



2019 Diversity and Inclusion Summit
— Transformational Dialogue —

Wednesday, May 22, 2019
Gasson Hall · Boston College





Boston College
2019 Diversity and Inclusion Summit
Gasson Hall
Transformational Dialogue

The 2019 Diversity and Inclusion Summit: *Transformational Dialogue* invites faculty and staff to participate in bold and inclusive conversations. The summit will include interactive sessions and shared storytelling that will encourage and promote transformative dialogue across differences and commonalities.



BOSTON COLLEGE

OFFICE OF THE PRESIDENT

May 22, 2019

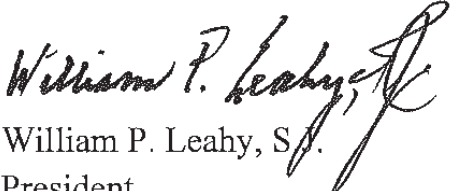
Dear Colleagues,

I want to welcome and express my gratitude to those participating in this year's Diversity and Inclusion Summit, which focuses on the importance of discussion and engagement. This program once again invites conversation about key issues facing us as individuals and as members of the Boston College community.

Dialogue about experiences, hopes, and challenges is an essential element to life in a university, and I believe we benefit greatly from such sharing and related reflection. May the discussions at this event be productive and help all present grow as generous, compassionate, and dedicated human beings. Doing so will enable Boston College to be a better place and more faithful to its values, heritage, and mission as a Jesuit, Catholic institution of higher education.

Let us always strive for the greater glory of God and to bear fruit that will last.

Sincerely,


William P. Leahy, S.J.
President

SUMMIT SCHEDULE

- 8:30 a.m. REGISTRATION OPENS
- 9:00 a.m. INVOCATION · GASSON 100
Casey Beaumier S.J., Director, Institute for Advanced Jesuit Studies
& Vice President and University Secretary
- 9:10 a.m. WELCOME · GASSON 100
William P. Leahy, S.J., President
- 9:15 a.m. OPENING REMARKS · GASSON 100
Patricia Lowe, Executive Director, Office for Institutional Diversity
“Transformational Dialogue: Power of Storytelling”
- 9:30 a.m. MORNING PLENARY SESSION · GASSON 100
INTRODUCTION BY: **William Murphy**, Associate Vice President, Human Resources
“Building Bridges of Understanding Across Differences through
Transformative Dialogues”
Zareen Karani Araoz, President of Managing Across Cultures and Part-Time
Faculty Member in the Carroll School of Management
- 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 · LYONS HALL
- 1:15 p.m. EDUCATIONAL CONCURRENT SESSIONS II · GASSON CLASSROOMS
(*see pages 8 and 9 for session descriptions and room locations*)
- 2:15 p.m. AFTERNOON PLENARY SESSION · GASSON 100
INTRODUCTION BY: **Billy Soo**, Vice Provost for Faculties
“Transformational Dialogue: Approaches, Action, and Allyship”
Tiziana Dearing, Professor of the Practice, Children, Youth & Family, School
of Social Work
Burt Howell, Executive Director, Intersections
Joy Moore, Interim Vice President for Student Affairs
Catherine Wong, Program Director & Coordinator, Urban Outreach
Initiatives, Lynch School of Education and Human Development
- 3:45 p.m. CLOSING REMARKS · GASSON 100
Patricia Lowe, Executive Director, Office for Institutional Diversity

MORNING PLENARY SESSION

Building Bridges of Understanding Across Differences Through Transformative Dialogues

This plenary will address the foundational issues of cultural differences and cultural identity and values. How do differences arise? How can we better strive for excellence, in our professional and personal spheres and in our relations as individuals and in groups? The session will be interactive, helping participants reflect on their own cultural identity, the values they hold dear, how they express them, and how they understand and deal with values and perspectives that differ from their own. It will help us appreciate, address, and learn to dialogue effectively across these differences. It will also address issues of prejudices that we all hold, and think together how we might best understand and work through them, especially through dialogues that could transform our perceptions and beliefs. We will reflect, introspect, and dialogue together, so that we leave this session with a greater desire to build those bridges and with suggestions on approaches to have these transformative dialogues that will serve to enhance our lives and the lives of those we interact and work with. And it will strive to add a further step in helping participants create a more inclusive and caring BC community.



Dr. Zareen Karani Araoz is a Part-Time Faculty member in the Carroll School of Management and the President of Managing Across Cultures, a consulting firm specializing in coaching and developing Senior Executives who lead global collaborations, build cross-border teams, and manage cultural transitions. Araoz has consulted in 20+ countries in Asia, Europe, and Latin America using her expertise in helping global executives work more effectively in and across various countries. Araoz was invited to be a Delegate on President Obama's Executive Mission to India, as one of the 200 CEOs on the US-India Business Council Delegation.

AFTERNOON PLENARY SESSION

Transformative Dialogue: Approaches, Action, and Allyship

As we know, there is no one way to create and sustain brave space for dialogue, action, and emerging allyship. This interactive session will highlight several different styles and approaches into transformative dialogue, so that the BC community can enhance its capacity for change in the midst of challenge and its resourcefulness in the building of lasting relationships across campus.



Tiziana Dearing is a Professor of the Practice 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.



Burt Howell is the Executive Director of Intersections and the Center for Ignatian Spirituality at Boston College. These two offices invite faculty and staff to discuss vocation, discernment, mission, student formation, the Ignatian spiritual tradition, and Jesuit education. Intersections and the Center for Ignatian Spirituality, under the direction of the division of University Mission and Ministry, sponsor seminars, retreats, lunches, immersion trips, and pilgrimages. Prior to his current position,

he worked in the BC Office of Residential Life.



Joy Moore is interim Vice President for Student Affairs at Boston College. A secondary school and higher education administrator, she has served at a variety of independent schools and universities over a 35-year career. Prior to returning to Boston College in 2011, Moore served four years as the Interim and Deputy Head of School at the Oprah Winfrey Leadership Academy in Johannesburg, South Africa. She has also served as the Head of School at the Archer School in Los Angeles, California and as the

Associate Head/Director of Upper School at Dana Hall in Wellesley, Massachusetts. As a university administrator, she has held a variety of leadership positions at the University of California at Berkeley, the University of San Francisco and Boston College. Moore's experience extends into the field of alumni engagement and fundraising.



Catherine Wong is the Program Director & Coordinator of the Urban Outreach Initiatives at the Lynch School of Education and Human Development. She oversees the Donovan Urban Teaching Scholars' Program, an intensive one-year M.Ed., cohort-based program in teacher preparation leading to licensure; the College Bound Program, a pre-collegiate youth centered program that uses scientific inquiry to address social and environmental justice issues; as well as facilitates cross university, school, and

community collaborations. Wong serves on the Board of Directors for Our Restorative Justice, is Chair of the Consortium of Colleges and Universities for the Institute for the Recruitment of Teachers, and is on the Steering Committee of the Massachusetts Consortium for Social Emotional Learning in Teacher Education. Wong is best known for bringing together interdisciplinary teams to enhance their capacity to lead, learn, and transform from a culturally competent, social justice, and equity framework. Highlights of her work prior to working at Boston College include the Domestic Violence Unit-Massachusetts Department of Social Services, faculty, the US-Middle East Partnership Initiative, academic director and faculty, Teacher Education Institute, University of Middle East Project, visiting professor, the School of Education-Queen's University, Belfast, Northern Ireland.

— EDUCATIONAL CONCURRENT SESSIONS I —

“Oh No They Didn’t” Delving Deeper & Creating Your Own Difficult Dialogue (D2) Toolkit · Gasson 305

Presenters: Catherine Wong, Program Director & Coordinator, Urban Outreach Initiative, Lynch School of Education and Human Development

1. Have you had experiences where your voice has been heard, validated, and responded to with optimism?
2. Have you had experiences where your voice has been challenged, minoritized, or completely silenced?
3. Have you wished for innovative strategies to address difficult dialogue?

This highly interactive workshop will explore a collaborative framework that allows administrators, staff, and faculty to deal with conflict and resistance constructively. Participants will: 1) broaden their skills in engaging and sustaining difficult dialogue as an opportunity to better understand and transform conflict situations, 2) create ‘vital and brave space’ to identify breakthrough strategies and share lessons learned, while naming and recognizing barriers that can inhibit our ability to have a substantial voice and progress in our respective positions, and 3) be encouraged to mobilize informal and formal networks of allied support that allow for “surviving and thriving,” even when faced with the most challenging of circumstances.

Supporting LGBTQ+ Students · Gasson 301

Presenters: Caroline Davis, Associate Dean, Dean of Students Office; Tt King, Graduate Student, Graduate School of Social Work

This session will provide participants with a brief understanding of who LGBTQ+ students are on campus, their unique vulnerabilities and strengths, and best practices to support them. Participants will leave with an understanding of resources available both on and off campus for students, as well as opportunities for growth on individual, community, and institutional levels.

The Gateway Scholars Program: Increasing Diversity in Chemistry and Biology · Gasson 304

Presenters: Lynne O'Connel, Chemistry Department; Heather Olins, Biology Department; Holly Deak, Chemistry Department; Rebecca Dunn, Biology Department

Boston College initiated the Gateway Scholars Program in 2012 to improve retention of underrepresented students in scientific majors. The methods used for identifying and selecting students for the program will be presented along with the mechanics of how the program is administered. Preliminary conclusions regarding the efficacy of the program thus far will be discussed.

— EDUCATIONAL CONCURRENT SESSIONS I —

(continued)

The New Dad: Understanding Today's Men and Fathers · Gasson 307

Presenters: Brad Harrington, Executive Director, Center for Work & Family and Research Professor, CSOM; Jennifer Sabatini Fraone, Director of Corporate Partnerships, Center for Work & Family

Our views on men and masculinity are in transition, with current movements sparking much-needed dialogue around men's shifting roles and identity. Fathers today are more involved in child care and housework, and they increasingly value work-life support from their employers. During this session, Dr. Brad Harrington and Jennifer Sabatini Fraone from the Boston College Center for Work & Family will discuss findings from the Center's research initiative on The New Dad, which examines the evolving roles and attitudes of working fathers. Following the presentation, we will open the conversation to engage participants in a discussion about manhood and fatherhood in today's world.

Transformative Anti-Racist Action Toward Liberation as People of Color and White People · Gasson 302

Presenters: Margaret Lombe, Assistant Dean of the School of Social Work Doctoral Program; Cara Antonaccio, School of Social Work, Class of 2022; Melissa Bartholomew, School of Social Work, Class of 2020; Abaigeal Doherty, School of Social Work, Class of 2020; Ngozi Enelamah, School of Social Work, Class of 2020; Kim Hokanson, School of Social Work, Class of 2021; Sarah Elizabeth Neville, School of Social Work, Class of 2022

Racial oppression has been an ongoing crisis since the beginning of this country, evidenced recently by the racist incidents here on campus. Our students, faculty, and staff are harmed by the divisive legacy of racism and these continuous traumatic events. How can we transform BC into a community where we all feel safe and welcome? In the Jesuit spirit of people "for others," how can we carry this into the broader world? SSW faculty and students will share their learnings from two symposia: the Racial Justice Symposium and the White Students Confronting White Supremacy symposium. We will discuss our collective responsibility for working towards our liberation and healing, especially in the context of Jesuit values. Then we will break into small groups where individuals will identify practical ways in which they can dismantle racism given their unique identities and the type of power and privilege they hold.

Transformational Leadership Follow-up · Gasson 303

Presenter: Tiziana Dearing, Professor of the Practice, Children, Youth & Family, School of Social Work

This workshop is a follow-up discussion for the Voices of Diversity and Inclusion Transformational Leadership program. (Reserved for attendees of 2019 VODI Forum)

— EDUCATIONAL CONCURRENT SESSIONS II —

Creating a Trans-Inclusive Classroom: Suggestions and Tips from the School of Social Work · Gasson 307

Presenters: Susan Tohn, Associate Professor for Clinical Practice, School of Social Work; Clayton Lightfoot, MSW candidate May 2019; Claire Geruson, MSW candidate May 2019

This session will explore strategies for faculty and staff when working with trans, nonbinary, and gender diverse students. This session will provide a general overview of trans identities, representation at Boston College, recommendations from the National Association of Social Workers, and opportunities to examine ways to increase representation of trans individuals both in the classroom setting and in the academic syllabus.

Inside the Matrix: How We Sustain Systems of Privilege and Oppression and What to Do About It · Gasson 302

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

Please join us for this enlightening session on Inside the Matrix: How We Sustain Systems of Privilege and Oppression and What to Do About It. Professor Calvo will help us understand how, inadvertently, each of us contributes to unfair systems that keep groups of people from reaching opportunities for advancement and will help us understand what we can do to facilitate change.

Supporting DACAmended Students as We Pursue Inclusive Excellence: Engaging in Transformational Dialogue Regarding Institutional Policies · Gasson 303

Presenters: Raquel Muñiz, JD, PhD, Assistant Professor of Education Law and Public Policy, Department of Educational Leadership and Higher Education, Lynch School of Education and Human Development; Natalie Borg, PhD, Candidate, Higher Education

DACAmended students are among the most vulnerable in higher education today, and their circumstances grow more precarious as the Trump Administration threatens the policy that provides them with temporary opportunity and protection, but higher education institutions can provide instrumental support for this population that has been historically excluded from participation. This session will include an introduction to DACA, followed by a discussion of the challenges DACAmended students experience, including in the areas of finances, study abroad participation, access to resources, culturally responsive policies, and appropriate training for faculty and staff. Attendees will then discuss exemplary institutions, recommended best practices from the literature, and explore how we can improve the lot of DACAmended students via institutional policies. There will be frequent opportunities for attendees to work together and engage in transformational dialogues in pursuit of enhancing inclusion of DACAmended students.

— EDUCATIONAL CONCURRENT SESSIONS II —

(continued)

Understanding and Responding to the Trauma of Racism · Gasson 305

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

The term racial trauma or race-based traumatic stress is one that is becoming more widely spoken about in the context of violence and discrimination experienced by people of color. In light of racist incidents on the BC campus and around the country, it is imperative to learn about racial trauma and the impact it has on individuals and communities. University Counseling Services (UCS) psychologists will offer an understanding of racial trauma and its implications on mental health and well-being. This is an interactive session exploring the intersection between race and trauma. UCS Psychologists will share personal and professional observations and will invite the audience to participate in storytelling about experiences regarding race and trauma. We hope to promote understanding, empathy, dialogue, and self-reflection. We will explore ways to cope with racial trauma and support individuals directly impacted by it.

Women Faculty Chair Panel · Gasson 301

Moderator: Akua Sarr, PhD, Vice Provost for Undergraduate Academic Affairs, Office of the Provost and Dean of Faculties

Panelists: Ana Martinez-Aleman, Professor, Associate Dean, Faculty & Academic Affairs, Education Leadership and Higher Education, Lynch School of Education and Human Development; Sarah Ross, Professor, Chairperson, History Department, Morrissey College of Arts and Sciences; Rebekah Levine Coley, Professor, Chairperson, Counseling, Developmental & Educational Psychology • Lynch School of Education and Human Development

During this discussion, panelists will share their career paths that led to their appointments as department chairs. In addition they will discuss their research interests, how they balance work and personal life, as well as the challenges they may have faced along the way. And finally, panelists will share their thoughts on how BC can improve female representation in leadership positions.

Share your experiences: **#BCDISummit2019**

— EXHIBITORS —

Campus Recreation
Athletics

Center for Christian-Jewish Learning
Morrissey College of Arts & Sciences

Center for Work & Family
Carroll School of Management

Research Program on Children and Adversity
School of Social Work

Dining Services
Auxiliary Services

Older Adults and Families Concentration
School of Social Work

Urban Outreach Initiatives
School of Social Work

ACKNOWLEDGEMENTS

SUMMIT PLANNING COMMITTEE MEMBERS

OFFICE FOR INSTITUTIONAL DIVERSITY (OID)

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Diversity

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Director, Office for Institutional
Diversity

Edilma Reyes Hosein, Assistant
Director, Office for Institutional
Diversity

Patricia Lowe, JD, Executive
Director, Office for Institutional
Diversity

MARKETING

Sanaz Mohseni, Assistant
Director, Diversity & Inclusion,
First Year Experience

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

LOGISTICS

Brandon Huggon, Assistant
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Connell School of Nursing

REGISTRATION

Carolyn Donoghue, Assistant
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Jennifer Sabatini Fraone,
Director, Corporate Partnerships,
Center for Work & Family

PROGRAMS

Patricia Birch, Assistant
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of Social Work

Sarah Hood, Assistant Director,
Field Education, School of Social
Work

Bill Murphy, Associate Vice
President, Human Resources

Akua Sarr, PhD, Vice Provost,
Undergraduate Academic Affairs

Catherine Wong, Program
Director & Coordinator, Urban
Outreach Initiatives, Lynch
School of Education and Human
Development

EXHIBITORS

Bruce Dixon, Energy
Management Specialist,
Facilities, Engineering

Camille Fitzpatrick Markey,
Associate Director, Center for
Christian-Jewish Learning

VOLUNTEERS

Kaniya Bridgeman, Events
Assistant, Alumni Chapters,
Alumni Relations

Shermaine Estwick, Fiscal
Assistant, Boston College Law
School

CAMPUS COLLABORATORS

Asian, Pacific Islander
Employees

Black Faculty, Staff, and
Administrators Association

Latino/as at Boston College
LGBT@BC

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 and
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