



Office for Institutional Diversity

Diversity and Inclusion: A Shared Responsibility

Newsletter

Fall 2022 Edition

Welcome

November brings with it the season of thanksgiving. A month inviting discernment of where we have been, where we are presently, and the grace to understand where we are going in advancing a diverse, equitable community of inclusion and belonging as food inequality, mental health and wellbeing, racism and countless other challenges attempt to divide communities.

This is a time when we must continue to challenge ourselves and others in asking, how might I/we accompany those we encounter along our journey of self-reflection and awareness giving our full attention. How might we stay in companionship with the most wounded and underserved among us?

Examples of ways to move forward in this journey may include finding time to grab coffee or lunch with a colleague, perhaps a new member of your team or community. Partake in one of the upcoming events sponsored by the Office for Institutional Diversity or support colleagues doing this important work. Take time to raise your heads up and away from your iPhones as you walk across campus. Engage in eye contact, followed by a hello, good day, or a simple smile of an acknowledgment as you leave your workplace or classroom. In thanksgiving, we invite you to journey with grace, solidarity, and gratitude as a member of the Boston College community.

In thanksgiving,
Patricia Lowe, Associate Vice President

Upcoming 8th Diversity and Inclusion Summit: Power of Community

Save the Date

May 24, 2023

8th Diversity & Inclusion Summit



The annual Diversity and Inclusion Summit is a full-day conference addressing pressing topics related to diversity and inclusion at Boston College. Last May saw the first conference held in person since the pandemic. The upcoming summit promises to hold more engaging programs, speakers, lectures, and activities that will build and expand upon knowledge, skills, and attitudes.

Following our journey of cultivating a culture of inclusion and belonging, and in keeping with the sentiments of the seventh summit's theme, the May 24th theme will focus on, "**Power of Community.**" The focus on community continues the conversation of how we can collectively, as an institution with all of our strengths, challenges, and opportunities, move forward in this journey and make every place a welcoming and inclusive space for all to thrive. For more information and updates on the upcoming summit, please visit the summit's [website](#).

REPLENISH & REINVIGORATE: Affinity Groups Welcome Luncheon



The 2022 Affinity Groups Community Building Welcome Luncheon took place this past September and was a successful kickoff event that saw faculty, staff, and administrators from all groups gathering together in community. Representatives from each group had the chance to speak on behalf of their group and talk about what they've accomplished and any upcoming events/insights.

"This was a great, well-attended event. The food was excellent, and it was nice to see the affinity spaces being highlighted"
Testimonial from an Affinity Groups Welcome Luncheon Attendee

All members of the BC community are welcome to join any Affinity Groups. We encourage you to visit the [websites](#) or connect with members and chairs of the Affinity Groups to learn more.

University Affiliates Program

Established in 1999, the Affiliates Program empowers Black, Latinx, Asian, Middle Eastern, and Native American professional staff to enrich their professional skills and build connections with colleagues through professional development and mentorship opportunities.

This year's cohort is comprised of twelve participants from the Boston College community, spanning across a variety of departments, from Annual Giving to the Lynch School to Advancement Information Systems to Residential Life. Participants engage in ongoing professional development seminars throughout the academic year that incorporate a range of active-learning techniques, working groups, and presentations, as well as hear from guest speakers from Boston College departments/offices including University Advancement, Student Affairs, Auxiliary Services, and Institutional Research and Planning.

For more information on the University Affiliates Program, please email Jabril Robinson at jabril.robinson@bc.edu

Reflection & Dialogue Series

The Office for Institutional Diversity hosted its first Reflection & Dialogue Series event since 2020. This event provides a welcoming space for Boston College faculty and staff to engage in learning and dialogue regarding national events and phenomena that may have a significant impact on our lives and workplaces, to foster a culture of understanding, inclusion, and belonging within our campus community.

This fall's event was entitled "Navigating Grief as a Social and Collective Experience," featuring Dr. Nora Gross, a Core Fellow and Visiting Assistant Professor in Sociology. Dr. Gross led a group of 39 attendees through a series of reflections and small-group discussions on the impact of individual, collective, and disenfranchised grief experienced through loss, Gross's research and experience regarding Black male youth navigating grief and loss rituals, and resources for becoming more grief-informed, to enhance one's sense of well-being as well as that of others. The presentation concluded with practical and inspirational insights to cultivate collective hope in navigating the complex, challenging living and working environments in which we operate.

TOGETHER - Student-Centered Grief Support Group

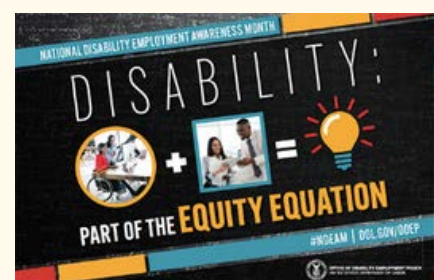
Rick Rossi is a Licensed Clinical Social Worker and Campus Minister for Clinical Pastoral Counseling at Boston College Campus Ministry. Below, he shares about his work with the **TOGETHER** student-centered grief support group.

I have the privilege of coordinating TOGETHER, a series of peer support groups around grief for undergraduate students through the Office of Campus Ministry. The program is a response to the experience of grief and loss that hundreds of Boston College students carry each semester that in so many ways goes unacknowledged. Groups are comprised of 6-8 students who commit to meet for 6 consecutive weeks to offer each other support in the form of open conversation about their experience of bereavement as students.

The reliability, consistency, and thus trust that meeting with the same group for 6 consecutive weeks fosters provides a counterpoint to the loss of reliability and trust that the death of a loved one can bring. The central message so many of us need to hear in our grief is, **"You're not alone, and we can go through this together."**

[Read more about TOGETHER](#)

National Disability Employment Awareness Month (NDEAM) Recognition and Resources



October of 2022 marks the 77th anniversary of National Disability Employment Awareness Month (NDEAM). This year's theme is **"Disability: Part of the Equity Equation."** NDEAM first traces back to 1945,

when Congress enacted a law declaring the first week in October of each year to celebrate and recognize "National Employ the Physically Handicapped Week." The word "physically" was removed in 1962 to acknowledge employees and individuals with all types of

disabilities, not just those of a physical nature. Finally, in 1988 Congress declared October to be a full-month dedicated to NDEAM.

In celebration of NDEAM, Boston College's affinity group ABLED@BC and the Office for Institutional Diversity organized a panel discussion to recognize and celebrate the important role people with disabilities play in a diverse and inclusive American workforce, past and present.

The panel discussion, held in Walsh Hall, featured Stephanie DeAvila, Senior Human Resources Officer, Employment, Human Resources; and Peter Hunt, Career Education, Career Center. The panel was moderated by Richard Jackson, Associate Professor, Lynch School of Education and Human Development, Chair of ABLED@BC. Participants were able to form meaningful connections over lunch while learning of BC's supportive, inclusive employment policies, practices, and resources that exist for both students and employees with disabilities.

[Click for National Disability Employment Awareness Month Resources](#)

Boston College Celebrates Military Veterans & Military-Connected Individuals

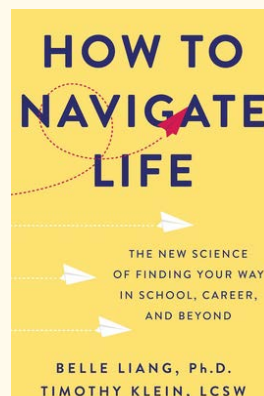


Veterans Day is Friday Nov. 11, 2022. This day is a chance to celebrate and recognize the sacrifices our veterans and their loved ones have made in the pursuit of freedom for all. Veterans are of all ages, from all branches, held a variety of positions in the military, and were stationed both here and abroad. If you know a Veteran, take a moment to reach out to them

and show that you recognize their service and sacrifice. During Veterans Week (Nov. 4-12) BC will be engaging the community in passive and active programs. For more information about any of these events or activities, please contact Michael Lorenz, Veteran Programs & Services, lorenzmi@bc.edu

[Click for an Educational Guide on "Origins and Symbols for Veterans Day"](#)

Recommended Reading



How to Navigate Life: The New Science of Finding Your Way in School, Career, and Beyond by Belle Liang, Ph.D., and Timothy Klein, LCSW

"Informed by decades of research and practice, Liang and Klein have written a powerful book to support youth in their self-awareness, purpose development and journey to adulthood. This book is an impressive and important resource for youth and those who work with them, filled with advice, useful tools, and inspiration!"

— Jacqueline V Lerner, Ph.D., Scientific Director of the 4-H Study of Positive Youth Development, and Professor of Applied Developmental and Educational Psychology in the Lynch School of Education and Human Development at Boston College.

Click the [link](#) to read the BC News article on *How to Navigate Life*

Upcoming Events

Anastasia Cole Plakias: The Farm on the Roof



This event, sponsored by the Winston Center for Leadership and Ethics as part of the Jane Jacobs Lecture series, will take place at Devlin 101 on Thursday, November 10 @ 5:30 p.m, free and open to the public.

Anastasia is the chief impact officer and co-founder of the Brooklyn Grange Rooftop Farm. She is a passionate and outspoken crusader for urban agriculture and green infrastructure, Anastasia spent several years working in the food and beverage industry before her desire to make a more meaningful contribution to the food system led her to co-found Brooklyn Grange Rooftop Farm in 2010, and the farm's non-profit sister organization, City Growers, in 2011.

She wears many hats for the business, all centered on creating strong and meaningful connections between the farm and the community. She has spoken to audiences internationally about topics such as circular economies and designing sustainable cities, and published a book about the business, titled *The Farm on the Roof: What Brooklyn Grange Taught us About Entrepreneurship, Community, and Growing a Sustainable Business*.

A born-and-raised New Yorker, Anastasia is dedicated to making the city that raised her a greener and more resilient place to live.

2022 Diversity Challenge Considering Racial Trauma: Strategies for Healing & Empowerment



This conference, hosted by the Institute for the Study of Race and Culture and co-sponsored by the Office of Professional and Continuing Education in the Lynch School for

Education and Human Development, will take place online via Zoom on November 11 and 12 (click the [link](#) to register). Registration closes November 11th at 5:30pm. This conference is \$65 for general attendees. Boston College students, faculty, and staff are eligible for a discount at registration. (click [here](#) to access your promo code). Students from other institutions should email lynchschooldpe@bc.edu to access their discount. This conference is also for professionals seeking Continuing Education Units (CEUs).

The 2022 Diversity Challenge will focus on strategies and interventions designed to facilitate healing from racial trauma and will address racial trauma from multiple perspectives. Presentations will focus on multigenerational trauma, healing through storytelling, utilization of research as a tool for empowerment and liberation, understanding the effects of racial trauma on academic performance, and surviving and thriving in the midst of ongoing racially traumatic experiences. The conference is thrilled to welcome nationally recognized experts sharing their perspectives, insights and research, and we look forward to hearing from graduate students during the poster presentation session. Events over

the past years have highlighted the ongoing and urgent need to address the harmful effects of racism and to be more vigilant in our efforts focused on both intervening and preventing the traumatic effects of race and racism. We look forward to you joining us in this important work of healing, and hope the conference will provide a source of knowledge, reinvigoration and empowerment.

Intersectionality as a strategy for analyzing structural violence: trajectories of reparation and silencing of Brazilian and US students based on class, race, gender, and nationality



This event, sponsored by the Center for Human Rights and International Justice and the Office of Global Engagement, this event will take place at McElroy 237 with lunch (or Zoom attendance only) on Wednesday, November 30 @ 12:00 p.m. (click [here](#) for registration link).

With James Ferreira Moura, Professor of the Interdisciplinary Bachelor of Humanities at the University of International Integration of the Afro-Brazilian Lusophony (UNILAB) and of the Graduate Program in Psychology at the Federal University of Ceará (UFC), Brazil, and Visiting Fulbright Scholar of the Center 2021-2022.

Violence is a polysemic concept that must be analyzed in a structural and psychosocial way (Dutta, Sonn, & Lykes, 2016). Structural violence is based on ideological processes of justification of violent acts against certain social groups, historically producing inequalities (Martín-Baró, 2017). According to Crenshaw (2002), when including the gender marker, the violence acquires unique and oppressive characteristics. There is a matrix of intertwined domination linked to class, race, gender, and nationality. The Global South, where Brazil is located, is constituted by structural violence in its social formation, based on a more marked presence of colonialism (Santos, 2019).

Equally, the intersectional perspective must be present in these analyses, comprising the intersection of the different markers of identity in the production of violence. This presentation will discuss the results of the focus groups conducted with Brazilian and American college students.

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

Visit the OID website at www.bc.edu/diversity to see more on what we offer, community events, and to engage in online resources.

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