

2018 Diversity and Inclusion Summit

— One Community, Many Perspectives —

Wednesday, May 23, 2018
Gasson Hall · Boston College





Boston College
2018 Diversity and Inclusion Summit
Gasson Hall
One Community, Many Perspectives

The 2018 Diversity and Inclusion Summit: *One Community, Many Perspectives* will focus on the many ways our community is building capacity to advance and sustain inclusive excellence.



BOSTON COLLEGE

OFFICE OF THE PRESIDENT

May 23, 2018

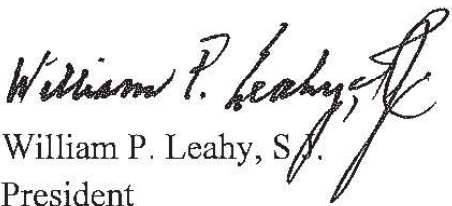
Dear Colleagues,

Welcome to the third annual Boston College Diversity and Inclusion Summit: One Community, Many Perspectives, an opportunity for members of our campus community to discuss a wide range of ideas, experiences, and hopes. I am grateful for the time and commitment you are devoting to this event.

As a university shaped by its Jesuit, Catholic heritage and values, BC prizes mutual respect, openness, dialogue, and reflection, essential elements in personal and professional relationships. I hope that today's event will renew our connections with one another and deepen awareness of challenges and possibilities at "the Heights."

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

Sincerely,


William P. Leahy, S.J.
President

SUMMIT SCHEDULE

- 8:30 a.m. REGISTRATION & BREAKFAST • GASSON ROTUNDA
- 9:00 a.m. WELCOME • GASSON 100
William P. Leahy, S.J., President
- 9:10 a.m. INVOCATION • GASSON 100
Fr. Anthony Penna, Associate Vice President, Mission and Ministry and Director, Campus Ministry
- 9:15 a.m. OPENING REMARKS • GASSON 100
Patricia Lowe, Executive Director, Office for Institutional Diversity
VIDEO: “One Community, Many Perspectives”
- 9:30 a.m. KEYNOTE ADDRESS • GASSON 100
INTRODUCTION BY: **David Trainor**, Vice President, Human Resources
Alma R. Clayton-Pedersen, Ph.D., “Making Excellence Inclusive is a Social Justice Endeavor”
- 11:15 a.m. EDUCATIONAL CONCURRENT SESSIONS I • GASSON CLASSROOMS
(see pages 6 and 7 for session descriptions and room locations)
- 12:15 p.m. LUNCH • WELCH DINING HALL
- 1:15 p.m. GUIDED DISCUSSION: EVERYDAY EXCELLENCE AND INCLUSION • GASSON 100
INTRODUCTION BY: **David Quigley**, Provost and Dean of Faculties
MODERATOR: **Tiziana Dearing**, Professor of Macro Practice, Global Practice Co-Director, Center for Social Innovation, and Founding Co-Director, RISE3, School of Social Work
PANELISTS:
Rocío Calvo, Ph.D., Associate Professor, Global Practice and Health & Mental Health and Founding Director, Latino Leadership Initiative (LLI), School of Social Work
Alfred Hamilton, Ph.D., FHIMSS, Program Director, Master of Healthcare Administration Program, Woods College of Advancing Studies
Min Hyung Song, Ph.D., Professor, English Department, Morrissey College of Arts and Sciences
- 3:00 p.m. EDUCATIONAL CONCURRENT SESSIONS II • GASSON CLASSROOMS
(see pages 7, 8, and 9 for session descriptions and room locations)
- 4:00 p.m. RECEPTION • GASSON ROTUNDA AND LIBRARY Exhibit Hall

KEYNOTE SPEAKER



Alma R. Clayton-Pedersen, Ph.D., is CEO of Emeritus Consulting Group and an Association of American Colleges & Universities (AAC&U) Senior Scholar consulting on programs that prepare faculty, administrators, and institutions for the future of higher education. While Vice President for Education and Institutional Renewal at AAC&U she led the establishment of Inclusive Excellence as a national imperative. She joined AAC&U after more than 15 years at Vanderbilt University in varied roles. She has co-authored many publications including the seminal work, *Enacting Diverse Learning Environments: Improving the Climate for Racial/Ethnic Diversity in Higher Education*. She was co-PI and Director of AAC&U's Preparing Critical Faculty for the Future (PCFF) program (2010-2015) and lead author of *Preparing Critical Faculty for the Future: Enlisting the Voices of STEM Women Faculty of Color* (2016), *Making a Real Difference with Diversity: A Guide to Institutional Change* (2009), and *Making Excellence Inclusive in Education and Beyond* (2008). She holds a bachelor's degree from the University of Wisconsin-Milwaukee and both a M.Ed. and Ph.D. from Vanderbilt University.

KEYNOTE ADDRESS

MAKING EXCELLENCE INCLUSIVE IS A SOCIAL JUSTICE ENDEAVOR

Today we live in a more diverse and socially complex world than we ever have before, and it will likely become more so. We also face increasing domestic and international challenges that prompt anxiety within and across nations. Higher education must ensure that learners and learning facilitators develop appropriate levels of intercultural competence to ensure that domestic and global intercultural interactions are just and equitable for all. Such preparation is necessary for our institutions to make assurances that address the multifaceted economic, environmental, and ethical global social justice challenges. This session will illustrate AAC&U's vision of 21st century education that works to make excellence inclusive. The session will examine how diversity, equity, and inclusion efforts are essential to achieving excellence in all spheres of teaching, learning, and work in education.

Guided Discussion: Everyday Excellence and Inclusion

This discussion will be guided by the University's commitment to formation among faculty, staff, and students. The discussion further strengthens Boston College's mission to sustain a welcoming and respectful community that is advancing excellence in inclusion.

MODERATOR



Tiziana Dearing is a Professor at the Boston College School of Social Work, Co-Director of the Center for Social Innovation, and Founding Co-Director of Research in Social, Economic, and Environmental Equity (RISE³). She comes to the School of Social Work from the world of practice, where she led a number of anti-poverty organizations, including Boston Rising, a start-up anti-poverty fund, and Catholic Charities of the Archdiocese of Boston, where she was the first woman president. Dearing also served as the Executive Director of the Hauser Center for Nonprofit Organizations at Harvard University and spent nearly a decade as a management consultant both to Fortune 500 companies and to mission-driven nonprofit organizations. Dearing blogs and provides commentary for national and local outlets such as CNN.com and WBUR's *Cognoscenti*, and provides frequent media commentary to both local and national outlets on topics such as nonprofits, philanthropy, and social justice. She serves on a number of charitable boards.



PANELISTS

Rocío Calvo, Ph.D., is an Associate Professor and the Founding Director of the Latino Leadership Initiative (LLI) at the Boston College School of Social Work. Her interdisciplinary work focuses on the integration of immigrants and their children. She investigates the role of social services in the integration of Latino immigrants, the determinants of immigrants' happiness, and what contributes to the success of Latinos in higher education. Her work has been supported by the Spencer Foundation, and has been featured in the *Journal of Happiness Studies*, the *Journal of Ethnic & Migration Studies*, *Plos One*, *Social Science & Medicine*, and the *British Journal of Social Work*. Calvo serves in the Diversity Steering Committee of Boston College, Advisory Board of the Center for Diversity, and Social & Economic Justice of the Council of Social Work Education (CSWE). She is also the national co-leader of the Grand Challenge

“Achieve Equal Opportunity and Justice for All” of the American Academy of Social Work and Social Welfare.



Alfred Hamilton, Ph.D., FHIMSS, is currently serving as the Program Director for the Woods College of Advancing Studies Master of Healthcare Administration Program. His primary responsibility is leading the day-to-day operations and delivering a graduate program that positively influences the delivery of healthcare and engages working healthcare professionals.

Hamilton recently served as Computer Task Group's (CTG) Vice President and General Manager for Health Solutions and Life Sciences. His primary responsibility was to lead the day-to-day operations of the health solutions and life sciences practice. He provided critical input on the practice's strategic direction and he was responsible for the group's financial performance.

While at the Milken Institute School of Public Health at The George Washington University, Hamilton served as an Assistant Professor teaching in the Master of Healthcare Administration and the Health Information Technology Graduate Certificate Program and served as the Senior Advisor to the Associate Provost for Military and Veterans Affairs for over four years.



Min Hyung Song, Ph.D., is a Professor of English at Boston College, Director of the Asian American Studies Program, and Chair of the Aquino Scholarship Committee. He is also the former Director of the English M.A. program, as well as the former editor of the *Journal of Asian American Studies*. He is a current editorial board member of the journal *American Literature*.

He is the author of two books, *Strange Future: Pessimism and the 1992 Los Angeles Riots* and *The Children of 1965: On Writing, and Not Writing, as an Asian American*. The latter won the Association for Asian American Studies Book Prize in Literary Criticism and the Alpha Sigma Nu Award in Literature and Fine Arts, as well as an Honorable Mention in the Association for the Study of the Arts in the Present Book Prize. He is the co-editor of *Asian American Studies: A Reader* and *The Cambridge History of Asian American Literature*, and is general co-editing a four-volume series for Cambridge University Press entitled “Asian American Literature in Transition” as well as co-editing a special issue on Asian American literature for the *Massachusetts Review* in cooperation with the Smithsonian Asian Pacific American Center.

— CONCURRENT SESSIONS I —

Assessing and developing intercultural competence with your faculty, students, and staff • Gasson 206

Presenters: Adrienne Nussbaum, Director, Office of International Students & Scholars, and Ines Maturana-Sendoya, Director, Thea Bowman AHANA & Intercultural Center

This session will focus on how the presenters have used the Intercultural Development Inventory (IDI) to assist departments, classes, and other cohorts to assess their members' intercultural effectiveness. Through this process participants are given strategies to help them continue their development to further their skills and capacity in order to better accomplish their professional and personal goals.

Is it possible to integrate Ignatian Spirituality in non-Catholic traditions? Three non-Catholic perspectives • Gasson 204

Presenters: Tomeu Estelrich, Director of the Center for Ignatian Spirituality, and Adaline Mirabal-Camacho, Assistant Director of Intersections; Panelists: Edilma Reyes Hosein, Assistant Director, Office for Institutional Diversity; Suzanne Matson, Professor, English Department; and Jeremy Weinberg, Resident Director, Office of Residential Life

We work in a Jesuit university that praises its Ignatian heritage. At the same time, we are a diverse community that embraces different faith traditions, including people who do not profess one. In this session, three non-Catholic colleagues will share with us how they have integrated different aspects of the Ignatian tradition in their work and in their personal life.

Supporting LGBTQ+ students at BC • Gasson 203

Presenter: Caroline Davis, Associate Dean of Student Outreach & Support, Dean of Students Office

Please join us for a discussion about supporting LGBTQ+ students on campus. We will review basic information about the LGBTQ+ community, including terms and definitions, and will specifically talk about how staff and faculty can serve as resources for queer and questioning students. We will also share information about the support and services offered by the Dean of Students Office.

Understanding the needs of diverse populations in emergency planning • Gasson 202

Presenters: Eileen O'Donnell, Emergency Management Planner, and John Tommaney, Director, Emergency Management

Emergencies can happen anytime, anywhere, and to anyone, so it is important to consider the Whole Community when planning. The emphasis for the presentation will be on the diverse populations Boston College considers when planning for emergencies, for example, those with mobility or cognitive challenges, elderly and children, those whose first language is not English or who come from a different culture, those with service animals, those with dietary restrictions, or those on

medication or with medical equipment. This presentation will address how BC plans for emergencies, the potential hazards, and how individuals can develop their own plans for responding to an emergency.

"What happens next?": Reflecting on strategies for inclusive dialogues in the aftermath of campus hate speech acts • Gasson 305

Presenters: Andrés Castro Samayoa, Assistant Professor, Educational Leadership & Higher Education, and Heather Rowan-Kenyon, Associate Professor, Department of Educational Leadership & Higher Education

What is the role of higher education practitioners in the face of on-campus incidents of bigotry and hatred? How can individuals who teach, advise, and support students ensure that they make space to process events that may affect students' learning? This introductory session is geared towards faculty, advisors, and higher education professionals who wish to workshop and refine how they interact with students in the face of difficult dialogues.

— CONCURRENT SESSIONS II —

A campus of difference: A tiered approach to cultural competency education • Gasson 206

Presenter: Tiffany Enos, Assistant Director, Thea Bowman AHANA & Intercultural Center

Thea Bowman AHANA & Intercultural Center (BAIC) presents a framework for the implementation of A CAMPUS OF DIFFERENCE, an anti-bias training curriculum created by the Anti-Defamation League, for all undergraduate students. From a pilot program for first year students to tailored resources and trainings for student leaders, BAIC offers many opportunities to build career-readiness skills for anti-bias reflection and diversity appreciation. This session will seek to address the opportunities available to both specific student populations as well as the general BC student body.

Achieving inclusive excellence by focusing on your end goal • Gasson 205

Presenter: Alma Clayton-Pedersen, CEO of Emeritus Consulting Group

This session will build on the keynote and engage participants in gaining a deeper understanding of how the diversity, equity, and inclusion language relates to their specific work context. The campus efforts to make excellence inclusive will be discussed in the context of the participants' organizational responsibilities and the challenges they face. The strategies needed to move forward and establish shared responsibility for the work will also be addressed during the session. This includes identifying the work to be undertaken, as well as discussing and practicing specific strategies to achieve Inclusive Excellence in the context of participants' position, institutional location, and sphere of influence.

— CONCURRENT SESSIONS II —

(continued)

Advancing diversity from inception to operation • Gasson 204

Presenters: Neil McCullagh, Executive Director, Corcoran Center for Real Estate and Urban Action; Taylor Perkins, Assistant Director, Corcoran Center for Real Estate and Urban Action; and Vivien Morris, Community Engagement Manager-Mattapan

This presentation will outline the path that the Corcoran Center has taken to advance principles of inclusion and diversity into the Center's development since its inception in 2015. We will discuss prioritization of activities and programming choices for the center and efforts to develop programming which have been responsive to current events. We will incorporate a discussion of efforts to recruit people of color for internships and struggles and failures in efforts to expand programming.

Creating a process for facilitating "courageous conversations" in the classroom: A partnership with faculty and students • Gasson 305

Presenters: Susan Tohn, Associate Professor, Clinical Practice, and Ximena Soto, Assistant Director, Field Education

How do we, as professors, facilitate conversations in our classrooms that allow for multiple perspectives without people getting upset and offended? This question will be answered during this workshop where you will learn about a process where students and professors learn a model for sharing the responsibility for supporting "courageous conversations" in the classroom.

Engaging in inclusive dialogue around vocational discernment • Gasson 203

Presenters: Jessica Graf, Assistant Director, Residential Ministry; Jenna Sattar Kwiatek, Assistant Director, Sophomore Area; Jeremy Weinberg, Resident Director, Reservoir Apartments; and Matt Razek, Resident Director, Claver, Loyola, Xavier, and Fenwick Halls (CLXF)

This session explores how professionals at Boston College can more holistically and inclusively approach the vocational discernment conversation with students and colleagues. It can be difficult to sit with an individual and equally acknowledge privileges and systemic challenges that will aid or hinder their ability to discover and follow a potential career path. By considering and reflecting on Fr. Michael Himes' Three Key Questions, folks will consider the diverse individuals and backgrounds they interact with and serve daily. The attendees will explore and discuss applicable ways of approaching conversations about passions, career path, furthering their own education, and fulfillment while taking into consideration the realities of many intersecting identities, fiscal responsibilities, socioeconomic statuses, familial pressures, and inclusive work environments.

— CONCURRENT SESSIONS II —

(continued)

Mobilizing toward social justice: Classroom philosophies, strategies, and experience

• **Gasson 202**

Presenters: Eileen Donovan-Kranz, Associate Professor of the Practice of English; Patricia Riggin, Associate Professor of the Practice of Theatre; and Allison Adair, Associate Professor of the Practice of English

BC's Core Renewal Program actively draws upon faculty to conceptualize courses that speak to their own best interests and to student interest and the needs of society/ies, with a special emphasis on issues of injustice across the disciplinary spectrum. These three panelists aim for our students to consider societal questions and injustices—with an effect that matches the aims of Jesuit philosophy. Each panelist will detail her own experience of encountering injustice through theatre, rap, literature, and/or writing, detailing the multiple challenges as well as satisfying growth experienced through immersion and inquiry.

— EXHIBITORS —

Boston College Libraries

Boston College Police Department

Campus Recreation

Carroll School of Management

Center for Work & Family

Center on Aging & Work

Department of Counseling, Developmental & Educational Psychology

Dining Services

Institute for the Study and Promotion of Race and Culture

Montserrat Coalition

Office for Institutional Diversity

Office of Emergency Management

Political Science Department

Research Program on Children and Adversity

School of Social Work

Winston Center for Leadership and Ethics

ACKNOWLEDGEMENTS

SUMMIT PLANNING COMMITTEE MEMBERS

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Jennifer Sabatini Fraone,
Director, Corporate Partnerships,
Center for Work & Family
Jenna Sattar Kwiatek, Assistant
Director, Office of Residential Life

LOGISTICS

Noor Ibrahim, Assistant Director,
Assignments and Occupancy,
Office of Residential Life
Judy Moore, Academic Support
Assistant, School of Social Work

REGISTRATION

Carolyn Donoghue, Assistant
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Development

Eileen O'Donnell, Emergency
Management Planner, Office of
Emergency Management

PROGRAMS

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TRIO Student Support Services
Program, Learning to Learn
Patricia Birch, Assistant Director,
Field Education, School of Social
Work

Damita Davis, Associate Director,
Office for Institutional Diversity
Sarah Hood, Assistant Director,
Field Education, School of Social
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Karen Jarvis-Thorne, Assistant
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Programs

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

Bill Murphy, Associate Vice
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Akua Sarr, Ph.D., Vice Provost,
Undergraduate Academic Affairs

Anya Villatoro, Assistant Director,
First Year Experience

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Information Technology Services

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Counseling Services

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Services

Brandon Huggon, Assistant
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Analyst & Data Strategist, Dean of
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CAMPUS COLLABORATORS

Asian, Pacific Islander Employees
Black Faculty, Staff, and
Administrators Association
Latino/as at Boston College
Lesbian and Gay Faculty, Staff, and
Administrators Association at
Boston College
Media Technology Services
Middle Eastern Employees and
Allies
Office of the President
Office of the Provost and Dean of
Faculties
School of Theology and Ministry
Staff Advisory Senate
Veterans Affinity Group
Women's Collaborative

*A Special Thank You to
Dining Services for their
continued support and
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and inclusion.*

