



THE OFFICE FOR INSTITUTIONAL DIVERSITY

Diversity and Inclusion: A Shared Responsibility and Accountability

WELCOME

In alignment with the mission and core values of Boston College, we are committed to creating an inclusive and purposeful working and learning environment through deliberate efforts to enhance knowledge and educational awareness. We strive to deepen our understanding and champion being at all levels.

As you navigate through the winter months, we encourage you to explore and seize the various opportunities provided by the Office for Institutional Diversity and our strategic campus partners. These opportunities are designed to enrich your knowledge and cultural awareness. It's crucial to recognize that our journey is ongoing. As we move forward, let us remain steadfast in our dedication to fostering an inclusive environment, knowing there is always more work to be done. Together, we continue to shape a community that celebrates diversity and embraces the richness it brings to our collective experience.

With gratitude and appreciation,
Patricia Lowe, Associate Vice President

Save the Date
May 22, 2024
Belonging in Practice:
Maintaining Momentum



9TH DIVERSITY AND INCLUSION SUMMIT

The 2024 Diversity and Inclusion Summit will be held May 22, 2024, from 9:00 a.m. - 4:30 p.m. in Gasson Hall

The 9th Diversity and Inclusion Summit is dedicated to enhancing our understanding of practices that actively contribute to and maintain inclusive excellence. We will reflect on actions that sustain the momentum of belonging through introspection and dialogue to strengthen the framework that helps each community member feel a deep sense of belonging at Boston College.



Howard J. Ross is the 2024 Diversity and Inclusion Summit featured keynote speaker. He is a lifelong social justice advocate and one of the world's seminal thought leaders in identifying and addressing unconscious bias. Howard has specialized in synthesizing neuro-cognitive and social science research and direct application re: Diversity, Inclusion, Equity, and Accessibility work. His client work has focused on corporate culture change, leadership development, and managing diversity.

Ross has successfully implemented large-scale organizational culture change efforts in the area of managing diversity and cultural integration in academic institutions, professional services corporations, Fortune 500 companies, and retail, health care, media, and governmental institutions in 47 of the United States and over 40 countries worldwide inclusive excellence.

Registration for the 9th Diversity and Inclusion Summit will open in early April. For more details on past events and upcoming registration, visit our [website](#) and join us on this path to inclusive excellence.

EYES TO SEE: AN ANTI-RACISM EXAMEN

The Office for Institutional Diversity, in partnership with the Intersections office, invites you to participate in the Eyes to See: An Anti-Racism Examen, designed by the Association of Jesuit Colleges and Universities (AJCU) in collaboration with colleagues across member institutions. The Examination of Consciousness — or Examen — a practice used by Jesuits and their colleagues to help us to make choices and act in ways that better the world.

The Anti-Racism Examen focuses on matters of race and racism that are specific to us and our institution. Consisting of two 1.5-hour sessions, participants will partake in guided conversations and strategic collaborations that will build reflective practices, helping participants make choices and act in ways that strengthen our commitment to an antiracist working and learning environment at Boston College.



LIVING OUT THE JESUIT, CATHOLIC MISSION

Diverse Perspectives Series

The Living out the Jesuit, Catholic Mission: Diverse Perspectives Series program provides a welcoming space for employees of all backgrounds and faith traditions to share how they incorporate the Ignatian tradition into their professional and personal lives. This March's event featured [Barton T. Geger, S.J.](#), the Assistant Professor of the Practice, School of Theology and Ministry.



- **Date & Time:** March 20th, 2024 (Wednesday) 12:00 pm to 1:00 pm
- **Location:** Walsh Hall, 131 Function Room

More information about this event will be posted [here](#).

Participants must be able to attend both in-person sessions at **Walsh Hall 131 Function Room:**

- Session One - Wednesday, March 20th, 2024, from 3:00-4:30 pm
- Session Two - Wednesday, April 3rd, 2024, from 3:00-4:30 pm

If you would like to participate, please register [here](#) by Wednesday, March 13, 2024.

REFLECTION & DIALOGUE SERIES

Diverse Perspectives Series



How can critical reflection unveil ways in which one's work unintentionally perpetuates racialized oppression? Through his analysis within the field of educational testing and assessment, [Dr. Michael Russell](#), Professor, Measurement, Evaluation, Statistics & Assessment, LSEHD, deepens an understanding of race as a social construct and racism as systemic, along with revealing unintentional contributions and redress actions.

Join the Office for Institutional Diversity to hear from Dr. Russell as he encourages participants to engage in similar discernment to connect with the Ignatian teachings and pursuit of social justice values of Boston College.

- **Date & Time:** March 26th, 2024 (Tuesday) 12:00 pm to 1:00 pm
- **Location:** Gason Hall 100

If you would like to participate, please register [here](#) by Tuesday, March 12, 2024



RECOMMENDED READING

Voices of Campus Sexual Violence Activists: #MeToo and Beyond

by Ana M. Martínez-Alemán and Susan Marine

A new book by Professor Ana M. Martinez in the Lynch School of Education at Boston College and her co-author, Susan Marine, a professor at Merrimack College. This book shares the important stories of college student activists fighting sexual violence. It is based on research with more than 22 activists at 14 institutions, highlighting the generational and intersectional characteristics of campus activism, and providing practitioners with practical advice on how to engage activists as a resource.

COURAGEOUS CONVERSATION



To promote racial healing, equity, and justice, Courageous Conversations Towards Racial Justice has created a dialogue-centered initiative that addresses racism and privilege. The Spring Conversation will take place in Early April.

- **Date & Time:** April 4, 2024 (Thursday)
- **Location:** TBD

More information about this event will be posted on our [website](#).

CULTURAL COMPETENCE ENGAGEMENT MODULES (CCEM)

The Office for Institutional Diversity invites you to participate in the Cultural Competence Engagement Modules (CCEM). CCEM is a six-session program incorporating the Intercultural Development Inventory (IDI) tool that assesses how we experience differences and commonalities. The CCEM will help participants acquire the knowledge, language, behavioral, and cultural skills necessary to navigate a diverse and inclusive community. Those skills include, but are not limited to: cross-cultural communication, managing difficult conversations, and addressing the needs of the various members of our community.

More information about this event can be found on our [website](#).

PAST EVENTS HIGHLIGHTS

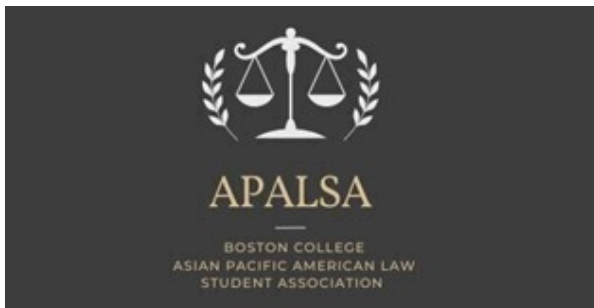
REV. DR. MARTIN LUTHER KING, JR. UNITY BREAKFAST

In honor of Rev. Dr. Martin Luther King, Jr.'s birthday, the Black Faculty, Staff, and Administrators Association (BFSSA) Affinity group at Boston College hosts the Annual Unity Breakfast.

REV. DR. MARTIN LUTHER KING, JR. UNITY BREAKFAST

📅 January 18, 2024
 🕒 9:00 am - 10:30 am
 📍 CORCORAN COMMONS HEIGHTS ROOM

D&I EVENTS @BC



CHINESE NEW YEAR BANQUET

The Asian Pacific American Law Students Association (APALSA) at Boston College invites you to celebrate the Chinese New Year. The event will feature a delightful spread of Asian cuisine and festivities to commemorate the beginning of the new year. Everyone is welcome to attend.

- **Date & Time:** February 2, 2024 (Friday) from 12:00 pm to 1:30 pm
- **Location:** Stuart House, Stuart 315

To learn more about this event, please see [the BC calendar](#).

BCONNECTED FOR LGBTQ+ STUDENTS

A weekly group for students who struggle with relationships wants a space to connect with others, and better identify and communicate their thoughts and feelings. The upcoming session specifically targeted for LGBTQ+ student.

- **Date & Time:** February 5, 2024 (Monday), 3:15 pm to 4:30 pm

Click [here](#) or visit the [UCS website](#) to learn about the event. Please contact Emily Kates (emily.kates@bc.edu) if you have any questions.

The OID welcomes diversity and inclusion-related articles and content from all departments and offices! If you have an article you would like to submit or an event you would like us to highlight, email us at diversity@bc.edu

Email us at diversity@bc.edu or visit our office:
Office for Institutional Diversity
 129 Lake Street, Room 211, Brighton Campus
 617-552-2323

FAR FROM HOME

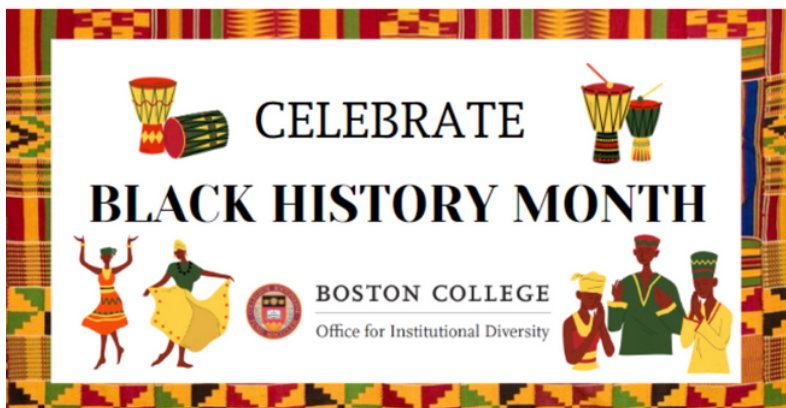
Far From Home is a community-driven initiative that has been created in partnership with the Office of International Students and Scholars (OISS) and University Counseling Services (UCS). The primary objective is to offer a supportive platform where international students can connect, converse, and share their unique experiences while navigating a new environment. Join in fostering a sense of community, promoting constructive conversations, and navigating challenges that come with being Far From Home.

- **Date & Time:** February 6, 2024 (Tuesday) at 12:00 pm
- **Location:** Gasson 01

Please click the link [here](#) to learn more about this event or upcoming sessions.



BLACK HISTORY MONTH RESOURCES



February is Black History Month, dedicated to celebrating African American achievements and contributions. Explore our resource list (created by Gizely Soares) from the Office for Institutional Diversity to deepen your understanding. Let's honor the legacy and work towards a more inclusive society. Access resources [here](#).