

SALVE REGINA UNIVERSITY

THE SECOND ANNUAL
MERCY SUMMIT on

Equity and Inclusion

*Examining best practices
to enhance
diversity dialogue
on campus*

Friday, April 8, 2022

O'Hare Academic Building

salve.edu/inclusionsummit



LETTER FROM THE PRESIDENT

Dear Salve Regina Community:

Thank you very much for participating in the Second Annual Mercy Summit for Equity and Inclusion. As one of the signature events sponsored by the Presidential Commission for Equity and Inclusion, we hope to create a setting for all members of our community to engage deeply in meaningful dialogues across our different contexts and backgrounds.

Salve is a special place and we have an opportunity to provide an educational experience that is truly transformative for our students, but this can happen only if we are able to recognize the gifts that each member of our community offers.

Our hope is that this Summit will be a launching pad for further conversations and programming as we work to strengthen our community. I am grateful to our colleagues in the Office of Multicultural Programs who worked so hard to create the programs for this event. We will be eager to hear your feedback as we work to continually improve and enhance the experience for future years.

Thank you for your time and engagement and I look forward to the conversations that emerge throughout the day.

A handwritten signature in black ink that reads "Kelli J. Armstrong". The signature is written in a cursive style with a large, looping "y" at the end.

Kelli J. Armstrong, Ph.D.
President

DIVERSITY, EQUITY AND INCLUSION MISSION STATEMENT

Salve Regina University strives to cultivate belonging values through diversity, equity and inclusion in order to foster a welcoming culture for our staff, faculty and students, as well as the wider community.

DIVERSITY, EQUITY AND INCLUSION VISION STATEMENT

Salve Regina University embraces all people with grace. No matter the path traveled to get here, the University acknowledges that many identities will intersect. Salve Regina belongs to all in its community—regardless of one’s race, color, ethnicity, creed, religion, gender, ability, age, sexual orientation, socioeconomic status, political affiliation, cultural background, nationality or immigration status. Confronting the needs of our time and acknowledging the historical oppressions of various groups, our campus embraces diversity in all forms by actively promoting a culture of inclusiveness and striving for justice in our actions as a reflection of our mission and the Critical Concerns of the Sisters of Mercy.

Silence speaks volumes. Yesterday, today and in this moment, inaction is a form of acceptance. Salve Regina University will work relentlessly to ensure that we are striving towards a community that is not perfect, but is continuously evolving in our day-to-day work, our faith, our studies and our actions.

Through service, teaching, leadership and community involvement, Salve Regina University will reflect the best that we wish to see in this world. The University’s Board of Trustees and the administration are dedicated to promoting inclusivity and embracing accountability within the campus community. Salve Regina’s commitment will also be shown through academic programming; student, staff and faculty development; and continued assessment as new needs arise. As a community, these actions will leave a legacy that instills the creation of a more harmonious, just and merciful world.

MERCY SUMMIT ON EQUITY AND INCLUSION LEARNING GOALS

1. Each participant will be able to identify and understand the scope of issues related to diversity and inclusion on college campuses.
2. Each participant will have a heightened awareness of the issues of implicit bias.
3. Each participant will be able to identify ways to facilitate meaningful diversity dialogue based on best practices.
4. Each participant will be able to develop strategies on how to advance diversity work on campus.

SCHEDULE OF EVENTS

8:30 a.m.	Breakfast	O'Hare 160
8:45 - 8:50 a.m.	Invocation Dr. Theresa Ladrigan-Whelpley <i>Vice President for Mission Integration</i>	O'Hare 160
8:50 - 9 a.m.	Welcome and Goals of the Summit Dr. Kelli J. Armstrong, <i>President</i>	O'Hare 160
9 -10 a.m.	Keynote Speaker: Dr. Régine Michelle Jean-Charles Notes on Belonging: Making Justice the Center of DEI	O'Hare 160
10 - 11:30 a.m.	Paving the Way Forward <i>Facilitated by members of the Presidential Commission for Equity and Inclusion.</i> A community-based discussion regarding the findings of the campus climate survey as well as the road map for Salve Regina's future work focusing on diversity, equity and inclusion.	O'Hare 160

11:30 a.m. - 12:15 p.m. Lunch Break

Educational Concurrent Sessions

The Mercy Summit educational sessions feature three tracks, which are designed for faculty, staff and students, but participants are welcome to join in any presentation they wish to attend. Summit speakers will share their presentations twice - once in each of the afternoon sessions – allowing the campus community to engage more deeply in meaningful dialogue focused on equity and inclusion.

12:30 - 1:45 p.m.	Educational Concurrent Session One See topics and presenters for presentation descriptions and locations.	
1:45 - 2 p.m.	Transition Break	
2 - 3:15 p.m.	Educational Concurrent Session Two See topics and presenters for presentation descriptions and locations.	
3:15 - 3:30 p.m.	Closing Remarks Dr. Kelli J. Armstrong, <i>President</i>	O'Hare 160

FACULTY TRACK TOPICS AND PRESENTERS

Strategies for Inclusive Teaching

O'Hare 120

Dr. Patrick Campbell
Director of the Center for Teaching and Learning

In this session, participants will learn practical strategies for creating an inclusive environment for student learning. Participants will also be invited to share their own experiences in fostering supportive classrooms. Among the topics discussed will be viewpoint diversity, cultural awareness and other issues that affect student learning in undergraduate and graduate settings.

Creating an Inclusive Syllabus: Laying the Groundwork for Student-Centered Teaching and Equitable Classrooms

O'Hare 103

Dr. Patricia Felisa Barbeito
Dean of Faculty/Director of the Teaching and Learning Lab/Professor of Literary Arts and Studies at Rhode Island School of Design

Syllabi serve several important purposes, the most basic of which is to communicate course content, goals and expectations to students, colleagues and accreditors. Syllabi also serve as a guide for faculty on how to plan, implement, evaluate and improve instruction. A well-crafted syllabus that prioritizes equity and inclusion in its tone, content and assessment of student learning can lay the groundwork for a dynamic and engaged classroom environment.

This interactive workshop will begin with an overview of the main components of inclusive syllabi, including a discussion of course goals and outcomes, as well as student engagement and evaluation. It will also move to a consideration of how to incorporate practices and strategies that support diverse learning needs and an equitable classroom.

Research in the Name of Justice: Race and Revisiting the Purpose of "Scholarly" Inquiry

O'Hare 107

Dr. David Stovall
Professor of Black Studies and Criminology, Law and Justice at the University of Illinois at Chicago

This presentation seeks to highlight challenges made to the research community regarding the realities of racism. As researchers and faculty members nationwide have dared to shift their approaches to scholarly inquiry, many of the attempts to address diversity, equity and inclusion concerns have been met with vitriol and retribution. Complicating notions of "objective" and "value-free" research, the presentation highlights tangible examples of research that are intentional and explicit in resisting the racist, colonial project of traditional academic inquiry.

STAFF TRACK TOPICS AND PRESENTERS

Cross Cultural Communication Skills

O'Hare 118

Dr. Sami Nassim

Assistant Vice President for Diversity Initiatives and Student Success

This session will provide community members with avenues to enhance their cross-cultural competencies and awareness of other cultures. Participants will be able to have intentional opportunities for cross-cultural exchange and dialogue with each other. Participants will be able to explore the ways in which culture affects the lives, experiences and decision making of Salve Regina community members and those beyond.

How to be an Effective Ally

O'Hare 203

Rose Albert

Associate Director, Office of Multicultural Programs

This session will focus on providing attendees with tools to be able to support marginalized populations at both the personal and systemic levels. The presenter will help attendees with identifying specific strategies for becoming more effective allies.

Arts for Social Action: Integrating the Mercy Mission into your Daily Practice on Campus

O'Hare 262

Nycole Matthews

Executive Director, Newport Art House

Melody Gamba, LMHC, BC-DMT

Program Therapist at Butler Hospital

Join Nycole and Melody as they share their community-based, anti-oppressive pedagogical approach and engage participants in the story of Black Americans while examining their own power and privilege through art making. This will be an interactive workshop that blends arts-based reflection and community conversation to widen experiences beyond a theoretical context in hopes of cultivating compassionate social activists embodying the mercy mission on campus and beyond the University's gates.

STUDENT TRACK TOPICS AND PRESENTERS

Self-Care: How to Prioritize our Well-Being as a Need

O'Hare 205

Gessie Belizaire, author of "UnMet Potential"

Start the afternoon with a dynamic workshop featuring two-time author, Gessie Belizaire as she shares her practice for how to prioritize self-care through daily living. The session will explore the number one thing that people struggle with – whether dispossessed, disabled or disadvantaged – when it comes to self-care. Students will also discover: the importance of prioritizing individual wellness; a personal definition of self-care; tips and tools to encourage self-exploration; and how to enhance self-awareness.

Step Up, Seahawks! An Introduction to Bystander Intervention at Salve

O'Hare 206

Kathleen Farley
Associate Vice President for Student Affairs/Dean of Students

Timothy Dunn
Assistant Dean of Students/Title IX Coordinator

Did you know that based upon Salve Regina's most recent climate survey, 10 percent of students indicated they were unsure whether they have experienced harassment or discrimination? Let's dive in together to explore some important terms, concepts and behaviors, in addition to strategies for safely intervening if a peer witnesses this intolerance. Using a combination of strategies adopted from both the Step UP! and Hollaback programs, participants will walk away with a toolkit of validation and de-escalation techniques they can utilize. The new bias reporting process at Salve will be introduced.

Conversations on Intersectionality and Institutional Racism from a Social Work Perspective

O'Hare 260

Annie Avila, Ashley Daigneault, Samantha Dick, Breanna Grimes, Madeline Meskill, Lydia Martell, Zoe Saurette, Nicole Lavender, Julia Rivera

Join Class of 2022 social work majors in this interactive workshop that will provide definitions of intersectionality and cultural competency to provide students with the framework needed to have thoughtful conversations surrounding institutional racism and microaggressions on campus and in the community. Students will participate in role playing activities and engage in active conversations including how to engage in healthy conversations surrounding anti-racism.

MERCY SUMMIT GUEST SPEAKERS

Keynote Speaker:



Dr. Régine Michelle Jean-Charles

Dean's Professor of Culture and Social Justice, Director of African Studies, and Professor of Women, Gender and Sexuality Studies at Northeastern University

Topic: Notes on Belonging: Making Justice the Center of DEI

Dr. Régine Michelle Jean-Charles is a Black feminist scholar who works at the intersections of race, gender and justice from a global perspective. Her scholarship and teaching include subjects and areas such as rape culture, Black France, African diasporic literatures, Caribbean Studies, Haiti and the Haitian diaspora. She is the author of "Looking for Other Worlds: Black Feminism and Haitian Fiction" (2022), "The Trumpet of Conscience Today" (2021) and "Conflict Bodies: The Politics of Rape Representation in the Francophone Imaginary" (2014). She has written numerous publications that have appeared in books, edited volumes, and peer-reviewed journals. She is also a regular contributor to media outlets including Ms. Magazine, The Boston Globe, WGBH, and Cognoscenti, where she has weighed in on topics such as #metoo, Black girlhood, and issues affecting the Haitian diaspora.



Dr. Patricia Felisa Barbeito

Dean of Faculty/Director of the Teaching and Learning Lab/Professor of Literary Arts and Studies at Rhode Island School of Design

Topic: Creating an Inclusive Syllabus: Laying the Groundwork for Student-Centered Teaching and Equitable Classrooms

Dr. Patricia Felisa Barbeito teaches courses on race and ethnicity in American literature; the African American literary tradition; captivity and prison narratives; magical realism; the Latin American novel; and noir fiction and film. Currently, her research focuses on African American literature and culture of the 1940s through 1960s, in particular the protest literature of the period. Based on this research, she is working on a book about African American author Chester Himes titled "One Jump Ahead of Disaster: The Politics of Race, Interracial Sex, and Literary Style in Chester Himes's Writing."

Barbeito is also a translator of contemporary Greek fiction and poetry. Her translations include "Their Smell Makes Me Want to Cry" by Menis Koumandareas (co-translated with Vangelis Calotychos; Birmingham University Press, 2004), and, most recently, Elias Maglinis's "The Interrogation" (Birmingham University Press, 2013) for which she was awarded the 2013 MGSA Constantinides Memorial Translation Prize.



Gessie Belizaire

Author

Among one of Amazon's breakout children's book authors in 2020, health and wellness enthusiast Gessie Belizaire is a two-time author, keynote speaker and operations associate. With a background in African studies and development, her career expands over several industries including business consulting, education, healthcare, membership professional organizations and publishing. Belizaire has worked most of her career working for C-Suite executives. She is a certified life coach, a designation held by less than 9.2 percent of African American coaches. She is passionate about raising her voice to bring awareness to issues critical to black and brown communities. It is her deep devotion to improving the human condition that keeps her motivated to keep on keeping on.



Dr. David Stovall

Professor of Black Studies and Criminology, Law and Justice at the University of Illinois at Chicago

Topic: Research in the Name of Justice: Race and Revisiting the Purpose of "Scholarly" Inquiry

Dr. David Stovall's scholarship investigates three areas: Critical Race Theory; the relationship between housing and education; and the intersection of race, place and school. In the attempt to bring theory to action, he works with community organizations and schools to address issues of equity, justice and abolishing the school/prison nexus. His work led him to become a member of the design team for the Greater Lawndale/Little Village School for Social Justice, which opened in the fall 2005.



Melody Gamba, LMHC, BC-DMT

Program Therapist at Butler Hospital

Topic: Arts for Social Action: Integrating the Mercy Mission into your Daily Practice on Campus

Melody Gamba, LMHC, BC-DMT (she/her) is a dance artist, educator, licensed mental health counselor and board-certified dance/movement psychotherapist who is an advocate for inclusive, equitable and just educational outreach, therapeutic interventions, and social justice programming within the community. She is currently a program therapist at Butler Hospital in Providence, R.I. and an adjunct professor at Lesley University and Salve Regina University. Learn more about her research here: diversityinmotionresearchcollective.com

Nycole Matthews

Newport Art House's Executive Director

Topic: Arts for Social Action: Integrating the Mercy Mission into your Daily Practice on Campus

Nycole Matthews, aka Nycole Marvelous, is visual Artist living and creating in Newport R.I. A mixed media artist, she manipulates watercolor, acrylic, pencil, ink, collage, sidewalk chalk, and any manner of media she can get her hands on to produce work inspired by her surroundings and imagination. The focus of her present work highlights the beauty, strength, and magic of Black women. She also hosts a weekly Instagram live event and invites the community to find their creative selves while making art together. Nycole has received numerous citations from the Governor of R.I. for her work, has taught all ages and abilities practical art techniques and has pieces of her original art in private collections across the state. Nycole currently serves as Newport Art House's Executive Director and volunteers for numerous boards and nonprofit organizations

ACKNOWLEDGEMENTS

PRESIDENTIAL COMMISSION MEMBERS/ SUMMIT PLANNING COMMITTEE MEMBERS

Dr. Kelli Armstrong, *president*

Dr. Tracy L. Pelkowski, *assistant professor of education*

Dr. Sami Nassim, *assistant vice president for diversity initiatives and student success*

Rose Albert, *associate director of multicultural programs*

Tracey A. Cunningham, *graduate student*

Izabella Solivan '22

Ashley Dwyer '22

Jennifer Boulay, *assistant director for assessment and institutional research*

Santiago Durango, *assistant director for programming*

Jody E. Mooradian, *director of athletics*

Dr. Oyenike Balogun-Mwangi, *assistant professor of psychology*

Dr. Julie L'Europa, *assistant professor of nursing*

Dr. Belinda Barbagallo, *assistant professor of biology and biomedical sciences*

Teryn O'Brien, *writer/content strategist*

MARKETING

Kristine Hendrickson, *senior associate vice president/chief communications officer*

CAMPUS COLLABORATORS

President's Office

Office of the Vice President of Student Affairs

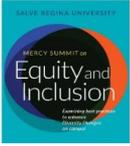
Office of Mission Integration

Office of Multicultural Programs and Retention

Student Government Association

Black Student Union

Multicultural Student Organization



Second Annual Mercy Summit on Equity and Inclusion

Small Group Discussions.

- Identify the session topic that matches the colored dot on your name tag. (*see below*).
- Based on what you heard in today's presentations, please answer the following questions on the Post-It notes/index cards that were provided to you. Please use one card for each question and write the letter (A-B-C) on the card. (*5 minutes*)
 1. What would you like to see the Commission focus on in the coming year related to session topic?
 2. What would you like to see as a longer-term strategy related to this topic?
 3. How do you see yourself supporting this work within your current role at Salve?
- Discuss your thoughts and strategies with a partner. (*3 minutes*)
- Share with your breakout group what strategies you and your partner identified. (*5 minutes*)
- As a team, identify/vote the top 2-3 actions and strategies for your breakout group. (*5 minutes*)
- Present your team's results with the larger group in the auditorium.

