

BIOLOGY DEI

Diversity | Equity | Inclusion

Brain, Bias and Being Workshop

Our priority is to make the Biology department a welcoming environment where individuals of all backgrounds, ethnicities, races and cultures are able to excel scientifically, professionally and personally. People with underrepresented identities are vulnerable to exclusion, prejudice and aggression: both microaggression and outright hostility. These systemic issues unfortunately affect every level of our society and culture, and can pose major setbacks, impediments and outright barriers for scientists and researchers with marginalized backgrounds and identity/ies.

As a step towards making our BC Biology community more inclusive and equitable, we are very excited about the upcoming Brain, Bias and Being workshop, hosted by the Biology Department and the VPR Office. **All members of our community** will participate in this interactive, **virtual** workshops across over two Thursdays: **Feb 3rd** and **Feb 10th, 3-4:30**. These workshops will focus on defining and growing the culture of our Department, developing a shared vocabulary for diversity, equity and inclusion, and skills to recognize social bias and microaggression. We will discuss the neurobiology of implicit perceptions, and how these shape our everyday behaviors even (especially?) within academic culture. The workshop will be facilitated by Drs. AZA Allsop and Bruce Birren, two academics with decades of experience in helping facilitate long-term cultural changes and productive working relationships. Their workshops have helped facilitate conversations in prominent departments across the country.

During the first workshop (Feb 3), we will be split into two groups: one group be **trainees** (graduate students, technicians and postdocs) and another group will be **supervisors** (faculty and administrators). In the second session (Feb 10) we will come together as a whole community to learn, share, listen and grow. Be sure to **save these dates**—which are our normal seminar times!—and be part of our continuing efforts to build a culture of true inclusivity.

Before the workshop, the facilitators invite you to **submit your experiences** regarding the Biology Department's diversity and inclusion. Please use the link emailed to the department to anonymously share with Drs. Allsop and Birren any experiences you have had.



AZA Allsop, MD, PhD is a neuroscientist in the Department of Psychiatry at Yale University. His research focuses on the functioning of social groups and how social information and neural circuits are integrated within the brain.



Bruce Birren, PhD is a genome biologist and director of the Broad Institute's Genomic center for Infectious disease. In addition to his research, he is a Master Facilitator for the Center for Improvement of Mentored Experiences in Research.



Recommended Reading

Reflections on race, ethnicity and NIH research awards. Ginther. Mol Bill Cell. 2022.

Black professors push a major university to diversify and confront racism. Anderson. The Washington Post. 2021.

Pandemic burnout is rampant in academia. Gewin. Nature, 2021.

Short-term strategies for addressing the impacts of the COVID-19 pandemic on Women's workforce participation. Nat Acad Sciences Engineering and Medicine.

Upcoming Events

Wednesdays at 12:00 (Virtual)

Far from Home: Support for International Graduate Students on Campus

Mondays at 3:00 (Virtual)

BConnected for LGBTQ+ Students

January 28, 1:00 (Virtual)

Racial Trauma is Real: Assessment and treatment of the psychological consequences of racism

February 22, 4:30 (Murray Function Room)

Martin Luther King Jr. Scholarship Banquet
Please RSVP to mlkjr@bc.edu by February 15

February 2, 7:00 (Virtual)

Resurrection Hope in a time of Time of Crucifying Black Death

February 3 and 10, 3:00 (Virtual)

Brain, Bias and Being Workshop, Biology

Connect

Share your ideas and events:

BiologyDEI-ggroup@bc.edu



Twitter: [@bc_bio_dei](https://twitter.com/bc_bio_dei)

Join the Bio DEI Committee

We are looking for new members of our committee, specifically a representative who is a staff member within the department and a trainee (graduate student or postdoc). As more in person events become possible, this is an exciting time for the committee, and we would love for you to be part of our efforts to broaden our department. Please contact biologydei-ggroup@bc.edu or mcmenam@bc.edu if you are able to contribute your ideas and efforts!

Students Targeted with Hate

We are disheartened to draw attention to two hateful, targeted events that occurred within our broader academic community during the Fall semester. First, students at UMass Amherst were targeted with a hateful and deeply racist email, which was sent specifically to Black students enrolled at the school. Second, we have heard from students in our campus community about a possible homophobic incident at Boston College. Students in underrepresented groups, including those who are Black and LGBTQ+, are vulnerable to targeted hate; in addition to the physical risk, this can contribute to considerable psychological burden. We ask that faculty members and everyone in teaching and mentorship roles be aware of the stress these incidents can cause. Black and LGBTQ+ students: we see you, we support you; *you belong here*. We stand with you against hate and exclusion.

*If you can't fly then run,
if you can't run then walk,
if you can't walk then crawl,
but by all means, keep moving.
-Dr. Martin Luther King Jr.*