



9th
**DIVERSITY
and INCLUSION
SUMMIT**
Belonging in Practice: Maintaining Momentum

2024 DIVERSITY AND INCLUSION SUMMIT

**Belonging in Practice:
Maintaining Momentum**

Wednesday, May 22, 2024

9:00 a.m. - 4:30 p.m.

Gasson Hall

WWW.BC.EDU/OID





2024 Diversity and Inclusion Summit

Belonging in Practice: Maintaining Momentum

The 9th Diversity and Inclusion Summit is dedicated to enhancing our understanding of practices that actively contribute to and maintain inclusive excellence. We will reflect on actions that sustain the momentum of belonging through introspection and dialogue to strengthen the framework that helps each community member feel a deep sense of belonging at Boston College.



BOSTON COLLEGE

OFFICE OF THE PRESIDENT

May 22, 2024

Dear Colleagues,

As members of the Boston College community gather for this year's Diversity and Inclusion Summit entitled "Belonging in Practice, Maintaining Momentum," I want to express my appreciation for your presence. I am also grateful for the many ways you and others help strengthen campus life and advance the mission of Boston College. BC is indeed a special place and intends to continue striving to live up to its Jesuit, Catholic heritage.

My hope is that your time today will foster not only understanding but also renewed commitment to our University and wider society.

Sincerely,

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

William P. Leahy, S.J.
President

2024 Diversity and Inclusion Summit

SCHEDULE

8:30 a.m. **Light Breakfast**

9:00 a.m. **Opening**

Patricia Lowe, Associate Vice President, Office for Institutional Diversity

Invocation

John T. Butler S.J., Haub Vice President of Boston College

Welcome & Opening Remarks

David Trainor, Vice President for Human Resources

Introduction of Howard J. Ross

William Murphy, Associate Vice President for Human Resource

9:15 a.m. **Morning Keynote**

Howard J. Ross, Author of *Our Search for Belonging: How Our Need to Connect Is Tearing Us Apart*

10:25 a.m. **Break**

10:30 a.m. **Morning Keynote/Community of Practice**

12:00 p.m. **Lunch Break - Lyons Hall**

1:00 p.m. **Educational Concurrent Sessions**

Session 1: Tending to Fractures: Actionable Strategies for Trauma-Informed Cultures, presented by Callid Keefe-Perry, Assistant Professor of Contextual Education and Public Theology, Clough School of Theology and Ministry (Gasson Hall 306)

Session 2: Inclusive Design: Making Digital Media Accessible, presented by Jennifer Walker, Associate Director, Instructional Media, Center for Digital Innovation in Learning; Aaron Walters, Senior Instructional Media Producer, Center for Digital Innovation in Learning (Gasson Hall 302)

Session 3: Curating a Sense of Belonging for Messina College Students, presented by Roatha Kong, Director, Office of Student Involvement; Alicia LaPolla, Associate Dean, Messina College; Steven Koo, Senior Associate

Director, Office of Undergraduate Admissions (Gasson Hall 305)

Session 4: Restoring Self-Directed Learning: Exploring Relational Approaches to Course Feedback & Grading, presented by Andrés Castro Samayoa, Associate Professor, Educational Leadership & Higher Education, Lynch School of Education and Human Development (Gasson Hall 301)

(Please be aware that we are not recording any concurrent sessions to encourage transparent and authentic conversations among participants and presenters.)

2:40 p.m.

Afternoon Panel

Moderator: Martin Summers, Professor, History Department

Panelists:

John T. Butler, S.J., Haub Vice President for University Mission and Ministry

Odette Lienau, Dean, Boston College Law School

Billy Soo, Vice Provost for Faculties

4:10 p.m.

Reflections and Discussion

Facilitated by William Murphy, Associate Vice President for Human Resources

4:25 p.m.

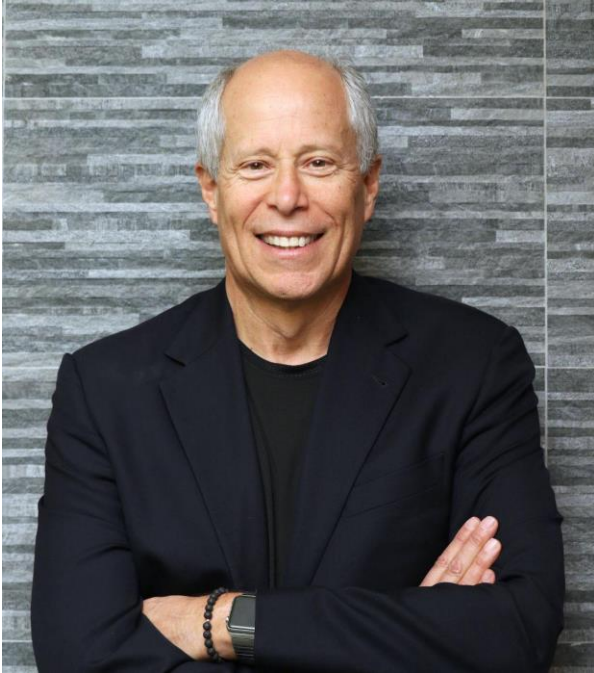
Closing Remarks

Patricia Lowe, Associate Vice President, Office for Institutional Diversity

4:30 p.m.

2024 Diversity and Inclusion Summit Concludes

KEYNOTE SPEAKER



Howard J. Ross is the 2024 Diversity and Inclusion Summit featured keynote speaker. He is 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 and direct application re: 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 the area of managing diversity and cultural integration in academic institutions, professional services corporations, Fortune 500 companies, and retail, health care, media, and governmental institutions in 47 of the United States and over 40 countries worldwide.

EDUCATIONAL CONCURRENT SESSIONS

Session 1: Tending to Fractures: Actionable Strategies for Trauma-Informed Cultures

Presenter: Callid Keefe-Perry, Assistant Professor of Contextual Education and Public Theology, Clough School of Theology and Ministry

Location: Gasson Hall 306

This is an introductory workshop designed to equip educators, administrators, and staff with the knowledge and tools necessary to create a trauma-responsive academic environment. This 90-minute session explores trauma and its pervasive impact on students' learning and sense of belonging. Utilizing a blend of theoretical frameworks, empirical research, and interactive case study, the workshop outlines practical strategies for developing a culture that prioritizes safety, empowerment, and support. Attention is paid to the role that moral injury can play, as well as outright trauma, recognizing that both of these human experiences are present in our community. Participants will engage in reflective exercises, group discussions, culminating with an opportunity to identify possible next steps for themselves and/or their departments, working toward building up responsive, inclusive, and supportive educational spaces.

Session 2: Inclusive Design: Making Digital Media Accessible

Presenters: Jennifer Walker, Associate Director, Instructional Media, Center for Digital Innovation in Learning; Aaron Walters, Senior Instructional Media Producer, Center for Digital Innovation in Learning

Location: Gasson Hall 302

Education thrives on inclusivity, and multimedia plays a vital role in engaging learners today. But what happens when these resources leave some learners behind? This interactive workshop will examine the fundamentals of multimedia accessibility in education, empowering educators and content creators to design materials that reach every student. Practical techniques for adding closed captions, audio descriptions, alternative text, and other accessibility features will be demonstrated, along with tools and resources for evaluating and testing the accessibility of multimedia resources. Join us in exploring how accessible multimedia content can enhance student engagement, learning outcomes, and educational equity in today's diverse classrooms.

Session 3: Curating a Sense of Belonging for Messina College Students

Presenters: Roatha Kong, Director, Office of Student Involvement; Alicia LaPolla, Associate Dean, Messina College; Steven Koo, Senior Associate Director, Office of Undergraduate Admissions

Location: Gasson Hall 305

This session will feature the multifaceted and holistic approach of the development of Messina College at Boston College. The three areas of consideration in creating the incoming students' sense of belonging include the recruitment, selection, and enrollment process, formation of an integrated academic experience, and the priorities for student co-curricular engagement and integration to Boston College. Presenters will discuss the building of Messina College, the tactics and strategies employed, and how the larger Boston College community can continue to shape its growth and success.

Session 4: Restoring Self-Directed Learning: Exploring Relational Approaches to Course Feedback & Grading

Presenter: Andrés Castro Samayoa, Associate Professor, Educational Leadership & Higher Education, Lynch School of Education and Human Development

Location: Gasson Hall 301

In this interactive session, participants will examine opportunities to integrate self-directed and ungraded practices in their teaching. Through a combination of reflective exercises, an instructor's case study, and group breakouts, participants will explore the potential of ungrading as a tool for promoting equity and inclusivity in Boston College classrooms. Attendees will leave with concrete strategies for implementing alternative assessment methods, cultivating a sense of belonging among diverse learners, and opportunities to continue their development with alternative strategies to grading processes in college classrooms.

AFTERNOON PANEL

Martin Summers is Professor of History and African and African Diaspora Studies at Boston College. He has particular research and teaching interests in race, gender, sexuality, and medicine. He is the author of *Manliness and Its Discontents: The Black Middle Class and the Transformation of Masculinity, 1900 – 1930* (2004) and the co-editor of *Precarious Prescriptions: Contested Histories of Race and Health in North America* (2014). Summers's research has been supported by the Ford Foundation, the American Council of Learned Societies, the Radcliffe Institute for Advanced Study, and the National Humanities Center. His most recent book, *Madness in the City of Magnificent Intentions: A History of Race and Mental Illness in the Nation's Capital* (2019), received the Cheiron Society's prize for outstanding monograph in the history of behavioral and social sciences. Summers is currently at work on a book, *Inner City Blues: African American Mental Health and the "Urban Crisis" in Twentieth-Century Chicago*, which examines how social scientists, psychiatrists and psychiatric social workers, government officials, and community activists understood the relationship between urbanization and mental illness and consequently sought to address the mental health care needs of African Americans in so-called ghettos.

John T. Butler, S.J. grew up in Atlanta, Georgia and entered the Society of Jesus in 1991. He is trained in counseling and has worked in prisons, hospitals, treatment centers, and education. He has done internal formation within the Society of Jesus. Presently Fr. Butler works at Boston College and is the Haub Vice President of the Division of University Mission and Ministry. In addition, he has served on the Board of Directors for the following organizations: Canisius College, Buffalo, NY, Cheverus High School, Portland, ME, the Ecclesiastical Faculty of Boston College, and St. Thomas University, Miami, FL. Fr. Butler holds a B.A. St. Thomas University, M.A. Providence College, M.S. from Loyola University (College), S.T.L (Weston Jesuit School of Theology/Boston College), and Ph.D. Loyola University (College).

Odette Lienau joined Boston College Law in January 2023 as the inaugural Marianne D. Short, Esq., Dean. Her scholarly interests center around international economic law, debtor-creditor relations, and legal theory. Dean Lienau's book, *Rethinking Sovereign Debt: Politics, Reputation, and Legitimacy in Modern Finance*, won an American Society of International Law Book Award. Her research has appeared in many distinguished publications, including the *Harvard International Law Journal*, the *Yale Journal of International Law*, and Oxford University Press. She has served as a consultant and expert for UNCTAD, the IMF, and the World Bank, and is a life member of the Council on Foreign Relations. Dean Lienau practiced in Shearman & Sterling's Financial Restructuring & Insolvency group in New York City. She was previously an Associate Dean at Cornell Law School, and has taught at Harvard and Yale Law Schools. She received her A.B. from Harvard College, J.D. from NYU School of Law, and Ph.D. in political science from Harvard University, where her dissertation received the university's Charles Sumner Prize.

Billy Soo is Professor of Accounting and Vice Provost for Faculties at Boston College. He joined Boston College in 1990 as an assistant professor and served as chair of the accounting department in CSOM for ten years until his most recent appointment. Billy received his undergraduate degree in Business Administration and Accountancy from the University of the Philippines and has a Master of Science and Ph.D. in Accounting and Information Systems from the Kellogg Graduate School of Management at Northwestern University. Before his studies at Northwestern, Billy worked as an auditor for the accounting firm SGV & Co., now a member practice of EY Global. Billy's research interests include audit markets and tenure, disclosure incentives, financial regulations, and the stock market's and managers' responses to their imposition. He has published in *The Accounting Review*, *Journal of Accounting Research*, *Contemporary Accounting Research*, *Journal of Accounting and Public Policy* and *Auditing: A Journal of Practice and Theory*. His work has been cited in *The Economist*, *Bloomberg*, and *CFO Magazine*. Billy has taught all levels of financial accounting and financial statement analysis to undergraduates and graduates and continues to teach one class of FAST 2 (intermediate financial accounting) in the fall semester. He received the Carroll School of Management Honors Program Outstanding Teacher Award in 2008, 2012, and 2014, and was the inaugural recipient of the Carroll School's Undergraduate Distinguished Teacher Award in 2010.

REFLECTION AND DISCUSSION

William Murphy serves as the Associate Vice President of Human Resources. Before coming to Boston College, Bill served as the Director of Labor and Employee Relations and Chief Labor Negotiator at Harvard University for 13 years. Prior to Harvard, Bill was the Deputy Director of Labor Relations for the City of Boston and served as a chief negotiator under the Menino administration. Bill graduated from Boston College in 1991 with a Communication degree and from Suffolk University Law School in 1994.

EXHIBITORS

Center for Student Wellness

Center for Work & Family

Connell School of Nursing

Employee Health & Well-being

Law School

Morrissey College of Arts and Sciences

Office for Institutional Diversity

Psychology & Neuroscience

Thea Bowman AHANA and Intercultural Center

Women's Center

ACKNOWLEDGEMENTS

SUMMIT PLANNING COMMITTEE MEMBERS

Abby Bays, Assistant Director, Annual Giving, Development
Carolyn Donoghue, Associate Director, Employee Development, Human Resources
Anthoula Gounalakis, Assistant Director, Office for Institutional Diversity
Judy Ferres, Director of Administrative Services, Division of Student Affairs
Kim Humphrey, Assistant Director, Equitable Teaching & Learning, Center for Teaching Excellence
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
Peilun Wu, Assistant Director, Office for Institutional Diversity

CAMPUS COLLABORATORS

ABLED@BC	Media Technology Services
Accessibility Liaison Initiative	MEEA
APIE	Clough School of Theology and Ministry
BFSAA	Office of the President
Diversity Advising Committee	Office of the Provost and Dean of Faculties
Diversity Steering Committee	Office of University Communication
Eagle Print	Staff Advisory Senate
J-FAST	Veterans Affinity Group
L@BC	Women's Collaborative
LGBT@BC	

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



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