

The Diversity and Inclusion Council

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As members of Babson's Diversity and Inclusion Council, we join President Spinelli and other Babson leaders in the acknowledgement and mourning of the deaths of George Floyd, Breonna Taylor, Tony McDade, Ahmaud Arbery and those unnamed. We extend condolences to their families, to those impacted in the Babson community, and to the world at large.

Over the weekend, protests and riots have continued all over the country. The world is watching as the United States confronts the systemic and institutional racial realities of this nation with anger, rage and grief. Our situation is rooted in our history of slavery, racism and inequality in our political and economic systems. With hope, we are acknowledging this time in our history as a turning point. We see opportunities to turn the tide of racism and its violent outcomes, and begin a new era of equity and inclusion. Join us. Many of our students, staff, faculty and alumni have done a lot of work to address diversity, equity and inclusion at Babson, as evidenced in the attached partial listing of initiatives already established and in process. There is still so much more to be done, however. We must recommit to these efforts and continue to work together.

One framework for our efforts – *Conversations for Understanding* - was developed by PwC after an incident of police violence impacted their community. While at home in his apartment one evening, a black male PwC employee was shot and killed by a female police officer who had mistakenly entered the apartment, thinking it was her own. The experience of one of their own being killed in this way rocked the entire firm. In response, Babson alumni, and PwC CEO Tim Ryan did more than articulate regret. As he witnessed the overwhelming hurt and grief expressed by his colleagues of every race, he understood that the entire PwC community had been deeply affected and that racism and unconscious bias hurts us all. Tim founded the *Conversations for Understanding* program at PwC to provide all employees training, opportunities for dialogue, and a stronger awareness of biases, racism and how to create inclusion at PwC. He then expanded that vision to invite over 800 CEOs, senior leaders and their organizations to pledge to take action to do the same. President Spinelli and Babson are among this group.

Conversations for Understanding at Babson

Starting this week, building on initiatives already underway, we will engage in a series of conversations for understanding. You will see ongoing communications and invitations to participate in many of these meetings, discussions and events. We invite all members of the Babson community to join in and help us create the inclusive and equitable college that we strive to be, by having the difficult conversations that help us to understand our diverse experiences. Below is a list of special events and ongoing initiatives. Please reach out to members of the Diversity and Inclusion Council if you have questions, feedback or suggestions for how we can respond to calls for racial justice in our country by working for personal and systemic change here at Babson.

Trustee DE&I Committee This is a closed session for these trustee committee members only.

Tuesday, June 2

A Special Prayer Circle will be hosted by Denicia Ratley, Jan Holton and Sadie Burton-Goss. Faculty, students and staff are all welcome.

Wednesday, June 3 12-12:30

Contact: Denicia Ratley – dratley@babson.edu

Babson Ebony Network Employee Resource Group (ERG) will host a special virtual meeting

Wednesday, June 3 12-1 PM

Contact: Michael Bruny – mbruny@babson.edu, Jeannette Angles - jangles@babson.edu

Temitope Bajulaiye - tbajulaiye@babson.edu, Rachelle Jean-Louis - rjeanlouis@babson.edu,

Lola Norman-Salako - lnormansalako@babson.edu, Denicia Ratley - dratley@babson.edu

Race Conversations Employee Resource Group (ERG) will host a special virtual meeting Friday, June 5, 12-1 PM

Contact: Saadia Ahmad - sahad@babson.edu, Stephen Clifford - sclifford@babson.edu

All Council Summer Virtual Summit The Diversity and Inclusion Council will hold their annual meeting this year.

Tuesday, June 16, 12-2:30 This meeting will be open to all faculty and staff

Contact: Sadie Burton-Goss – sburtongoss@babson.edu



Diversity and Inclusion
Office of the President

Diversity and Inclusion Initiatives and Plans Underway

Leadership Briefings – Babson’s annual Diversity and Inclusion leadership briefings will have a strong focus on race, racism, and the impact of bias on access, inclusion, and belonging.

Management Roundtables – Human Resources will host a series of management roundtable continuing our work started with PwC addressing Unconscious Bias.

Employee Resource Groups – Babson sponsors ten employee resource groups four of which are diversity related and support employees in conversations about race, racism, lgbtq and racial identities, (Race Conversations, Babson Ebony Network, Latinx and LGBTQ)

Multicultural and Identity Programs – will continue to provide virtual spaces for student forums and information for additional student support.

The Johnson House – Plans to celebrate BSUs 50th anniversary launching The Johnson House are underway.

Prayer Circle – Babson’s Office of Religious and Spiritual Life will continue to provide virtual prayer circles for those seeking spiritual support and healing.

The Diversity and Inclusion Council – will host a special summer session exploring ways to increase our campus-wide effectiveness addressing diversity, equity and inclusion.

Babson Olin Wellesley – Diversity and Inclusion leaders are connecting to collaborate in support across the three campuses.

Faculty Training – Resources for inclusive teaching will be included in the next round of faculty training for virtual teaching.

The new Dean of Faculty Committee – has been launched to address faculty, diversity, inclusion and development to be chaired by Associate Professor Tina Opie.

Strategic Planning – Inclusive Excellence will serve as the framework for incorporating diversity, equity and inclusion considerations into all strategic planning initiatives.

Online Training Platforms – The Trustee Committee on Diversity, Equity and Inclusion has encouraged increasing accessible training resources. Babson will invest in online learning options to create real-time, options for increasing our knowledge about diversity, equity, inclusion and belonging.

Campus Police – For the past eight years, Campus Police has intentionally built a relationship with our diverse student groups emphasizing their roles as community members insuring the safety and inclusion of all Babson community

members. Pizza parties and other social events hosted by Campus Police with our students continue to build on and emphasize this relationship and its distinction from policing of other kinds.

CWEL Initiatives – CWEL will continue its work supporting the specific needs of women students and women of color entrepreneurs.

The Lewis Institute – will continue to lead social justice initiatives that advance diversity of all kinds.

Glavin Office of International Education – provides ongoing Global Mindset trainings for students and staff to: explore our complex identities and how bias and stereotypes shape our assumptions and actions; and to increase our competencies to engage effectively and appropriately, across differences, in varying cultural contexts.