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Campus Spotlight:
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A Word from Jacqueline Peterson

Welcome to a new decade! IDEI is enthusiastic about all the opportunities for community engagement in the coming months. In this second issue of the newsletter we will acknowledge a colleague who is doing incredible work in our community. This issue also features two members of the IDEI team and the work they are doing. We also introduce you to some of the amazing student leaders who are committed to the work of diversity, equity and inclusion.

There were many events held during February, Black History Month, several of which are mentioned here. We would like to thank everyone who sponsored and attended these events. March began, with a number of events launching Women's History Month. We encourage you to keep an eye on the college calendar for events that celebrate contributions of women throughout this month. IDEI IN OUR COMMUNITY provides a forum for all to share reflections, give input, and offer ideas and suggestions that further our commitment to provide a welcoming living, learning, and working environment for people of all identities. We invite and look forward to your contributions and participation in this effort. Warm Regards!

Spotlight: Global Service Learning

In a few weeks two Global Service Learning courses will depart for a week of immersion with our community partners for intentional, international experiences leading students to reflect on what it means to be a responsible global citizen and advocate for social justice. These four-credit courses include a short-term off-campus experience related to the themes of each specific course. The Global Service Learning program is guided by values of collaborative engagement, global citizenship, reciprocity, academic rigor, curiosity, focused and genuine inquiry, listening with empathy, and a culture of social responsibility. Our dedicated community partners- both locally throughout Rhode Island and globally- serve as an extension of our learning and teaching community.

Seventeen participants in Global Border Crossing will partner with non-profit Esperanza International to travel to San Diego and cross into Mexico by foot to work and live in Tijuana over Easter Break 2020. Global Border Crossing examines the meaning of justice across borders, focusing on the historical and contemporary relationship between the U.S. and its border communities. Twelve participants in the second course, Collaborative Engagement Across Borders, will facilitate workshops in Cotacachi, Ecuador with high school students who attend Escuela Seis de Julio, a partnership coordinated by the non-profit Ecuador Cultural Foundation. Collaborative Engagement Across Borders fosters opportunities to engage in meaningful dialogue about education equality and social justice among a variety of communities. Applications will soon be available for the Sustainable Living course in fall 2020 that partners with Rhode Island local non-profit Listening Tree Cooperative in Chepachet.

The continued financial support, generously provided through Santander Universities Scholarship, lowers the overall cost for every student participant and individual scholarship opportunities are available for underrepresented students. Individual scholarships keep Global Service Learning programs affordable for students by covering between 25% and 75% of the trip cost. All students that applied for an individual scholarship for 2019-2020 received some type of financial assistance.

Our Mission:

Rooted in our Catholic and Dominican identity, the Office of Institutional Diversity, Equity, and Inclusion advances Providence College's commitment to developing purposeful collaborations across all areas of the College and the greater community to foster an environment where people of all backgrounds, cultures, identities and perspectives can flourish.

Hi Friartown! My name is Saaïd Mendoza and I joined the Psychology Department as an assistant professor in 2014 after spending four years at Amherst College. Prior to that, I received my Ph.D. in Social and Organizational Psychology from New York University and earned a B.A. in Psychology from Rice University. My research focuses on the psychology of intergroup bias and I am the principal investigator of the Social Perception and Attitudes Lab. With my undergraduate students, I examine how stereotypes interact with goals and norms to influence our thoughts and behavior within social, academic, legal, political, and business contexts.

Given my scholarly expertise, I was invited to serve as the Faculty-in-Residence this year for the Office of Institutional Diversity, Equity, and Inclusion (DEI). My role responsibilities include consulting on issues of bias, collecting, analyzing, and reporting data on DEI initiatives, and providing educational opportunities for the campus community. To this end, I am currently serving on the Strategic Direction Steering Committee for *PC200* and examining the College's structural diversity, access, and equity. The goal of this work is to identify methods for recruiting and retaining diverse faculty, students, and staff at PC. Relatedly, I am planning to travel with Jackie Peterson through the LADO Consortia to help attract under-represented graduate students at R1 universities to teach at liberal arts colleges. Some of my data-driven efforts have included reviewing the results of a campus-wide diversity audit and disseminating information on the DEI goals, achievements, and challenges our academic departments face. This spring, we are beginning to meet with individual programs to discuss the results of their audit and provide advice on how to create a more equitable and inclusive culture. Additionally, I am working with Quincy Bevely on implementing a DEI online learning experience for students to supplement their summer orientation trainings. This pilot study will be critical in helping us understand student gaps in knowledge and develop specific programming that will increase their cultural competency and agility. Lastly, because our office strongly values proactive over reactive approaches, I have given several talks on campus regarding the impact of implicit biases within academic settings. For example, I provided practical tips on inclusive teaching for our incoming faculty this summer and also presented with Dr. Comfort Ateh on the importance of these practices during a Reflecting Forward alumni weekend session.

As the summary of efforts above reflects, our office is committed to pursuing initiatives that will ultimately make this campus a welcoming community for everyone. Please reach out if you have any further ideas on how to help the College achieve its Mission!



Saaïd Mendoza
Assistant Professor
Sowa Hall 0123



Nick Sailor
Director of Training &
Education for DEI
Alumni 114

What's going on Friar Family? Here's a quick overview of the exciting work we have happening in IDEI and Athletics!

Wisdom Over Waffles (WOW) is a new monthly initiative within the athletics department that seeks to engage staff, coaches, and administrators in conversations around diversity, equity and inclusion in athletics. Over catered chicken and waffles, staff members reflect and take part in conversations and activities aimed at pushing diversity, equity and inclusion to the forefront of our department. Wisdom Over Waffles has engaged more than 40 staff members from all roles in athletics and has unpacked conversations on allyship, microaggressions, inclusive language, and power.

#FriarsinBlack was a social media campaign the athletic department has created to highlight and celebrate our black excellence in athletics. Each weekday during Black History Month we've honored our black excellence on our @PCAthletics twitter page.

In January, myself and seven others from the Athletic Department attended the Black Student Athlete Summit in Austin, Tex. This annual summit's focus was on Black Student Athlete Mental health. Coaches, staff, and student-athletes had opportunities to engage in sessions focused on the student-athlete mental health, with a specific lens on supporting athletes of color and marginalized identities. Providence College was represented by one of the largest contingents of any school.

Advocates of a Beloved Community (ABC) and the Student Diversity Advisory Council (SDAC) kicked off the spring semester with the inaugural "Building the Change You Wish to See" conference. During this conference, ABC and SDAC members had the opportunity to engage in professional development on identifying and combatting microaggressions, inclusive assessment, and authentic leadership. Sponsored by the office of Institutional Diversity, Equity, and Inclusion, "Building the Change You Wish to See" featured Emily Gonzalez and Brenda Hunt as guest speakers. This conference served as a springboard for the work that they will undertake throughout the remainder of the semester.



Check out Nick's podcast with the link below!

<https://news.providence.edu/sailors-hopes-high-in-new-diversity-equity-and-inclusion-role>

If you have any ideas on programming you would like to see on the campus, or a potential collaboration outside of the college please contact diversity@providence.edu.

What's Going On in Our Community?



**Reflecting Forward
Dinner**



**Robin DiAngelo
Keynote**



Wisdom over Waffles

Our Student Groups

IDEI has officially launched our two groups that are made up of student leaders from a wide array of clubs and organizations that work to support both the office's and the college's missions through participation on committees, furthering initiatives, and informed programming. The Student Diversity Advisory Council (SDAC) will civically discourse and educate around DEI topics and frameworks to help support the five strategic focus areas of the IDEI office. Advocates of a Beloved Community (ABC), will focus on educating the community and building intolerance for hate of any kind. There will be an opportunity in the near future for students who are interested in being a part of the group to apply for the next academic year.

Roster

SDAC Members

Kalan Lewis: Chair
Quincy Bevely: Co-Chair

Joseph Adegboyega
Emily Cabreja
Perla Castillo Calderon
Beah Cyrus
Ricardo Guzman
Jacqueline Kelley
Caroline O'Connor
Peter Rindfuss
Lowis Sanchez
Nicholas Sclafani
Christina Sloan

ABC Members

Nick Sailor: Chair
Kalan Lewis: Co-Chair

Acklynn Byamugisha
Daniel Carrero
Alvin Chhim
Kelsey Christianson
Elizabeth Duffy
Michael Fanelli
Ernest Frimpong
Girsell Rodriguez
Jolssen Rodriguez
Andre Rogers
Kaylee Sparro

For more information on the groups and how to get involved with them,
please contact diversity@providence.edu

Looking back at MLK Convocation



Celebrating a Pioneer

March is National “Women’s History Month” during which we pay special tribute to the contributions of women across this nation and around the world. “Women’s History Month” traces its origins to the first International Women’s Day in 1911. In 1987, after being petitioned by the National Women’s History Project, Congress passed a joint resolution which designated the month of March as “Women’s History Month.” Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the president to proclaim March of each year as Women’s History Month. Since 1995, Presidents Clinton, Bush, and Obama have issued a series of annual proclamations designating the month of March as “Women’s History Month.”

It is important to learn about women who have transformed and continue to transform the world in which we live, not only during the month of March, and whether or not they appear in our history books. One example is Katherine Johnson, the pioneering NASA mathematician who passed away in February 2020. Although not widely known until her story was featured in the recent film “Hidden Figures,” based on the nonfiction book of the same title, Katherine Johnson played a transformative role in NASA’s first successful space missions to the moon.

She was one of three African-American students chosen to attend West Virginia State College graduate school, excelling in math and science. Following graduation Katherine Johnson was chosen for a position at the National Advisory Committee for Aeronautics (NACA), and later was called upon by NASA to provide her mathematical prowess to the projects essential to the early U.S. space program. Among her many credits, during 33 years in the Flight Research Division of NASA, was calculating the precise trajectories that contributed to astronaut Neil Armstrong’s historic walk on the Moon, and to the successes of astronaut Alan Shephard, the first American in space, and John Glenn, the first American in orbit.

Katherine Johnson was a champion of STEM education who, after retiring from NASA, became a public speaker and an advocate for females to study mathematics and science.

In 2015 President Barack Obama presented Katherine Johnson with the Presidential Medal of Freedom as a pioneering example of African American women in STEM.

As an institution committed to inclusivity in STEM education, which is one of the priorities of the College’s Plan, PC honors women such as Katherine Johnson, both past and present who removed many of the barriers and opened doors for women to pursue careers in science and math.

-Jacqueline Peterson

Events on our Campus!

Past Events:

January 20th-24th, 2020 - MLK Convocation Week
Campus Collaboration

January 24th-26th, 2020 - Reflecting Forward
Alumni Relations, Board of Trustees, Institutional Diversity, Equity & Inclusion and
Mission & Ministry

February 12th, 2020 - Dr. Robin DiAngelo Keynote Speaker (Author of White Fragility)
Institutional Diversity, Equity & Inclusion

February 7th-28th, 2020 - Black Expo
Afro Am, BOP, Institutional Diversity, Equity, & Inclusion (IDEI), Student Affairs, and
Athletics

March 2nd, 2020 - NABA Kickoff Mizer
National Association of Black Accountants

March 7th, 2020 - International Conference on Caba Verdean Women
Poderoza Conference

Upcoming Events:

March 20th, 2020 - Sweet Inspirations
Slavin Atrium, 12:00pm-2:00pm
Student Diversity Advisory Council & Advocates of a Beloved Community

March 23rd, 2020 - Taste of Culture
Moore 125, 7:00pm-9:00pm
Motherland Dance Group

March 27th, 2020 - I Stand with Immigrants
Slavin 112, 3:30pm-5:00pm
Providence Immigration Rights Coalition

March 31st, 2020 - In Our Footsteps
Moore Hall, 6:00pm-8:00pm
Student Organization Against Racism

For even more events, please go to our website at:
<https://institutional-diversity.providence.edu/>

To update us on events that are related to diversity, equity and inclusion
please contact us at: diversity@providence.edu.