



2021 Diversity and Inclusion Summit
— Catalysts for Change —

Wednesday, May 26, 2021
Boston College





Boston College

2021 Diversity and Inclusion Summit

Catalysts for Change

The 2021 Diversity and Inclusion Summit: *Catalysts for Change* 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.



SUMMIT SCHEDULE

9:00 a.m. **INVOCATION**
John Butler, S.J., Haub Vice President for University Mission and Ministry
Zoom Link: <https://bccte.zoom.us/j/93162008279>

9:05 a.m. **WELCOME**
William P. Leahy, S.J., President
Zoom Link: <https://bccte.zoom.us/j/93162008279>

9:10 a.m. **OPENING REMARKS**
David Trainor, Vice President for Human Resources
Zoom Link: <https://bccte.zoom.us/j/93162008279>

9:20 a.m.-
10:35 a.m. **MORNING KEYNOTE**
Vincent Rougeau, Dean, Boston College Law School
Zoom Link: <https://bccte.zoom.us/j/93162008279>

10:45 a.m.-
12:00 p.m. **MORNING CONCURRENT SESSIONS**

1.1 Music and Social Justice: Protest Music of the Past and Present

Shannon Jacob, Adjunct Lecturer and
Director of the Voices of Imani Gospel Choir

Zoom Link: <https://bccte.zoom.us/j/96711553565>

This session will focus on protest songs of the past and present, their effectiveness and necessity in creating an environment that gives us the space to be heard and seen, and the importance of finding ways to connect with each other using music; to reflect and reckon with the past and create sustainable change in the present that sets our future on an upward trajectory of ultimate freedom for all. In this day and age of racial reckoning, inequality, injustice, and a global health crisis, how do we use protest music to create healthy dialogue and discussion?

1.2 Supporting LGBTQ+ Students from an Intersectional Lens

Caroline Davis, Director, Student Outreach & Support Services,
Division of Student Affairs

Zoom Link: <https://bccte.zoom.us/j/92593980395>

This interactive presentation hopes to provide participants a foundation to be able to support LGBTQ+ students from an intersectional lens. We will provide a basic



explanation of important terminology and overview of the LGBTQ+ student experience, and also explore the ways that systems of power and oppression intersect to impact queer people’s lived experiences. Using that intersectional framework, we will explore ways to best support LGBTQ+ students.

1.3 The Intersection of Military Culture, Veterans, & Higher Education

Mike Lorenz, COVID Housing Coordinator, Office of Residential Life

Zoom Link: <https://bccte.zoom.us/j/92180793162>

This presentation was created for those with limited or no knowledge of the military or veterans’ issues, and for professionals working in the field of higher education to gain a basic understanding in order to engage with military-connected individuals in our community. Boston College’s mission encourages us to support all identities and to engage with one another in deeper and more meaningful ways. A part of becoming a more inclusive person means educating ourselves on the various complexities of those who hold different identities. Through this presentation, I am hopeful you will gain a deeper understanding of those who come from military backgrounds and learn skills to be better equipped to support, ask questions, and learn from those who have served our country.

12:00 p.m.-
12:35 p.m.

LUNCH BREAK

12:40 p.m.-
1:40 p.m.

AFTERNOON PANEL

Moderator: Mara Hermano, Vice President, Institutional Research and Planning

Panelists:

Frank Bailey, Associate Director of Food and Beverage, Dining Services

Ximena Soto, Assistant Director, Latinx Leadership Initiative,
School of Social Work

Rafael Luna, Associate Dean and Director of Pre-Health Program,
Morrissey College of Arts & Sciences

Zoom Link: <https://bccte.zoom.us/j/92184058807>

1:50 p.m.-
3:05 p.m.

AFTERNOON CONCURRENT SESSIONS

2.1 How to embrace discomfort? Insights from neuroscience to excel in courageous conversations

María Piñeros-Leaño, Assistant Professor, School of Social Work

Ricardo Diego Suárez Rojas, Master of Social Work/Ph.D.25

Zoom Link: <https://bccte.zoom.us/j/95320544639>



Why is it so difficult to engage in a genuinely courageous conversation? One of the reasons might be our lack of familiarity with feeling discomfort. Once this unpleasant sensation appears, we might prefer to ignore the subject, minimize it, or focus on individual feelings instead of the crucial systemic issues that must be discussed. In this workshop, we will delve into the neuroscience of perception to explore why we feel uneasiness with what is unknown to us or threatens our beliefs. Our goal will be to explore alongside our audience the neurophysiological aspects of avoidance and courage. Specific guidelines to create a space that enhances dialogue's imaginative possibilities will be our priority. By complementing neuroscience with social work, philosophy, and literature, we expect that participants will be motivated to embrace their discomfort and seek individual and social transformation.

2.2 Decolonizing Special Education: AAC Considerations for Monolingual and Emergent Bilingual Learners with Multiple Disabilities

Elisa Rowe (Crawley), Life Skills Teacher

Susan Bruce, Chair of the Department of Teaching, Curriculum, and Society,
Lynch School of Education and Human Development

Zoom Link: <https://bccte.zoom.us/j/94421821375>

In this workshop, participants will consider the intersectional identities of many students in special education settings. They will first explore strategies to decolonize their own special education classrooms in regards to students' communication systems and access to languages, with an emphasis on supporting students who use speech generating devices. Participants will be encouraged to examine areas that traditionally support white normativity and English normativity and work through ways to deconstruct these norms in school settings and in their own practices.

2.3 Invisible Like Me: Amplifying the Voices of First-Generation Students at Boston College

Hannah Keeser, Assistant Director, TRIO Student Support Services,
Learning to Learn

Amaris Benavidez, Graduate Assistant, Living Learning Communities,
Office of Residential Life

Zoom Link: <https://bccte.zoom.us/j/94889666528>

The purpose of this session is to create a space for academic affairs professionals and faculty members to consider how they can recognize and acknowledge the first-generation student experience in the classroom and to share on-campus resources that can be utilized to increase their support of first-generation students. We will share student voices and perspectives on the first-generation academic experience at Boston College and walk attendees through the theories and tangible strategies that can be utilized to better this experience. Attendees will



leave with a digital folder of resources they can use to better the first-generation student experience in their work.

3:15 p.m.-
4:05 p.m.

COMMUNITY CONVERSATION

Vincent Rougeau, Dean, Boston College Law School
Mara Hermano, Vice President, Institutional Research and Planning

Zoom Link: <https://bccte.zoom.us/j/96478303465>

4:10 p.m.-
4:30 p.m.

CLOSING REMARKS

Patricia Lowe, Executive Director, Office for Institutional Diversity

Zoom Link: <https://bccte.zoom.us/j/96478303465>



— POSTERS —

Using Implementation Science with a Family Strengthening Intervention to Address Disparities in Access to Mental Health Care in Refugee Communities

Huirui Liu, Candace J. Black, Theresa S. Betancourt

Draft Plan for Recruiting and Supporting a More Diverse Faculty in the Department of Earth and Environmental Sciences

The EESC DEI committee (May 2021): Noah Snyder, Hilary Palevsky, Ethan Baxter

Intergenerational Transmission of Trauma in Underserved Communities

Haley Grieco-Page, Candace J. Black, Theresa S. Betancourt

LSEHD's First-Year Program, Experience, Reflection, & Action (ERA): Raising Environmental, Racial, and Social Justice Awareness in Predominantly White Higher Education Settings

Dr. Julia E. Devoy, Ph.D., MBA, MTS, Christopher J. Ceccolini, MA, Ph.D. Candidate, Madeline Schroeder, BA, MA Candidate

COVID-19 Impact on Women in the Workplace

Boston College's Center for Work & Family

2021 Assessment, Survey Results: Ease of Access to Academic Accommodations

Boston College Disability Services Office

We Are BC Dining: Celebrating Diversity Through Employee Stories

Boston College Dining Services

First Steps towards Change: Listening to Our Staff

Center for Digital Innovation in Learning: Brian Salerno, Frances Stearns, Bryan Blakeley

Trauma Informed Response in College Advising Structure

Susan Coleman, Kathleen Flinton



SUMMIT PLANNING COMMITTEE MEMBERS

MARKETING

Adrienne Chiozzi, Special Assistant to the Vice President, Human Resources

Jennifer Yoo, Marketing Campaign Manager, Advancement Communications & Marketing

Bernard Adrien, Events Assistant, Regional Engagement, Alumni Relations

LOGISTICS

Adrienne Chiozzi, Special Assistant to the Vice President, Human Resources

Edilma Hosein, Assistant Director, Office for Institutional Diversity

Peilun Wu, Manager, Office for Institutional Diversity

BUDGET

Edilma Hosein, Assistant Director, Office for Institutional Diversity

Patricia Lowe, Executive Director, Office for Institutional Diversity

REGISTRATION

Carolyn Donoghue, Assistant Director, Office for Employee Development

POSTERS

Ryan Davis, Assistant Director, Alumni Class & School Engagement, Alumni Relations

Bruce Dixon, Sustainability & Energy Management Specialist, Facilities Services

Jennifer Fraone, Director, Corporate Partnerships, Center for Work and Family

PROGRAM

Damita Davis, Associate Director, Office for Institutional Diversity

Judy Ferres, Director, Administrative Services, Office of Student Affairs

Deborah Hogan, Assistant Director, SSW Program, School of Social Work

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

Karen Livingston, Graduate Academic Recorder, Student Services

Patricia Lowe, Executive Director, Office for Institutional Diversity

Yvonne McBarnett, Program Director, Montserrat Coalition Program

William Murphy, Associate Vice President for Human Resources, Human Resources

Frances Stearns, Associate Director, Online Program Management, Center for Digital Innovation in Learning

VOLUNTEERS

Kaniya Bridgeman, Assistant Director, Regional Engagement, Alumni Relations

Ana Mirovic, Assistant Director, Regional Engagement, Alumni Relations

