

Fostering Diversity, Equity and Inclusion in the BC Biology Department

The Biology DEI Committee:

Sarah McMEnamin, David Burgess, Emrah Altindis, Diane Butera, Suyen Espinoza Miranda
Biology Department, Boston College

We recognize that the history of Science and the current practice of research in higher education take place within the context of a fundamentally unequal and biased society. Racism, sexism, and discrimination against other marginalized identities causes talented scientists to be continuously excluded, marginalized and minoritized within Academia.

While we as individuals, as a committee, and as a Department cannot “solve” the bias and discrimination endemic in our society, we work towards building diversity, equity and inclusiveness within our own community. It is our goal to raise awareness about racism, sexism, and other forms of discrimination in our Department, provide support and resources for members of our community with a range of identities, and to promote discussions that can help us grow as a more diverse and inclusive environment.

Our Biology Diversity, Equity and Inclusion (DEI) Committee aims to:

1. Understand the current state of DEI within the Biology Department and be responsive to the needs of our community
2. Make specific recommendations to the Department to promote recruitment, retention and support of women, BIPoC (Black, Indigenous and people of color), LGBTQ+ and individuals with diverse lived experiences
3. Act as a conduit between the Department and groups at Boston College working towards promoting institutional DEI
4. Create opportunities, events, conversations and spaces that increase the inclusivity of our Biology Community.

Contact us at biologydei-ggroup@bc.edu

@bc_bio_dei