



2022 DIVERSITY AND INCLUSION SUMMIT

Cultivating a Culture of Inclusion
and Belonging

Wednesday, May 25, 2022

Gasson Hall | Boston College

VISIT WWW.BC.EDU/OID





Boston College
2022 Diversity and Inclusion Summit
Gasson Hall

Cultivating a Culture of Inclusion and Belonging

The 2022 Diversity and Inclusion Summit invites faculty and staff to participate in summit programs, which will equip you with the knowledge and skill sets necessary for cultivating a culture of inclusion and belonging, moving us toward inclusive excellence.



BOSTON COLLEGE

OFFICE OF THE PRESIDENT

May 25, 2022

Dear Colleagues,

I am grateful to all participating in this year's Summit, which focuses on diversity and belonging. Learning more about these topics and engaging in conversation about them not only helps us as individuals but also strengthens the bonds of our community. Such activity reflects our mission and heritage as an institution of higher education rooted in Jesuit and Catholic values, beliefs, and commitments.

May your time today yield many benefits, especially in deepening respect, understanding, and empathy among all on campus. 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,

A handwritten signature in cursive script that reads "William P. Leahy, S.J.".

William P. Leahy, S.J.
President

CULTIVATING A CULTURE OF INCLUSION AND BELONGING

Testimonials from 2016-2021 Summits Participants

“A great model for all of us trying to think critically about our own efforts for inclusion.”

“Extremely informative and eye-opening!”

“Wonderful, insightful, thought-provoking discussion.”

“Will be proactive in speaking up when aware of discrimination happening around me.”

“I learned a lot throughout the day and I learned having transformational dialogue needs to happen every day.”

“Committed to inclusion, both through my role and my personal dedication. I will do anything to improve the climate at BC.”

“Really helped to push my thoughts and challenge me to continue to dive deeper into diversity, equity and inclusion work.”

“The virtual was well done and [it was] fortunate to have people who normally would not have been able to attend.”

“It was terrific. Many thanks to everyone who put effort and time into making this happen. Thank you. It was a very positive experience.”

“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.”

Submit Feedback for 2022 D&I Summit



SUMMIT SCHEDULE

- 8:30 am **Light Breakfast**
- 9:00 am **Opening**
Patricia Lowe, Associate Vice President, Office for Institutional Diversity
- 9:02 am **Invocation**
Gregory Kalscheur, S.J., Dean, Morrissey College of Arts and Sciences
- 9:10 am **Welcome**
William P. Leahy, S.J., President
- 9:15 am **Opening Remarks and Introducing Rev. Dr. Jamie Washington**
David Trainor, Vice President of Human Resources
- 9:25 am **Morning Keynote**
Rev. Dr. Jamie Washington, President & Founder of the Washington Consulting Group (WCG)
- 10:30 am **Break / Transition to Concurrent Session Rooms**
- 10:45 am **Educational Concurrent Sessions 1**
-Interrogating Our Positionality & Values Toward Creating a Culture of Inclusion - Gasson 305
-Supporting LGBTQ+ Students from an Intersectional Lens - Gasson 306
-Addressing Diversity Issues & Challenges in College Athletics - Gasson 205
- 12:00 pm **Lunch Break - Lyons Hall**
- 12:40 pm **Afternoon Panel**
Reconvene and Introduction: Jabril Robinson, Associate Director, Office for Institutional Diversity
Moderator: Shawn McShay, Assistant Dean, Graduate Admission Management, Boston College Law School
Panelists: Richard Jackson, Associate Professor, Lynch School of Education and Human Development
Shawna Cooper Whitehead, Vice President, Student Affairs
Burton Howell, Executive Director, Intersections, Mission and Ministry
Katherine Gregory, Dean, Connell School of Nursing
- 1:40 pm **Break / Transition to Concurring Session Rooms**
- 1:50 pm **Educational Concurrent Sessions 2**
-The Use of Restorative Practices to Develop and Grow an Inclusive Community - Gasson 306
-The Jesuit Catholic Call to Multifaith Belonging - Gasson 205
-Cultivating a Culture of Inclusion and Innovation Through Human-Centered Design Thinking - Gasson 305
- 3:05 pm **Break / Transition to Gasson 100**
- 3:15 pm **Community of Practice Discussion (Plenary)**
Reconvene and Introduction: Jabril Robinson, Associate Director, Office for Institutional Diversity
During this conversation, Rev. Dr. Jamie Washington will tie morning and afternoon talks together and engage Summit participants in a question and answer session.
- 4:05 pm **Closing Remarks**
Patricia Lowe, Associate Vice President, Office for Institutional Diversity
- 4:30 pm **2022 Diversity and Inclusion Summit Concludes**

MORNING PLENARY SESSION

Focus: Cultivating a Culture of Inclusion and Belonging

The morning keynote will focus on building our capacity to create a more diverse and inclusive campus environment, a high value for Boston College. In order to live into this value, we will need to do more than make statements, post stickers, and read books. We will need to build our capacity to practice the tools necessary for moving beyond performative diversity and inclusion to institutional and cultural transformation.



Rev. Dr. Jamie Washington (He/Him/His) is the President & Founder of the Washington Consulting Group (WCG). WCG was named by the Economist as one of the Top 10 Global Diversity Consultants in the world. Rev. Dr. Washington has served as an educator, administrator, and consultant in higher education for over 36 years. He serves as an invited instructor at the Harvard Graduate School of Education and the Lancaster Theological Seminary. He is the President and Co-Founder of the Social Justice Training Institute and a Past President of the American College Personnel Association (ACPA).

COMMUNITY OF PRACTICE DISCUSSION

The afternoon plenary, led by Rev. Dr. Jamie Washington, Keynote Speaker, provides an opportunity for participants to come together and examine what we have learned from the day. The discussion focuses on how we build the capacity to individually and collectively cultivate a culture of inclusion and belonging. We will create space for self-reflection, building awareness of our own and others' experiences and how that shapes inclusion and belonging at Boston College.

AFTERNOON PANEL

Moderated by Dean Shawn McShay of the Boston College Law School, this panel will explore important questions related to the summit's theme, such as, "How do you define a culture of inclusion and belonging?" "How do you cultivate inclusion that sustains a culture of belonging, both individually and systemically?" Panelists will share their perspectives and then engage in a discussed reflection activity.



Shawn McShay is the Assistant Dean of Graduate Enrollment Management at the Boston College Law School. Dean McShay has built his career advising tens of thousands of prospective students on the law school admissions process and how to finance legal education. With firsthand knowledge of multiple legal markets, including Washington, D.C.; New York City; and Boston, he has developed unique skills at some of the country's top legal institutions. Dean McShay has held numerous leadership positions with the Law School Admission Council (LSAC), including chair of the 2019 Annual Meeting and Educational

Conference and consecutive appointments on the Misconduct and Irregularities in the Admission Process Subcommittee. He enjoys advocating for diversity in the legal profession and is currently on the Annual Meeting of Law School Diversity Professionals (AMDiP) planning committee. Shawn D. McShay earned his BS and M.B.A. from West Virginia Wesleyan College.



Richard Jackson is an Associate Professor in the Department of Teaching, Curriculum, and Society (TCS) at the Lynch School of Education and Human Development. He is internationally recognized as a pioneer in the nascent field of Universal Design for Learning (UDL). He first brought the UDL framework to Boston College in 1999 through a partnership with CAST and the Harvard Children's Initiative to form the National Center for Accessing the General Curriculum. This federally funded Center's role was to provide the nation with guidance on how best to include students with disabilities in standards-based, public education.

Today, the design principles derived from the UDL framework are required by law and embedded in teacher education programs at Boston College and throughout the US. In 2009, Dr. Jackson observed a gap in the kind of leadership necessary for implementing inclusive education. Again, through a partnership with CAST,

Dr. Jackson won a five-year leadership grant from the US Department of Education to train eight postdoctoral “UDL Fellows” whose efforts continue to advance this new field in improving results for students with disabilities. With the international call for inclusive education, UDL has emerged as a plausible and palpable implementation framework. In 2020, with colleague Sean Bracken from the University of Worcester in the UK, Dr. Jackson co-founded INCLUDE (the National Collaboratory for Leadership in Universally Designed Education). Dr. Jackson’s vision for INCLUDE is a “center without walls” that functions virtually as a community of practice among stakeholders committed to advancing inclusion world-wide UDL’s twenty-year presence at Boston College under Dr. Jackson’s leadership has been instrumental in the design of accessible blended learning courses and in the development of inclusive instructional practices campus wide. It serves as a striking example of what the university means by men and women in service to others where others include individuals with disabilities.



Shawna Cooper Whitehead joined Boston College as the Vice President for Student Affairs in August 2021. Prior to that, she served as Seton Hall’s Vice President of Student Services where she was a member of the Executive Cabinet and provided leadership and guidance to facilitate decision making in all matters related to student welfare. Dr. Cooper Whitehead managed a wide array of student support and academic programs including the Academic Resource Center, Career Center, Educational Opportunity Program (EOP), Freshman Studies, Health Services, Housing and Residence Life, and Public Safety and Security. She was chair of the Council for Student Success and the co-

chair of the University Diversity & Inclusion Committee and the Health Intervention and Communication Team.

Previous to that, Dr. Cooper Whitehead served as the Assistant Provost at Loyola University Chicago. She also served as the Dean of Students of the School of Social Services Administration at the University of Chicago, Director of African American Student Affairs at Northwestern University, Assistant Director of the Student Activities Office at the Massachusetts Institute of Technology, and Assistant Dean of the School of Communication at Loyola University Chicago.

Dr. Cooper Whitehead earned a doctoral degree in education from Boston University, a master of education degree from National Louis University, and a bachelor of science degree from the University of Illinois.



Burton 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 positions, he worked in the BC Office of Residential Life.



Katherine E. Gregory, Ph.D., RN, FAAN, was named Dean at the William F. Connell School of Nursing on July 1, 2021. Dr. Gregory was previously the associate chief nursing officer, women's and newborn health, research, and innovation at Brigham and Women's Hospital and assistant professor of pediatrics at Harvard Medical School.

As a researcher, Dr. Gregory has worked with a diverse set of scientists across multiple disciplines from a wide range of institutions, and has secured both National Institutes of Health and National Institute of Nursing Research funding from 2003 through 2024. In 2009, through the generosity of University Trustee Kathleen Haley and her husband

Stephen, Dr. Gregory helped establish the Haley Nurse Scientist Program, a partnership between the Connell School of Nursing and Brigham and Women's that funded clinical nurses at BWH and nursing faculty at CSON to engage in scholarly activities and lead clinical research while strengthening holistic care provided to patients and families. She was selected as the inaugural Haley Nurse Scientist.

More recently, she served as scientific founder of an early-stage company that aims to improve preterm infant nutrition and growth outcomes through software designed to optimize nursing care and clinical workflows, resulting in a patent issued in 2020. She has helped to raise more than \$5 million in funding for the venture, while gaining invaluable experience in nurse-led innovation and entrepreneurship.

Prior to being named the associate chief nursing officer at Brigham and Women's, Dr. Gregory served as associate director of research in pediatric newborn medicine, and director of newborn care redesign. She continues to serve as a senior scientist in pediatric newborn medicine at BWH. She is also the editor of the *Journal of Perinatal and Neonatal Nursing*.

CONCURRENT SESSIONS I

Interrogating Our Positionality & Values Toward Creating a Culture of Inclusion · Gasson 305

Presenter: Treniece Lewis-Harris, Ph.D., Program Director, Master's Program in Mental Health Counseling, Lynch School of Education and Human Development

In this interactive workshop, we will first identify our relative positions of privilege and marginalization as well as some of the values core to our intersectional identities. Even more, we will venture to ask ourselves whether some of the values and positions we hold most dear potentially exclude, ignore or even dehumanize the experiences of others on campus. We will use reflective practice, divergent thinking, and small group discussion to facilitate innovative thinking about intentional inclusion strategies and assessments of relative belonging for our diverse learning community.

Supporting LGBTQ+ Students from an Intersectional Lens · Gasson 306

Presenter: Caroline Davis, Director, Student Outreach and Support Services

This interactive presentation hopes to provide participants with a foundation to be able to support LGBTQ+ students from an intersectional lens. We will provide a basic explanation of important terminology and an 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.

Addressing Diversity Issues & Challenges in College Athletics · Gasson 205

Presenters: Michael Harris, Director, Student-Athlete Academic Services & Athletics Diversity & Inclusion Designee; Jade Morris, Senior Associate Director, Student-Athlete Development; Josh Beekman, Director, Football Initiatives; Kenny Francis, Academic Counselor/Tutorial Coordinator

This session will provide an overview of the diversity issues and challenges within college athletics, i.e., racism, gender inequality, and LGBTQ+ issues. This session will highlight shifts in diversity and inclusion within Athletics since the death of George Floyd, along with how activists such as Colin Kaepernick have shaped social justice and the 21st-century athlete. Lastly, the session will show how BC Athletics has responded and sought to make meaningful change.

CONCURRENT SESSIONS II

The Use of Restorative Practices to Develop and Grow an Inclusive Community · Gasson 306

Presenters: Corey Kelly, Director, Office of Student Conduct; Peter Kwiatek, Associate Director, Office of Student Conduct; Kristen O'Driscoll, Associate Director, Office of Student Conduct

This session will introduce participants to the spectrum of restorative practices, including their history and opportunities for application in higher education. Presenters will highlight literature on the efficacy of restorative practices, and directly address some of the myths surrounding the work being utilized to respond to impactful incidents. Specifically, presenters will equip participants with introductory skills that will allow them to use restorative practices to guide students and other community members through inclusion work that is rooted in genuine curiosity and authenticity.

The Jesuit Catholic Call to Multifaith Belonging · Gasson 205

Presenters: Christopher Darcy, Associate Director, Campus Ministry; Kelly Hughes, Campus Minister for Retreats; Emily Egan, Campus Minister for Arrupe; and Rev. James M. Hairston, Campus Minister for Multi-Faith Programs

Boston College's Jesuit, Catholic mission calls on Campus Ministry to support students of all faith traditions and worldviews in their search for ultimate meaning. In this session, participants will learn about Boston College's Multi-Faith ministries, the experience of students from various religious traditions, and practical tips to support Multi-Faith inclusion and belonging.

Cultivating a Culture of Inclusion and Innovation through Human-Centered Design Thinking · Gasson 305

Presenters: Sunand Bhattacharya, Associate Vice Provost for Design & Innovation Strategies, Vice Provost for Research; Maria Isabel Carnasciali, Professor of Engineering at the University of New Haven

Through this interactive session, participants will have the opportunity to listen, reflect, discern and discuss the next gen's mindsets, habits, and outlook in the context of the future of learning using processes of design thinking, innovation, and entrepreneurship to impact society at large through a human-centered approach. The goal of the session is to use design thinking tools and processes to spark dialogue and interaction in the context of BC's next-gen learners with opportunities to take-away ideas to build upon and exceed student, societal and industry expectations.

EXHIBITORS

Auxiliary Services and Dining Services

Biology Department

Boston College Police Department

Boston College Career Center

Campus School at Boston College

Church in the 21st Century (C21)

Information Technology Services

Office for Institutional Diversity

School of Social Work

University Advancement

ACKNOWLEDGEMENTS

SUMMIT PLANNING COMMITTEE MEMBERS

Bernard Adrien, Web Maintenance & Program Support Specialist, Mission & Ministry Service Center

Lisa Berasi, Senior Associate Director, Marketing & Communications, Office of University Communications

Julia DeVoy, Associate Dean of Undergraduate Programs and Students, Office of Undergraduate Programs, Lynch School of Education and Human Development

Carolyn Donoghue, Assistant Director, Employee Development, Human Resources

Judy Z. Ferres, Director, Administrative Services, Office of the Vice President, 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, Sr. Vice President's Office

Roatha Kong, Associate Director, Student Organizations, Office of Student Involvement, Division of Student Affairs

Patricia Lowe, Associate Vice President, Office for Institutional Diversity

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

Yvonne McBarnett, Program Director, Montserrat Coalition, Campus Ministry

Bill Murphy, Associate Vice President, Human Resources

Jabril Robinson, Associate Director, Office for Institutional Diversity

Peilun Wu, Assistant Director, Office for Institutional Diversity

Subcommittees:

Budget

Logistics

Volunteers

Marketing

Presenter outreach

Registration

CAMPUS COLLABORATORS

ABLED@BC

APIE

BFSAA

Diversity Steering Committee

L@BC

LGBT@BC

Media Technology Services

MEEA

Office of the President

Office of the Provost and Dean of Faculties

Office of University Communications

Staff Advisory Senate

Veterans Affinity Group

Women's Collaborative

A Special Thank You
to Dining Services and Event Management
for their continued support and
commitment to inclusive excellence.

VISIT WWW.BC.EDU/OID