



# Office for Institutional Diversity

*Diversity and Inclusion are Everyone's Responsibility*

Boston College

Fall 2017 Edition

## Welcome

We welcome you to the fall edition of the Office for Institutional Diversity (OID) newsletter! Our goal for this and future editions is to both recognize and celebrate diversity efforts across campus that advance a culture and climate that is welcoming, respectful and fosters engaging dialogue. We invite you to contact our office and share your area's efforts in helping Boston College build capacity for inclusive excellence. The next edition will be Winter 2017.

## About OID

Among our numerous responsibilities, OID offers diversity education programming throughout the year designed to provide opportunities for open dialogue, self-reflection, and cross-cultural communication.

## Reflections on the 2017 Diversity and Inclusion Summit: Learn, Reflect, Engage

On May 24, 2017, OID hosted its second Diversity and Inclusion Summit: *Learn, Reflect, Engage*. The event explored promising practices that contribute to Boston College's commitment to enhancing a diverse, welcoming, and inclusive community that respects all and fosters dialogue within our Catholic and Jesuit tradition.

University President William Leahy, S.J., opened the event by emphasizing the strength we gain as individuals and as a community when we embrace diversity and participate in events like this Summit. Fr. Leahy said, "When individuals are not recognized, or don't feel at home, or [are] unable to contribute as they might, we all suffer, we're all weakened. We're not as strong as we could be."



Dr. Daryl Smith of Claremont Graduate University gave the keynote address on the importance of building the capacity to advance and sustain an institution of inclusive excellence.

Smith claimed, "Our choice is *not* to be diverse. The issue here is how do we build it? What we know is, if we build it, it will thrive in ways you cannot believe."



The Summit also included two concurrent workshop sessions, an exhibit hall with poster session, as well as a Thought Leader Panel moderated by Law School Dean Vincent Rougeau with panelists Patricia Bando, Associate Vice President of Auxiliary Services; Michael Bourque, Vice President of Information Technology Services; and Gautam Yadama, Dean of the School of Social Work.

**Save the date for our third Diversity and Inclusion Summit: *One Community, Many Perspectives* on May 23, 2018. Look for more details throughout the year.**

## OID Programs

OID hosts a number of programs throughout the year which connect Boston College community members to each other and to topics of diversity and inclusion at Boston College and more broadly in Higher Education, the United States, and the world. Some of our recurring programs include:

- Lunch and Learn Diversity and Inclusion Series;
- Living Out the Jesuit Mission: Diverse Perspectives Series; and
- Reflection and Dialogue Series.

We also lead the University Affiliates Program for professional staff from underrepresented groups; Voices of Diversity and Inclusion for Boston College executives, managers, and other leaders; and Cultural Competence Engagement Modules (CCEM) which incorporates the Intercultural Development Inventory (IDI); in addition to collaborating with other offices. Learn more at [www.bc.edu/offices/diversity/diversity-programs](http://www.bc.edu/offices/diversity/diversity-programs).



Did you know?

The term “AHANA” was coined in 1979 when two Boston College alumni wanted to use a more inclusive term to refer to people of African, Hispanic, Asian, and Native American descent. Read more at [www.bc.edu/offices/ahana/about/history/def.html](http://www.bc.edu/offices/ahana/about/history/def.html)

### Cultural Competence Engagement Modules (CCEM)

Grounded in the cultural competence framework, the CCEM enables participants to acquire the knowledge, language, and behavioral and cultural skills to navigate and help build a diverse and inclusive community. CCEM is offered as a 6 part program in the Spring and uses the Intercultural Development Inventory (IDI) tool to assess how participants interact with difference.

*“The sessions are a nice break from everyday demands and give me time to think about what is really important.”*

*“I love the group environment for discussion. It is valuable to me to hear others’ thoughts and feelings about their own cultures and to identify what has shaped me in terms of my culture in relation to others—differences and commonalities.”*

Our first cohort of the program completed the modules in Spring 2017 and provided feedback that will help us continue to enhance the program. If interested in registering for CCEM 2018, please visit our website at [www.bc.edu/offices/diversity/diversity-programs/CCEM.html](http://www.bc.edu/offices/diversity/diversity-programs/CCEM.html).

### Middle-Eastern Employees and Allies Affinity Group

The OID in conjunction with the Human Resources Department is pleased to announce the establishment of the Middle-Eastern Employees and Allies Affinity Group at Boston College (MEEA@BC). MEEA@BC advocates and supports the professional development and well-being of Middle-Eastern employees and allies. MEEA@BC is dedicated to celebrating the diversity of Boston College’s campus while building and inspiring community across campus. Please visit [www.bc.edu/offices/diversity/diversityresources/affinitygroups.html](http://www.bc.edu/offices/diversity/diversityresources/affinitygroups.html) to learn more about Boston College Affinity groups.

### Campus Initiatives: Diversity Challenge Conference

On October 13-14, 2017, the Institute for the Study and Promotion of Race and Culture (ISPRC) will host the 17th Annual Diversity Challenge: *Race, Culture, and Criminal Justice throughout the Lifespan*. Visit <http://www.bc.edu/bc-web/schools/iso/sites/isprc/diversity-challenge/Registration.html> to learn more.

### Campus Initiatives: Read&Write Software



This fall, Boston College will be rolling out access to Read&Write software for all students, faculty, and staff. This application offers a toolbar for reading, writing, studying, and research support tools embedded within common applications, including Microsoft Office tools (such as Word and PowerPoint) and internet browsers. Some of the most notable features of this tool include text-to-speech, highlighting, and voice note functionalities. The software also offers a dictionary, vocabulary and study skills tools, and translation tools for English Language Learners. For more information, visit [www.bc.edu/software/applications/accessibility.html](http://www.bc.edu/software/applications/accessibility.html).

### How to learn more about OID

Visit our website at [www.bc.edu/offices/diversity](http://www.bc.edu/offices/diversity) to see more on our programs, affiliates, and other events in the community and to learn more about resources online and in our Boston College community. We also provide information on University discrimination and harassment policies and compliance.

Use the Diversity and Inclusion filter on the Boston College Events Calendar at [events.bc.edu](http://events.bc.edu) or visit our website at [www.bc.edu/offices/diversity/calendar-of-events](http://www.bc.edu/offices/diversity/calendar-of-events) to stay updated on diversity related events on campus.

### We invite you to reach out to us:

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