

# Diversity, Equity and Inclusion in Boston College Biology

January 2021



## Biology DEI Mission Statement

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At the start of this new year, we are pleased to announce ourselves as the BC Biology Diversity, Equity and Inclusion (DEI) Committee.

As individuals and as a community, we have been inspired by the ongoing Black Lives Matter movement. We were horrified and outraged to watch the murder of George Floyd, Breonna Taylor, and others at the hands of the police officers, and to witness disproportionate brutality against peaceful protestors. Far from being isolated incidents, these were merely recent examples of a long history of violence, discrimination, and racism that disproportionately affects Black Americans. This violence is one symptom of much larger, older structural problems that call for many people working in many areas of our society to address. We recognize that the history of science and the current practice of research and higher education takes place within the context of a fundamentally unequal and racist society.

While we as individuals, as a committee, and as a department cannot “solve” the bias and discrimination of our society, we will work towards building diversity, equity and inclusion within our own community. It is our goal to facilitate conversations within our department about inclusiveness and belonging, to raise awareness about racism, sexism, and other forms of discrimination, and to promote discussions that can help us grow as a more diverse and inclusive community. This periodic newsletter will serve as a forum where we can stay connected and engaged in issues of equity. We will spotlight resources that can help us add to our anti-discrimination toolkits as individuals and as a department. During these times that can feel disconnected and isolating, it is our hope that this newsletter will be a community space for us to affirm and build our shared values.

## Terms

**DIVERSITY:** The representation of differences within a group. A group of people is diverse when it represents many different backgrounds, perspectives, and identities, including differences in racial, gender, and sexual identities, belief systems, socioeconomic status, and lived experiences. By definition, diversity exists in groups, an individual cannot be diverse!

**EQUITY:** The process of giving each person fair treatment and opportunities. While equality might mean giving every person the same objective treatment, equity involves making sure that everyone ends up on an equal footing and has the same opportunities for growth, discovery, and excellence.

**INCLUSION:** The process of ensuring that every person feels welcomed, valued and a sense of belonging. An inclusive community allows each person to be fully engaged and to perform at their highest level.

Please contact us: [BiologyDEI-ggroup@bc.edu](mailto:BiologyDEI-ggroup@bc.edu)

Follow us:  [@bc\\_bio\\_dei](https://twitter.com/bc_bio_dei)

## Updates and Events

**The Forum on Racial Justice in America: A Service of Hope and Reconciliation.** If you could not attend the events organized by BC, you can watch video archives of past events using this [link](#).

**Black At Boston College.** During the Summer of 2020, two Black BC students created the [@blackatbostoncollege](#) Instagram account to uplift Black voices at BC and help non-Black people realize the impact of their actions and words towards Black students. Over 160 current and former BC students posted stories of their struggles at Boston College. [BC Library Exhibit -- Black at Boston College](#)

**20<sup>th</sup> Annual New England Science Symposium, Virtual, 04/23/21-04/24/21.** Harvard Medical School Office for Diversity Inclusion and Community Partnership and the Biomedical Science Careers Program (BSCP) are asking for our help in identifying fellows/students (particularly Black/African-American, Hispanic/LatinX and American Indian/Alaska Native individuals) involved in biomedical or health-related scientific research who would benefit from presenting their research projects at the 20<sup>th</sup> annual New England Science Symposium (NESS) to be held virtually on Friday, April 23 and April 24, 2021. [Program flyer can be found here.](#) **The deadline to submit abstracts: January 15, 2021.**

**BC SACNAS Regional Chapter Professional Development event,** *Accessing Opportunities in Research* with Ben Fofana and Sarah McMenemy was held on December 9, 2021.

**BC Black Faculty, Staff and Administration** will sponsor the Annual Unity Breakfast in celebration of Dr. Martin Luther King, Jr. on **Thursday, January 21, 2021 at 10 AM.** Information can be found [here](#).

**Join the BC Biology DEI Journal Club! We will be discussing “[Race Matters](#)” by David J. Asai**



*“Diversity is not distinct from enhancing overall quality -- it is integral to achieving it.”*

*~ K. Gibbs, Jr.*



## Grants and Fellowships

Click on these opportunities for more information

[Short Term Research Experience for Underrepresented Persons \(STEP-UP\)](#)

[Peprtech Diversity Scholarship](#)

[Ruth L. Kirschstein National Research Service Award \(NRSA\) Individual Predoctoral Fellowship to Promote Diversity in Health-Related Research \(Parent F31-Diversity\)](#)

[Stanford Population Health Summer Research Program](#)

[2020 NIDA Summer Research Internship Program](#)

[Repperger Research Intern Program](#)

[Doris Duke Conservation Scholars Program](#)