



THE OFFICE FOR INSTITUTIONAL DIVERSITY

SUMMER/FALL 2024

WELCOME



Our work at the Office for Institutional Diversity (OID) is essential for furthering Boston College's mission and core values of Inclusive Excellence. We are committed to promoting a culture of inclusive excellence.

We are excited to present the summer edition of our newsletter, which showcases upcoming events and educational initiatives and celebrates past achievements. We are eager to provide opportunities for faculty, staff, and students to deepen your understanding and awareness of inclusive excellence, aligning with Boston College's mission and core values of *cura personalis*, "care of the whole person," and *cura apostolica*, "care of the mission or work."

We encourage you to explore the newsletter and participate in our ongoing programs and educational offerings, as well as faculty research and publications advancing and sustaining a diverse and inclusive campus community. This year's initiatives include but are not limited to, compliance updates, the Courageous Conversations series, the Living Out Jesuit and Catholic Mission: Diverse Perspectives series, Affinity groups, Equip Inclusive workshop, and Cultural Competency Engagement modules.

With gratitude and appreciation,
Patricia Lowe, Associate Vice President

10TH DIVERSITY AND INCLUSION SUMMIT

May 21, 2025



..... Save the Date

The 10th Diversity and Inclusion Summit is dedicated to enhancing our understanding of practices that actively contribute to and maintain inclusive excellence. Through introspection and dialogue, we will reflect on actions that help each community member feel a deep sense of belonging at Boston College.



In the recent 2024 summit held this past May, Howard J. Ross was the featured keynote speaker. 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 with direct application in 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 academic institutions, professional services corporations, Fortune 500 companies, and various sectors including retail, healthcare, media, and governmental institutions across 47 states and over 40 countries. Please visit our website for more information.

THE 60TH ANNIVERSARY OF THE CIVIL RIGHTS ACT

July 2nd, 2024, marks the 60th anniversary of the Civil Rights Act of 1964. This landmark legislation outlawed discrimination based on race, color, religion, sex, or national origin and played a crucial role in dismantling segregation and advancing equality in America. As we celebrate this significant milestone, we should reflect on the progress and recognize the ongoing work required to achieve true social justice and equity. Let's honor this anniversary by recommitting ourselves to the principles of equality and inclusion that the Civil Rights Act embodies.



THE 34TH ANNIVERSARY OF THE AMERICANS WITH DISABILITIES ACT (ADA)

July 26th, 2024, marks the 34th anniversary of the Americans with Disabilities Act (ADA), a landmark civil rights law that has significantly transformed the lives of millions of Americans. Enacted in 1990, the ADA was a groundbreaking legislation designed to prohibit discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places. Over the past 34 years, the ADA has not only improved physical accessibility but has also fostered greater social inclusion and awareness. It has empowered countless individuals with disabilities to pursue their education, career aspirations, and personal goals without facing undue barriers.



COMPLIANCE UPDATES

Accommodation for Pregnancy or Pregnancy-Related Conditions

For Employees: The Pregnant Workers Fairness Act (PWFA) under the Equal Employment Opportunity Commission (EEOC) requires employers to provide reasonable accommodations for the known limitations of a qualified employee or applicant related to pregnancy, childbirth, or related medical conditions unless doing so would cause undue hardship. If you would like to request an accommodation as an employee, please get in touch with Peilun Wu, Assistant Director of the Office for Institutional Diversity, at wupl@bc.edu.

For Students: The MA Sexual Misconduct Law specifically prohibits discrimination against a student based on pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from any of these conditions. Under Title IX, it is illegal for schools to exclude a pregnant student from participating in any educational program. If you would like to request accommodation as a student, please contact Melinda Stoops, Associate Vice President of the Division of Student Affairs at stoopsme@bc.edu.

AFFINITY GROUP COMMUNITY BUILDING WELCOME LUNCHEON

- **Date:** Wednesday, September 18, 2024
- **Time:** 12:00 pm-1:30 pm
- **Location:** Gasson 100

Get ready for the Annual Affinity Group Community Building Welcome Luncheon! This event celebrates our unique differences and intersections over lunch. It's a chance for all Affinity Groups to come together, share their work, and foster a sense of belonging. Spokespersons from each group will have the opportunity to talk about their achievements and upcoming events. Boston College Affinity Groups are volunteer-led groups that promote the interests of their respective constituencies and aim to advance a campus culture embracing diversity and inclusiveness.

All members of the BC community are welcome. We encourage you to visit the OID website or connect with members of the Affinity Groups to learn more about how we can all contribute to advancing and sustaining a campus culture of inclusive excellence.

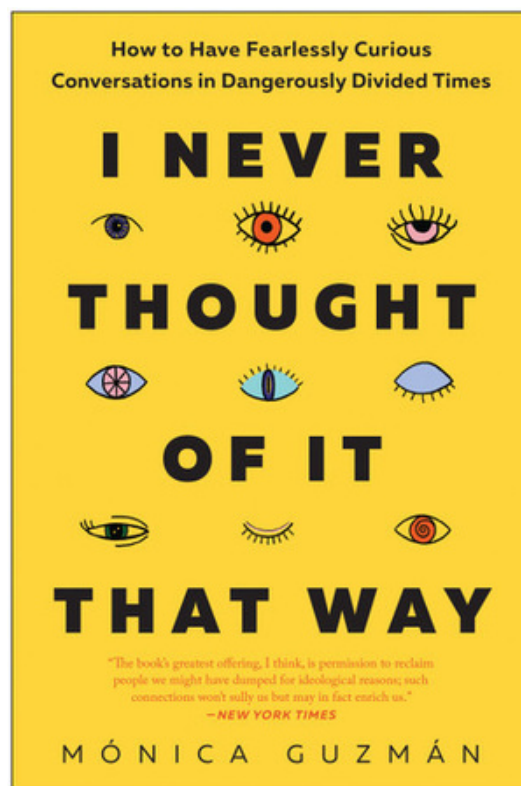
If you are interested in attending this event, please register [here](#).

REFLECTION & DIALOGUE SERIES

The Reflection & Dialogue Series held in March, led by Dr. Michael Russell, provided an in-depth look at how educational testing and assessment can unintentionally perpetuate racialized oppression. Participants reflected on systemic racism, race as a social construct, and their roles in fostering an inclusive community, aligning with the Ignatian teachings and social justice values at Boston College.

Building on this critical reflection, the Office for Institutional Diversity invites you to a new 3-part Reflection and Dialogue Series this fall. In the midst of complex global conflicts and a polarizing U.S. election season, fostering understanding and productive dialogue becomes more crucial now than ever. The fall Reflection and Dialogue Series centered around Monica Guzman's insightful book, **I Never Thought of It That Way: How to Have Fearlessly Curious Conversations in Dangerously Divided Times** (available in the BC library). Over three one-hour sessions this fall, we will explore practical tools and strategies to navigate difficult conversations, embrace diverse perspectives, and build a resilient campus community.

This series aims to provide attendees with the reflections, skills, and encouragement needed not only to survive but to thrive amidst deep differences of opinions and beliefs. Attendees will gain valuable techniques for bridging divides and cultivating a culture of curiosity and respect.



All registrants will receive a digital copy of Monica Guzman's book in advance of the session(s).

SAVE THE DATE--Modules, Dates, and Times:

- Thursday, September 25, 2024 (12:00-1:30 pm) – Book Part One
- Thursday, October 24, 2024 (12:00-1:30 pm) – Book Parts Two & Three
- Wednesday, November 6, 2024 (12:00-1:30 pm) – Book Parts Four and Five

Participation in every session is encouraged but not required. If you are interested in attending any of the sessions above, please register [here](#). The location of each session will be later posted on [OID website](#).

CULTURAL COMPETENCE ENGAGEMENT MODULES (CCEM)

These in-person modules help participants acquire the knowledge, language, behavioral, and cultural skills necessary to navigate within a diverse and inclusive community. To increase the capacity of access, participants this fall will have the choice of which modules they would like to attend, as opposed to a full six-session requirement.

SAVE THE DATE--Modules, Dates, and Times:

- Cultural Diversity--Thursday, September 19, 2024 (9:30-11:30 am)
- Microaggressions and Microinterventions--Friday, September 27, 2024 (2:30-4:30 pm)
- Race and Privilege--Monday, October 7, 2024 (2:30-4:30 pm)
- Accessibility and Disability Inclusion--Tuesday, October 22, 2024 (9:30-11:30 am)
- Gender Identity, Sexual Orientation and Privilege -- Friday, November 22, 2024 (2:30-4:30 pm)
- Religious Diversity--Thursday, December 5, 2024 (9:30-11:30 am)

If you are interested in attending any of the sessions above, please register [here](#).

PAST EVENTS HIGHLIGHTS



EYES TO SEE: AN ANTI-RACISM EXAMEN

Our recent Eyes to See: An Anti-Racism Examen sessions, a collaborative effort between the Office for Institutional Diversity and the Intersections Office, took place in Early April. Through structured reflection and dialogue, participants engaged deeply in exploring the complexities of race and racism within our institution. Over two sessions, attendees delved into personal experiences and systemic challenges, culminating in actionable strategies to promote equity and inclusion across campus. As we move forward, the commitment to fostering a community where all members feel valued and supported in our collective journey towards anti-racism remains steadfast.

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, please contact us.

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

LIVING OUT THE JESUIT, CATHOLIC MISSION: DIVERSE PERSPECTIVE SERIES

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COURAGEOUS CONVERSATION



Eagles for Equality: Athletics & Social Justice Activism

We invited Eagles for Equality, BC's student-athlete-led social justice organization, and employees from Athletes to join the Courageous Conversation this April. Attendees engaged in insightful discussions on the historical and contemporary role of student-athletes in advocating for social change. Through resource sharing and small-group discussions, participants explored the challenges and rewards of athletes leveraging their influence to drive meaningful progress in addressing racial injustices and promoting equity and inclusion.

D&I EVENTS @BC



Location: Robsham Theater Arts Center

Date & time:

- September 20th, 2024 at 5:00 pm
- September 22nd, 2024 at 2:00 pm

The Crown of Times is a performance that critically examines the wounded history of Black Hair Culture over five decades and the influences of American politics, music, and fashion on shaping that culture while exploring Black women's deep, complex, and emotional relationship with their hair. It's a necessary conversation with The United States legally negotiating the ideals of good and bad hair with the Crown Act. The Policing of Black hair is dehumanizing. This performance is a self-reflective love note that addresses the social constructs that tell all women, especially Black women, they are not good enough. This production redefines Black hair by repositioning it as a Crown.