

2016 Diversity and Inclusion Summit

Building and Leveraging Partnerships Across Campus

Wednesday, June 1, 2016
Gasson Hall • Boston College





Boston College
2016 Diversity and Inclusion Summit
Gasson Hall

Building and Leveraging Partnerships Across Campus

The **Diversity and Inclusion Summit** will focus on how Boston College contributes to the social justice mission of the Society of Jesus through our efforts to create a diverse and inclusive community by building and leveraging partnerships. The summit will include, and look beyond, compliance to provide insight into the programs, initiatives, and relevant research related to diversity and inclusion across the University.



BOSTON COLLEGE

OFFICE OF THE PRESIDENT

June 1, 2016

Dear Colleagues,

Welcome to the Boston College “Diversity and Inclusion Summit: Building and Leveraging Partnerships Across Campus.” I also want to express my thanks for your presence and help with this initiative.

I especially appreciate your willingness to draw from personal experience, engage in dialogue, and think creatively about challenges and opportunities facing us as individuals and as members of the Boston College community. Your efforts and dedication will enhance relationships and life for all at “the Heights.”

May God continue to bless you and your commitment to Boston College and its mission.

William P. Leahy, S.J.

President

SUMMIT SCHEDULE

- 9:00 a.m. REGISTRATION & BREAKFAST • GASSON ROTUNDA
Southern Breakfast available hosted by BC dining staff Frankie Cadie and Ron Adams
- 9:30 a.m. OPENING REMARKS AND WELCOME • GASSON 100
Invocation by **Walter “Skipp” Conlan, S.J.**
Judy Ferres and **Damita Davis**, Summit Co-Chairs
David Quigley, Ph.D., Provost and Dean of Faculties
- 9:45 a.m. KEYNOTE ADDRESS • GASSON 100
Dr. Damon A. Williams
“Strategic Diversity Leadership: Activating Change and Transformation in Higher Education”
- 11:00 a.m. EXHIBIT HALL OPENS • GASSON HONORS LIBRARY
(closes at 4:30 p.m.)
- 11:30 a.m. LUNCHEON & PANEL OF THOUGHT LEADERS • GASSON 100
Brazilian Luncheon hosted by BC dining staff Edgar Filho
Janet Helms, Ph.D., Professor, Lynch School of Education and Director of the Institute for the Study and Promotion of Race and Culture
Brad Harrington, Ed.D., Executive Director, Center for Work & Family
Gustavo Morello, S.J., Ph.D., Assistant Professor, Department of Sociology
Richard Jackson, Ed.D., Associate Professor, Lynch School of Education
MODERATOR: **Joy Moore**, Associate Vice President of Alumni Relations
- 1:15 p.m. EDUCATIONAL CONCURRENT SESSIONS 1 • GASSON CLASSROOMS
(see page 6 for session description and room location)
- 2:05 p.m. EDUCATIONAL CONCURRENT SESSIONS 2 • GASSON CLASSROOMS
(see page 7 for session description and room location)
- 3:00 p.m. EDUCATIONAL CONCURRENT SESSIONS 3 • GASSON CLASSROOMS
(see page 8 for session description and room location)
- 4:00 p.m. CLOSING RECEPTION • GASSON 100
Mediterranean Tasting hosted by BC dining staff Abdelhak Aslane
Closing remarks by **David Trainor**, Vice President of Human Resources
Meet and Greet with **Dr. Damon Williams** and book signing
Conversations and Connections

KEYNOTE SPEAKER



Dr. Damon A. Williams

*Senior Vice President & Chief Education Officer
Program, Training & Youth Development Services
Boys & Girls Clubs of America*

Dr. Damon A. Williams is a scholar, leader, and educator passionate about making organizations inclusive and excellent for all, creating equitable educational outcomes, and activating learning, youth development, and leadership in ways that are transformative and inspiring of new possibilities.

In September of 2013, he assumed a new role of global responsibility as the Senior Vice President for Program, Training, and Youth Development Services for Boys & Girls Clubs of America. In this role, he is the chief education officer for the Boys & Girls Club Movement, as he leads the national program strategy, focusing in on strengthening the Club experience for the nearly 4 million youth annually served by Clubs.

Prior to joining BGCA, he served for five years as associate vice chancellor, vice provost, chief diversity officer, and member of the educational leadership and policy analysis faculty at the University of Wisconsin-Madison. While there he was the founding leader of the Division of Diversity, Equity, and Educational Achievement, a vertically integrated divisional infrastructure that includes the nation's largest pre-college to college pipeline development program, the world's only hip-hop urban arts scholarship program learning community, innovative campus-wide partnerships to enhance STEM achievement and faculty diversification, research centers, and a four-city partnership with the National Posse Foundation.

Dr. Williams has lectured at and been a consultant to more than 300 organizations and higher education institutions globally. He is a four-time scholar in residence for the Association of American Colleges and Universities also serving as a contributing author in their Inclusive Excellence Project. His most recent books, *Strategic Diversity Leadership: Activating Change and Transformation In Higher Education* and *The Chief Diversity Officer: Strategy, Structure, and Change Management* provide a sophisticated and nuanced approach to assist leaders with the overall process of leading diversity themed change and developing sound diversity infrastructures and strategies.

He received his Ph.D. from the University of Michigan, where his focus was in the area of organizational behavior and management. He received his master's degree in educational leadership and his bachelor's degree in black world studies and sociology both from Miami University.

THOUGHT LEADER PANELISTS

MODERATOR:



Joy Moore is the Associate Vice President for Alumni Relations in the Office of University Advancement. Prior to returning to Boston College in 2011, Joy served as the Interim Head of School at the Oprah Winfrey Leadership Academy for Girls in Johannesburg, South Africa for four years. Joy has also served as the Head of School at the Archer School for Girls in Los Angeles, California and as the Associate Head/Director of Upper School at Dana Hall School in Wellesley, Massachusetts. As a university administrator, she's held a variety of positions at the University of California at Berkeley and the University of San Francisco.

Joy is a 1981 graduate of the Lynch School of Education and in 2010 received an Honorary Degree from Boston College.

PANELISTS:



Janet E. Helms, Ph.D., is the Augustus Long Professor of Measurement, Counseling Psychology at Boston College; Founding Director of the Institute for the Study and Promotion of Race and Culture, Boston College; and Past President and Fellow of Division 17 (Counseling Psychology), Division 35 (Psychology of Women), and Division 45 (Ethnic Diversity) of the American Psychological Association (APA). In addition, she is a member of the Association of Black Psychologists. She received many distinguished researcher awards and she was a recipient of the 2012 Elizabeth Hurlock Beckman Award. She has written over eighty empirical and theoretical articles and four books on the topics of racial identity and cultural influences on assessment and counseling practice.

Her books include *A Race Is a Nice Thing to Have* (Microtraining Associates) and *Using Race and Culture in Counseling and Psychotherapy: Theory and Process* coauthored with Donelda Cook (MA: Allyn & Bacon). Dr. Helms received both her Bachelor's and Master's degrees in psychology from the University of Missouri at Kansas City and her Doctorate from Iowa State University of Science and Technology in psychology.



Brad Harrington, Ed.D., is the Executive Director of the Boston College Center for Work & Family (CWF) and a research professor in the Carroll School of Management. His research and teaching focuses on career management and work-life integration, the changing role of fathers, contemporary workforce management strategies and the leadership of organizational change. He is a frequent keynote speaker at professional conferences and has published numerous journal articles, book chapters, and research reports. Brad holds a Bachelor's degree in Business Administration from Stonehill College, a Master's degree in Counseling Psychology from Boston College, and a Doctorate in Human Resource Development from Boston University.



Gustavo Morello, S.J., Ph.D., is an Assistant Professor in the Sociology Department at Boston College. His research agenda focuses on two main topics in the Latin American context, a) the relation between religion and political violence, and b) secularization. Fr. Morello's most recent book, *The Catholic Church and Argentina's Dirty War*, explores these complicated links by examining why, in 1970s Argentina, honest religious people didn't uniformly protest against massive violations of human rights. His other scholarly interests include, religion, global and transnational sociology, particularly in Latin American and political sociology. Fr. Morello took grades in Philosophy, Universidad del Salvador 1991; Theology, Universidad del Salvador 2007; Master in Social Science, Universidad Nacional de Cordoba 2001; Ph.D. in Social Sciences, Universidad de Buenos Aires 2011.



Richard Jackson, Ed.D., is an Associate Professor of Education in the Lynch School. For many years, he taught in and administered training grant programs to prepare special education and related services personnel to work with individuals with disabilities. Since 1999, he has been involved in advancing the Universal Design for Learning (UDL) framework through his teaching and research. Today, UDL is written into the Higher Education Opportunity Act and the Every Student Succeeds Act. Most recently, he has directed a federally funded grant to prepare leaders for the new field of UDL at the postdoctoral level. His vision of leadership has extended university-wide through the UDL initiative. Dr. Jackson received a Master of Education degree from Harvard University and a Doctor of Education degree from Columbia University.

CONCURRENT SESSIONS I

A Conversation with Damon A. Williams: Inclusive Excellence & Strategic Diversity Leadership • Gasson 302

Presenter: Damon A. Williams

This session will provide Summit participants an opportunity to engage in continued conversation with Dr. Damon A. Williams about the content of his keynote address.

Understanding the Experience of Black Undergraduate Students at Boston College • Gasson 305

Presenters: Julie AhnAllen, Senior Staff Psychologist, University Counseling and Darrell Peterson, Director, Graduate Student Life

Black students across the nation are challenging their institutions to look at practices that they perceive as exclusionary and to come up with action plans to better serve them. This session will present the findings of the 2014 Black Student Experience Project of the Division of Student Affairs, which had the purpose to better understand the experience of Black Undergraduate students at Boston College. In particular, the session will look at the methodology, major findings and action plans that resulted from the study.

Creating Inclusive Learning Environments and Sustaining Success through Academic Coaching • Gasson 209

Presenters: Richard Jackson, Associate Professor and Principal Investigator UDL Postdoctoral Leadership Project; Margaret Cohen, Head Librarian, Educational Resource Center Interim Subject Liaison, Education; Kathleen Duggan, Director, Connors Family Learning Center; and Ildiko Szekely, Assistant Director, Connors Family Learning Center

Richard Jackson and Margaret Cohen will describe how the Lynch School prepares teacher candidates with an inclusive mindset by modeling the Universal Design for Learning (UDL) framework. Through coursework supported by the Educational Resource Center, students learn how to create accessible learning materials and apply technologies that maximize success for students with learning challenges. Kathleen Duggan and Ildiko Szekely will then present how the Connors Family Learning Center supports Boston College students with unique learning challenges through academic coaching. Together this team of presenters will illustrate how Boston College is recognizing and responding to learner differences on campus and beyond.

Latinos in Social Work Education: A Call for Action • Gasson 301

Presenter: Rocio Calvo, Assistant Professor, Global Practice, School of Social Work

This panel focuses on how social work education is progressing in preparing a workforce to adequately and competently work with Latinos. Presenters look at the need in comparison to various benchmarks measuring progress toward professional readiness and highlight innovative and culturally sensitive approaches of select programs to meet the demand.

Our Evolving Reality: Work-life Challenges for Both Men and Women • Gasson 205

Presenters: Jennifer Sabatini Fraone, Associate Director, Center for Work & Family; Panelists: Judith Clair, Associate Professor, Department of Management and Organization, CSOM, and Elise Jones, Doctoral Student, Management and Organization, CSOM

It has long been assumed that work-life integration was the challenge and responsibility of women (primarily mothers) in the workplace. At the same time, a disproportionate emphasis on men's breadwinning role leaves many men feeling like they are missing out at home. Boston College researchers are at the forefront of the global discourse on shifting gender roles and the complexities of work-life and will share their research and expertise to engage attendees in an interactive discussion on this universal topic.

The Hidden Role of Microaggressions and a Toolkit to Fight the Invisible • Gasson 306

Presenters: Janet Helms, Professor, Lynch School of Education and Director of the Institute for the Study and Promotion of Race and Culture, Eva Wilson, Lynch School of Education and Amanda Weber, Lynch School of Education

This workshop is an interactive discussion of microaggressions, their impact, and how to address them in a campus community. Microaggressions, (Pierce, 1974, 1985; Sue 2007) are small interactions of mainly non-physical aggression which Sue describes as verbal, behavioral or environmental indignities that communicate negative slights or have demeaning implications toward targeted groups. The purpose of this presentation is to do the following: (1) present dialogues, as uses of language that represent hidden meanings that uphold microaggressive behavior, (2) discuss how individuals are impacted by microaggressions, (3) describe the lived experiences of persons who occupy marginalized and privileged identities, and (4) relay a toolkit that helps individuals and communities work through microaggressions.

Strategies for Building an Inclusive Search Process • Gasson 206

Presenters: Michael Lorenz, Associate Director for Selection, Development & Formation, Office of Residential Life and George Arey, Associate Vice President, Student Affairs

In this session you will learn how the Office of Residential Life has changed their approach to recruiting a diverse candidate pool for their open positions. This past year alone the office has hired 7 professionals of color, several staff with different religious backgrounds and belief structures, various sexual orientations, and other demographics. Attendees will walk away with ideas about language, technology, and general good practice that has shown positive results in recent years.

CONCURRENT SESSIONS II

Building Faculty and Staff Partnerships through University Mission and Ministry Programs • Gasson 301

Presenter: Michael Sacco, Director, Center for Student Formation

Through engaging with the Intersections Office and the Center for Student Formation, many faculty and staff meet new colleagues and benefit from the diversity that exists within the Boston College community. This session will provide an overview of mission centered programs that are specifically offered for faculty and staff, as well as review the existing opportunities for faculty and staff to serve as mentors through participation in undergraduate programs.

Community-Based Organizations: Recruiting and Building a Diverse Class • Gasson 206

Presenter: Paul Bonitto, Associate Director, Office of Undergraduate Admission

In building a diverse student population, the Boston College Office of Undergraduate Admission creates and cultivates relationships with community-based organizations (CBOs) across the country. This presentation will discuss the Office's efforts in reaching out and serving these CBOs both on and off campus. In addition, we will discuss outreach and yield programming, including the Keith A. Francis AHANA Week-end, which is the office's signature diversity event.

Creating a Supportive Environment for LGBTQ Students on Campus • Gasson 306

Presenter: Caroline Davis, Assistant Dean for Student Outreach and Support

This session will explore the ways in which the Office of the Dean of Students has worked to support LGBTQ students on Boston College's campus. It will include overviews of the history of our work with LGBTQ students and the services we provide, with a focus on how we have approached building collaborative partnerships on campus.

Dialogues on Race: Models for Discussing Race, Cultural Diversity, and Inclusion • Gasson 209

Presenters: Tam Nguyen, Associate Professor, Chair of the Diversity Advisory Board, William F. Connell School of Nursing and Tiffany Enos, Assistant Director, Thea Bowman AHANA and Intercultural Center

This session is co-presented by the Thea Bowman AHANA & Intercultural Center and Connell School of Nursing. Both of these organizations have been actively engaging students and other stakeholders in dialogues about race, cultural diversity, and inclusion. Specifically, the Thea Bowman AHANA and Intercultural Center will present information about their Dialogues on Race (DOR) program, a peer-led discussion group on issues surrounding race, identity, and racial justice. The Connell School of Nursing will present information about the Diversity Dialogues they have hosted with students, faculty, and staff as part of an internal diversity climate assessment. We will highlight findings, best practice models, and recommendations for successful engagement.

Employee Engagement Survey Results • Gasson 205

Presenter: David Trainor, Vice President for Human Resources

David Trainor, Vice President for Human Resources will share the preliminary results from the Employee Engagement Survey conducted in the Fall of 2015.

Expanding Our Diversity and Inclusion Legacy; Transforming Systems of Race, Power and Privilege • Gasson 305

Presenters: Catherine Wong, Director, Urban Outreach Initiatives, Lynch School of Education; Kenny Monteiro, Assistant Director, Urban Outreach Initiatives; Stephani Burton, Donovan Urban Teaching Scholars' Alumni Coordinator; Renata Love Jones, Donovan Urban Teaching Scholars' Outreach Coordinator; Lara Tavares, College Bound Student Engagement Coordinator; and Hannah Hays, Community Partnerships Coordinator

As our faculty and staff positions and colleges/departments become increasingly focused on practicing diversity and inclusion with a social justice and equity stance, so does the need to promote cultural responsiveness, open inquiry, and critical understanding in our relationships with one another, with students and within the broader community. In this interactive workshop, faculty and staff will engage in a series of co led activities that deepen their understanding of the collaborative and intersectional nature of Urban Outreach Initiatives diversity and inclusion focused programming.

Faculty Research and Social Justice • Gasson 302

Presenters: Ana M. Martinez-Aleman, Professor & Chair, Educational Leadership & Higher Education; Heather Rowan-Kenyon, Associate Professor; Martin Scanlan, Associate Professor; and Vincent Cho, Assistant Professor, Lynch School of Education

As Lynch School faculty, our research is motivated by the school's social justice mission. Four faculty will discuss how each of their research projects is inspired by the calls for educational equity for underserved students in K-12 and higher education. Faculty will discuss how these projects have implications for our diverse students and families.

CONCURRENT SESSIONS III

A Conversation with Damon A. Williams: Inclusive Excellence and Strategic Diversity Leadership* • Gasson 305

Presenter: Damon A. Williams

This session will provide members of senior administration attending the Summit an opportunity to engage in continued conversation with Dr. Damon A. Williams about the content of his keynote address. ***This session is specifically geared towards Boston College administrators.**

Diversity: Conversations and Initiatives at University Counseling Services • Gasson 306

Presenters: Jeanine Baillie, Senior Staff Psychologist and Chair of University Counseling Services Diversity Committee; Julie AhnAllen; Johanna Malaga; Sarah Piontkowski; Yvonne Jenkins; and Craig Burns, University Counseling Services

Conversations on issues of diversity are often difficult, as they can feel uneasy and uncomfortable. We are forced to recognize our implicit biases that, both consciously and unconsciously, shape our sense of self, others, and the world. In this presentation and discussion we hope to share some of the ways in which University Counseling Services have engaged in these difficult conversations with students, in supervisory relationships, with colleagues, and with university collaborators. We will share our strategies, modes of training, moments of learning, self reflections, and ongoing work. We hope that the audience can participate and enrich the conversation by sharing their own experiences.

Diversity Initiatives: Human Resources • Gasson 302

Presenters: Walter "Skipp" Conlan, S.J., Mission and Ministry Pastoral Support; Patricia Lowe, Executive Director, HR/Office for Institutional Diversity; Karen McDermott, Human Resources Officer, HR/Employment; Patricia Touzin, Director, HR/Faculty/Staff Assistance Program; Milvia Sanchez, Associate Director, ITS Human Resources, Business Planning & Project Services

As a Jesuit institution, the goal of educating "men and women for others" is central to the mission of Boston College. From the earliest days, Saint Ignatius began this work by deliberately seeking diversity in his group of closest advisors. Embedded in the culture of the Society of Jesus and of Boston College is dedication to Ignatian values of social justice, care for the whole person, and respect for diversity. Over the years, the Department of Human Resources has sponsored initiatives and programs to foster respect for diversity and a commitment to creating a welcoming, supportive community for faculty, staff, and students. This presentation will share the history of these efforts.

Developing your Intercultural Competence with Key Partners and Stakeholders • Gasson 205

Presenter: Matthew Goode, Programs Manager, Center for Teaching Excellence

In this workshop, participants will be introduced to the Intercultural Development Continuum as a tool they can use in their daily work. Participants will have an opportunity to reflect on their own approaches to cross-cultural interactions (defined broadly to include race, ethnicity, national origin, class, religion, sexual orientation, gender identity, and ability) and to learn about strategies for exercising greater intercultural competence with key partners and stakeholders (e.g., students, faculty, staff, and/or members of the larger community). Participants will also have the chance to discuss case studies that demonstrate the usefulness of the Intercultural Development Continuum in a variety of professional contexts.

Implementing the Social Change Model at the William F. Connell School of Nursing • Gasson 301

Presenters: Debra Pino Betancourt, Associate Director, Keys to Inclusive Leadership in Nursing Program, Connell School of Nursing; Julianna Gonzalez McLean, Associate Director of Student Services, Connell School of Nursing; and Catherine Read, Associate Professor & Director, Keys to Inclusive Leadership in Nursing Program, Connell School of Nursing

Educating students to become socially responsible leaders has become a mission and key outcome of higher education. Schools need to identify and address barriers to achieve this outcome and establish practices to support students on their journey to understanding socially responsible leadership. This presentation will introduce the Social Change Model, explain how it is consistent with the mission of the William F. Connell School of Nursing (CSON), discuss some of the challenges CSON faces, and give examples of experiences that CSON is intentionally facilitating to help students become socially responsible leaders.

Veterans 101: Engaging with and Supporting Veterans • Gasson 206

Presenter: Michael Lorenz, Associate Director for Selection, Development & Formation, Office of Residential Life

While many people offer sentiments such as "I support the troops," and have good intentions behind those words, there is often a lack of knowledge in how to actually support those individuals. This session will cover some basics about the military culture and lifestyle, but also how to hold basic conversations with veterans about their experiences. We will discuss some of the latest research on student veterans, and overall success of veterans after the military.

EXHIBITORS

Academic Advising Center
Asian Pacific Islander Employees
Athletics: Campus Recreation
Athletics: Community Service Programs
Athletics: Learning Resources for Student Athletes
Boston College Police Department: Diversity Initiatives
Black Faculty, Staff, and Administrators Association
Center for Work & Family: Millennial Study and “The New Dad” Research
Children’s Center: Inclusive Efforts
Dining Services: We Are BC Dining
Gateway Scholars Program
Global Leadership Institute: Countries and Populations Served
Information Technology Services: Web Support Accessibility
Institute for the Study and Promotion of Race and Culture: White Racial Identity and Anxiety
Institute on Aging and the Hartford Center of Excellence in Geriatric Social Work: BC Talks Aging
LGBT@BC
Latinos@BC
Lynch School of Education: Labeling English Language Learners in K-12 schools
Lynch School of Education: Part, White, Am I Still A Person of Color?
Lynch School of Education: Psychoanalytic Theory and Cultural Competence in Psychotherapy
Mission and Ministry: Montserrat Coalition
National Resource Center for Participant Directed Services: Serving Seniors and People with Disabilities to
Maximize their Choice and Control Over Services
Office for Institutional Diversity: Diversity and Inclusion Initiatives
Office of International Students & Scholars: International Students
School of Social Work: Children and Aids in Sub-Saharan Africa
School of Social Work: Immigration
School of Social Work: School of Social Work Year Diversity Events 2015-2016
School of Social Work: Transracial Adoptions
Thea Bowman AHANA Intercultural Center
University Libraries: Boston College Libraries: Equitable Access for All
Veterans
Winston Center for Leadership and Ethics
Women’s Center: Empowering Women, Inspiring All
Women’s Collaborative

SUMMIT PLANNING COMMITTEE MEMBERS

CO-CHAIRS

Damita Davis, *Associate Director, Office for Institutional Diversity*

Judy Z. Ferres, *Associate Director, Office for Institutional Diversity*

FINANCE

Monetta Edwards, *Assistant Director, Winston Center for Leadership & Ethics, Carroll School of Management*

MARKETING

Maura Colleary, *Interim Director, Finance & Administration, School of Theology and Ministry*

Jennifer Sabatini Fraone, *Associate Director, Center for Work & Family*

Michelle Muccini, *Web Design & Communications Specialist, Center for Centers*

Jessica Pesce, Ph.D., *Manager, Faculty & Academic Affairs, Office of the Provost and Dean of Faculties*

REGISTRATION

Eileen O'Donnell, *Emergency Management Planner, Emergency Preparedness & Management*

PROGRAMS

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

Pradeep Frederick, *Senior Applications Developer, Student and Academic Application Services, ITS*

Ines Maturana-Sendoya, Ed.D., *Director, Bowman AHANA & Intercultural Center*

James Weiss, Ph.D., *Associate Professor of Theology and Director, Capstone program, Morrissey College of Arts and Sciences*

LOGISTICS

Edilma Reyes Hosein, *Assistant Director, Office for Institutional Diversity*

VOLUNTEERS

Karen Jarvis-Thorne, *Assistant Director, Office of Sponsored Programs*

Lucy Zhang, *Senior Enrollment Strategist, Dean of Enrollment Management Office*

EXHIBITORS

Patricia Birch, *Field Education Specialist, School of Social Work*

Sarah Hood, *Field Education Specialist, School of Social Work*

A Special Thank You to the presenters and exhibitors, Boston College Dining Services, Office of the President, Office of the Provost, Media Technology Services, and all the other champions of diversity and inclusion at Boston College.

