



# 2017 Diversity and Inclusion Summit

— Learn, Reflect, Engage —

Wednesday, May 24, 2017  
Gasson Hall • Boston College



45<sup>TH</sup>  
Anniversary



Boston College  
2017 Diversity and Inclusion Summit  
Gasson Hall  
*Learn, Reflect, Engage*

---

The 2017 Diversity and Inclusion Summit: *Learn, Reflect, Engage* will explore promising practices that contribute to BC's commitment to enhancing a diverse, welcoming, and inclusive community that respects all and fosters dialogue within our Jesuit, Catholic tradition.



# BOSTON COLLEGE

OFFICE OF THE PRESIDENT

May 24, 2017

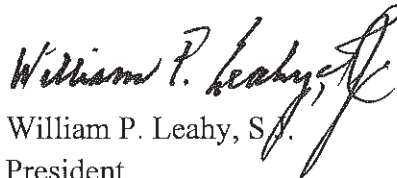
Dear Colleagues,

Welcome to the Boston College "Diversity and Inclusion Summit: Learn, Reflect, Engage," and I thank you for participating in this event.

I especially appreciate your willingness to reflect on your experience, engage in dialogue, and think creatively about challenges and opportunities facing us as individuals and as members of the Boston College community. Such 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.

Sincerely,

  
William P. Leahy, S.J.  
President

# SUMMIT SCHEDULE

- 8:30 a.m. REGISTRATION & BREAKFAST • GASSON ROTUNDA
- 9:15 a.m. INVOCATION • GASSON 100  
**Jack Butler, S.J.**, Vice President, Mission and Ministry
- 9:15 a.m. OPENING REMARKS AND WELCOME • GASSON 100  
**William P. Leahy, S.J.**, President, Boston College  
INTRODUCTION BY: **David Trainor**, Vice President, Human Resources
- 9:30 a.m. KEYNOTE ADDRESS • GASSON 100  
**Daryl G. Smith, Ph.D.**  
“Diversity’s Promise for Excellence: Building Capacity for a Pluralistic Society that Works”  
INTRODUCTION BY: **Patricia Lowe**, Executive Director, Office for Institutional Diversity
- 11:15 a.m. EDUCATIONAL CONCURRENT SESSIONS 1 • GASSON CLASSROOMS  
*(see page 6 for session descriptions and room locations)*
- 12:30 p.m. LUNCH
- 12:45 p.m. PANEL OF THOUGHT LEADERS • GASSON 100  
**Patricia Bando**, Associate Vice President, Auxiliary Services  
**Michael Bourque**, Vice President, Information Technology Services  
**Gautam Yadama, Ph.D.**, Dean, Boston College School of Social Work  
MODERATOR: **Vincent Rougeau, J.D.**, Dean, Boston College Law School
- 2:15 p.m. EDUCATIONAL CONCURRENT SESSIONS 2 • GASSON CLASSROOMS  
*(see page 7 for session descriptions and room locations)*
- 3:30 p.m. CELEBRATORY RECEPTION OF 45 YEARS OF OID • GASSON 100  
Exhibit Hall  
Meet and Greet with **Daryl G. Smith, Ph.D.** and book signing  
Conversations and Connections

## KEYNOTE SPEAKER



**DARYL G. SMITH** is Senior Research Fellow and Professor Emerita of Education and Psychology at The Claremont Graduate University. Prior to assuming her current faculty position at CGU, Smith served as a college administrator in planning and evaluation, institutional research, and student affairs. Her research, teaching, and publications have been in the areas of organizational implications of diversity, assessment and evaluation, leadership and change, governance, diversity in STEM fields, and faculty diversity. In addition to numerous articles and papers, she is an author or co-author of *Diversity's Promise for Higher Education: Making it Work*, *Diversity in Higher Education: Emerging Cross-national Perspectives on Institutional Transformation*, *The Challenge of Diversity: Alienation or Involvement in the Academy*, *Achieving Faculty Diversity: Debunking the Myths*, *Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty*, *Organizational Learning: A Tool for Diversity and Institutional Effectiveness*, *Strategic Evaluation: An Imperative for the Future of Campus Diversity*, *Diversity Works: The Emerging Picture of How Students Benefit*, *Strategic Governance: Making Big Decisions Better*, *Taking Women Seriously: Lessons and Legacies for Educating the Majority*,

*Studying Diversity in Higher Education: Lessons From the Field*, *Making a Real Difference with Diversity: A Guide to Institutional Change*, and *Diversity in Higher Education: A Work in Progress*. In partnership with five other evaluators of national diversity projects, she is a co-author of *To Form a More Perfect Union: Campus Diversity Initiatives*, *A Diversity Research Agenda*, and *Assessing Campus Diversity Initiatives*.

She has served as an evaluator and consultant to numerous projects and campuses across the country and to foundations such as the James Irvine Foundation, the Evelyn and Walter Haas, Jr. Foundation, the Ford Foundation, the Pew Charitable Trusts, and the Hewlett Foundation. She served on the advisory committee of several NSF Advance grants. Smith also served as one of three Principals responsible for the evaluation of the Campus Diversity Initiative for the James Irvine Foundation in collaboration with the Association of American Colleges and Universities in Washington, D.C. This five-year project involved working with 28 private colleges and universities in California to develop their capacity to sustain and monitor progress on institutional diversity. That project resulted in a final report, three research briefs (on unknown students, faculty hiring, and the intersection of race and class), a resource kit for campuses, and a monograph. She has been on the advisory board for the Converge project on diversity and inclusion in the health professions at Harvard Medical School. She served as part of two U.S. delegations to Ford Foundation sponsored tri-national conferences (India, South Africa, U.S.) on campus diversity, higher education, and democracy, that took place in South Africa and the United States for which she wrote a paper on issues of evaluation. Smith was a Fulbright Senior Specialist in South Africa in 2010 and 2012. Smith is the recipient of the 2012 Howard R. Bowen Career Achievement Award from the Association for the Study of Higher Education (2012), the 2013 award for Research Achievement from the American Educational Association (Division J), and the 2013 Distinguished Alumni Award from Claremont Graduate University. Smith received her B.A. from Cornell University in Mathematics, an M.A. from Stanford, and a Ph.D. in Social Psychology and Higher Education from Claremont Graduate University.

# THOUGHT LEADER PANELISTS

## MODERATOR:



**Vincent Rougeau** became Dean of Boston College Law School in July 2011. He previously served as a professor of law and Associate Dean for Academic Affairs at Notre Dame. A vocal advocate for change in legal education, Dean Rougeau has led a reorganization in leadership structure at the law school that supports a more holistic approach to student services, expands the school's national and international recruitment of a diverse student body through the new Associate Dean for External Relations, Diversity & Inclusion, and enhances the school's commitment to experiential learning and global engagement. BC Law's new Center for Experiential Learning brings all the school's hands-on training programs under one roof, while the new Global Practice Program will build on the school's longstanding presence in London and launch new opportunities for students in Germany, Chile, France, and other locations around the globe.

An expert in Catholic social thought, Dean Rougeau's current research and writing consider the relationship between religious identity and citizenship and membership in highly mobile and increasingly multicultural democratic societies. He serves as Senior Fellow at the Centre for Theology and Community in London, where he researches broad-based community organizing, migration and citizenship in the United Kingdom as part of the Just Communities Project.

Dean Rougeau's teaching interests are in contract and real estate law, as well as in law and religion. Before entering the academy, he practiced law at the Washington, D.C. office of Morrison & Foerster from 1988-1991.

## PANELISTS:



As Associate Vice President of Auxiliary Services at Boston College, **Patricia Bando** is responsible for the university's enterprise operations that include dining services, catering, athletic concessions, event management, retreat and conference centers, bookstores, vending, campus debit card services, print services, transportation & parking, and rental property management.

Under Ms. Bando's leadership of Auxiliary Services (2004-present) and as Dining Services Director of Boston College (1995-2004), she and her departments have been recognized with over a dozen prestigious national hospitality awards. Ms. Bando is on the Board of Directors of the Massachusetts Restaurant Association (MRA) and MRA Education Foundation Board of Directors.

Prior to her work at Boston College, Ms. Bando was Director of Dining at Cornell University, Ithaca, New York. Her food service and hospitality career experience also includes Trump Plaza Hotel, Atlantic City, New Jersey and The New York Hospital-Cornell Medical Center in New York City. A registered and licensed dietitian, Ms. Bando received her bachelor of science degree in dietetics from Michigan State University and her master of arts degree in food service administration from New York University.



**Michael Bourque** has over thirty years of experience in the field of information technology. He was named Vice President for Information Technology and Chief Information Officer at Boston College in January 2010. Prior to joining Boston College in 2003, he was Vice President, Business Systems at Parametric Technology (PTC), a \$1B product development and mechanical software provider, and spent fifteen years at Raytheon, a global aerospace leader, in positions of increasing responsibility. Mr. Bourque holds a master's degree in engineering management and a bachelor's degree in electrical engineering. He is currently President of the Association of Jesuit Colleges and Universities (AJCU) Conference on Information Technology Management.



**Gautam Yadama, Ph.D.**, is Dean and Professor at Boston College School of Social Work (BCSSW). Dean Yadama joined Boston College in 2016 as the ninth dean of the School of Social Work. Prior to working at Boston College, he served as Professor and Assistant Vice Chancellor for International Affairs-India at Washington University in St. Louis, Missouri. He is a commissioner on the Lancet Commission on Pollution & Health, forthcoming in June 2017.

Dean Yadama's work focuses on understanding the social, environmental, and health challenges of rural poor in the regions of South Asia, Central Asia, and China. A significant thrust of his work is concerned with understanding and intervening in resource poor communities to improve social, health, economic, livelihood, and quality of life outcomes. His research in India focuses on understanding the livelihoods of rural poor and ensuing strategies to achieve sustainability in their livelihoods. He is conducting a randomized control trial to study sustainability of new and efficient stove technologies in rural India to improve respiratory health and wellbeing of women and children.



## CONCURRENT SESSIONS I

### **30 Years of Supported Employment at Boston College • Gasson 309**

*Presenters: Katherine Ballas, Job Coach, Campus School; Ted Hannigan, Senior Job Coach, Campus School; Jim O'Donnell, Job Coach, Campus School*

For 30 years, the Boston College Supported Employment Program (SEP) has worked to enhance neurodiversity on campus by fostering employment opportunities for individuals with developmental disabilities. The program currently supports 23 employees who work in various departments including Dining Services, Facilities, Human Resources, and the Social Work Library. Session attendees will learn about the program's mission, history, and goals; walk away with strategies to enhance accessibility in their own work-site; and hear from employees, students, and supervisors who benefit from program services.

Panel discussion by SEP employees: Margie Richardson, Assistant Dining Worker, Dining Services; Matt McDonald, Assistant Dining Worker, Dining Services; Brendan Durkin, Clerical Assistant, Facilities and The Plex; Gabi Fridman, Courier, Social Work Library; and Lizzy Ryan, Clerical Assistant, Connell School of Nursing

Panel discussion by SEP area supervisors: Jan Lent, Assistant to the Vice President, Human Resources; Megan O'Neill, Associate Director, Restaurant Operations, Dining Services; and Ann Severo, Assistant Dean, Financial Planning & Operations, Woods College of Advancing Studies

### **A Reflective Discussion with the 'Creating Inclusive Classrooms' Faculty Cohort • Gasson 303**

*Presenter: Stacy Grooters, Director, Faculty Programs, Center For Teaching Excellence*

The 'Creating Inclusive Classrooms' faculty cohort, convened by the Center for Teaching Excellence, has been meeting monthly during the 2016-17 academic year to discuss ways to create more inclusive classrooms. As part of this process, we have been learning from each other, reflecting on our teaching, and engaging with relevant texts. One of the issues that we have routinely addressed is how our own issues, fears, and histories as instructors impact our ability to create inclusion in classroom spaces. In this session, we will invite participants in small groups to look at real-life cases regarding issues of inclusion, to reflect on problems and solutions that these cases bring up, and to discuss how as individuals we can more deeply interrogate how our own life experiences and histories shape our ability to be inclusive. The goal will be to provide participants with ideas and strategies to use in their own classrooms.

Faculty Cohort: Yonder Gillihan, Associate Professor, Theology; Annie Homza, Assistant Professor of the Practice, Lynch School of Education; David Scanlon, Associate Professor, Lynch School of Education; Eve Spangler, Associate Professor, Sociology; Sherri St. Pierre, Clinical Assistant Professor, Connell School of Nursing; Meghan Sweeney, Associate Professor of the Practice, Theology; Susan Tohn, Clinical Associate Professor, School of Social Work; and Celeste Wells, Associate Professor of the Practice, Communication

### **Can You Be Prejudiced and Not Know It?: Implicit Bias is for Everyone • Gasson 305**

*Presenters: Julie AhnAllen, Assistant Director, Diversity & Inclusion and Director of Training, University Counseling Services; Yvonne Jenkins, Senior Staff Psychologist; Patrick Latham, Senior Staff Psychologist; Johanna Malaga, Staff Psychologist; Sarah Piontkowski, Staff Psychologist*

The session will begin with a brief lecture on how implicit bias is defined and a review of some of the current research in the area especially relevant to a college environment. Participants will then have an opportunity to meet in small groups facilitated by University Counseling Services Diversity Committee members to discuss ways in which they notice that bias presents itself in their workspaces, including instances in which they may have been the victim or agent of such bias. At the end, the larger group will come together to discuss "lessons learned" from these small group discussions and to brainstorm concrete ways of addressing bias within our work environments. Presentation leaders will also provide a list of actions all faculty, staff, and students can take to combat implicit bias.

### **Promoting and Supporting Diversity through Collaborations, Academic Coaching, Mentoring, and Assistive Technologies • Gasson 205**

*Presenters: Margaret Cohen, Head Librarian, Education Initiatives and Research Services; Ildeko Szekley, Assistant Director, Connors Family Learning Center; Carli Spina, Head Librarian, Assessment & Outreach*

Academic coaching is a rising and evolving profession based on the concept that not all students are equipped with the necessary skills (academic, study, and social) at the college level. It is built on the idea of a collaborative and supportive relationship through which students develop their own strategies and systems of self-regulation to maximize academic performance. This presentation will explain theory, purpose, and value of Academic Coaching, and how beneficial it is for students with specific learning disabilities, and/or ADHD. In addition, this presentation will demonstrate assistive technologies, tools available to students and the entire BC community to support literacy and learning disabilities.



## **The Imperative of Diversity for Excellence • Gasson 301** (Session for University Leadership)

*Presenter: Daryl G. Smith, Senior Research Fellow and Professor Emerita of Education and Psychology at The Claremont Graduate University*

With a focus on leadership at Boston College, this session will expand on the keynote address. Participants will engage in conversation with Dr. Smith about promising practices for creating and sustaining a diverse and inclusive environment and leadership's role in doing so.

## **The Power of PULSE: Education through Critical Reflection on Engaged Learning • Gasson 209**

*Presenters: Meghan T. Sweeney, Associate Professor of the Practice, Theology and Director, Pulse Program; Shanteri Baliga, Assistant Director, Pulse Program; Matthew Kruger, Assistant Professor of the Practice, Theology; Mary Troxell, Associate Professor of the Practice, Philosophy; James Weiss, S.J., Associate Professor, Theology*

For nearly fifty years, the PULSE Program for Service Learning has been educating Boston College undergraduates for social justice. At the heart of BC's Jesuit identity, PULSE combines critical reflection on academic texts in dialogue with a significant commitment to community service that supports student learning. In this workshop, attendees will learn about the pedagogical aims and program mechanics of PULSE, and will also hear from faculty and students in the program about the transformative power of service learning to effect pedagogical goals and education for justice. Workshop participants will also have an opportunity to reflect on their own pedagogies and learning goals (whether for a class or a student activity) and how service and engaged learning might deepen learning goals, student formation, and desired learning outcomes.

# CONCURRENT SESSIONS II

## **Best Practices in Diversity & Inclusion: What Academia Can Learn From the Corporate World • Gasson 305**

*Presenters: Jennifer Sabatini Fraone, Director, Corporate Partnerships and Brianna Dougherty, Member Relations Specialist, Center for Work & Family*

Diversity & Inclusion are strategic priorities for corporations and organizations from around the world. The presenters will share best practices from the leading global companies in the BC Workforce Roundtable.

## **Many Voices, Many Faces, Many Gifts: One Love • Gasson 209**

*Presenter: Fr. Anthony Penna, Associate Vice President, Mission and Ministry, and Director, Campus Ministry*

This conversation will be centered around the ways that the Boston College Division of Mission and Ministry constructs its relationship to diversity on campus in a spirit of hospitality, gratitude, love, and hope. It will highlight concrete ways that this has borne fruit and ways that it desires to become more effective by its commitment to the practices of learning, reflection, and engagement—and importantly, service.

## **Moving Forward: The Evolution of a Department in Understanding and Appreciating Diversity • Gasson 303**

*Presenters: Michael Lorenz, Associate Director for Selection, Development & Formation, Office of Residential Life; George Arey, Associate Vice President, Student Affairs; and Noor Ibrahim, Assistant Director for Housing Assignments*

The Office of Residential Life sees regular turnover because of the large amount of new professionals the field attracts. With that, the leadership in the department has been ever-evolving and adapting to a new and changing workforce. Engaging their employees in continuous professional development opportunities, conversations around current events, and being able to show an appreciation around aspects of diversity and inclusion are department goals each year. This presentation will show statistics and trends from the past five years, leading up to the development and implementation of a department-wide committee focusing on issues around diversity, as well as the Intercultural Development Inventory (IDI) instrument being used for each of the 40 members of the department. This session will give practical ideas on what has worked for the office, as well as large or small implementations to enhance the conversations in your own department.

## **Planning for Accessibility: Challenges, Opportunities, and Accomplishments • Gasson 309**

*Presenter: William Tibbs, Director, Capital Planning & Engineering*

Facilities access for people with disabilities is an ongoing and sometimes difficult effort on a campus as topographically challenging as ours is here at Boston College. This session will discuss some of the key legal and jurisdictional requirements, provide a brief campus historical perspective, review Boston College's accomplishments to date, explore some recent changes in the laws, and share our current planning approaches for improving the accessibility of our university facilities.

*Session information continued on page 8.*

## CONCURRENT SESSIONS II

(continued)

### **Reflections on the LGBT Experience at Boston College and Abroad • Gasson 205**

*Presenter: Dr. Robert Mauro, Director, Global Leadership Institute*

This spring, the Global Leadership Institute hosted 10 senior policy makers, community leaders, and political officers from Ireland and Northern Ireland for a program entitled “Advocating for Civil and Human Rights for the LGBT Community.” This federally funded program took an in-depth look at practices and challenges facing two cities in the U.S., Boston, MA and Raleigh, NC. Members of the Boston College community will share their insights, both from their work experiences and discussions with the international participants of the program.

### **The Imperative of Diversity for Excellence • Gasson 301**

*Presenter: Daryl G. Smith, Senior Research Fellow and Professor Emerita of Education and Psychology at The Claremont Graduate University*

This session will expand on Dr. Smith’s keynote address, providing participants with the opportunity to engage in further dialogue, learn more about the promising practices for creating and sustaining a diverse and inclusive environment, and the role of community members in doing so.

## EXHIBITORS

Campus Recreation

Center for Teaching Excellence

Center for Work & Family

Connell School of Nursing

Department of Counseling, Developmental & Educational Psychology

Dining Services

Edmund H. Shea, Jr. Center for Entrepreneurship

Institute for the Study and Promotion of Race and Culture

Joseph E. Corcoran Center for Real Estate and Urban Action

Montserrat Coalition

Office for Institutional Diversity

Public Safety

School of Social Work

Student Services

Thea Bowman AHANA and Intercultural Center

Winston Center for Leadership and Ethics

# SUMMIT PLANNING COMMITTEE MEMBERS

## CO-CHAIRS

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

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

## BUDGET/FINANCE AND LOGISTICS

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

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

## MARKETING

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

Jennifer Sabatini Fraone, *Director, Corporate Partnerships, Center for Work & Family*

Michelle Muccini, *Manager, Communication Services, Center for Centers*

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

## REGISTRATION

Carolyn Donoghue, *Assistant Director, Employee Development, Office of Employee Development*

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

## PROGRAMS

Karl Bell, *Assistant Director, Office for Student Involvement*

Patricia Birch, *Assistant Director, Field Education, School of Social Work*

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

Syed Khan, *Reference & Instructional Services Librarian, O'Neill Library*

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

Anya Villatoro, *Assistant Director, First Year Experience*

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

## VOLUNTEERS

Marsia Hill-Kraeime, *Senior Financial Aid Associate, Student Services*

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

Lucy Zhang, *Senior Enrollment Analyst & Data Strategist, Dean of Enrollment Management Office*

## EXHIBITORS

Jose Ascencio, *Phone Operator, Information Technology Services*

Bruce Dixon, *Energy Management Specialist, Facilities, Engineering*

Yvonne Jenkins, Ph.D., *Senior Psychologist, University Counseling Services*

**A Special Thank You** to the presenters and exhibitors; Dining Services; Office of the President; Office of the Provost and Dean of Faculties; Media Technology Services; Asian, Pacific Islander Employees; Black Faculty, Staff, and Administrators Association; Latino/as at Boston College; Lesbian and Gay Faculty, Staff, and Administrators Association; Staff Advisory Senate; Veterans Affinity Group; Women's Collaborative; and all the other champions of diversity and inclusion at Boston College.

