**Welcome**

We welcome you to the Spring 2020 edition of the Office for Institutional Diversity (OID) newsletter! The next edition will be released in Fall 2020. We invite you to contact our office and share your unique efforts in supporting Boston College's mission to advance inclusive excellence.

**What We Talk About When We Talk About Diversity**

Diversity and Inclusion. Inclusion and Diversity. In pursuit of a common goal, we sometimes find ourselves using related terms interchangeably. Here is what each element brings to the table towards advancing inclusive excellence:

- **Diversity** – Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (e.g., race/ethnicity, class, sex, sexual orientation, gender identity, ability, age, religion, etc.)

- **Inclusion** – Active, intentional, and ongoing engagement with diversity in ways that increase awareness, knowledge, sophistication, and empathic understanding of the complex ways in which individuals interact within institutions.

- **Inclusive Excellence** – A multi-faceted paradigm viewed in two ways:
  1. **Being Excellent at Inclusion**: practicing and striving for excellence in institutional inclusion efforts that advance an inclusive and welcoming campus and community. Attending to both the demographic diversity of the institution and the need to foster climates and cultures that provide every member with the ability to thrive and succeed.
  2. **Making Excellence Inclusive**: Including and engaging the rich diversity of members in the overall success of the institution. Ensuring that academic and social success on campus is accessible to all, instead of reserved for some.

Recognizing both views of Inclusive Excellence is essential for engaging, supporting, and celebrating our faculty, staff, and students, and maintaining a campus community that values and respects the identities, insights, and contributions of all its constituents.

**Save the Date - May 20, 2020!**

OID 2020 Diversity & Inclusion Summit: Towards Inclusive Excellence

The 2020 Diversity & Inclusion Summit invites faculty and staff to participate in a full day of learning, conversation, growth, and reflection. This year’s Summit will feature didactic concurrent morning sessions on diverse topics, alongside afternoon workshops focused on skill building to bridge the gap between knowledge and action. Participants will convene in the morning and afternoon to affirm one’s commitment to action and share in the creation of an enduring vision. Registration for the 2020 Diversity & Inclusion Summit will open on April 06, 2020 at the 2020 Diversity & Inclusion Summit webpage.

**2020 OID Diversity & Inclusion Summit**

**Keynote Speaker, Dr. Damon A. Williams**

Boston College will welcome keynote speaker Dr. Damon A. Williams, one of the founding architects of the “Inclusive Excellence Model” and a celebrated authority on diversity, equity, and inclusion. Dr. Williams served as senior vice president and chief education officer of the Boys & Girls Clubs of America for four years, where he led the program strategy for Great Futures Campaign for Impact. His work as an educator, strategist, and social impact leader has led to multiple partnerships with colleges, foundations, and government agencies.

**Additional Summit Information & Getting Involved**

For more information, updates, and resources from previous years’ Diversity and Inclusion Summits, visit the D&I Summit page on the OID website.
Excellence in Teaching Day: Re-Envisioning Resilience
Excellence in Teaching Day 2020, sponsored by the Center for Teaching Excellence, will focus on “Re-Envisioning Resilience,” challenging us to reimagine what it means to create rigorous, just, and humane teaching and learning environments that help students and instructors alike prepare to confront the significant challenges ahead.

Professor Rhonda Magee, Professor of Law at the University of San Francisco, will provide this year’s keynote on “The Inner Work of Teaching and Learning for All: Notes on Contemplative Pedagogy for Equitable, Resilient Learning Communities.” Magee is a nationally recognized authority on mindfulness and racial justice in the field of law.

Excellence in Teaching Day will take place on Monday, May 4, 2020 and registration will open on April 01, 2020. For more information, contact centerforteaching@bc.edu.

Courageous Conversations: Towards Racial Justice at Boston College
CC@BC invites all students, faculty, and staff hungry for dialogue regarding race, privilege, and identity to participate in an evening of small group discussions centered on unpacking the meaning of race and racism in our lives. The upcoming session will discuss Racial Profiling & Privilege.

Courageous Conversations will take place on Monday, March 23, 2020 at Devlin Hall Room 101 from 7-8:30PM. Food will be served at 6:30PM.

Affiliates Implement The Master Plan by Chris Wilson
As part of the 20th Anniversary of the University Affiliates Program, the program agenda added The Master Plan by Chris Wilson. The book chronicles Mr. Wilson’s journey from life in prison to community activist and entrepreneur. Based upon the techniques laid out in the book and in combination with the Jesuit practice of discernment, the Affiliates will create their own career or life master plan. Moving forward, Chris Wilson’s The Master Plan will be a permanent part of the program’s curriculum.

In addition to the incorporation of The Master Plan into the Affiliates Program, program alumni were invited to read Mr. Wilson’s book, as they continue to think about their next career steps. On January 23, 2020, as a capstone to the alumni book club, current Affiliates, Affiliates Alumni, and Mentors heard directly from the author. As one participant stated, “Grit and resilience are two key components of success. You can’t give up on yourself even if everyone else has...”

About OID Programs
Throughout the year, the OID hosts a number of programs and educational initiatives that connect community members to each other and to topics relating to diversity, equity, and inclusion. Our program offerings include:

- OID DIVERSITY & INCLUSION SUMMIT
- LUNCH & LEARN SERIES
- REFLECTIONS & DIALOGUE
- LIVING OUT THE JESUIT MISSION
- UNIVERSITY AFFILIATES PROGRAM
- VOICES OF DIVERSITY AND INCLUSION
- CULTURAL COMPETENCE ENGAGEMENT MODULES (CCEM)

Learn more about our programs and educational initiatives.

Learn More about Office for Institutional Diversity
Visit the OID website at www.bc.edu/diversity to learn more about our offerings, other events in the community, and the resources available online and at Boston College.

Reach us via email at diversity@bc.edu or at our office:

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