



2023 DIVERSITY AND INCLUSION SUMMIT

Power of Community:
Growing Our Capacity for
Compassionate Belonging

Wednesday, May 24, 2023

Gasson Hall | Boston College

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**Boston College
2023 Diversity and Inclusion Summit
Gasson Hall**

***Power of Community:
Growing Our Capacity for Compassionate Belonging***

The 2023 Diversity and Inclusion Summit invites faculty and staff to explore opportunities for learning and action to better equip our community with the knowledge and skills for growing our capacity to foster a compassionate environment of belonging.



BOSTON COLLEGE

OFFICE OF THE PRESIDENT

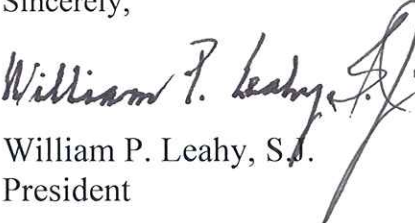
May 24, 2023

Dear Colleagues,

I am grateful to all participating in this year's Summit, entitled "The Power of Community: Growing Our Capacity for Compassionate Belonging." Such a focus not only helps us as individuals but also strengthens campus bonds. It also reflects our heritage as an institution of higher education rooted in Jesuit, Catholic values and beliefs.

May your time today yield many benefits, especially in deepening respect, understanding, and empathy among members of our community. I am confident that your investment of time and energy as well as sharing your experiences and wisdom will yield much fruit for Boston College and our world.

Sincerely,


William P. Leahy, S.J.
President

POWER OF COMMUNITY: GROWING OUR CAPACITY FOR COMPASSIONATE BELONGING

Testimonials from Summit Participants

“Any one of us - faculty and staff - can contribute to a welcoming environment to further engage in diversity and inclusion at BC. This session promoted awareness, and I gained from it.”

“[Of the practices discussed at the Summit], I have brought inclusivity and diversity conversations into each committee or task force I am a part of as well as with the staff members I supervise.”

“I think the mission of the summit is important, and committing to it together with people across the University makes it a shared commitment.”

“I want to continue to learn and get better at cultivating inclusion at BC. I'm always interested in what is happening across campus and connecting to the academic areas and learning more about what faculty are doing to support these efforts.”

“One of my favorite aspects of attending the summit is hearing from and meeting members of the campus community that I may otherwise not be able to--particularly to have not just small talk, but BIG talk with on such an important subject matter of DEI. The takeaways I gain each year are ones that I'll continue to seek practical ways of adopting in my professional and personal environments.”

“[I will continue to engage in transformative dialogue through] engaging in conversation with someone new from the Summit and having a challenging/beautiful conversation.”

**Submit Feedback for
2023 D&I Summit**



SUMMIT SCHEDULE

- 8:30 a.m. **Light Breakfast**
- 9:00 a.m. **Opening**
Patricia Lowe, Associate Vice President, Office for Institutional Diversity
- 9:03 a.m. **Welcome** by David Trainor, Vice President, Human Resources
- 9:07 a.m. **Invocation**
John Butler, S.J., Vice President for University Mission and Ministry
- 9:10 a.m. **Morning Keynote**
Employee Engagement Survey Results
David Trainor, Vice President, Human Resources
David Quigley, Provost and Dean of Faculties
Billy Soo, Vice Provost for Faculties
- 10:10 a.m. **Morning Plenary**
Rev. Dr. Jamie Washington
- 10:30 a.m. **Break / Transition to Concurrent Session Rooms**
- 10:45 a.m. **Educational Concurrent Sessions 1**
-Challenging Deficit Thinking to Foster Compassionate Belonging - Gasson 306
-BC Battle Buddies: Creating a Military-Inclusive Environment - Gasson 302
-Facilitating Effective Racial Dialogues: Attending to Emotions and Promoting Self-Awareness - Gasson 305
- 12:00 p.m. **Lunch Break - Lyons Hall**
- 12:40 p.m. **Afternoon Panel**
Moderator: William Murphy, Associate Vice President, Human Resources
Panelists: Corey Kelly, Associate Vice President / Dean of Students
Michael C. McCarthy, S.J., Dean, School of Theology and Ministry
Joy Moore, Vice President, Executive Director, Pine Manor
Institute for Student Success
- 1:40 p.m. **Break / Transition to Concurrent Session Rooms**
- 1:50 p.m. **Educational Concurrent Sessions 2**
-Advancing Workplace Equity and Belonging through the National Workplace Equity Study - Gasson 305
-Celebrating Our Differences: Using the Intercultural Development Inventory (IDI) to Create a More Inclusive Campus - Gasson 306
-Building Community through the Schiller Institute - Gasson 302
- 3:05 p.m. **Break / Transition to Gasson 100**
- 3:15 p.m. **Community of Practice Discussion - Afternoon Plenary**
Rev. Dr. Jamie Washington
- 4:25 p.m. **Closing Remarks**
Patricia Lowe, Associate Vice President, Office for Institutional Diversity
- 4:30 p.m. **2023 Diversity and Inclusion Summit Concludes**

MORNING PLENARY

If you want to go fast, go alone. If you want to go far, go together.
(African Proverb)



Rev. Dr. Jamie Washington, Pronouns (He/Him/His) He is the middle child and only son of Annette and James Washington and the Grandson of Elizabeth and Thurman Williams. He serves as the President & Founder of the Washington Consulting Group (WCG). The Economist named WCG as one of the world's Top 10 Global Diversity Consultants.

Dr. Washington has served as an educator, administrator, and consultant for over 39 years. He serves as an invited instructor in the Harvard Graduate School of Education and University of California San Francisco Medical School and past instructor at Lancaster Theological Seminary and Winston Salem State Department of Religion. He is the President and Co-Founder of the Social Justice Training Institute and a past President of the American College Personnel Association (ACPA).

Dr. Washington earned his B.S. degree from Slippery Rock State College; double Master of Science degrees from Indiana University/Bloomington; a Ph.D. in College Student Development, from the University of Maryland College Park; and a Master of Divinity from Howard University School of Divinity. He has been honored as a distinguished alumnus from Indiana University, Bloomington, and the University of Maryland, College Park. Jamie received an honorary Doctor of Business from Shepherd University in May 2019 and was awarded an honorary Doctorate of Laws from Wheaton College of Massachusetts in May 2021.

He has received many awards and honors. He was honored with the University of Maryland Baltimore County's Legends of Excellence Award for his contribution to the lives and education of Black and LatinX faculty, staff, and students. He's a life member of Alpha Phi Alpha Fraternity Inc.

Rev. Dr. Washington also serves as the Pastor of Unity Fellowship Church in Baltimore and is an Elder in the Unity Fellowship Church Movement. He has 17 "grands", with the first one starting college this year and the youngest being 8 months. His hobbies include his grands, cooking, music, laundry, dogs of all kinds, and binge-watching TV programs.

He lives by the words of one of his favorite songs, sung by the late Mahalia Jackson at the funeral of the Rev. Dr. Martin Luther King Jr:

If I can help somebody, as I pass along: If I can cheer somebody, with a word or song: If I can show somebody, that he, she, zi or they, are traveling wrong, then my living shall not be in vain

COMMUNITY OF PRACTICE DISCUSSION

The afternoon plenary, led by Rev. Dr. Jamie Washington, provides participants with an opportunity to come together and examine what we have learned from the day. We will hold space for self-reflection, build awareness of our own and others' experiences, and discuss how we continue to grow our capacity for compassionate belonging at Boston College.

AFTERNOON PANEL

Moderated by William Murphy of the Boston College Human Resources department, this panel will explore essential questions framed from the Ignatian Anti-Racism Examen, such as, “What have we done, what are we doing, and what ought we to be doing? How does this work to create a community and/or culture of compassionate belonging connected to our mission?” Panelists will share their perspectives and then engage in an authentic dialogue holding space through storytelling experiences. Panelists will also speak to how they have individually and systemically grown their capacity for cultivating a culture of compassionate belonging.



William Murphy J.D. serves as the Associate Vice President of Human Resources. He directly oversees the Employment Office, the Human Resources Service Center, HRIT, Employee Well-being, and labor relations while working closely on numerous initiatives involving OID, Compensation, OED, Benefits, and policy development. Before coming to BC, Bill was the Director of Labor and Employee Relations and Chief Labor Negotiator at Harvard University. Bill graduated from BC in 1991 with a Communications degree and from Suffolk University Law School in 1994.



Corey Kelly, Ph.D., is the Associate Vice President/Dean of Students at Boston College. Corey has a background in Student Affairs Administration, crisis counseling, hospital and school social work, and psychology research. Corey has also conducted research specific to institutional response to sexual misconduct on Division I college campuses. Corey has a B.A. in Psychology from Boston University and earned her Master's in Social Work and Ph.D. in Higher Education at Boston College. She has held various positions in BC's Dean of Students and Student Conduct areas.



Michael C. McCarthy, S.J., a native of San Francisco, CA, entered the Society of Jesus in 1983 after a year as an undergraduate at Stanford University. He completed his Bachelor of Arts in Classical Languages from Santa Clara University in 1987 before spending four years at Oxford University, where he earned an M.A. (Oxon.) in Literae Humaniores ("Greats") in 1991. After finishing an M.Div. at the Jesuit School of Theology at Berkeley in 1997, he received his Ph.D. in Christianity and Judaism in Antiquity, with an emphasis in Patristic Theology, from the University of Notre Dame in 2003. Beginning in 2003, he served on the faculty of Santa Clara University, with a joint appointment in the religious studies and classics departments, where he also held the Edmund Campion University Professorship. In 2011 he

became the Executive Director of the Ignatian Center for Jesuit Education at Santa Clara. In 2016 he moved to New York to take up the Vice President for Mission Integration and Planning position at Fordham University, where he held a faculty appointment in the Theology Department. In June 2022, he was appointed as Dean of the Boston College School of Theology and Ministry.



In July 2020, **Joy Moore** was appointed the inaugural Executive Director of the Pine Manor Institute for Student Success at Boston College. Before this position, she was vice president for Student Affairs at Boston College.

A secondary school and higher education administrator, she has served at various independent schools and universities over a 35-year career. Before returning to Boston College in 2011, Joy 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 various leadership positions at the University of California at Berkeley, the University of San Francisco, and Boston College. In addition, her experience extends into alumni engagement and fundraising.

An active local and national volunteer, she has served as a trustee and board member for the National Coalition of Girls Schools, the Nashoba Brooks School, Dana Hall School, the South African Heads of Independent Schools Association, and the South African Girls' School Association. Joy chaired the annual joint conference of the National Association of Independent Schools (NAIS) and the Council for the Advancement and Support of Education (CASE) and served as a trustee on the CASE board. As a community volunteer, she served many years as co-president of the Wellesley chapter of the national A Better Chance Organization. She has also served on the Women's Lunch Place in Boston boards and the Newton-Wellesley Hospital Foundation board. A 1981 graduate of the Lynch School of Education and recipient of an honorary doctorate in 2010 from Boston College.

CONCURRENT SESSIONS I

Challenging Deficit Thinking to Foster Compassionate Belonging · Gasson 306

Presenters: Kim Humphrey, Assistant Director, Equitable Teaching & Learning; Stacy Grooters, Executive Director, Center for Teaching Excellence; Jean Otsuki, Associate Director, Center for Teaching & Learning, Boston University

For a number of years, education researchers have investigated the ways deficit thinking undermines (higher) education's efforts to support students from diverse backgrounds. In this interactive session, participants will have a chance to consider how deficit thinking shows up in their own work -- whether that's student-facing or not -- and to learn strategies for disrupting the deficit frameworks we too often rely on. Through individual reflection and small- and large-group conversation, participants will map their own sphere of influence at Boston College, surface deficit thinking in a particular aspect of their work, brainstorm potential alternatives, and begin drafting an action plan to combat deficit thinking in favor of compassionate belonging and an acute appreciation of their own strengths and the strengths of those around them.

BC Battle Buddies: Creating a Military-Inclusive Environment · Gasson 302

Presenter: Mike Lorenz, Assistant Director for Veteran Programs & Services

A term used frequently in the military, a “Battle Buddy” is someone who is there to help their partner both on and off the battlefield. BC Battle Buddies is meant to give participants a baseline understanding of how to engage with the military-connected community and maximize the capacity of Boston College to cultivate a military-inclusive community. The program covers military culture, examines stereotypes and challenges faced by this community, reviews current data and trends, and finally offers practical steps and actions individuals can take to create a more military-inclusive environment on campus.

Facilitating Effective Racial Dialogues: Attending to Emotions and Promoting Self-Awareness · Gasson 305

Presenters: Alex Pieterse, Associate Professor and Director of the Institute for the Study of Race and Culture; Lawrence Stevenson, Graduate Research Assistant, ISRC

This session will introduce the Racial-Cultural Interview and an approach to facilitating effective racial dialogue through a focus on self-reflection and the identification of emotional reactions that often accompany racial dialogues. Participants will learn how to utilize racial identity theory and critical consciousness to facilitate racial awareness, vulnerability, and authenticity when discussing issues of race and racism. An illustration of the racial-cultural interview will be provided.

CONCURRENT SESSIONS II

Advancing Workplace Equity and Belonging through the National Workplace Equity Study · Gasson 305

Presenters: Samuel Bradley, Assistant Professor of Macro Practice, Director of the Equity Innovation Lab, School of Social Work; Debbie Hogan, Assistant Director, School of Social Work Doctoral Program

Over the past few years, organizations and employees alike have turned their attention toward addressing the social inequities in the workplace made starkly visible by the pandemic. While much progress has been made in this space, this increased attention has also led to growing recognition that diversity, equity, and inclusion (DEI) programs can stall, fail, or even backfire if not implemented thoughtfully. This presentation will focus on the National Workplace Equity Study conducted through the Center for Social Innovation in Boston College's School of Social Work. Presenters will cover the results of the national study as well as facilitate a demonstration of a short design thinking activity to help participants unlock opportunities for innovating in their context and helping to create a sense of community and belonging for everyone at BC.

Celebrating Our Differences: Using the Intercultural Development Inventory (IDI) to Create a More Inclusive Campus · Gasson 306

Presenters: Adrienne Nussbaum, Associate Dean/Director/Adjunct Faculty, OISS; Vaughn Thornton, Program & Outreach Specialist, Global Engagement, Ph.D. student in Higher Education

The Intercultural Development Inventory, a tool which assesses how we interact across commonalities and differences, was introduced to BC in early 2016. Since then, it has been administered widely to faculty, staff, and students across the university. Even with high aspirations, we have learned that our campus tends to focus more on our commonalities rather than creating intentional spaces to acknowledge and celebrate our differences. This can lead to a diminished sense of belonging for many community members. This session will introduce participants to the theory and concepts of the IDI and allow them to engage in small group discussions about how to close the gap between our intentions and impact when it comes to intercultural competency.

Building Community through the Schiller Institute · Gasson 302

Presenters: Jim West, Assistant Director, Programs, Schiller Institute for Integrated Science and Society; Greg Adelsberger, Director of Finance and Operations; Yi Ming, Institute Professor of Climate Science and Society; Laura Steinberg, Seider Family Executive Director

Through a panel discussion, this session will cover the various programs, courses, and research by the Schiller Institute for Integrated Science and Society that furthers the Diversity and Inclusion Summit theme of "Power of Community: Growing Our Capacity for Compassionate Belonging."

EXHIBITORS

Boston College Libraries

Carroll School of Management

Center for Work and Family

Connell School of Nursing

Lynch School of Education and Human Development

Office for Institutional Diversity

Office of Student Involvement

University Advancement

Woods College of Advancing Studies

ACKNOWLEDGEMENTS

SUMMIT PLANNING COMMITTEE MEMBERS

- Joshua Beekman**, Director, Football Initiatives, Athletics
Lisa Berasi, Senior Associate Director, Marketing & Communications, Office of University Communications
Carolyn Donoghue, Assistant Director, Employee Development, Human Resources
Judy Z. Ferres, Director, Administrative Services, Division of Student Affairs
Jennifer Sabatini Fraone, Director, Corporate Partnerships, Center for Work & Family
Anthoula Gounalakis, Assistant Director, Office for Institutional Diversity
Deborah Hogan, Assistant Director, Doctoral Program, School of Social Work
Edilma Hosein, Assistant Director, Advancement Talent, University Advancement
Patty Raube Keller, Program Director, M.S. in Sports Administration, Woods College of Advancing Studies
Patricia Lowe, Associate Vice President, Office for Institutional Diversity
Camille Markey, Associate Director, Center for Christian-Jewish Learning
Bill Murphy, Associate Vice President, Human Resources
Jabril Robinson, Associate Director, Office for Institutional Diversity
Rick Rossi, Campus Minister, Pastoral Counseling and Care, Campus Ministry
Jim West, Assistant Director, Programs, Schiller Institute for Integrated Science and Society
Peilun Wu, Assistant Director, Office for Institutional Diversity

CAMPUS COLLABORATORS

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|-----------------------------------|---|
| ABLED@BC | Office of the President |
| Accessibility Liaison Initiative | Office of the Provost and Dean of Faculties |
| APIE | Office of University Communications |
| BFSAA | Staff Advisory Senate |
| Diversity Advisory Committee | Veterans Affinity Group |
| Diversity Steering Committee | Women's Collaborative |
| Eagle Print | |
| Institutional Research & Planning | |
| L@BC | |
| LGBT@BC | |
| Media Technology Services | |
| MEEA | |
| School of Theology and Ministry | |

A Special Thank You

to Dining Services, Event Management and Media Technology Services for their continued support and commitment to inclusive excellence.

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