



Office for Institutional Diversity

Diversity and Inclusion: A Shared Responsibility

Newsletter

Spring 2022 Edition

Cultivating a Culture of Inclusion and Belonging

Welcome

As we welcome spring, a season of rebirth and the promise of new and exciting beginnings, we continue to increase the institution's capacity for inclusive excellence. Much has transpired as members of the Boston College community continued to build our understanding and awareness towards cultural competence. The OID invites you to attend and partake in events related to diversity, equity, inclusion, and belonging, including visiting our office's monthly resource lists.

The OID offers prayers and stands in solidarity with our Russian and Ukrainian BC community members who have been impacted by the current conflicts. Please note that resources continue to be available to those who are seeking additional support ([Faculty and Staff Resources](#))

Warmly,
Patricia Lowe, Associate Vice President

Many of the topics outlined in the newsletter are interconnected with the mission and values of Boston College's Affinity Groups. If interested in learning more about Affinity Groups and how to get involved, please visit the webpage, [Affinity Groups](#), to engage and build community.

2022 D&I Summit Keynote Speaker
"In order for us to be inclusive, we must understand diversity. Diversity is about all of us. It's not about the diverse 'other,' it is about all of us"

- Rev. Dr. Jamie Washington on *The Rocket*



This year's D&I Summit keynote speaker is **Rev. Dr. Jamie Washington**, President & Founder of the Washington Consulting Group (WCG). WCG was named by the Economist as one of the Top 10 Global Diversity Consultants in the world. Dr. Washington has served as an educator, administrator, and consultant in higher education for over 36 years. He is the President and Co-Founder of the Social Justice Training Institute and a Past President of the American College Personnel Association (ACPA).

The OID encourages you to attend the summit and participate in its programs, which 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](#).

2022 Diversity & Inclusion Summit:

Cultivating a Culture of Inclusion and Belonging

Wednesday, May 25, 2022

REGISTRATION LINK



Richard Jackson, Universal Design for Learning (UDL), and Upcoming ABLED@BC Event

Upcoming Summit panelist, Richard Jackson, associate professor in the Lynch School, leads ABLE@BC, one of OID's affinity groups promoting Awareness Benefitting Leadership and Employees about Disabilities. He shares his 42 years at BC leading to his pioneering work in the field of Universal Design for Learning (UDL).

Read the full article to read more about his work and research in the areas of UDL and accessible and inclusive education.

[Read more about Universal Design for Learning](#)

April 21: Access, Ableism, and Allyship: Focusing on Disability in Higher Education



This event, sponsored by ABLED@BC will take place virtually through Zoom on Thursday, April 21, 12:00-1:00 pm,

[Registration](#)

Higher Education." Dr. Susan Baglieri has strived to develop more inclusive educational schools and communities through her work in teacher education and special education for the past twenty years. Her presentation will offer explanations, examples, and opportunities to interactively think about access, ableism, and allyship at BC.

Living Out the Jesuit Mission

The Office for Institutional Diversity (OID) hosted two **Living out the Jesuit Mission: Diverse Perspective Series** programs in the 2021-2022 academic year, an especially crucial opportunity in light of the 500th anniversary of the Society of Jesus founder St. Ignatius' conversion of 1521. An annual program, they are designed to provide a welcoming space for Boston College faculty and staff to learn, engage, and share opportunities to incorporate key Ignatian values in ways that we bring ourselves to our workspaces and relationships on campus, to further foster a culture of understanding, inclusion, and belonging for our community.

Fall semester's program, "The Hidden Lives of Tattoos as an Expression of Spirituality" featuring speaker Gustavo Morello, S.J., Associate Professor of Sociology at Boston College, led a group of 20+ attendees through an illuminating conversation on what we can appreciate from tattoos about religious practices, moral community, and culture, as well as the opportunities they provide for discernment, reconciliation, commitment to others, and an expression of self in our working lives that permeate far beyond observable symbolism.

Spring semester's program, "Ignatius Loyola: Science and the Search for the God Who Creates," was co-hosted with the Center for Ignatian Spirituality. Featuring speaker Cyril Opeil, S.J., Associate Professor of the Physics Department and Superior of the Boston College Jesuit Community, shared with a group of 50+ attendees enlightening perspectives on the interconnectedness of science and faith and how they have presented themselves both for the Society of Jesus as far back as the mid-1500s to today. Participants gained an understanding of how the Jesuit motto of "finding God in all things" applies to both the material and the immaterial, and the importance of a multidimensional approach to identifying and solving real-world issues from a spirit of curiosity and faith.

Intercultural Development Inventory (IDI)

The Intercultural Development Inventory (IDI) has been one of many informative tools, showing and guiding the institution through its journey in building capacity for diversity, equity, inclusion, and belonging (DEIB). The IDI provides practical, in-depth information (including individual and group profile reports), and continues to grow at Boston College. Qualitative and quantitative data shows an increase in number of administered IDI assessments as well as, but most importantly, showing movement within institutional orientation, shifting and changing behaviors around cultural difference and daily interactions.

The Office for Institutional Diversity (OID) is proud to communicate an increase in the number of Qualified Administrators (QAs), current numbers are at 38 certified to provide debriefs across campus. The valuable work of the QAs and the IDI highlight the mission and core values of Boston College's advancement towards inclusive excellence. If interested in learning more about the IDI, please email Patricia Lowe (patricia.lowe@bc.edu)

Racial Trauma Toolkit and Resources

This year has been filled with major world events related to culture and cultural awareness that have macro micro-impacts on nations, societies, communities, and individuals. In discussions of diversity, equity, inclusion, and belonging (DEIB), racial trauma is often left out of the conversation, despite having far-reaching consequences and effects. The OID wants to highlight racial trauma resources from the [Institute for the Study of Race and Culture](#) (ISRC) and [University Counseling Services](#) (UCS).

University Counseling Services publishes a list of resources for BIPOC students' mental health needs. There are also resources on racial trauma and for allies who want to support BIPOC individuals' mental health, as well as additional articles and podcasts

University Counseling Services BIPOC Resources and Referrals



Alex L. Pieterse, whose scholarship focuses on psychosocial aspects of race and racism, racial trauma, and anti-racism training and self-awareness, has been appointed director of the [Institute for the Study of Race and Culture](#)—formerly known as the Institute for the Study and Promotion of Race and Culture.

Awareness Months and Resources



Click for Black History Month Resources

This February, the OID and Boston College recognized and celebrated **Black History Month**. In February 1926, Dr. Carter G. Woodson organized "Negro History Week," a celebration that honored the contributions of African Americans. He spent his life documenting Black history and instilling a sense of pride in Black America. In 1976, President Gerald Ford would recognize Black History Month federally.



The following month, the OID and Boston College recognized and celebrated **Women's History Month**. In March 1978, the Education Task Force of the Sonoma County Commission on the Status of Women planned and executed a "Women's History week". In February 1980, after the National Women's History Project successfully lobbied for national recognition, president Jimmy Carter declared the week of March 8th 1980 as National Women's History Week.

Congress passed Public Law 100-9 designating March as “Women’s History Month” in 1987, and since 1995, each president has issued an annual proclamation of designation.

To celebrate and continue the process of education about these important awareness months, OID has released a list of resources for each month. Check out the Black History Month resources page and Women’s History Month resources page for the BC community.

[Click for Women's History Month Resources](#)

Sexual Assault Awareness Month



The month of April is dedicated towards the awareness and prevention of sexual assault, harassment, and abuse. For more information or resources on how to receive help for - and how to help end - sexual/intimate partner violence, visit our [Sexual Assault Awareness Month Resources page](#) created for the BC community.

[Click for Sexual Assault Awareness Month Resources](#)

Stay tuned for the Asian Pacific American Heritage Month resources in May!

Upcoming Events

Poetry Days Presents: Ada Limón: The Carrying



This event, co-sponsored by the Poetry Days Series and the English Department, will take place at Gasson Hall 100 on Wednesday, April 20 @ 7:00 pm, free and open to the public.

Ada Limón will give a reading from her book *The Carrying*, followed by an audience Q&A. *The Carrying*, Milkweed Editions writes: “Vulnerable, tender, acute, these are serious poems, brave poems, exploring with honesty the ambiguous moment between the rapture of youth and the grace of acceptance. A daughter tends to aging parents. A woman struggles with infertility, and a body seized by pain and vertigo as well as ecstasy. A nation convulses. And still Limón shows us, as ever, the persistence of hunger, love, and joy, the dizzying fullness of our too-short lives.” Ada Limón is the author of five books of poetry. Her fourth book *Bright Dead Things* (2015) was named a finalist for the National Book Award, a finalist for the Kingsley Tufts Poetry Award, and a finalist for the National Book Critics Circle Award. She serves on the faculty of Queens University of Charlotte Low Residency M.F.A. program, and the online and summer programs for the Provincetown Fine Arts Work Center.

Sanctuary on Wheels: Wayward Care in The City of the Deported



This event, sponsored by the Center for Human Rights and International Justice, will take place at Campion Hall 139 on Thursday, April 21 @ 12:00 pm, currently planned as a hybrid event with in-person and online options, by [registration](#).

Most sanctuary efforts in the United States focus on preventing and sheltering migrants from deportation. Based on research in Nogales, Sonora -- notoriously known as "the city of the deported"-- this talk charts sanctuary in the wake of deportation. We will travel with Panchito Olachea, a deported nurse who repurposed a church van as an ambulance and treats migrants ineligible for medical care in the border town, to consider how sanctuary travels across and disrupts national borders. The speaker, **Barbara Sostaita**, is a postdoctoral fellow at Harvard University, where she is editing a manuscript titled *Sanctuary Everywhere: Fugitive Care on the Migrant Trail*. Focused on the Sonora-Arizona borderlands, she documents moments of care and intimacy that expose the impermanence and instability of border militarization.

The Commodification of BIPOC Bodies



This event, as part of the Spring 2022 Courageous Conversations series, will take place at Walsh Hall, Function Room on Monday, April 25 @ 7:00-8:30 pm.

There are a lot of directions this conversation can take – most obviously, slavery, where the exploitation of the Black body generated great wealth, but we might also discuss other ways in which BIPOC bodies are commodified -- mass incarceration, Asianfishing, Blackfishing, sexual objectification, exoticization, and cultural appropriation are just some of the topics we’ll discuss. Courageous Conversations Towards Racial Justice is a dialogue-centered initiative on racism and privilege designed to address racial healing, equity, and justice. The Courageous Conversations Facilitation Team, a group of faculty, students and administrators, brings together a diverse group of the BC Community for conversations on race and racial justice.

Visit the OID website at www.bc.edu/diversity to see more on what we offer, community events, and to engage in online resources.

Email us diversity@bc.edu or visit our office:

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Follow us on Social Media Twitter: [@BC_Diversity](#)