

BIOLOGY DEI

Diversity | Equity | Inclusion

Celebrate Diversity with us

Stop by our Diversity board located on the third floor and share an aspect of your identity with us.

Biology DEI Committee

Sarah McMenamain
Emrah Altindis
Kari Jensen
David Burgess
Suyen Espinoza Miranda

In a rush? Scan here and read on the way



A piece on diversity

By Maira Ahmed

Diversity, equity, and inclusion have recently gained recognition as popularized concepts employed by facilities seeking recognition. This listless promotion of diversity is driven to gain public approval, without true understanding of what these terms mean to minority populations and why they have emerged.

Diversity is the enhanced presence of individuals from various backgrounds in any given setting and is at its core, a product of globalization. The melding of people from various nationalities drives society forward, technologically and morally. Increased diversity in modern day countries is therefore, a natural and beneficial occurrence. The lack of inclusion however, barricades minorities into low-income positions.

Inclusion, or the focused effort to recruit individuals from minority populations, has been made necessary due to socioeconomic barriers preventing upward mobility of otherwise capable individuals. The prevention of such inclusion is detrimental to societal advancement. This is because progressive change is driven through creative ideas and the inclusion of a diverse array of individuals, will undoubtedly give rise to greater innovation.

Equity is the culmination of diversity and inclusion. True equity is in equal opportunity and upward mobility that is impartial of social standing or ethnicity. However, often minorities in prominent positions are treated as exceptions from their communities. They are characterized as successful despite their heritage rather than successful as product of their culture. Equity is more than just people of color gaining more influential positions, it requires the recognition that all people of color are capable.

Overcoming such ingrained prejudices can seem incredibly daunting. How do you change an unconscious mindset? It begins with the acknowledgement that unconscious biases do not make



an individual unethical. Systematic racism has had many victims but change is an ability inherent in all of us. We can all learn from one another and support one another in order to better our society, one person at a time.

Come check out our DEI bookshelf



We are thrilled to announce we have a DEI bookshelf. If you are curious and eager to learn more about DEI matters, we offer you a great literature selection. This month we want to feature "Diversifying STEM: Multidisciplinary perspectives on Race and Gender." You can check out this book at the Bio main office.



Bio DEI Committee Statement about mass shooting in Atlanta

We are devastated to hear the news of the [mass shootings in Atlanta](#). Most of the people murdered were Asian Americans, which is especially disturbing in the wake of [escalating violence](#) against Asian Americans and Pacific Islanders (AAPI). Whatever the motives behind this monstrous slaughtering, this is an unspeakable tragedy for the victims and their families, for the AAPI community, and for all of us. Within BC Biology, we urge everyone to be aware of the potentially detrimental effects of these attacks on our AAPI students, and to offer whatever support you can. [Here](#) and below, you can find some resources for faculty, students, and staff on how to speak with students about violence, support our AAPI students, and respond.

Upcoming Events

April 9-11: Spectrum Retreat is a weekend retreat for LGBTQ+ BC students to engage in conversation, reflection and community building. Learn more and register [here](#).

Every Friday in April @ 2pm: Want to try fitness from a new perspective? Come try out this seated HIIT class made for everyone. [Sign up here](#).

April 20: Another Side of Migration: Absence and the Agency of Women. Virtual preview of a film featuring strong, thinking women in Guatemala who, faced with the grief and pain of family separation caused by migration. Register [here](#).

Resources

Scholarship program for URM students as undergraduates to get PhDs in STEM. Learn more: [Meyerhoff program at UMBC](#).

Please share your perspective with us. We want to hear from you !

Please take our [Biology DEI survey](#) so we can learn where our department stands in our DEI efforts.

We also want to know if our Newsletter is useful. **Please use the following QR code and let us now!**

Connect with us : BiologyDEI-ggroup@bc.edu.



@bc_bio_dei

