



# Office for Institutional Diversity

## *Diversity and Inclusion: A Shared Responsibility*

Boston College

Spring 2020 Edition

### Better Together - A Community of Inclusion

Dear Colleagues,

On behalf of the Office for Institutional Diversity (OID), I extend our heartfelt thoughts and prayers to all members of our Boston College community during this current COVID-19 pandemic. During this temporary shift in how we work, learn and live within our respective spaces, the OID remains committed to advancing and sustaining a welcoming and inclusive campus environment.

While we must practice physical distancing, we must renew our commitment to social solidarity towards one another, remotely or otherwise. As a community, we are all called to exhibit *cura personalis*, “care for the whole person”. We have demonstrated time and again that we are “Better Together” when we reject hate and bias as part of our Boston College environment. Actions which create a divide, particularly within our most vulnerable and marginalized groups are not welcome on our campus. We are called during these times to move beyond imagining social solidarity but to live through actions that exhibit care for one another and continue to build, where needed, and sustain a community of inclusion at all levels.

One of our core values at Boston College is inclusiveness—valuing each unique member of our campus and greater communities. Here are just eight things that we at OID urge you to adopt so we can make this process easier for all of us:

1. **Physically distance, yet socially connect.** Even as we create the physical gaps that slow this virus, we must in fact remain *socially connected*. Recreate your social life virtually. Check-in with one or two people each day, especially anyone you know who is alone or undergoing hardship. Create social video chats, text someone a thank you.
2. **Be an ally or “upstander”** and invite others to join you: Stand up to racist, dog-whistle, ageist, xenophobic, classist or other speech that divides our community into “us” and “them.” We are all valuable and have a role to play.

Especially stand up against the denigration of anyone in our Asian community at this time.

3. **Call it by its name.** Use the correct term for the virus, “novel coronavirus” (or “SARS CoV-2”) and for the disease, COVID-19. No other names are acceptable.
4. **Affirm others.** When you are out walking, maintaining safe physical distance, do make friendly eye contact with others you meet; a smile or say something affirming. Call strangers “friend” as a greeting. Affirm those who are working to serve you.
5. **Share financially.** Not everyone can move, work from home, survive without a job or go virtual. All of us benefit in the long run when we help our most vulnerable neighbors now. As you are able, please support nonprofits such as food pantries, charities for those who have lost jobs, community services, or our hardworking medical and first responder communities.
6. **Be kind and patient with one another.** This is new for all of us, so let’s be extra kind, extra patient. Give each other the benefit of the doubt. Even better, ask others if you can help them with anything.
7. **Set a personal goal.** It feels better to be proactive than to be stuck in a reactive mode. Set a personal goal (or 2-3) for this time of sheltering. What can you accomplish? With whom can you reconnect?

8. **Take care of yourself.** We are all under multiple sources of extreme stress. Especially if you have dependents, get rest, eat healthily, do something calming, go for a walk or do yoga. Follow all government health recommendations as well.

(adapted from Damon Williams, Ph.D., NIXLA, National Institute of Inclusive Excellence Academy)

These eight ideas embody the values we hold and they will continue to keep our communities strong. Together, we can come out of this pandemic stronger than we went into it. We at Boston College will continue to be “BETTER TOGETHER”

God Bless and Stay Safe

Patricia Lowe, J.D., CDE  
Executive Director, Office for Institutional Diversity

*The OID is available to address concerns during this time. Please look for virtual education and awareness programs including chats/check-in focused on advancing and sustaining inclusion during these times. In addition, please visit the OID website, twitter, Facebook for resources and upcoming events.*

### 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 has been re-scheduled to take place virtually via Zoom on May 15, 2020.** Please stay tuned for registration and other details. For more information, please contact [centerforteaching@bc.edu](mailto:centerforteaching@bc.edu).

### 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](http://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](mailto:diversity@bc.edu) or at our office:

#### Office for Institutional Diversity

129 Lake Street, Room 211  
Brighton Campus  
140 Commonwealth Avenue  
Chestnut Hill, MA 02467  
617-552-2323