



Office for Institutional Diversity

Diversity and Inclusion are Everyone's Responsibility

Boston College

Spring 2018 Edition

Welcome

We welcome you to the spring edition of the Office for Institutional Diversity (OID) newsletter! Our goal for this newsletter is to both recognize and celebrate diversity efforts across campus that advance a culture and climate that is welcoming, respectful and fosters engaging dialogue. We invite you to contact our office and share your area's efforts in helping Boston College build capacity for inclusive excellence. The next edition will be in fall 2018.

2018 Diversity and Inclusion Summit: One Community, Many Perspectives

OID is hosting our third [Diversity and Inclusion Summit: One Community, Many Perspectives](#) on May 23, 2018. Guided by Jesuit Principles, the summit will focus on the multiple ways in which our community is building capacity to advance and sustain inclusive excellence. We are excited to gather together with Boston College community members for a series of concurrent sessions, exhibits and posters, and our keynote speaker.



The keynote speaker this year is Dr. Alma R. Clayton-Pedersen of the Emeritus Consulting Group and the Association of American Colleges & Universities (AAC&U). Learn more about Dr. Clayton-Pedersen's work and watch one of her past

talks on the [2018 Diversity and Inclusion Summit keynote speaker webpage](#).

Look out for information about how to register for the Summit in the upcoming months. We look forward to seeing you on May 23rd!

2018 Summit: Share Your Perspective

This year's Diversity and Inclusion Summit is dedicated to highlighting the diversity that exists within our community at Boston College, which presents itself in a variety of forms. Share your perspective with us about the importance of diversity by:

1. Share your photos from diversity and inclusion events you have attended on campus tagging us on Twitter (@BC_Diversity) or posting on our [Facebook page](#); or
2. [Submitting a proposal](#) for an exhibit or poster to be shared at the Summit.

If you have any questions about the Summit or how to share your story, contact the OID at diversity@bc.edu.

Watch the 2017 Diversity and Inclusion Summit Keynote Address by Daryl G. Smith: ["Diversity's Promise for Excellence: Building Capacity for a Pluralistic Society that Works"](#)



About OID Programs

OID hosts a number of programs throughout the year which connect Boston College community members to each other and to topics of diversity and inclusion at Boston College and more broadly in Higher Education, the United States, and the world. Some of our recurring programs include:

- Lunch and Learn Diversity and Inclusion Series;
- Living Out the Jesuit Mission: Diverse Perspectives Series; and
- Reflection and Dialogue Series.

In addition to these series, OID leads the University Affiliates Program for AHANA professional staff; hosts the Voices of Diversity and Inclusion event for Boston College executives, managers, and other leaders; provides Cultural Competence Engagement Modules (CEEM); and collaborates with other offices to build programs directed toward advancing diversity and inclusion at Boston College. Learn more about [our programs](#).



Did you know?

The term “AHANA” was coined in 1979 when two Boston College alumni wanted to use a more inclusive term to refer to people of African, Hispanic, Asian, and Native American descent. Read more at www.bc.edu/offices/ahana/about/history/def.html

OID Programs: Attendance and Feedback

In the 2016-2017 academic year, we saw a total of 218 faculty and staff from over 20 departments across the University attend at least one of our recurring programs, including Lunch and Learn, Living Out the Jesuit Mission, and Reflection and Dialogue. Of those 218 community members, 43% attended two or more OID events. This indicates to us that we not only have many employees who were encouraged to return to our events, but we also have new faculty, staff, and administrators contributing to these crucial conversations.

Furthermore, employees who have attended our events have had the opportunity to provide anonymous feedback, which has helped us with our goals for continuing improvement of our programming. 76% of employees who provided feedback last year rated our events as very good or excellent, and 93% stated the content level of the presentations were good or very good. Employees appreciated the opportunity to connect with others in the community and to engage in conversations about issues related to diversity and inclusion, among other things.

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 to navigate and help build a diverse and inclusive community. CCEM is offered as a 6-part program and uses the Intercultural Development Inventory (IDI) tool to assess how one experiences difference.

“All of the group leaders work well together and make the sessions informative and enjoyable.”

“I was glad that we had ample time to talk among colleagues and share.”

“It is great to have such a diverse group of folks from the University in this program.”

“Loving the program every session.”

Currently there are approximately 80 members of the faculty and staff, comprising three different cohorts, participating in CCEM this spring. To learn more and look ahead for our next offerings of the program, visit the [CCEM webpage](#).

Diversity-Related Events at BC

On February 22, the Winston Center for Leadership and Ethics will host [The State of Affairs in America: A Conversation with Jason Riley](#).

On March 16, Dina Haynes, Professor of Law at the New England School of Law, will present [“Rights in Conflict” luncheon discussion series](#), hosted by the Center for Human Rights & International Justice.

The Theology Department is hosting a seminar on March 22, [Migration Seminar: Contributions of Migrants to Development and Social Innovation in Boston](#).

Find more events using the [Boston College Events Calendar](#).

How to learn more about OID

Visit the [OID website](#) to see more on our programs, affiliates, and other events in the community and to learn more about resources online and in our Boston College community. We also provide information on University discrimination and harassment policies and compliance.

Use the Diversity and Inclusion filter on the [Boston College Events Calendar](#) or visit our [OID Calendar of Events](#) to stay updated on diversity-related events on campus.

We invite you to reach out to us:

Office for Institutional Diversity
129 Lake Street, Room 211
Brighton Campus
140 Commonwealth Avenue
Chestnut Hill, MA 02467
617-552-2323
diversity@bc.edu

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