



**INSTITUTIONAL
DIVERSITY,
EQUITY &
INCLUSION**

**DIVERSITY,
EQUITY, &
INCLUSION
MINI GRANTS**

EQUITY & ENGAGEMENT INNOVATION MINI GRANT

&

COMMUNITY & DIVERSITY PROGRAM MINI GRANT

2023-2024



HEALTH SCIENCES

HEALTH EQUITY SPEAKER SERIES

DR. AISHAH SCOTT
DR. SARAH AHMED



The speaker series is in line with PC's commitment to institutional diversity, equity and inclusion by promoting cultural agility and human flourishing. The Series provides students necessary tools to forward health equity initiatives as culturally competent professionals. Students will see on-the-ground empirical applications of theoretical concepts learned in class, reflecting the ideals of PC's pillars as they enter the workforce.

Advance student learning and development by connecting them with a diverse group of health care workers (administrators and clinicians) who are dedicated to closing gaps in health equity. They will discuss equity issues and solutions for marginalized patients as well as efforts to generate a health care workforce that reflects the diversity of the communities they serve. This pedagogical approach will allow the students access to innovative solutions to issues of health equity currently being employed by health care providers.



The short term measurable outcomes will be seen during the Q&A with the panel/speaker series wherein the students engage in productive exchange with experts about creating systemic change in health equity. Long term outcomes will be captured through the final presentation assignment wherein students are required to develop potential policy solutions for health equity problems, as well as in the student evaluations of the course. Additionally, there will be intangible outcomes in the relationships and potential mentorships that can develop from the speaker series.

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MUSIC DEPARTMENT

WORLD DRUMMING FOR INCLUSION AND WELLNESS

DR. JOANN THOMAS



A club open to all staff, faculty and students to come together on a regular basis to learn world drumming to promote wellness and inclusion. World drumming uses a set curriculum that creates community, and creativity as it also helps with mental wellness.

Music is exercise for the brain. It is part of humanity which makes it what come bring all people together to share, relate, understand and respect each other's uniqueness. The world drumming curriculum has incorporated DEI into its structure.



A pre and post survey will be created that begin to collect data on impact on wellness and community. Our hope is that this initiative will become a mainstay that will continue as part of DEI at PC.

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HUMAN RESOURCES Training

HUMAN RESOURCES

FRIARDESIRE - 21ST CENTURY PROGRESSIVE INCLUSION PROGRAM FOR HR

MS. WENDY MCRAE OWOEYE



In FY24, the Office of Human Resources began to strategically identify professional development training opportunities for staff and faculty. The partnerships with academic and administrative departments have fostered key learning, diversity awareness, and opportunities to explore understanding differences, and demonstrating respect for differences.

Human Resources sought to provide 21st-century learning objectives, awareness, and self-reflection and increase attendance by offering professional development opportunities to enhance skills, abilities, and work productivity. To design, create, and implement professional development opportunities means to talk about diversity and inclusivity in non-traditional ways that matter and make a difference in the traditional Providence College community.



The 21st Century Progressive Inclusion Program for HR will be measured by the number of participants, engagement in learning across academic and administrative departments, and qualitative and quantitative survey data.

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BMSA

Board of Multicultural Student Affairs

STUDENT ORGANIZATION

BMSA ANNUAL TOY DRIVE

BOARD OF MULTICULTURAL STUDENT AFFAIRS



The PC BMSA Annual Toy Drive will be a community initiative in collaboration with the Smith-Hill Annex and multiple clubs on campus, such as Student Congress and Campus Ministry. Its main objectives will be to establish and expand community awareness among PC students. It will do so by engaging and introducing students to the nearby Smith Hill and Elmwood communities.

This initiative allowed purpose-driven students to be a part of the physical and social breakdown of the negative stereotypes generally held and propagated at Providence College. In turn, students gathered a better understanding of the need for physical and vocal relations with the outside community and allowed participants to gain a diverse perspective on life outside of PC.



“The event went very well! Approximately 50 or so children attended the Christmas Party. We were told that we donated most of the toys handed out, making the experience all the more special.”

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Best practices

GLOBAL STUDIES

HOW DO WE SEE THE PEOPLE WE SERVE? ANTI-BIAS REFLECTIVE PRACTICE FOR LAW ENFORCEMENT AGENCIES

DR. NURIA ALONSO GARCIA



Inspired by Providence College IDEI vision, this initiative aims to develop inclusive curricular practices that invite members of law enforcement agencies to understand and pursue questions of structural truth, resisting personal and social prejudice and sustaining ideals of ethical action.

The goals of this project are i) to facilitate critical self-exploration that leads to an anti-bias mindset; ii) to provide law enforcement members with strategies that invite them to acknowledge and discuss their positionality, question power structures that perpetuate and further enable inequalities and undermine building trusting relationships, and iii) to create sustainable systems for reflective practice in law enforcement that are deliberately inclusive and diverse.



The participatory education frameworks that will guide the design and implementation of our Reflective Practice Modules within law enforcement ILCs rest on the values of cultural humility, eloquent listening and language participation.

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This initiative was based around a Spring 2024 course in the Elementary Special Education department called Social Studies Teaching in K-12 Schools. The equity & engagement innovation mini-grant was used to fund three aspects of the course: **1)** a Field Trip to the John Brown House Museum (exhibit on the Transatlantic Slave Trade); **2)** a Field Trip to the Museum of Work and Culture (exhibit related to immigration and labor); and **3)** a Class Workshop with The Equity Institute (a local racial justice organization working in education).

The museum visits and the workshop sought to help establish a curricula that incorporated diverse perspectives – essential for PC students now and as the future educators they will become. The establishment of an ESE social studies course such as this that centers activism, social justice, and historically marginalized perspectives also has the potential to help diversify the PC student body who are ESE majors.



Beyond the improved PC student learning experiences this grant sought, it also helped lay the groundwork for partnerships that could be long-lasting as we work to build a PC ESE major that truly collaborates with neighboring communities and organizations.



ELEMENTARY SPECIAL ED

K-12 SOCIAL STUDIES AS A BRIDGE FOR COLLEGE AND COMMUNITY PARTNERSHIPS

DR. ABBY EMERSON

AWARDED THE EQUITY & ENGAGEMENT INNOVATION MINI GRANT



THRIVE SUMMIT

HELPING YOU PREPARE FOR LIFE'S PEAKS & VALLEYS

CHIRICO CAREER CENTER

LIZ LOMBARD, CHAIR

COMMITTEE MEMBERS:

EILEEN WISNEWSKI

JACOB OLSEN

STACEY MOULTON

SHAUN CRANK

VALERIE CRUZ '25

YANALIZ DISLA '24,

SATOYA ISOPHE '24,

SOFIA LAMAS '24,

SANTIAGO NAJARRO CANO '24



The Thrive Summit is a visionary initiative born out of Liz's dedication to empowering students in their professional and personal journeys. Building on the success of the Real Talk program, this new program is designed to provide essential guidance as students transition from college to their paths after PC.

GOALS:

- Empower students with knowledge and tools needed for a successful transition.
- Foster a sense of community and belonging.
- Equip students with skills and insights required to thrive in their chosen careers and/or graduate school.



This program is designed to provide opportunities for students to explore topics that are both personal and professional in nature. It also will bring students, alumni of color and non-PC alumni together to build community and increase social capital.

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The Global Border Crossing course provides students the opportunity to travel to Tijuana, Mexico to immerse themselves into the Mexican history and culture while learning about the impact that migration and borders have had on the Mexico-US border. During our week, we work with our long-time ongoing community partner, Esperanza International, to build homes for Mexican natives. We also expand our knowledge on how migration affects individuals on both sides of the border.

From the beginning to the end of this course, students are challenged to re-think the way that they approach difficult and at times uncomfortable conversations. Considering the various world views that each student enters the course with, many of the topics that we talk about challenge their positionalities in society through group dialogue, documentary viewings, lessons on the history leading to major events. We prioritize learning the world from the lens of individuals different from us to create understanding and sympathetic leaders



This trip serves as an opportunity to develop leadership skills and form contributing members of society that aim to perform on the ground work to see the realities of difficult topics, such as migration, with their own two eyes and have unprejudiced and compassionate conversations with individuals that have lived experience that they can learn from.

GLOBAL STUDIES DEPARTMENT & FEINSTEIN INSTITUTE

SUPPORT FOR GLOBAL BORDER CROSSING COURSE STUDENTS

MS. NAHYR MORALES LUGO

AWARDED THE EQUITY & ENGAGEMENT INNOVATION MINI GRANT

LIFE AFTER FRIARTOWN

A SERIES FOR
SOON-TO-BE GRADS
TO PREP FOR POST-GRAD LIFE

DINNER, NETWORKING, & LIFE HACKS INCLUDED!

WEDNESDAY
2/21
**HOW TO MIND
YOUR \$\$\$**

RUANE
GREAT ROOM
5:30-7PM

OPEN TO
ALL
CLASS
YEARS!



HEAR FROM YANELLY ESPINAL, DIRECTOR OF EDUCATIONAL OUTREACH AT NEXTGEN PERSONAL FINANCE, CREATOR OF THE "MISSBEHELPFUL" YOUTUBE CHANNEL, MEMBER OF CNBC'S FINANCIAL WELLNESS ADVISORY COUNCIL, & AUTHOR OF MIND YOUR MONEY.* JOIN THIS INTERACTIVE SESSION TO LEARN FROM HER PERSONAL STORY OF HOW SHE CHANGED HER FINANCIAL LIFE AFTER COLLEGE.

ORIENTATION, TRANSITIONS, AND LEADERSHIP

MINDING YOUR MONEY FINANCIAL LITERACY WORKSHOP

MS. EMILY GONZALEZ



As part of the spring Life After Friartown series, aimed at engaged students on topics to prepare for post-graduation, the Center for OTL hosted an interactive event on financial literacy facilitated by Yanelly Espinal.

Yanelly is a women of color, first-gen college graduate of Brown University and Director of Educational Outreach at Next Gen Personal Finance. She is a former teacher turned financial literacy social media influencer and new author. She is currently touring schools sharing her new book, Mind Your Money.

While planning for our series, financial literacy remained a high priority for students surveyed. Across identities, students have different access to financial education and levels of financial literacy. This event hopes to offer this resource as informal curricula.



With over 40 students across class years who attended, our guest speaker engaged students on budgeting, saving, managing debt, and investing. With the support of the DEI mini-grant, participants were able to receive a free copy of Yanelly's new book "Mind Your Money" to further their learning and development beyond the event.

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