

**Providence College**  
**Summary of Events and Activities Related to Diversity and Inclusion**  
**Through June 2017**

**1. Diversity & Inclusion Implementation Committee (DIIC)**

One of Providence College President Rev. Brian J. Shanley, O.P.'s responses to the list of student demands in fall 2015 was to create a Diversity & Inclusion Implementation Committee (DIIC). This Committee is comprised of students, faculty and members of the administration, and is chaired by Fr. Ken Sicard, O.P., the College's executive vice president & treasurer.

The Committee had three, full-day retreats in the summer of 2016, and met bi-weekly throughout the 2016-2017 academic year. Meetings for this summer are being scheduled, as is another full-day retreat. They have invited faculty and members of the administration to join them to discuss the steps that have been, or that will be, taken to address certain issues. The Committee has issued progress reports to the College community since its formation (the last one on June 20, 2017). Work is also underway on a website to provide the most up-to-date information and provide opportunities for feedback from the campus community.

The College's Associate Vice President for Human Resources met with the DIIC to discuss HR's initiatives related to diversity and inclusion, and to present and explain data on faculty and staff diversity, as well as on hiring and retention of diverse faculty and staff. Trends in each of these areas continue to show improvement, and HR has agreed to provide updated data to the DIIC on a quarterly basis. HR also provided a report on cultural competency training for staff and administrators which was completed this spring. The Cabinet and senior administration participated in a four-hour workshop facilitated by Dr. Jamie Washington, president of the Washington Consulting Group, on June 28, 2016; staff participated on the following day. Follow-up sessions took place in November.

The College's Senior Vice President for Academic Affairs/Provost met with the DIIC to provide an update on the progress being made in addressing student demands related to academic concerns. The Provost reported on the ongoing self-study and external review in the Education Department.

The Provost sent letters to all department chairs in 2016 asking them to set up cultural competency training to address faculty development in the areas of cultural competence, inclusive pedagogy, and culturally responsible teaching. The College's Chief Diversity Officer (CDO) has partnered with the Center for Teaching Excellence and the Center for Engaged Learning here on campus to assist academic departments in designing customized faculty development workshops. Their goal is to support the creation of a customized faculty development program based on the unique strengths and needs of individual departments in order to support the academic and personal development of *all* students at Providence College.

The DIIC also has met with the Director of the Development of Western Civilization program to discuss the challenges and opportunities of enhancing the range of perspectives within our core curriculum.

Funding has been set aside for a number of strategic initiatives related to diversity. Funding for the Multicultural Scholars Program has been increased, and funds have been set aside to support the retention of multicultural students. A comprehensive campus climate survey was conducted in the spring.

A number of new positions have been authorized, including a West Coast Admissions Counselor (filled by an African-American male); a diversity fellow to assist faculty in curriculum development; an assistant dean for international studies; and an assistant dean for international student success (filled by a woman of color). Father David Orique, O.P., has been appointed as the director of Latin-American and Latino Studies and has been given a budget for the Program.

The Committee charged with the development of a Multicultural Center in Moore Hall is making progress. Construction began this semester and will be completed by November.

## **2. President's Community Advisory Committee**

In June 2016, the College formed the President's Community Advisory Committee (CAC) to assist Fr. Shanley with gaining a better understanding of how Providence College is perceived in communities of color throughout the Greater Providence area. The CAC is comprised mostly of men and women of color representing African-American, Latino/a and Southeast Asian ethnicities. About half the members are alumni of the college.

Fr. Shanley meets with the CAC 2-3 times each year. The group is charged with

- Providing advice and counsel re: the perception of the College in the Greater Providence community especially among multicultural audiences.
- Providing counsel and relevant expertise to assist the College in strategic planning efforts related to diversity.
- Advising the President with regard to the College's interest in creating, maintaining and enhancing a welcoming and hospitable environment on campus for students, faculty and staff of color.
- Assisting the President and Chief Diversity Officer in helping to identify diverse candidates for faculty and staff openings.
- Serving as a resource to help the College reconnect with multicultural alumni.
- Serving as a resource to help the College celebrate diversity and promote inclusion on campus.

## **3. Providence PROMISE**

In 2014, the College initiated a summer learning program called Providence PROMISE for area high school students from the city of Providence. Providence PROMISE aims to assist local high school students who may be at the lower end of the admission spectrum and could be at-risk first-year students. Students selected for this program have the academic skills to be eligible for college but would benefit from additional assistance like this program to get them fully college ready. They are likely to be the first persons in their families to attend college.

The 2017 cohort will be the fourth group in this program. The program has grown from 13 participants in 2014 to 20 in 2017. Participants are usually rising juniors who come from as many as seven different high schools in the city of Providence.

Twice a week for five weeks, these students will take two classes on the PC campus and discover what it is like to do academic research, speak in front of their fellow students, complete critical reading and thinking exercises, and manage their time effectively.

Tuition is free for all of the accepted students. (Students are nominated for the program by guidance counselors at their respective high schools.) They also receive, at no charge, all necessary textbooks, and lunch on campus. Each student receives a temporary PC ID card which doubles as a free ride RIPTA bus pass.

#### **4. Undocumented Students**

After the presidential election in the fall of 2016, many students, faculty, and staff grew increasingly concerned about what might happen to undocumented students on college campuses around the country as a result of then President-elect Trump's stated goal of arresting and deporting undocumented people living and working in the United States.

Fr. Shanley signed a letter put forward by the Association of Catholic Colleges and Universities (ACCU) stating the College's support for any undocumented students, faculty, or staff at the College. In addition, the College offered assistance to members of our community who are undocumented or who are members of mixed-status families. We also provided on-campus access to legal experts in immigration and the federal Deferred Action for Childhood Arrivals (DACA) Act to students, faculty, and staff who wanted to learn more about these issues.

#### **5. RI State Police Diversity Training Academy**

In an effort to assist the Rhode Island State Police (RISP) with recruiting more minority candidates and with helping minority youth become interested in a law enforcement career, Providence College agreed to host a Diversity Training Academy on our campus in June-July 2016. The purpose of the Academy, a new RISP initiative, was to promote and enhance the relationship between the community and the RISP. The Academy was offered at no cost to interested youth who spent six weeks, one day each week, in physical fitness training, classroom instruction and discussion designed to provide a better understanding of one another's culture with the ultimate goal of increasing the diversity within the RISP.

#### **6. Lectures, Workshops, Events with a PC Presence, and Other Presentations**

##### **Fall 2016**

##### Terza Lima-Neves '00

On September 8<sup>th</sup>, Dr. Terza Lima-Neves '00, associate professor of political science at Johnson C. Smith University, presented a lecture on "Cape Verdeans in the United States: Historical Reflections & Contemporary Realities."

##### Black Girls and Women in U.S. Society

On September 9<sup>th</sup>, the Black Studies Program, in cooperation with the Collaborative Research Group on Black Women and Girls, presented a one-day symposium entitled, "Producers of Knowledge and Agents of Change: Black Girls and Women in U.S. Society."

Sa'ed Atshan

Dr. Atshan, visiting assistant professor of peace & conflict studies at Swarthmore College, presented a lecture and discussion entitled, "Teaching Orlando: Homophobia and Islamophobia in Post-Orlando America" on September 12<sup>th</sup>.

Greg Lukianoff

Mr. Lukianoff, president of the Foundation for Individual Rights in Education (FIRE), presented a workshop entitled, "Trigger Warnings, Micro aggressions, Free Speech and Academic Freedom" on September 16<sup>th</sup>.

Drop the "I-word"

On September 20<sup>th</sup>, several student groups, along with the Providence Immigrant Rights Coalition, presented a workshop entitled "Drop the i-word – no human being is illegal."

Clayborne Carson

Stanford University Scholar, Activist and Playwright Clayborne Carson is one of the foremost experts on the life and legacy of Dr. Martin Luther King, Jr. He presented the inaugural lecture of the Rev. Robert A. Morris Speaker Series on September 23<sup>rd</sup>.

Engaging One Another Well

On September 28<sup>th</sup>, the Office of Institutional Diversity presented a workshop as part of the Difficult Dialogues initiative entitled, "Engaging One Another Well," designed to discuss how best to respond to calls for safe and equitable spaces on campus while maintaining freedom of expression, critical engagement, and risk-taking.

A Conversation with the Teacher of the Year

The Center for Teaching Excellence presented "A Conversation with the Teacher of the Year" for all PC faculty on October 5<sup>th</sup>. Dr. Julia Jordan-Zachery, professor of public and community service studies, head of the Black Studies Program, and recipient of the 2015-2016 Joseph R. Accinno Teaching Award, spoke about, "Getting Rid of the Gospel – My Process of (un) Learning Teaching."

Diversity & Inclusion Professionals Event

Also on October 5<sup>th</sup>, the College co-sponsored the annual luncheon of Diversity & Inclusion Professionals. PC's CDO is a member of DAIP's board of directors.

Sanford Schram

Dr. Sanford Schram is a professor of political science at Hunter College. His research is focused on the politics of welfare, poverty, inequality and others topics related to the subjugation of subordinate populations in the United States. He presented on, "Social Change in an Age of Consolidated Power" on October 5<sup>th</sup>, sponsored by the Political Science Department.

Jorge L.A. Garcia

Boston College Professor Jorge L.A. Garcia, whose area of expertise includes applied and theoretical ethics in areas such as race, ethnicity, and ethnic perspectives on medical ethics, presented on "Social Construction: Breaking It Down" on October 7<sup>th</sup>.

### Beyonce's "Lemonade"

The Black Studies Program sponsored a screening of Beyonce's "Lemonade" and a discussion on its meaning and significance to its core audience, the African Diasporic woman, on October 11<sup>th</sup>.

### Black Church in Rhode Island

Also on October 11<sup>th</sup>, the College co-sponsored this event, which was an exhibit of artwork and stories related to the Black Church in Rhode Island. It was organized by former Deputy Secretary of State Ray Rickman.

### Julie Hanlon Rubio

Dr. Julie Hanlon Rubio is a professor of Christian ethics at St. Louis University. She presented a lecture entitled, "Faithful Citizenship Amidst Polarized Politics" on October 18<sup>th</sup>. Her talk explored the increasingly polarized landscape of American politics and the increasingly polarizing rhetoric used by politicians, lobbyists, and journalists.

### College Visions Kick-Off

Also on October 18<sup>th</sup>, the College co-sponsored the annual kick-off event for College Visions, a local college access organization.

### Feinstein Hall of Heroes Induction Ceremony

This year's inductees, October 19<sup>th</sup>, were Joshua Giraldo '08, chief of staff to Central Falls Mayor James Diossa; Malala Yousafzai, Afghani author of "I Am Malala" and the subject of the film "He Named Me Malala," and Cesar Chavez (posthumously), labor and civil rights leader, and co-founder of what would later become the United Farmworkers Union.

### NAACP Freedom Fund Awards Gala

The college sponsored several attendees at the Providence Chapter NAACP's annual Freedom Fund Awards Gala on October 28<sup>th</sup>.

### "Know Your Rights"

The Providence College Chapter of the NAACP presented a panel discussion entitled "Know Your Rights" on November 2 in '64 Hall. The discussion focused on the importance of, as well as the effects - both positive and negative - of knowing your rights.

### Jewish-Catholic Dialogue Conference

This year's conference was the third of a three-year series commemorating the Vatican II document *Nostra Aetate*. The lecture and colloquium series "Theological Exchange Between Catholics and Jews" brings local and nationally-recognized experts to Providence College for two major events each academic year. This year, a November 3<sup>rd</sup> lecture featured Timothy Cardinal Dolan, archbishop of New York, on a theme relevant to Jewish-Christian relations. (*See March 22<sup>nd</sup> 2017 for detail on the spring event.*) The College's Phillips Memorial Library also hosted a special exhibit in celebration of this year's conference.

### The Black & Latino Male Conference

This conference, sponsored by the Consortium on High Achievement and Success, took place at Providence College from November 18-20. The conference, now 15 years old, typically attracts 120-160 primarily Black and Latino male college students, faculty, administrators, and community members.

“The Meaning of Matthew”: A Talk with Judy Shepard

This event, on December 6<sup>th</sup>, featured a talk by Judy Shepard, mother of hate crime victim Matthew Shepard.

Cultural Holiday Celebration

The College inaugurated an annual, week-long event in December 2016 exploring how different cultures celebrate the holidays. Daily activities focused on Cape Verdean, Italian, Mexican, Irish, Portuguese, Dominican, African-American, Jewish, and Honduran celebrations, culminating in a Cultural Holiday Festival on December 9<sup>th</sup>.

**Spring 2017**

Minister’s Alliance Dr. Martin Luther King, Jr. Breakfast

For the sixth year in a row, the College purchased a table and invited a group of students, faculty and staff to attend this annual breakfast at Rhodes-on-the-Pawtuxet (MLK Day, January 16<sup>th</sup>).

Rev. Dr. Martin Luther King, Jr. Candlelight Vigil

The vigil took place on January 25<sup>th</sup> in St. Dominic Chapel.

Six Views on Catholic & Dominican Identity and Contemporary Approaches to Diversity

This event, part of the College’s Difficult Dialogues initiative, took place on February 15<sup>th</sup>. It featured six different speakers drawn from students, faculty, and staff.

Black Expo

Student clubs and organizations came together to present an event on February 22<sup>nd</sup> entitled “Black Expo: The Strength of our Roots,” featuring Black American and African food, crafts, and performances from the College’s Footprints Gospel Choir and Motherland Dance Group.

Ernest Green

The College presented a lecture on February 27<sup>th</sup> by Ernest Green, one of nine black students who would become known as the “Little Rock Nine,” the first to integrate Central High School following the 1954 US Supreme Court decision in Brown v. Board of Education.

Irish History Lecture

On Wednesday, March 1<sup>st</sup>, the College presented a lecture by PC Assistant Professor of History and Director of the Graduate Program in History Dr. Paul O’Malley. Dr. O’Malley spoke on “Eamon de Valera: The Spanish Onion in the Irish Stew, His Rhode Island Connections.” de Valera was a key figure in the formation of the twenty-six county Irish State in the first half of the twentieth century. Dr. O’Malley focused on de Valera’s Spanish-Cuban origins and his Rhode Island associations during his lifelong quest for a unified, independent Ireland. A performance by the Providence College Irish Step Dancers followed the lecture.

Women Empowering Women: A Community Forum on Violence Prevention

PC hosted this event, the first of its kind on campus on March 4<sup>th</sup>. It was organized by Providence Representative Marcia Rangling-Vassell (D-Providence), and featured presentations, breakout sessions and discussion groups.

#### Jewish-Catholic Dialogue Spring event

The second of two events that are part of the College's annual Jewish-Catholic dialogue series, the spring event on March 22<sup>nd</sup> featured two nationally-recognized experts – one Jewish and one Catholic – who discussed together a specific issue in Jewish-Christian relations. (*See November 3, 2016 for detail on the fall event.*) This year's speakers were Rabbi Gary Bretton-Granatoor of Congregation Shirat Ha Yam in Nantucket, MA and Rev. Dennis McManus, associate director of the Center for Jewish Civilization at Georgetown University. They discussed "Nostra Aetate 50 Years Later – The Future of Jewish-Catholic Dialogue: How Global, Internal and Interfaith Dynamics Will Shape the Road Ahead."

#### Fr. Cleary Lecture

This year's lecture on March 23<sup>rd</sup> featured Jorge I. Dominguez, professor for the study of Mexico and chair of Harvard University's Academy for International and Area Studies. He spoke on "Cuba and the United States: Looking Back and Looking Forward."

#### Empowering Educators of Color Conference

PC hosted this conference, sponsored by the Rhode Island Coalition for Educators of Color, on campus on March 25<sup>th</sup>. Approximately 60 guests attended.

#### Beyond Cynicism and Good Intentions: The Centrality of Anti-Racist Movements in the Struggle for Justice

This event, sponsored by several different academic departments and centers on campus, was held on March 27<sup>th</sup>. It featured a lecture and Q&A session with Dr. Ibram X. Kendi, author of *Stamped From the Beginning: The Definitive History of Racist Ideas in America*, winner of the 2016 National Book Award for non-fiction. Dr. Kendi is assistant professor of history at the University of Florida.

#### Jewish-Catholic Engagement in Rhode Island

This panel discussion, on April 3<sup>rd</sup>, featured Dr. Holly Taylor Coolman, assistant professor of Theology at PC; Rabbi Barry Dolinger of Congregation Beth Sholom and vice president of the Board of Rabbis of Greater RI; Dr. Deborah Johnson, professor of Art History at PC; and Fr. Christopher Maher, rector of Our Lady of Providence Seminary

#### San Miguel School Annual Gala

In keeping with PC's long-standing relationship with the San Miguel School, the College co-sponsored the School's annual gala on April 7<sup>th</sup>.

#### "Sons of Providence" exhibit

This multimedia exhibit, from April 17<sup>th</sup> through June 4<sup>th</sup>, featured the collaborative research of Dr. Jennifer Illuzzi (History) and Dr. Arthur Urbano (Theology) chronicling the story of the Jewish men who attended PC from its founding through the era of the Second Vatican Council. Through interviews, student publications, archival materials and historical context, viewers learned about these alumni and the groundwork for positive interreligious relations between Jews and Christians laid at Providence College at a time when anti-Semitism was high at home and abroad.

Inclusive Excellence Teach-In

This event, part of the College's Inclusive Excellence initiative, featured Dr. Tia Brown McNair, vice president of the Office of Diversity, Equity, and Student Success at the American Association of Colleges & Universities. It took place on April 19<sup>th</sup>.

Latino Public Radio Community Awards Gala

The College sponsored a table for faculty, staff, and students at LPR's 10<sup>th</sup> annual Community Awards Gala on May 13<sup>th</sup>.

NAACP Freedom Fund Breakfast

The College sponsored a table for students, faculty, and staff at the Providence chapter of the NAACP's annual Freedom Fund Breakfast on May 20<sup>th</sup>.

CityArts for Providence Youth

CityArts announced the College's co-sponsorship on June 1<sup>st</sup> of the program's Southside Circle of Hope mural, currently under construction on the side of the community market "America's Food Basket" on the corner of Broad St. and Lexington Ave. on the City's South Side.