



BOSTON COLLEGE

February 6, 2018

We are pleased to provide you with an update on the steps we have taken since we last met with you on October 30, 2017. Over the last few months, many discussions and conversations have been held with students, faculty, staff and administrators as we seek to address in tangible ways how best to "enhance the culture of care and welcome for all, including support for socioeconomic and racial diversity within the campus community."

In the October meeting, you outlined in a very clear and concise manner, recommendations for steps forward to help build a more inclusive BC community. In our follow-up letter to you, we shared an action plan and our commitment to move on these recommendations in a timely manner. Here is an update on our progress thus far:

- Implement a learning module on diversity and inclusion, similar to Alcohol Edu and Haven, which will be required of all entering undergraduate students.

Progress to date: A committee has been reviewing and soliciting feedback on various module options since November. The selection process should be completed within the next month. The goal is to have a module in place for the freshmen to complete prior to the start of the school year. The diversity module will be positioned as part of a series of building blocks toward a more inclusive campus.

- Develop a survey through the Office of Institutional Research to obtain information about how undergraduates experience Boston College in issues ranging from diversity and inclusion to residential living and classroom teaching.

Progress to date: A cross-campus committee has been formed to develop a survey instrument designed to measure the student experience at Boston College, both in and out of the classroom. The committee dates have been set throughout spring semester

2018 with the expectation that a draft will be completed by the end of the semester, and the survey will be launched during the following academic year.

- Work with all eight schools and colleges to continue efforts to hire a more diverse faculty and recruit a more diverse student body.

Progress to date: Departments and schools around the University are currently hiring new faculty, and we look forward to welcoming a diverse cohort of new hires to campus in the fall. The Provost's Office is working with schools to authorize new searches for 2018-2019 and hopes to build on recent successes in the next hiring cycle. Undergraduate admissions reports encouraging numbers in terms of early and regular applications, and staff, alumni, and current students will work together over the next few months to yield a strong, diverse class.

- Build on current programs for faculty and staff to enhance diversity and inclusive excellence in the classroom and across campus.

Progress to date: The current Academic Program Review process for African and African Diaspora Studies should conclude later this year and will help guide further development of the program. The Center for Teaching Excellence, the Office of Institutional Diversity, and each school's dean's office offer programs aimed at sustaining a serious and engaging conversation about inclusive excellence in all undergraduate, graduate, and professional classrooms. Under the direction of Human Resources, the Office for Institutional Diversity (OID) continues to actively engage in the development, implementation and facilitation of educational programming and workshops that enhance diversity and inclusion and cultural competence awareness for faculty and staff.

- Continue conversations involving Student Affairs, Academic Affairs, Mission and Ministry and Human Resources to strengthen the culture of care and welcome at Boston College.

In January the Provost, Vice President for Mission and Ministry, and the Vice President for Student Affairs met with the UGBC President and Vice President for a discussion and update on information on diversity and inclusion.

We believe these five major commitments align with your recommendations and we look forward to working in partnership with you and other students to ensure ongoing progress toward our shared goals.

Sincerely,

Fr. Jack Butler, S.J., Vice President for University Mission & Ministry
Dan Bunch, Special Assistant to the Vice President Student Affairs
Barb Jones, Vice President for Student Affairs
Patricia Lowe, Executive Director for Institutional Diversity
Tom Mogan, Associate Vice President, Dean of Students
Joy Moore, Associate Vice President, Alumni Relations
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