

PROVIDENCE COLLEGE

IDEI in Our Community

NOVEMBER 2020 - ISSUE NO. 4

HARKINS
HALL

A Word From Father Sicard

Dear Members of the Campus Community,

In the past few weeks, I have had the opportunity to hear from many of you about the climate on our campus, particularly with regard to issues of diversity, equity, and inclusion. Some of the conversations have been difficult and point out how far we still have to go to make Providence College a model of the Beloved Community. I once again extend my offer to meet and collaborate with any individuals or organizations committed to this goal.

As we approach the end of in-person learning and prepare to join our families for Thanksgiving, I want to update you on progress we are making in our commitment to address institutional racism at Providence College.

In addition to three town hall meetings, I have had the opportunity to meet in person with small groups of students who have shared valuable insights with me during sessions that have become known as "Friarside Chats." These will resume after the Christmas break when students return to campus. I will be holding similar meetings with small groups of staff/administrators, faculty, and members of the Dominican Community.

Earlier in the academic year, I shared with you my intention to create two committee structures to help guide us in our important work related to diversity, equity, and inclusion. I am pleased to announce that we have populated two important committees to address issues of systemic racism on our campus. These include the Board of Trustees Committee on Diversity, Equity and Inclusion and the Presidential Committee to Address Systemic Racism. These committees—consisting of faculty, staff, students, trustees, and members of the local community—will complement several other committees that have been hard at work for some time now addressing DEI-related issues. Committee charges and membership for the two new committees can be found on the [IDEI website](#). I am grateful to the Faculty Senate's Committee on Elections for providing the faculty who will serve as members.

Finally, I would like to commend the remarkable efforts of the members of the Office of Institutional Diversity, Equity, and Inclusion. Jackie Peterson and her staff have been committed strongly to identifying and addressing the challenges we face as an institution. I encourage you to visit the IDEI website and read most recent newsletter.

As president, I again reiterate my commitment to making Providence College a more welcoming, loving, and inclusive community. Our commitment to the social justice teachings of the Catholic Church and the values espoused in the Gospels demand this of us.

I wish you and your families a restful and joyous Thanksgiving.

Sincerely,
Kenneth Sicard, O.P.
College President

IDEI Updates

2020-2021 MINI GRANT UPDATES

CONGRATULATIONS TO THE PC SOCIAL WORK DEPARTMENT & GISELLE BAEZA! TO LEARN MORE ABOUT THEIR FULLY FUNDED MINI GRANT VISIT OUR WEBSITE.



INSTITUTIONAL
DIVERSITY
EQUITY &
INCLUSION

Be sure to click the play icon throughout the newsletter to access the video interviews of the articles! Or check out all the videos at the play icon below or [this link](#):

<https://tinyurl.com/IDEInewsletter>



A Warm Welcome to Erin Corry!

NEW RESOURCE COORDINATOR FOR LGBTQ+ INCLUSION



SHEPARD

(Stopping Homophobia,
Eliminating Prejudice and
Restoring Dignity)

*"Providence College's one and
only fierce LGBTQ+ advocacy,
educational, and support group"*

Follow SHEPARD on Instagram
[@pc.shepard](https://www.instagram.com/pc.shepard)

We are honored and excited to welcome Erin Corry to the IDEI team. After serendipitously meeting Jackie on a plane in January and finishing eight years working as a campus minister with a focus on equitability, Erin Corry has joined the IDEI team. She frames her overarching work as “midwifing breakthrough”, a nod to her concurrent work as a birth doula. Erin will be working as the Resource Coordinator for LGBTQ+ Inclusion alongside Dr. Dana Dillon, the Theological Praxis Consultant. Together they aim to move for greater LGBTQ+ inclusion on campus, while honoring the faithful and very courageous efforts of the student leaders in SHEPARD and those who have been working for decades before them.

“We answer to the reality of the bodies of those most historically marginalized,” states Erin while describing her ethos in social justice work. “We all have work to do, especially those in the majority and positions of power and influence.” Erin has spent the last decade working closely with her community in South Providence and as a white antiracism educator in Christian circles. She is ready to help the college develop generous hospitality towards the LGBTQ+ community while honoring the historic teachings of the Church on human sexuality, because “God is big enough to hold these tensions and to hold us while we have these conversations”.

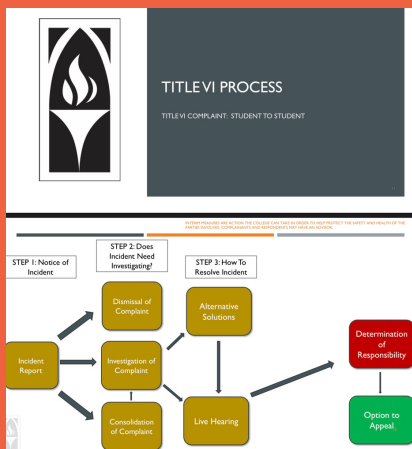
In this new role, Erin hopes to foster a more loving and hospitable campus for queer folks, staff, students, and faculty with an eye to rights and dignity. This position also aims to take the load off of students who are pushing for equity and reduce the disproportionate responsibility on marginalized identities. This is new territory for PC and we don't doubt that for many staying at the table, staying engaged, and choosing to do the work will be a challenge. It is difficult to enact systemic change, but it is worthy work to create a beloved community.

Please join us in welcoming Erin - we are excited to see where this work will lead the PC community. To learn more about Erin and her work, check out our video interview.





Check out the PC IDEI website to access the reporting tool and a flow chart that breaks down the process.



Bias & Discrimination Reporting

INFORMATION PROVIDED BY QUINCY A. BEVELY

During the first few weeks of the Fall 2020 semester here at Providence College, the bias incident reporting tool was improved and updated to reflect the needs of the PC community. This public incident reporting form can be submitted anonymously to report having experienced or witnessed incidents of bias or discrimination in the PC community - both on and off campus. While there have been no significant procedural changes, the reporting tool has been revised to help document bias incidents more clearly.

Quincy A. Bevely, Assistant Vice President for Institutional Diversity and Title VI and Title IX Deputy Coordinator, took the time to sit down and describe these changes. He mentioned that the goal of creating a new and improved reporting tool was to make it more accessible for students, faculty, and staff alike. This includes simpler questions and the addition of easy to understand descriptions, as well as making the tool accessible to students at home.

To learn more about Title VI and reporting bias and discrimination, please visit: <https://institutional-diversity.providence.edu/how-to-report-bias-discrimination/>. The Anti-Harassment policy is a great place to learn in-depth about the rights and responsibilities of PC community members. Also on the IDEI website is the more user-friendly flow chart created by IDEI team members Quincy A. Bevely and Nick Sailor for a more clear and accessible understanding of how Title VI works. Feel free to contact Quincy, any member of the IDEI team, or any Title VI Deputy Coordinator to learn more!



From Graduate Assistant to Interim Program Manager for The Center @ Moore Hall

INFORMATION PROVIDED BY SOKEO ROS



Sokeo Ros was born in a Cambodian refugee camp in Thailand and arrived in the United States at the age of three. His education experience was nonlinear, having dropped out of high school and attending college as an adult learner. What kept him going was his love for dance, arts-based pedagogies, and community organizing.

Sokeo recently obtained his master's degree in Education with a focus in the Urban Teaching Program from Providence College, where he is currently teaching classes. While completing his degree, Sokeo served as a graduate assistant at the Center at Moore Hall. Sokeo is ecstatic to be back at Moore and is looking forward to building new relationships and creating a space that can adapt to Covid-19 changes and welcome new demographics. He is excited to collaborate with both PC and the surrounding community.

Sokeo is looking forward to continuing to collaborate with various student-run clubs and organizations to bring cultural events to the center. He reminds us that events are “on hold but not canceled” and to keep an eye out on social media to see the ways you can join in.

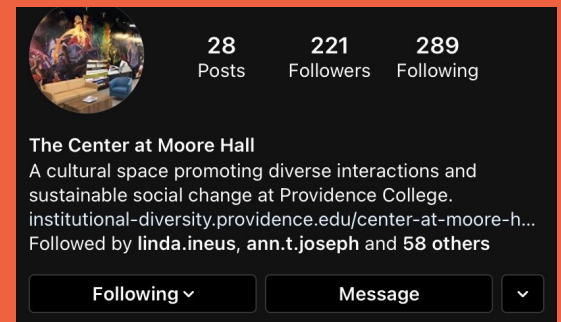


@ MOORE HALL

- Chalk your answer on the D.I.D. wall



- Reserve the dance studio for up to 10 people
- Follow @thecenteratmoore on Instagram!



UPCOMING EVENTS

- BIPOC Student Support Group - November 19
- Trans Lives Vigil - November 20



A Word with Jackie Peterson

"As we approach the end of a most unprecedented and challenging semester, and transition into a new year, it offers an opportunity for reflection. The IDEI team and our partners are reflecting on the accomplishments in diversity, equity, and inclusion, to date across the College, and reaffirming actions that we are committed to implementing. Moreover, we remain steadfast, clear, and purposeful in advancing diversity, equity, and inclusion, and addressing systemic racism at all levels of the institution.

In the face of a crisis brought on by a global pandemic, the IDEI team and our partners have forged ahead with the charge of developing an anti-racist framework that aligns with the Goal 2 of the PC 200 Strategic Plan, and which will outline directions to assist the College in achieving its aspiration of a 'Beloved Community'"

- Jackie Peterson (Advisor to the President IDEI)

As part of her many roles and responsibilities at PC over the last two-years, Jackie has dedicated her time to the development and implementation of the IDEI Five Focus Areas.

Watch Jackie's conversation with Nick Sailor to find out more about how these areas are a collaborative work with other departments and about her hopes for our community. Press the play button or click the link to watch!

<https://tinyurl.com/Jackieinterview>



DIVERSITY COMMITTEES ON CAMPUS

- Presidential Committee to Address Systemic Racism
- Strategic Directions Committee
- Board of Trustees DEI Committee
- Community Advisory Committee
- Inclusion Committee in Athletics

Visit our website to learn more about our DEI committees on campus.

FEEDBACK / SUGGESTIONS FOR OUR OFFICE

If you would like to provide feedback or suggestions for the IDEI team, please visit the IDEI homepage and click "feedback".

Improvements to the IDEI Website

A CONVERSATION WITH NICK SAILOR

As the landscape of IDEI work changed due to the pandemic, Nick Sailor, the Director of Training and Education for DEI and class of 2017 PC graduate, took on updating the IDEI website to ensure it was a useful vehicle for providing accessible information to the PC community.

As soon as the pandemic hit in March, Nick and the IDEI team created an Equity During Covid-19 page to house resources on deep equity questions as related to Covid. Based on the usefulness and success of that page, Nick has expanded the IDEI website to be more useful to an increasingly remote community.

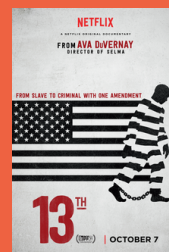
The focus of these updates is to not only improve the look and feel of the website, but to increase transparency about the goals and accountability of the Office of IDEI. This included the addition of the Anti-Racism Summer Series and the new bias reporting tool. The website is now more user friendly, a place that users can visit often for updates and dynamic information about IDEI.

During these tumultuous times, we wanted to be sure to create a space where tangible action could be continued and held accountable for. Our students, faculty, staff, and the surround community deserve to have current and consistently updated information that reflects the work of the office, all while telling the story of where we hope to go. A big thank you to Nick Sailor for the time and energy that went into creating this virtual space!



Come visit the new and improved site at:

institutional-diversity.providence.edu



RECOMMENDED VIEWING

- 13th
- Explained: The Racial Wealth Gap
- When They See Us
- The Death and Life of Marsha P Johnson
- Disclosure



IDEI PROGRESS REPORT:

DWC

Revising the Development of Western Civilization

Institutional anti-racism work includes decentering whiteness in our communal learning and including voices from the historical margins. In an effort to develop inclusive curriculum, the College has focused on the "big rock" of our core curriculum, Development of Western Civilization. We are in a multiphase process of including the contributions of African, Asian, Indigenous and Latinx civilizations in this curriculum. Here's a brief overview of where we've been, where we are and where we're going in this institutional change. More details can be found under our "[Accountability](#)" tab under "Progress On Demands for Redress" on the IDEI website.

where we've been

- 2016 workshop on inclusivity
- 2017 workshop on student engagement and inclusive pedagogy & a self-study and external review
- 2019 Director Alex Moffett presents: "Western Civilization and Network Theory: A Vision for the DWC Program" addressing DEI issues in the syllabus & classroom

where we are

- 2020 online faculty development workshop on constructing a more inclusive syllabus in DWC 201 classroom
- Teaching Race in Middle Ages : An interactive presentation on how medieval studies considers racial issues

where we're going

- Faculty development workshop on inclusive syllabi in DWC 101 & 102
- A new DWC objective specifically pertaining to DEI
- Course descriptions for 101, 102, 103 that highlight texts & discussions on historically underrepresented groups



2020 Election

A WORD FROM THE IDEI TEAM

This year has been unprecedented in many ways - Covid-19, a hugely divisive election cycle, and so much more. With the recent victory of Joe Biden as the president-elect, we also welcome Kamala Harris into the role of vice president. Harris is unprecedented in this role. She has risen higher in this country's leadership than any woman ever before her. Her intersecting identities as an Asian-American, African American woman put her in a historic position to break many barriers for those who will follow. To quote Harris: "While I may be the first woman in this office, I will not be the last."

This election season did not only bring a historic change of guard, but also record turn out from Black and Brown voters. Disproportionate impact of Covid-19 on people of color and movements against racial injustice are cited as some of the driving forces behind this historic turn out at the polls. The Office of Institutional Diversity, Equity, and Inclusion is celebrating this moment in time, not based on political party, but based on what these changes represent. These wins do not mean we have reached some sort of post-racial illusion, but they do indicate in their own way that we are edging and hoping our way towards justice and equity.

Created by:
Perla Castillo Calderon & Kylie Ashton Maurer