

- 8/95-
12/99 Affiliate Women's Studies Program,
University of Maryland, College Park, MD 20742
- 8/83-
7/91 Associate Professor, Psychology, University of Maryland,
College Park, MD 20742
- 8/81-
8/83 Assistant Professor, Psychology, University of Maryland,
College Park, MD 20742
- 4/81-
8/81 Associate Professor, Psychology, Southern Illinois University,
Carbondale, IL 62901
- 8/79-
8/80 Acting Director of Counseling Psychology Program, Department
of Psychology, Southern Illinois University, Carbondale, IL 62901
- 8/77-
4/81 Assistant Professor, Psychology Department, Southern Illinois
University, Carbondale, IL 62901
- 1/75- Assistant Professor, Department of Education, Washington State University,
Pullman, WA 99164

II. Research, Scholarly and Creative Activities

A. Books

1. Authored

Helms, J. E. (1982). *A Practitioners' Guide to the Edwards Personal Preference Schedule*. Springfield, IL: Charles Thomas.

Helms, J. E. (1991). *A Training Manual for Diagnosing Racial Identity in Social Interactions (To accompany Black and White Racial Identity: Theory, Research, and Practice)*. Topeka, KS: Content Communications.

Helms, J. E. (1992). *A Race Is a Nice Thing to Have: A Guide to Being A White Person or Understanding the White Persons in your life*. Topeka, KS: Content Communications.

Helms, J. E., & Cook, D. A. (1999). *Using Race and Culture in Counseling and Psychotherapy: Theory and Process*. Needham, MA: Allyn & Bacon.

Helms, J. E. (2008). *A Race Is a Nice Thing to Have: A Guide to Being A White Person or Understanding the White Persons in your life*. (Second Edition). Alexandria, VA: Alexander Street Press.

Helms, J. E. (2020). *A Race Is a Nice Thing to Have: A Guide to Being A White Person or Understanding the White Persons in your life*. (Third Edition). San Diego, CA: Cognella Academic Publishing.

2. Edited

Helms, J. E. (1990) (Ed.). *Black and White Racial Identity: Theory, Research and Practice*. CT: Greenwood Press (sole author of the following 9 of 14 chapters.)

Chapter 1: Introduction: Review of Racial Identity Theo of /P <</MCIT er 1: IA ms 1: Intee

Chapter 9: Counseling Attitudinal and Behavioral

Helms, J.E. (20

Helms, J. E. (2017). Counseling Black women: Understanding the effects of multilevel invisibility. In M. Kopola and M. Keitel (Eds.), *Handbook of Counseling Women* (pp. 219-233). Sage Publications.

Jernigan, M. M., Green, C. E., & Helms, J. E. (2017). Identity models. In S. Kelly (Ed.), *Diversity in Couple and Family Therapy: Ethnicities, Sexualities, and Socioeconomics* (pp. 363-392). Santa Barbara, CA: Praeger.

C. Articles in Refereed Journals

Helms, J.E., & Willis, C.A. (1975). Factors contributing to the attrition of pre-college minority students prior to freshman year. *Journal of College Student Personnel*, 16, 490-492.

Borgen, F.H., & Helms, J.E. (1975). Validity generalization of the men's form of the Strong Vocational Interest Blank with academically able women. *Journal of Counseling Psychology*, 22, 210-216.

Simons, J.A., & Helms, J.E. (1976). Influence of counselors' marital status, sex and age on college and non-college women's counselor preferences. *Journal of Counseling Psychology*, 23, 380-386.

Helms, J.E. (1976). A comparison of two types of counseling analogues. *Journal of Counseling Psychology*, 23, 422-427.

Helms, J.E., & Simons, J.A. (1977). The influence of counselors' age and sex on college students' counselor preferences. *Journal of College Student Personnel*, 18, 115-123.

Giorgis, T.W., & Helms, J.E. (1978). Training international students from developing nations as psychologists: A challenge for American Psychology. *American Psychologist*, 33, 945-951.

Helms, J.E. (1978). Counselor reactions to female clients: Generalizing from analogue research to a counseling setting. *Journal of Counseling Psychology*, 25, 193-199.

Helms, J.E. (1979). Perceptions of a sex-fair counselor and her client. *Journal of Counseling Psychology*, 26, 504-513.

Giorgis, T.W., & Helms, J.E. (1980). A comparison of the locus of control and anxiety of African, Black American and White American college students. *Journal of College Student Personnel*, *Novent*

Helms, J.E. (1992). Why is there no study of cultural equivalence in cognitive ability testing? *American Psychologist*, 47(9), 1083-1101. (Reprinted in N.R. Goldberger, & J.B. Veroff (Eds.), *The Culture and Psychology Reader*, (pp. 674-719) New York: NYU Press).

Carter R.T., & Helms, J.E. (1992). The counseling process as defined by relationship types: A test of Helms' interactional model. *Journal of Multicultural Counseling and Development*, 20(4), 181-201.

Helms, J.E. (1993). I also said White racial identity influences White

Helms, J.E. (1999). Another meta-analysis of the White Racial Identity Attitude Scale's Cronbach alphas. *Measurement & Evaluation in Counseling and Development*, 32, 122-137.

Alvarez, A., & Helms, J.E. (2001). Racial, identity and reflected appraisals as influences on Asian Americans' racial adjustment. *Cultural Diversity & Ethnic Minority Psychology*. Special Issue: Asian American Acculturation and Ethnic/Racial Identity: Research Innovations in the New Millenium, 7, 217-231.

Helms, J.E. (2002). A remedy for the Black-White test-score disparity. *American Psychologist*, 57, 303-305.

Helms, J.E., Shakes Malone, L., Henze, K., Satiani, A., Perry, J., Warren, A., (2003). First Annual Diversity Challenge: "How to Survive Teaching Courses on Race and Culture." *Journal of Multicultural Counseling and Development*, 31, 3-11.

Helms, J.E., (2003). A pragmatic view of social justice, *The Counseling Psychologist*, 31, 305-313.

Helms, J.E., (2004). The Leona Tyler Address: Making race a matter of individual differences within groups. *The Counseling Psychologist*, 32, 473-483.

Carter, R., Helms, J.E., Juby, H.L. (2004). The relationship between racism and racial identity for White Americans: A profile analysis, *Journal of Multicultural Counseling and Development*, 32, 2-17.

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Racial Identity Matters as Much as Race. *Training & Education in Professional Psychology*, 4, 62-73.

Green, C.E., Chen, C. Helms, J.E., & Henze, K., (2011). Recent Reliability Reporting Practices in Psychological Assessment: Recognizing the People Behind the Data. *Psychological Assessment*.

Helms, J. E., Nicolas, G., & Green, C.E. (2012). Racism and Ethnoviolence as Trauma: Enhancing Professional and Research Training. *Traumatology*, 18, 65-74.

Helms, J. E. (2012). A Legacy of Eugenics Underlies Racial-Group Comparisons in Intelligence Testing. *Industrial and Organizational Psychology*, 5, 176-179.

Helms, J. E., & Ford, D.Y. (2012). *Testing and Assessing African Americans: "Unbiased" Tests are Still Unfair*. The Journal of Negro Education, Summer Issue, 81, 186-189.

Mereish, E. H., Liu, M. M., & Helms, J. E. (2012). Effects of discrimination on Chinese, Filipino, and Vietnamese Americans mental and physical health. *Asian American Journal of Psychology*, 3(2), 91-103.

Helms, J. E. (2015). An examination of the evidence in culturally adapted evidence-based or empirically supported interventions. *Transcultural Psychiatry*, 52(2), 174-197.

Helms, J. E. (2015). Taking action against racism in a post-racism era: The origins and almost demise of an idea. *The Counseling Psychologist*, 43, 138-145.

Gualdron Perez, L., & Helms, J.E. (in press) A Longitudinal model of school climate, social justice orientation and academic outcomes among Latino/a students. *Teachers College Research Review*.

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Helms, J.E., (2018) White Racial Identity Theory: Why White People Do Not Talk About Race (with Implications for Japanese). *Journal of Intercultural Communication*, No. 21, 2018, 7-13.

Ashby, K.M., Collins, D.L., **Helms, J.E.**, & Manlove, J . (2018, April). Let's Talk About Race: Evaluating a College Interracial Discussion Group on Race. *The Journal of Multicultural Counseling and Development*, Vol. 46 (2) pages 97-114.

Goodman, L.A., Wilson, J. M., **Helms, J. E.**, Greenstein, N., & Medzhitova, cati[(D)8Tf [(G)2cc

Petuchowski, S.R.C. & Helms, J.E. (1988). Effects of sociopolitical characteristics of migration and resettlement on the adjustment of war refugees for El Salvador. *El Boletín de la Asociación Nacional Hispánica de Psicología*, 5(3), 3-6.

Helms, J.E. (1989). A letter to the Editor on racial identity methodology. *Journal of Black Psychology*, 16(1), VIII.

Helms, J.E. (1990). What's in a name change? *Focus*, 4(2), 1-2.

Helms, J.E. (1991). A review of Pontorotto and Casas' *Handbook of minority Research*, *Journal of Black Psychology*, 17(2), 73-77.

Helms, J.E. (1993). Black and White colleges: Which path leads to academic survival? *Journal of Contemporary Psychology*, 38, 510-511.

Helms, J.E. (1993). Ethnic minority identity: A view from another continent. *Journal of Contemporary Psychology*.

Helms, J.E. (1994). Some impressions of South Africa. *Focus*.

Helms, J.E. (1995). Affirmative action: Separating fact from distortion. Congressional Staff Briefing, September 21, Washington, D.C.

Helms, J.E. (1995). We are due something new: A reaction to the *Bell Curve*, *Focus*, 9(2), 8-10.

Helms, J.E. (1996). Where do we go from here? *Affirmative Action: Who benefits?* Washington, D.C.: American Psychological Association.

Helms, J.E. (1998). Psychological interventions and research with Latino populations. *Cultural Diversity and Mental Health*, 4(1), 71-72

Helms, J.E. (2000). Report from Council of Representatives, Division 17 Newsletter, American Psychological Association.

Helms, J. E. (2016). Racism and ethnoviolence as sources of trauma: Overcoming previous professional training. *The California Psychologist*, 49(1), 16-21.

F. Talks, Abstracts and other Professional Papers Presented

1. Invited Talks

I delivered 33 invited talks prior to January 1, 2000.

Helms, J.E. (August, 2000). Racial Identity Interaction Model: Current Status, Future Directions. *Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (August, 2000). Black Women: Invisible and Endangered. Paper presented at the *108th Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (August, 2000). Model Minorities: Coping with Racism in Asian American Communities. *Annual Convention of the American Psychological Association*, Washington, D.C.

Helms, J.E. (March, 2002). White Identity Development. Paper presented at Race and Education: Thinking Out of the Box at Fairfield University, Fairfield, CT.

Helms, J.E. (April, 2002). White Identity Development. Paper presented at Xavier University, Cincinnati, OH.

Helms, J.E. (May, 2002). The Relation of Self-Perceptions to Achievement Among African American Young Children. Paper presented at Early Steps, New York City, NY.

Helms, J.E. (October, 2002). How to End Race-based Affirmative Action in Educational Testing. Paper presented at Diversity Challenge, Boston College, Chestnut Hill, MA.

Helms, J.E. (November, 2002). The Relevance of Racial Identity in Psychiatric Treatment. Applications of Racial Identity Theory to Psychotherapy. Paper presented at Cambridge Hospital, Cambridge, MA

Helms, J.E. (November, 2002). A Model for Understanding Race and Culture. The Brookline Center, Brookline, MA

Helms, J.E.. (February, 2003), Keynote address, "How to Use Racial Identity Theory to Solve the Black-White Test-Score Gap," Winter Roundtable, Teachers College, Columbia University, New York, NY.

Helms, J.E.(March 2003), Black Racial Identity Development as it Relates to Psychotherapy, Cambridge Hospital, Cambridge, MA.

Helms, J.E. (April 2003), Keynote address, "Racial Identity Development and Its Impact in the Classroom," Kennesaw State University Best Practices in Diversity Education Conference, Atlanta, GA.

Helms, J.E. (March 2004), Racial Disparity in New Haven's Promotional Tests, New Haven Civil Service Commission Meeting, New Haven, CT.

Helms, J.E. (March 2004), "The Impact of Racial Identity on Service Delivery and Outcomes", Workshop. St. Louis Community College, Diversity Conference, St. Louis, MO.

Helms, J.E. (March 2004) "Racial Dynamics in the Counseling Process," Keynote Address, St. Louis Community College, Diversity Conference, St. Louis, MO.

Helms, J.E. (March 2004), "No Place for Hate", Cultural Identity, Needham Human Rights Committee, Needham, MA.

Helms, J.E. (April, 2004), METCO Students, Brookline High School, Brookline, MA.

Helms, J.E. (April, 2004), Keynote Address, "Black Counseling Psychologists: The Past, Present, and Future." Howard University, Washington, D.C.

Helms, J.E.(July, 2004), Panel Discussion, "Let's Talk: Changing the Talk on Race," OCA Convention, Boston, MA.

Helms, J.E.(September, 2004), Panel Discussion, "Can We Talk?", Black Career Women's National Diversity Forum, Cincinnati, OH.

Helms, J.E.(October, 2004), Panel Discussion, "Diversity in Teaching and Research," Wheelock College, Boston, MA.

Helms, J.E.(November, 2004), "White Racial Identity Then and Now," Grand Valley State University, Allendale, MI.

Helms, J.E. (December, 2004) Seminar, "Racial Identity Development and African American School Achievement: What the Research Tells Us," Northeastern University, Boston, MA.

Helms, J.E. (January, 2005) Panel Discussion, "The Impact of Educational and Cultural Experience on Interpretation of Cognitive Test Scores." National Multicultural Conference and Summit, 2005, Hollywood, CA.

Helms, J.E. (February, 2005) Distinguished Speaker, "The Meaning of Race in Consumer Behavior Research." Society for Consumer Psychology Winter conference, St. Petersburg, FL.

Helms, J.E. (August, 2009) Presidential Address, "Taking Action Against Racism in the Post-Racism Era," American Psychological Association Annual Convention, Toronto, Ontario, Canada.

Helms, J.E. (June, 2013) Diversity Mentoring Workshop, Brown University Alpert Medical School, Providence, RI.

Helms, J.E. (July, 2013) Commencement Keynote Address: "Race Matters in a Post Racial Society," Chicago School of Professional Psychology, Chicago, IL.

Helms, J.E. (June, 2014) Invited Talk, "Identity and Racial Trauma," Merle Jordan Conference, Daniels Institute, Boston University, Boston, MA.

Helms, J.E., (December, 2014) Invited Talk, "Using Racial Identity in Everyday Life," Diversity and Cultural Competency Training, Richmond Area Multi-Services, Inc., San Francisco, CA.

Helms, J.E., (December, 2014) Workshop, "Using Racial Identity Theory in Everyday Life," Lynch School of Education, Boston College.

Helms, J.E. (February, 2015) Workshop, "Mental Health Matters: Using Race and Culture in Testing and Assessment," NASP Conference, Orlando, FL.

Helms, J.E. (March, 2015) Endowed Chair Colloquium, "Race, Class and the Achievement Gap," Lynch School of Education, Boston College

Helms, J.E. (June, 2015). Invited Talk, "Challenging Myths When Working in Other Cultures," Conference on Multicultural and Global Mental Health, William James College, Newton, MA.

Helms, J.E. (August, 2015) Symposium, "International Students' and Immigrants' Acculturation, Identity and Mental Health," presented at APA, Toronto, ON

Helms, J.E. (August, 2015) Paper, "Data Blitz – Prejudice and Stigma" presented at APA, Toronto, ON.

Helms, J.E. (August, 2015) Symposium, "Social Identities and Intersectionality-Social Justice Perspectives," presented at APA, Toronto, ON.

Ashby, K. M., Wilson, E. S., Joyner, E. D., Weber, A., & Helms, J. E. (2016). Poster: Undervalued, disregarded, and stereotyped: The invisibility of Black girls. Presented at the 2016 Annual Convention of the American Psychological Association, Denver, CO.

Helms, J. E. (2015, September). Invited Talk, "Race is a Nice Thing to Have: Update on Helms' Racial Identity Model," Lesley University, Cambridge, MA.

Helms, J. E. (2016, February) Invited Talk, "Having a Conversation about Racial Trauma," Lunch and Learn Lecture Series, Boston College, Chestnut Hill, MA.

Helms, J. E. (2016, April). Master Lecture: "Using White Racial Identity Theory to Avoid Re-Victimizing Survivors of Racial Trauma," California Psychological Association Convention, Irvine, CA.

Helms, J. E. (2016, May) Keynote speaker, "White Racial Identity," Annual Pastoral Care Conference. Metro Health Medical Center, Cleveland, OH.

Helms, J. E. (2016, May) Invited Talk, "Inclusion, Diversity, and Cultural Sensitivity in Our Schools," Middlesex Partnership for Youth Conference, Nashoba Valley Technical High School, Westford, MA

Helms, J. E. (2016, June) Invited Talk, "Building and Leveraging Partnerships across Campus," 2016 Diversity and Inclusion Summit, Boston College, Chestnut Hill, MA.

Helms, J. E. (2016, June) Visiting Scholar satalis45C /P <</MCID 9 >>BDC -15.77 -1.18

Carter, R. & Helms, J.E.(September 2002). Racial Discrimination and Harassment: A Race-Based Traumatic Stress Disorder. Paper presented at Orlando, FL.

Helms, J.E.(Discussant), (August 2003), Conceptual and Empirical Advancements in the Study of Whiteness. Annual Convention of the American Psychological Association, Toronto, Canada.

Helms, J.E., (November, 2004) Seminar, White Racial Identity... Then and Now, Grand Valley State University.

Helms, J.E., (Discussant), (January, 2005) The Impact of Educational and Cultural Experience on Interpretation of Cognitive Test Scores. *National Multicultural Conference and Summit, Hollywood, California.*

Helms, J.E., (Discussant), (February, 2005). Sharing our Psychological Works and Interests on Diversity in Massachusetts. *Committee on Ethnic Minority Affairs, Boston College, Massachusetts.*

Helms, J. E. (Discussant), (August, 2005). The Meaning of Race in psychology. APA Convention, Washington, D.C.

Helms, J. E. (August, 2005). Replacing race in testing. Paper presented in Invited Symposium: Effective strategies for the study of race in research and practice. APA, Washington, D.C.

Helms, J. E. (August, 2005). Role of race in the changing workplace. Paper presented in symposium: Changing World of Work-A Vocational Psychological Perspective. APA, Washington, D.C.

3. International Presentations

Keynote address: Black racial identity theory. The Psychology and Societal Transformation Conference. Capetown, South Africa, January 1994.

Invited Speaker, "Black in a White World", Bellagio Study and Conference Center, Bellagio, Italy, October 2004.

Invited Speaker, Black and White Racial Identity in the School. Liverpool, Wolverhampton, London, United Kingdom. A series of lectures and workshops were presented in various schools and community centers at these various sites between 2003-2004.

Recipient of the 2006 American Psychological Association's Distinguished Contributions to Education and Training in Psychology Award.

Recipient of the 2007 Association of Black Psychologists' Distinguished Psychologist Award

Recipient of the 2008 American Psychological Association's Award for Distinguished Contributions to Research in Public Policy.

Recipient of the Distinguished Elder Award at the 2009 National Multicultural Conference and Summit.

Recipient of the 2011 Elizabeth Hurlock Beckman Award, National Honor Recognizes Those Who Have Inspired Students To Change The World, Gail McKnight Beckman Trust.

Appointed Fellow in Division 35, Psychology of Women, of the American Psychological Association, 2013.

Honorary Degree recipient, Doctor of Science, Honoris Causa, The Chicago School of Professional Psychology, July 2013.

Recipient of the Elder Recognition Award for Distinguished Contributions to Counseling Psychology, Society of Counseling Psychology, American Psychological Association, August 2015.

Recipient of the 2017 Lifetime Achievement

J.

3. Books and Chapter Reviews
Greenwood Press
Sage Publishers
William C. Brown Publishers

III. Teaching and Advising

A. Courses Taught in Last Five Years

1. General

PY46501 Psychological Testing (enrollment ranges from 22 to 55)

PY919 Seminar on Race, Gender, and Class (enrollment 16)

PY816 History of Psychology (enrollment ranges from 8 to 16)

2. Independent Study, Tutorial, Internship

Therapy Consultation with one doctoral student per year

3. Advising (non-research):

- a. Academic advising for 8-16 masters level mental health counseling students
- b. Doctoral professional mentoring for 4 to 7 doctoral students

4. Advising: Research Direction (completed) (In addition to the University of Maryland advisees listed, prior to January 1, 2000, I supervised two undergraduate research theses, 20 masters theses, and 24 doctoral dissertations. Also, supervised the research of 9 Masters and 8 Doctoral students at Washington State and Southern Illinois Universities, respectively, from 1975 through 1981 and 1 doctoral student at George Washington University in 1996.)

a. Masters

Codrington, J. (2000). Racial Identity Coalitions in Discussion Groups. University of Maryland, College Park, MD.

Jernigan, M. M. (2009). Using a Sankofa intervention

Dr. Kim Nickerson, post-doctoral fellow. Sponsored by the University of Maryland, College Park, MD (1993-1994).

5. Advising: Research direction (In Progress)

Doctoral:
 Kim Ashby
 Dericka Canada
 Christina Douyon
 Stephanie Paulk
 Eva Wilson

IV. Service

A. Professional

1. Offices and committee memberships

Secretary 1987-1990, Division 17 of American Psychological Association
 Executive Board of Division 17, 1987-1990
 Member-at-large, 1993-1997, Division 45 of American Psychological Association
 Executive Board of Division 45, 1993-1996

APA Council Representative (Representing Division 17), 1998-2001;
 2003-2006
 Executive Board of Division 17, 1998-2001; 2003-2006; 2007-2010.

President-elect of Division 17, the Society for Counseling Psychology of the American Psychological Association, 2007-2008.

President, the Society for Counseling Psychology, Division 17 of the American Psychological Association, 2008-2009.

Past President of the Society for Counseling Psychology, Division 17 of the American Psychological Association, 2009-2010.

Committees:

Program Committee, 1980-1982 (Division 17)
 Committee on Women, 1980-1983 (Division 17)
 Sheriff Award Committee, 1984-1985 (Division 35)
 Scientific Affairs Committee, 1984-1986 (Division 17)
 Chair, Affirmative Action Task Force, 1995-1996 (Division 45)
 Member, Committee on Testing & Assessment, American Psychological Association, 1997-1999

Provided expert testimony on test bias in the Supreme Court Case, Ricci et al. vs. DeStefano et al. (2009).

Convener for 18 years of the annual Diversity Challenge, an international conference focused on race and culture as important themes in society

Diversity Challenge: Race and Culture in Teaching, Training, and Supervision. Institute for the Study and Promotion of Race and Culture at Boston College, October 15-16, 2010, Chestnut Hill, MA.

Diversity Challenge: Intersections of Race or Ethnic Culture with Gender or Sexual Orientation. Institute for the Study and Promotion of Race and Culture at Boston College, October 28-29, 2011, Chestnut Hill, MA.

Diversity Challenge: What to Do about Race and Culture and Violence. Institute for the Study and Promotion of Race and Culture at Boston College, October 19-20, 2012, Chestnut Hill, MA.

Diversity Challenge: Intersections of Race, Culture, and Health and Mental Health, Institute for the Study and Promotion of Race and Culture at Boston College, October 18-19, 2013, Chestnut Hill, MA.

Diversity Challenge: Racial or Ethnic Discrimination Across the Lifespan, Institute for the Study and Promotion of Race and Culture at Boston College, October 24-25, 2014, Chestnut Hill, MA.

Diversity Challenge: Race, Culture, and Social Justice, Institute for the Study and Promotion of Race and Culture at Boston College, October 23-24, 2015, Chestnut Hill, MA.

Diversity Challenge: Race, Culture, and Educating our Youths: Developing People Not Widgets, Institute for the Study and Promotion of Race and Culture at Boston College, October 28-29, 2016. Chestnut Hill, MA.

Diversity Challenge: Race, Culture, and Criminal Justice throughout the Lifespan, Institute for the Study and Promotion of Race and Culture at Boston College, October 13-14, 2017, Chestnut Hill, MA.

Diversity Challenge: Making Race and Culture Work in the STEM Era: Bringing All People to the Forefront, Institute for the Study and Promotion of Race and Culture at Boston College, October 19-20, 2018, Chestnut Hill, MA.

Diversity Challenge: Race, Culture, and WHMP: Survival, Resistance, and Healing in the Current Social Climate at Boston College, October 25-26, 2019, Chestnut Hill, MA.

Diversity Challenge: Goodbye "isms": Hello Future, Institute for the Study and Promotion of Race and Culture at Boston College, October 23-24, 2020, Chestnut Hill, MA.