on ways that we can each do our part in responding to racist incidents in our community. We encourage you to share any [additional resources](#) with OID and the community at large, moving us toward inclusive excellence.

# UPCOMING EVENTS

## University Read and Speaker Event: Caste: The Origins of Our Discontents by Isabel Wilkerson



Put forward by the Boston College Forum on Racial Justice in America, this event will be conducted virtually on Wednesday,

September 8, 2021 @ 7:00 pm [by registration.](#)

Isabel Wilkerson will give a lecture on the topic of her latest book *Caste*, followed by a moderated discussion and audience Q&A. The Forum on Racial Justice in America has deemed this powerful book as a University Read, intended for all members of the Boston College community. Of *Caste*, Penguin Random House writes: "...Linking the caste systems of America, India, and Nazi Germany, Wilkerson explores eight pillars that underlie caste systems across civilizations, including divine will, bloodlines, stigma, and more. Using stories about people—including Martin Luther King, Jr., baseball's Satchel Paige, a single father and his toddler son, Wilkerson herself, and many others—she shows the ways that the insidious undertow of caste is experienced on a daily basis."

the implications for the present day. This lecture will be followed by a moderated conversation and audience Q&A. Registration for this event will open on September 15, 2021.

## Fiction Days Presents: Dina Nayeri: The Ungrateful Refugee



This event, co-sponsored by the Fiction Days Series and the English Department, will be conducted virtually on Wednesday, October 20, 2021, @ 7:00 pm [by registration.](#) Dina Nayeri will give a reading from the *Ungrateful Refugee*,

followed by a moderated conversation and audience Q&A.

In *The Ungrateful Refugee*, Nayeri asks what it is to be a refugee, to grapple with your place in society, attempting to reconcile the life you have known with a new, unfamiliar home. In this book, Nayeri weaves together her own vivid story with the stories of other refugees and asylum seekers in recent years, bringing us inside their daily lives and taking us through the different stages of their journeys, from escape to asylum to resettlement.

Registration for this event will open on October 6, 2021.

## Beth Lew-Williams: "The Chinese Must Go: A History of Anti-Asian Violence"



This event, co-sponsored by the Asian American Studies Program and the History Department, will be conducted virtually on Wednesday, September 29, 2021 @ 7:00 pm [by registration.](#)

Beth Lew-Williams will give a lecture on the topic of *The Chinese Must Go: Violence, Exclusion, and the Making of the Alien in America*. She will discuss this unprecedented outbreak of violence, place it within the broader history of anti-Asian violence, and reflect on

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.

Reach out to us via email at [diversity@bc.edu](mailto:diversity@bc.edu) or at our office:

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