

DIVERSITY & INCLUSION PROGRESS REPORT 2017–2021



# A MESSAGE.

Dear BU **COMMUNITY,**

The work we've accomplished here in a little more than four years could only have happened as the result of members of the BU community—staff, students, and faculty—deciding to help, to lead, in whatever way you could, no matter the circumference of your sphere of influence. It was clear to us from day one that the BU community was all in, ready for progress, and excited for what we might accomplish together. We were and are an amalgamation of the willing. And what has this collaborative, community-led, all-in approach looked like from our vantage point?

It looked like senior leaders initiating quiet conversations about championing change in their schools and colleges or administrative units, becoming thought partners about what they can do, what they should do, what is possible, what worked, what didn't, and then revising their strategies to become even more effective leaders and change agents.

It looked like the 17 faculty and staff who worked for nearly two years to develop the Inclusive Pedagogy Initiative, a holistic model for teaching that promises to impact the student experience deeply and fundamentally.

It's looked like staff and faculty volunteers stepping up to help create and run our inaugural Faculty & Staff Community Networks.



It's looked like a group of faculty working diligently to develop a curriculum for a year-long multidisciplinary social and racial justice course, something that is highly distinctive and has the capacity to be transformative at BU and in higher ed.

It's the Diversity & Inclusion professionals and faculty committee chairs who regularly meet to support and mentor each other, and to collectively help to advance a more inclusive BU across the schools and colleges.

It's looked like the many academic deans who have advanced equity and inclusion goals in their schools and colleges, in their hiring practices, in their commitments to student success, in their school/college strategic plans.

It's looked like our communications professionals who more regularly report out on issues of race, class, power, gender, and sexual orientation, and thereby shift our culture and normalize the fuller reality that we all live but often don't speak.

It's 35 University leaders agreeing to spend nine weeks in an intensive Inclusive Practitioners cohort program. It's the 5,000 of you who joined in our Day of Collective Engagement in June 2020. It's the strategic planning committee that ensured that DEI was fully integrated and represented in the BU 2030 Strategic Plan. It's the Task Force on LGBTQIA+ Faculty and Staff working for a year to collect, compile, and share guidance for making BU a more inclusive and welcoming community for LGBTQIA+ faculty and staff.

It's colleagues and partners in Sourcing & Procurement who built a system that now enables BU to more clearly understand how and/or if we're spending money with minority-owned

businesses. It's also the leaders who advocated that some portion of institutional cash should be kept at Black-owned banks that grant loans to Black- and brown-owned small enterprises at higher rates. It's that kind of quiet equity work, out of view of others, but essential to enacting our stated institutional principles.

It's our colleagues in undergraduate and graduate affairs who have partnered to directly provide new, essential, and impactful programs to students. To our colleagues in Government & Community Affairs who quietly align their work to our stated institutional values around diversity, equity, and inclusion.

We could go on, but you get the idea: from our vantage point, the common denominator in all the work that we've accomplished so far and the work we have yet to do is you.

So, as we look to the future, we remain ambitious and optimistic because of you. All of you. Indeed, the work of changing institutions—particularly regarding diversity, equity, inclusion, and community—is, necessarily and fundamentally, collaborative, group work.

We urge you never to lose sight of the power of the collective and the strength we embody when we're all in. It's through our multiplicity that we've achieved so much in just a short time, and we look forward to our partnerships and work together in the years to come.

What follows is a brief overview of some of the strategies that guide us and some of the accomplishments that excite us.

Thanks to all of you for your work and engagement. It's making a difference!

Take good **CARE,**  
**THE BU DIVERSITY & INCLUSION TEAM**









## Our VISION.

### **BOSTON UNIVERSITY PRIDES ITSELF ON A HISTORY OF INCLUSION, ADMITTING STUDENTS REGARDLESS OF RACE, CREED, OR GENDER SINCE OUR FOUNDING IN 1839.**

That legacy includes awarding the first PhD to a woman at a US university, producing the first Black psychiatrist in the United States, being the first to admit female students to a US medical school, bestowing a doctoral degree in theology on Martin Luther King, Jr. (GRS'55, Hon.'59), and graduating the youngest woman to serve in the US Congress, Alexandria Ocasio-Cortez (CAS'11). Beyond the student body, the University has hired a wide range of influential faculty over the decades, from historian and political activist Howard Zinn to Nobel Laureate and human rights champion Elie Wiesel (Hon.'74) to one of the nation's leading scholars of racism, Ibram X. Kendi. Today, our students, scholars, faculty, and staff represent more than 140 countries and all 50 states, reflecting an exciting range of worldviews and life experiences.

But there is work still to do.

The cultural, ethnic, religious, ability, sexual orientation, and gender diversity of our campus community is critical to the excellence of our research and academic programs, our social vibrancy, and our mission of preparing students to thrive in an increasingly interconnected world. So we're redoubling our efforts to embody our founding principles and fulfill the promise of our legacy. We've committed to attracting, supporting, and promoting a wide variety of voices and backgrounds at BU, including, but not limited to, those who live with physical, intellectual, or mental disabilities, are first in their families to attend college, are members of the LGBTQIA+ community, and individuals who are historically underrepresented in the academy.

In fact, the University has made prioritizing diversity, equity, and inclusion one of the five main pillars in the Boston University 2030 Strategic Plan.

While we recognize this work as an evolution, our goal remains steadfast: to fortify the University as a place where everyone can participate and thrive, while harnessing intellectual innovation and interconnection. We seek to both amplify and wield that collective power to ensure that everything a BU community member brings to the table gets included, nurtured, ignited, and let loose to better serve our world.



## Our HISTORY.

To understand where to go in the future, we have to look to our past. Boston University's founding mission was built upon inclusion, regardless of gender, race, or religion. The University was the first in the nation to admit women to medical school, to produce a Native American physician, and to award a PhD to a woman. BU educated a future civil rights icon and the youngest woman to serve in Congress. Where does BU Diversity & Inclusion fit into this rich history? Almost 200 years since that original mandate, we are guiding the University in redoubling efforts to honor and fulfill our promise of inclusion and equity.

# 1839.

## NEWBURY BIBLICAL INSTITUTE ESTABLISHED

Delegates to a Methodist Episcopal conference meet in Boston to establish the Newbury Biblical Institute, later the School of Theology, the first school of Boston University. The institute is housed in the Newbury Seminary, a secondary school in Newbury, Vt.

# 1869.

## UNIVERSITY CHARTER ESTABLISHED

Boston University is chartered by three businessmen, Isaac Rich, Lee Claflin, and Jacob Sleeper. The Boston Theological Seminary is the University's first department.

# 1867.

## DIVISIONS OPEN TO WOMEN

Boston University is among the first universities in the United States to open all of its divisions to women students.

# 1877.

## FIRST JAPANESE LAW GRADUATE

Takeo Kikuchi is the first Japanese graduate of Boston University School of Law.

## FIRST BLACK LAW GRADUATE

Emanuel Hewlett is the first Black Boston University School of Law graduate and one of the first Black degree recipients of a major US law school.



## FIRST PHD AWARDED TO A WOMAN

Boston University is the first university to award a PhD to a woman, Helen Magill White.





## 1955.

### MLK, JR. RECEIVES PHD

Martin Luther King, Jr., earns a PhD from Boston University. After receiving the Nobel Peace Prize in 1964, he presents his papers to BU's Special Collections (now called the Howard Gotlieb Archival Research Center).

## 1924.

### FIRST DEAN OF WOMEN NAMED

Lucy Jenkins Franklin is the first Dean of Women.

## 2002.

### ELIE WIESEL CENTER FOR JEWISH STUDIES

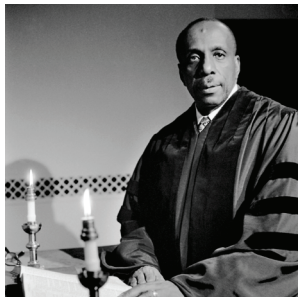
The Center for Judaic Studies (later renamed the Elie Wiesel Center for Jewish Studies) coordinates with and supports all academic programs relating to Jewish studies and sponsors lectures, conferences, publications, and cultural programs featuring the films, theater, and music of Jewish studies.



## 1953.

### FIRST BLACK DEAN NAMED

Howard Thurman is named dean of Marsh Chapel, becoming the first Black dean in a predominantly white university.



## 1986.

### PROFESSOR ELIE WIESEL BECOMES NOBEL LAUREATE

Elie Wiesel, Boston University professor of humanities, wins the Nobel Peace Prize. A political activist and Holocaust survivor, Wiesel is the author of *Night*, a renowned memoir that describes his experiences during his imprisonment in several concentration camps.



### HOWARD THURMAN CENTER FOR COMMON GROUND

Boston University's cultural center, the Howard Thurman Center for Common Ground, is founded, based on the "common ground" philosophy of Howard Thurman. The center hosts cultural programs, activities, and services designed to build community through self-exploration and shared experiences.

## 2008.

### A PROGRAM FOR BU'S FIRST-GENERATION STUDENTS

Through the University Service Center, BU hosted the first welcome reception for First Gen Connect, a program for students who are first in their family to attend college. In 2021, that initiative becomes the Newbury Center, which serves as a resource for students to ensure a smooth and successful transition from high school to college life and beyond.



# 2011.

## MED SCHOOL FIRST TO MARCH IN PRIDE PARADE

Students, faculty, and staff at Boston University School of Medicine take part in Boston's annual Pride Parade, the first medical school in the country to march under its school flag.



# 2016.

## DIVERSITY & INCLUSION TASK FORCE CREATED

The Task Force on Faculty Diversity & Inclusion is charged with facilitating a set of University-wide discussions about how the University can become the diverse, inclusive community of faculty it envisions, and with developing recommendations that will help achieve this goal. The task force submitted its final report to the president and provost in 2016.

# 2018.

**BU D&I**

## TASK FORCE ON LGBTQIA+ FACULTY AND STAFF LAUNCHED

The University forms the Task Force on LGBTQIA+ Faculty and Staff and charges the group with developing ways to improve the workplace experience of our LGBTQIA+ faculty and staff. The provost's office approves the recommendation for a professionally staffed LGBTQIA+ center. The center is located at 808 Commonwealth Avenue in Suite 255.

## BUMC STARTS PRIDE GROUP

BUMC Pride is founded to provide a safe, supportive environment for LGBTQIA+ students, faculty, and staff, and to showcase their diversity on the Medical Campus. To break down prejudices and misconceptions that can undermine patient care and personal growth, the group also seeks to educate future and current health professionals on the social issues and health concerns of the LGBTQIA+ community.

# 2014.

## UNIVERSITY CRAFTS OFFICIAL STATEMENT ON DIVERSITY

The University creates a diversity statement, approved by the Board of Trustees, spelling out BU's mission to build and sustain an equitable and inclusive environment where all members of the community can contribute and thrive.

# 2017.

**BU D&I**

## BU ANNOUNCES FIRST ASSOCIATE PROVOST FOR DIVERSITY & INCLUSION

BU names award-winning poet Crystal Ann Williams to the newly created position of associate provost for diversity & inclusion, reporting to the University's provost. Williams is charged with diversifying the BU workforce and developing structures, practices, and policies that advance the University's overall commitment to become a more diverse, equitable, and inclusive institution.

**BU D&I**

## BU D&I BUILDS COMMUNITY

We host the University's first-ever luncheons for LGBTQIA+ faculty & staff, allies & advocates, and faculty & staff of color, leading to the formation of Faculty & Staff Community Networks in 2020.







# 2019.

BU D&I

## BU D&I LAUNCHES LEARN MORE SERIES

The first year of our signature program, the Learn More Series, launches with a focus on race.

# 2020.

## HOWARD THURMAN CENTER FOR COMMON GROUND EXPANDED

The relocated and expanded Howard Thurman Center for Common Ground (HTC) opens at 808 Commonwealth Ave., the latest addition to a culture and arts city block that includes CitySpace, the Joan & Edgar Booth Theatre, and CFA's Production Center.

BU D&I

## BU D&I LAUNCHES FACULTY & STAFF COMMUNITY NETWORKS

In February 2020, four Faculty & Staff Community Networks (FSCNs) launch, bringing together colleagues from across BU's campuses to share space and resources, and to create community together. FSCNs include groups for faculty & staff of color, allies & advocates, faculty & staff with disabilities and their allies, and LGBTQIA+ faculty & staff.

BU D&I

## A DAY OF COLLECTIVE ENGAGEMENT: RACISM AND ANTIRACISM, OUR REALITIES AND OUR ROLES

As a university dedicated to knowledge and truth, we feel it is the responsibility of our entire community to learn, think, and act in pursuit of social justice. In that spirit, Boston University holds a day of collective learning and reflection on race, racism, and their impact on our society and communities.

BU D&I

## INCLUSION CATALYST GRANTS KICKOFF

BU D&I begins to award grant funding to support any initiative on campus that stimulates efforts to foster inclusive and equitable community at BU. Whether it's a student group, an individual staff member, or a cohort of faculty, we help to realize a vision for a better BU.



## IBRAM X. KENDI, LEADING SCHOLAR OF RACISM, JOINS BU AND LAUNCHES BU CENTER FOR ANTIRACIST RESEARCH

On July 1, the University announces the launch of the BU Center for Antiracist Research, and the hiring of its founder, Ibram X. Kendi. "My hope is that it becomes a premier research center for researchers and for practitioners to really solve these intractable racial problems of our time," Kendi said. "Not only will the center seek to make that level of impact, but also work to transform how racial research is done."

BU D&I

## BU CREATES SENIOR DIVERSITY OFFICER POST

Longtime trustee Andrea Taylor is tapped for this senior leadership position reporting directly to the president, working with other University leaders to advance an agenda of diversity, equity, and inclusion by creating the Antiracism Working Group and Community Safety Advisory Committee.

BU D&I

# 2021.

## BU D&I TEAM GROWS

In only six months, our team grows over 160% to include five new positions spanning learning & training, faculty diversity initiatives, special projects, and communications.

## Our **TEAM.**

The success of Boston University Diversity & Inclusion (BU D&I) as a force for institutional change and equity depends on an extensive network of colleagues, allies, and University leaders. But as a central organization, BU D&I is represented by the following individuals.



**THE 2021 BU D&I TEAM.** Left to right:  
Thiago Abreu, Kristen Handricken, Megan Segoshi,  
Abby Burmeister Styles, Karin Firoza, Mike Tom

### LEADERSHIP

## **Crystal Williams.**

**FORMER VICE PRESIDENT AND ASSOCIATE PROVOST FOR COMMUNITY & INCLUSION, PROFESSOR OF ENGLISH**

Crystal arrived at BU in 2017 in the newly created role of Associate Provost for Diversity & Inclusion. Following the launch of the BU 2030 Strategic Plan in 2019, Crystal's responsibilities expanded to oversee the implementation of two Strategic Plan pillars: "Community: Big Yet Small" and "Diversity, Equity, and Inclusion" as Vice President and Associate Provost for Community & Inclusion. Crystal provided leadership, vision, management, and strategic direction for initiatives that support the development of strong communities of faculty, staff, and students, and that promote diversity, equity, and inclusion within BU's 17 schools and colleges. She worked closely and collaboratively with academic and administrative leaders on efforts to build the excellence of BU's faculty and academic appointees, to nurture a positive campus climate, and to enhance diversity within the academic program. She also provided oversight to the University's Organizational Development & Learning effort, which offers training and professional development to BU's 10,000 staff and faculty, as well as oversight over the University's Arts Initiative, the Newbury Center for first-generation-to-college students, the LGBTQIA+ Center for Faculty & Staff, and BU's Living and Learning Communities.





# Our STRATEGIES.

We strive to make our vision a reality through five central strategies, which guide our programming, events, workshops, trainings, and grants. These impactful initiatives turn our vision into concrete actions that make BU a more diverse, inclusive, and equitable institution for the future.

1.

## Build CAPACITY.

Every student, staff, faculty, leader, and alum has a role to play in ensuring Boston University embodies its stated institutional principles regarding diversity, equity, and inclusion. In order that people have the knowledge and tools required to be effective allies, ambassadors, and change agents, BU D&I helps build the capacity of our constituents. We catalyze meaningful conversations, host large- and small-scale trainings and workshops, provide funding support and grants, and produce programs and points of connection to help support knowledge and skill development. We believe that through building our collective capacity, we'll help reach our goals, harness the power of the collective, and foster greater engagement in the immediate and long-term experience.



We believe  
in commas,  
not periods.



### LEARN MORE SERIES

We believe in commas, not periods. From lunch lectures to workshops and seminars, our aim is to keep the conversation going. Each year, we pick a central theme, such as race or class, and build programming around it. In a community as big as ours, there are numerous ways to be an effective participant, ally, and advocate.

The Learn More Series launched in 2019 with a focus on race and racism. We delved deep into social class in 2020, welcoming renowned speakers and authors such as Dr. Anthony Abraham Jack, author of *The Privileged Poor: How Elite Colleges Are Failing Disadvantaged Students* (Harvard University Press), and sociologist Dalton Conley. In 2021 we sought to better understand the lived experiences, culture, and history of people with disabilities and the impacts of ableism through talks, lectures, and panel discussions with distinguished guests, including world-renowned disability rights activist Judy Heumann and comedian Kristina Wong.



## LIVING LANGUAGE GUIDE

While some may learn well in group settings, others may prefer to explore and learn individually. To that end, we launched the Living Language Guide in 2021. This free digital guide is an ever-changing glossary of diversity and inclusion-related terms curated by BU D&I. The Living Language Guide was created to be just that: a guide. The terminologies and definitions you will see in the guide are not Boston University's recommended or mandated terminology. Rather, we hope that this Living Language Guide will serve as a resource for all at BU as we continue to shift the culture, build capacity, and create community together. Our hope is to give BU community members the tools they need to educate themselves at their own pace.

## LEARNING & ACTION WORKSHOPS

Building a better and more inclusive BU requires mutually understood language to communicate with one another. In 2021, we launched the Learning & Action Workshops series, an ongoing series of educational sessions that each focus on a set of concepts, phrases, and terminologies. Each session delves deep into the origins of terms like "implicit bias," "microaggressions," and "positionality," giving participants the tools they need to identify opportunities to apply these learnings to their role at BU. To date, we've hosted over ten workshops reaching more than 200 attendees and look forward to growing this program in the future.





Building a better BU requires mutually understood language.

### SELF-GUIDED TOOLKITS

Developed in 2021 and launched in early 2022, Self-Guided Toolkits are free online resources curated by BU D&I's Learning & Training team to delve into a single DEI topic through readings, podcasts, videos, and more.

At launch, toolkit topics included fundamental concepts, implicit bias and microaggressions, and white supremacy. As our collective understanding and language continues to change, so too will these Self-Guided Toolkits.



#### LEADERSHIP & SPECIAL PROJECTS

### **Karin Firoza.** ASSOCIATE PROVOST AD INTERIM FOR COMMUNITY & INCLUSION AND DIRECTOR OF SPECIAL PROJECTS FOR BU D&I

As Associate Provost ad interim for Community & Inclusion, Karin provides guidance and direction for BU D&I, Organizational Development & Learning, BU Arts Initiative, the LGBTQIA+ Center for Faculty & Staff, and the Newbury Center. As the Director of Special Projects, Karin engineers and designs major initiatives that are essential to advancing BU's commitment to establishing an inclusive and equitable community. She works collaboratively with various members of the BU community to identify opportunities and design solutions. Major projects include the implementation of a community concerns reporting system at the college level and the launch of a University-wide climate assessment.

#### DIVERSITY BY THE NUMBERS



**130+**

Countries represented by undergraduate & graduate students



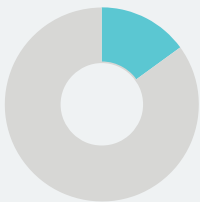
**30,655**

Alumni still reside in Massachusetts

## DIVERSITY BY THE NUMBERS



**9%\***  
of undergraduate  
students  
identify as  
having a  
disability



**14%\***  
of undergraduate  
students  
identify as  
LGBTQIA+

*\*Percentage based on number of students who responded to the question in the 2020 NSSE Survey. Actual percentage may vary.*



### LEARNING & TRAINING

## **Kristen Handricken.** **DIRECTOR OF LEARNING & TRAINING**

As the Director of Learning & Training, Kristen is responsible for creating dynamic, comprehensive, and multi-modal diversity, equity, and inclusion (DEI) related education and training programs across the University for faculty, staff, senior academic and administrative leadership, and students. She works to control the quality and content of DEI training across the University with a special eye toward building organizational capacity, ensuring consistency, and deepening integration of material across the University. Kristen's role is to help address unit-level DEI-related challenges (individuals and teams) and to create programmatic platforms focused on skill development, knowledge transmission, and operationalization of the University's DEI goals.



### LEARNING & TRAINING

## **Thiago Abreu.** **LEARNING & TRAINING SPECIALIST**

Thiago works alongside the Director of Learning & Training to provide trainings and workshops to BU faculty, staff, and students. He serves as an internal expert on organizational change processes that support diversity, equity, inclusion, and belonging at Boston University. Thiago assists in the design and delivery of curricula, webinars, workshops, presentations, trainings, and other learning and practice-based strategies for students, staff, and faculty across the University.





## Our **STRATEGIES.**

**2.**

### Set the foundation. **SHIFT THE CULTURE.**

We're influencing University-wide culture, climate, practices, and policies for the better. We build on and expand our institutional strengths, embolden campus allies and partners, and help to ensure that the many distinctive cultures across the University are inclusive, equitable, and are ones in which people can thrive and be full participants in the collective endeavor. We continue to build on Boston University's foundational principles of equity and access to education through our many events, programs, trainings, and initiatives such as the Inclusive Pedagogy Initiative.

## GRANTS

There is no shortage of doers, makers, and thinkers at Boston University. From book clubs to art exhibitions and training workshops, BU D&I is ready to catalyze and fund our community's vision for a more inclusive campus through four grants totaling up to \$45,000 of dispersible funds annually.

The **INCLUSION CATALYST GRANT**, launched in 2019, provides up to \$2,000 to BU students, faculty, or staff who require additional funds to support any initiative or event that fosters an inclusive and equitable community at BU. In 2019, when the Boston University School of Medicine's department of emergency medicine residents noticed an influx of Haitian Creole patients, they needed support to fund a short series of workshops to teach residents introductory Haitian Creole phrases to better communicate with patients. BU D&I is proud to have provided Inclusion Catalyst Grant funds to enable these trainings, leading to smoother patient interactions that are better tailored to community members. Inclusion Catalyst Grant funds have been used to support art exhibitions, film screenings and discussions, team retreats, workshops, and more.

In August 2021, we launched the **LEARN MORE GRANTS**, a series of three grants totaling \$30,000 in dispersible funds, each centered around the Learn More Series and its annual theme. The **LEARN MORE PROGRAMMING GRANTS** provide up to \$3,000 to students, staff, and faculty to host programs that dive deeper into the Learn More Series annual topic and educate BU community members about the history and lived experiences of underrepresented groups in our increasingly heterogeneous population of students, staff, and faculty. In the first semester of the Programming Grants' launch, we've catalyzed over a dozen events hosted by students, faculty, and staff across campus. **LEARN MORE TOGETHER GRANTS** encourage BU students, staff, and faculty to create Learn More Together Communities (LMTCs), which will foster stronger relationships between staff, faculty, and students and build capacity for skills and action with respect to the annual Learn More Series topic. **LEARN MORE RESEARCH GRANTS** provide BU faculty members with funding to support their high-impact research on social issues related to the annual Learn More Series theme. In the Research Grants' first year, we were able to support the work of four BU faculty members whose work focuses on disability and ableism, including Psychological & Brain Sciences Professor Deborah Kelemen's research study "How Children Evaluate the Social and Moral Standing of Individuals with Physical Disabilities" and Associate Professor of Teaching & Learning Zach Rosetti's study "Exploring Inclusive School Culture: An Examination of How Culture Is Constructed to Include a Range of Diverse Students."



Our **STRATEGIES.**

**3.**

Connect people.  
**FOSTER COMMUNITIES.**

By connecting people on our campus, we catalyze a more profound sense of collaboration, interdependence, connection, and unity among community members. We work to connect people professionally and socially along many different axes such as identity and interest area. Our goal is to ensure that the University remains an institution where our differences are understood to be a source of mutual power, insight, and effectiveness. BU D&I creates space and opportunities for our communities to thrive through Faculty & Staff Community Networks (FSCNs), regular community gatherings, social events, and more.

**FACULTY & STAFF COMMUNITY NETWORKS (FSCNS)**

**FACULTY & STAFF COMMUNITY NETWORKS (FSCNS)**

In spring 2020, we helped to formulate and launch BU’s first-ever identity-based faculty and staff community organizations to foster connection across BU’s campuses. The four current Faculty & Staff Community Networks (FSCNs) hold space, share information and experiences, and support one another based on identity. Working in a volunteer capacity, network leaders are current BU faculty or staff who are passionate about fostering community at BU. We provide ongoing support for leadership development, programming, and communications.

Get to know each of the FSCNs:

- **FACULTY & STAFF OF COLOR COMMUNITY NETWORK** seeks to support and advance faculty and staff of color through collaboration, celebration, empathy, and knowledge.
- **LGBTQIA+ FACULTY & STAFF COMMUNITY NETWORK** seeks to promote a deeper sense of community and celebrate identity among LGBTQIA+ faculty and staff across Boston University. With over 150 members as of February 2021, the network is excited to continue to grow their network. In spring 2020, the LGBTQIA+ FSCN launched the BU Out List, the first-ever online resource for connecting BU’s queer staff and faculty.
- **STAFF AND FACULTY EXTEND BOSTON UNIVERSITY DISABILITY SUPPORT (SAFEBUGS)** hopes to empower faculty and staff with disabilities at Boston University to advocate together as a community for resources, information, and support. SAFEBUGS leaders were important partners for BU D&I as we explored disability and the impacts of ableism through our 2021 Learn More Series.
- **ALLIES & ADVOCATES FACULTY & STAFF COMMUNITY NETWORK** builds community and capacity to improve the culture and climate of diversity and inclusion at Boston University through self-awareness, education, positive and proactive engagement, and solidarity.





**ADMINISTRATIVE STAFF**

**Abby Burmeister Styles.**

**ASSISTANT TO THE VICE PRESIDENT AND ASSOCIATE PROVOST FOR COMMUNITY & INCLUSION**

Abby manages the calendar of the Vice President and Associate Provost for Community & Inclusion, staffs our working groups, and makes sure BU D&I is running as a team. She also works to coordinate with the Community & Inclusion partners, and acts as a main point of contact for BU D&I, as well as a liaison to other administrators. A graduate of the University of New Hampshire, Abby brings over six years of organizational, project management, and research expertise to BU D&I.



**FACULTY DIVERSITY INITIATIVES**

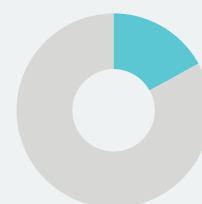
**Megan Segoshi.**  
**MANAGER OF FACULTY DIVERSITY INITIATIVES**

Megan Segoshi is BU's Manager of Faculty Diversity Initiatives. She works collaboratively with key stakeholders across campus to develop infrastructure to support, recruit, and retain faculty from groups historically underrepresented in the professoriate. Megan designs and delivers faculty diversity training workshops, hosts faculty community gatherings, and manages select grant and program initiatives that support the success of a diverse and inclusive faculty at Boston University.

**DIVERSITY BY THE NUMBERS**



**50%**  
of undergraduate students receive financial aid



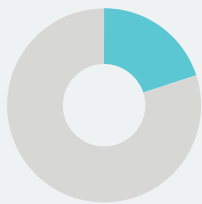
**17%**  
of undergraduate students are Pell Grant recipients

## DIVERSITY BY THE NUMBERS



**20.5**

Average age of undergraduate students



**19%**

of undergraduates are first-generation college students



### COMMUNICATIONS

## **Mike Tom.** COMMUNICATIONS MANAGER

As the BU D&I Communications Manager, Mike oversees the strategy, design, and production of web, creative, and printed content as well as the office's social media presence, amplifying BU D&I's work. Mike serves as a liaison to BU's 17 schools and colleges, working in collaboration with communications specialists across the University to ensure consistent voice and messaging. He manages email marketing and works with media to generate press coverage on behalf of BU D&I.



### FACULTY FELLOW

## **Deborah Chassler.** FACULTY FELLOW FOR DIVERSITY & INCLUSION

Deborah Chassler is BU's Faculty Fellow for Diversity & Inclusion for the 2020–2021 academic year. Deborah leads a holistic process evaluation project of BU Diversity & Inclusion programming efforts. The project includes interviews with key stakeholders (leadership, staff, implementers, participants) to track and document the creation and implementation of selected Diversity & Inclusion projects and programs—including missions, vision, values, and goals—with a particular focus on programs that are initiating structural change. Qualitative analysis of interviews will help provide BU D&I with an enduring document and insights into the work accomplished thus far and what areas might be strengthened. It will also provide BU with a valuable archive of the start-up and early work of the University's Diversity & Inclusion efforts.





## Our **STRATEGIES.**

**4.**

### Recruit, Retain, **PROMOTE THRIVING.**

We support the recruitment and growth of our world-class faculty and staff and work to develop faculty-specific programs through Faculty Diversity Initiatives, such as the Emerging Scholars Program, Great Topics Program, and Target of Opportunity Program. We also work to help promote thriving by supporting staff and faculty professional development and social engagement across the University. Read more about each of these programs.

### **BU FACULTY RECRUITMENT COMMITTEE**

Boston is a city of neighborhoods, rich with culture, food, and traditions from around the world. So how can we shift the narrative of Boston as a racist and unfriendly city when potential faculty with under-represented identities consider taking up teaching positions at Boston University? First launched in 2019, the BU Faculty Recruitment Committee is a non-evaluative committee consisting of BU faculty of color. Faculty candidates may opt to meet with Recruitment Committee members as part of their interview process. The intent of the Recruitment Committee is to provide faculty candidates with an opportunity for informational interviews and candid conversations where candidates can ask questions and have a frank and honest discussion about faculty of color experiences at BU and in the Greater Boston area.





## TARGET OF OPPORTUNITY HIRING PROGRAM

Announced alongside the University Scholars Program in 2019, the Target of Opportunity Hiring Program is comprised of two distinct tools that provide flexibility to deans as they pursue extraordinary faculty candidates from underrepresented cultural, racial, or ethnic identities.

The **TARGET OF OPPORTUNITY MECHANISM** provides flexibility to hiring departments that have been allocated a search under the existing process to identify, target, and recruit faculty who support BU's overall diversity and inclusion goals. The **TARGET OF OPPORTUNITY NEW LINES PROGRAM** allows deans to open entirely new faculty positions for specific candidates whose work exemplifies BU's diversity and inclusion goals to an extraordinary degree.

## FACULTY HIRING TRAINING

We believe that an important first step in influencing students' learning experiences on campus is to ensure we are attracting and hiring the best, most diverse faculty talent available. As we continue to build a more diverse, world-class faculty, we must reevaluate the very systems that lead to the hire (or not) of potential candidates. One of the first initiatives launched by BU D&I in 2018 was the creation of a training program for chairs and members of faculty hiring committees. During these mandatory trainings, BU D&I shares best practices for inclusive searches, organizing strategies for keeping candidates engaged, and new or different frameworks for assessing a successful candidate.





We have a duty to support and build our diverse, world-class faculty.



## UNIVERSITY SCHOLARS PROGRAM

As one of the country’s leading higher education research institutions, we have a duty to support and build our diverse, world-class faculty. In spring 2019, University Provost and Chief Academic Officer Jean Morrison announced the launch of the University Scholars Program, a key three-part initiative intended to increase diversity within the faculty, funded by BU, the Office of the Provost, and BU D&I.

The first piece of the University Scholars Program, the **EMERGING SCHOLARS PROGRAM**, is overseen by BU D&I and provides funds to BU departments to support individuals or groups of emerging scholars from historically underrepresented racial/ethnic groups, through various means, such as single-day symposia, multiple-day mini conferences, or multiple-day visits. Among the many Emerging Scholars Program participants from throughout the University, we’ve been able to support the Departments of Psychological & Brain Sciences, African American Studies, Electrical & Computer Engineering, Earth & Environment, History, and many more in bringing emerging scholars to BU.

Also part of the University Scholars Program initiatives to diversify BU faculty, the **GREAT TOPICS PROGRAM** is overseen by BU D&I and provides funds to departments to host important, bold, and beyond-the-typical conversations among leading thinkers and decisionmakers about issues explicitly related to diversity, equity, and inclusion. In 2022, BU’s Department of History and the African American Studies Program will cohost a Great Topics Program symposium focused on the role of universities in the establishment and perpetuation of racial inequalities and white supremacy.

Lastly, the **VISITING SENIOR SCHOLARS PROGRAM** supports eminent scholars whose work reflects the University’s strategic goals of developing a diverse, world-class community of scholars and decisionmakers. Academic departments receive funding from BU D&I to welcome Visiting Senior Scholars to campus for multiple-day visits or semester-long residencies.



**28.5**

Average age of master’s degree students

**28.4**

Average age of PhD or other doctoral degree students

5.

## Offer transparent **INFORMATION AND DATA.**

Because we believe our work is collective work, BU D&I is committed to communicating transparently with BU students, faculty, staff, alumni, and friends of the University through social media, regular newsletters, and more. We also believe that you can only change what you can observe and measure, so we work to ensure qualitative and quantitative data inform our activities. We strive to make sure that the University's data is as accessible and equitable as possible.



## THE CURATED, CROWDSOURCED, CULTURAL GUIDE TO BOSTON

We've been querying all the folks we know—nearly 34,000 students and more than 10,000 faculty and staff—for local recommendations in an effort to share Boston's cultural and community resources with current and prospective Terriers. The result is a robust, searchable online resource we're calling The Curated, Crowdsourced, Cultural Guide to Boston. Consider it an exchange of ideas among friends. Looking for a great natural hair stylist in the area? A meal that reminds you of your grandmother's home-cooked Korean food? What about doctors who are known to welcome patients who are trans? The list of questions from newcomers about building a fulfilling, enriching life in Boston is nearly inexhaustible.

## DATA DASHBOARD

You can't change what you can't measure. We won't shy away from transparency, even when the numbers don't represent growth. Each year, we partner with BU Analytical Services & Institutional Research to publish year-over-year demographic changes in our student, faculty, and staff populations. At BU, our story continues to evolve as we strive to build an ever more diverse and inclusive environment for learning, working, and living. We know there is always more work to do, but the data on the Data Dashboard helps to illustrate what our community looks like today and our commitment to the belief that with diversity comes excellence.

## COMMUNICATIONS

BU D&I launched our website in 2019 with a goal of putting information at the fingertips of our community members. Our website is a crucial tool for connecting, sharing, and promoting our many events, initiatives, and opportunities to get involved. Through regular newsletters, active social media accounts, press coverage, and more, we work to keep BU informed and engaged in our work at every step.



## Our DATA.

### UNDERGRADUATE STUDENTS.

#### RACE (% CHANGE OVER 5 YEARS)

African American or Black:	+8%
American Indian or Alaska Native:	-60%
Asian:	+30%
Hispanic/Latinx:	+7%
Native Hawaiian or Pacific Islander:	-45%
International:	-2%
White:	-15%
Two or more races reported:	+23%

### GRADUATE STUDENTS.

#### RACE (% CHANGE OVER 5 YEARS)

African American or Black:	+3%
American Indian or Alaska Native:	-57%
Asian:	+33%
Hispanic/Latinx:	+23%
Native Hawaiian or Pacific Islander:	-46%
International:	+28%
White:	+2%
Two or more races reported:	+26%

#### AVERAGE AGE

Master's degree student:	28.5
PhD or other doctoral degree student:	28.4
Certificate or nondegree student:	27.7

Data as of the 2020–21 academic year.



You can't  
change what  
you can't  
measure.

### FACULTY.

#### RACE (% CHANGE OVER 5 YEARS)

African American or Black:	+50%
American Indian or Alaska Native:	0%
Asian:	+9%
Hispanic/Latinx:	+17%
Native Hawaiian or Pacific Islander:	0%
International:	+10%
White:	-4%
Two or more races reported:	+38%

### STAFF.

#### RACE (% CHANGE OVER 5 YEARS)

African American or Black:	+23%
American Indian or Alaska Native:	-33%
Asian:	+40%
Hispanic/Latinx:	+38%
Native Hawaiian or Pacific Islander:	-43%
International:	+61%
White:	-1%
Two or more races reported:	+8%

## Our **PARTNERS.**

Our strength lies in our multiplicity. With nearly 34,000 students and 10,000 faculty and staff, Boston University is a city within a city. We seek to leverage a multitude of experiences to build a culture that embraces and elevates us all. Over the last five years, we've initiated, grown, and supported key partnerships throughout the University, including the launch of two professionally staffed centers on campus that support the success of underrepresented students, faculty, and staff.

### **The Newbury Center.**

The Newbury Center opened its doors in January 2021 with the goal of fostering the holistic success of first-generation students at Boston University—students we refer to as “Terrier F1rstS.” The Newbury Center is named for—and endowed by a \$6 million contribution from—Newbury College, a private liberal arts institution that closed its doors in Brookline in 1919 after more than half a century of serving students from all backgrounds, 70 percent of whom were the first in their families to go to college.







The center is led by Maria Erb, the inaugural director of the Newbury Center. Maria's hire was made following the unanimous recommendation of the selection committee as an extraordinary candidate. BU D&I regularly partners with the Newbury Center to host receptions and training sessions for faculty and staff to better support the first-generation students they work with or to assist first-generation faculty and staff in navigating the ins and outs of higher education.

Located in the heart of the Charles River Campus at 755 Commonwealth Avenue, the Newbury Center is a highly visible, transformative unit of the University, offering programming and services designed to ensure that first-generation students experience the same sense of well-being, belonging, self-efficacy, and academic accomplishment as their continuing-generation peers.



## The LGBTQIA+ Center for Faculty & Staff.

In fall 2019, University Provost Jean Morrison and Vice President & Associate Provost for Community & Inclusion Crystal Williams announced the findings of a task force charged with recommending ways to improve the workplace experience of Boston University's LGBTQIA+ faculty and staff. Among the core priorities put forth by the Task Force on LGBTQIA+ Faculty and Staff was the creation of a professionally staffed center on campus to support and connect employees who identify as LGBTQIA+. Following the recommendation of a faculty and staff hiring committee, BU hired Debbie Bazarsky, the inaugural director of the LGBTQIA+ Center for Faculty & Staff, in 2021. With partnership and guidance from BU D&I, the LGBTQIA+ Center for Faculty & Staff officially opened in September 2021.

Our **PARTNERS.**









Boston University's LGBTQIA+ Center for Faculty & Staff serves all of BU's campuses. The center engages the BU community to foster a sense of belonging and connectedness for LGBTQIA+ faculty and staff; increase the visibility of LGBTQIA+ resources, research, and scholarship; celebrate the contributions of the diverse LGBTQIA+ community at BU; and improve recruitment and retention of LGBTQIA+ faculty and staff in the development of an inclusive and equitable workplace. The center is a physical and virtual space where members of the community can network, share experiences, engage in intellectual interchange, and find community. The center provides programming, consultation, professional development, resources, and advocacy that fosters an inclusive and affirming living, learning, and workplace environment. Through an intersectional focus, collaboration, and opportunities for synergy, we seek to spark transformation.


Located at 808 Commonwealth Avenue, the LGBTQIA+ Center for Faculty & Staff provides support and advocacy for LGBTQIA+ members of the BU community, offers an open space to talk and listen, leads ongoing training to create a more inclusive campus climate, and gives resources and referrals for LGBTQIA+-related services both on campus and in the Greater Boston area.

**Boston University** Diversity & Inclusion


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