

Faculty Diversity Initiatives.

AT BOSTON UNIVERSITY DIVERSITY & INCLUSION

BU D&I STARS (Supporting Thriving, Achievement, Retention, & Success) Program

The [BU D&I STARS Program](#) is a learning community of early-career scholars from underrepresented racial and ethnic groups in their first two years of their faculty career. Throughout the academic year they gather to engage in professional development activities, writing time, and wellness activities, and are paired with a senior faculty mentor. Participants are nominated by their Dean in the Spring semester for the following academic year.

Designing Antiracist Curricula Fellowship

The [Designing Antiracist Curricula \(DAC\) Fellowship Program](#) was created in partnership with the Center for Antiracist Research and the Center for Teaching & Learning to engage BU educators in a year-long process of designing or redesigning a course through an antiracist lens with the intention of eventually integrating it into their department's curriculum. Applications for the DAC Fellowship Program open every Spring semester.

Emerging Scholars Program

Each year, departments across BU can apply to host an [Emerging Scholars Program](#), which brings late-stage terminal degree candidates from underrepresented racial and ethnic groups to campus to engage in professional development activities, research presentations, networking, and mentorship. The goals of the Emerging Scholars Program are to normalize the presence of Black and Brown people in BU departments, expand the networks of both BU faculty and the Emerging Scholars themselves, and ultimately to encourage exceptional scholars from underrepresented racial and ethnic groups to join the academy. Applications for the Emerging Scholars Program open late in the Fall semester for the following academic year.

Community Building Opportunities

Each semester, BU D&I facilitates opportunities for faculty of color, LGBTQIA+ faculty, and first-generation faculty to gather socially to form connections, build relationships, and be in community with others who share their identities. These community building opportunities consist of luncheons, receptions, and other informal social gatherings.

Faculty & Staff Community Networks (FSCNs)

BU D&I's FSCNs foster and promote a healthy and supportive culture for faculty and staff engaged with issues related to diversity, equity, inclusion, justice, and full participation within the BU community. There are four FSCNs at BU: The Faculty & Staff of Color Community Network, the LGBTQIA+ Faculty & Staff Community Network, Staff and Faculty Extend Boston University Disability Support (SAFEBUGS), and Allies & Advocates.

Learn More Research Grant

Faculty members whose scholarship aligns with the year's Learn More Series theme are eligible to apply for up to \$5,000 to support specific research projects. The goal of the [Learn More Research Grant](#) is to support scholarship that seeks to affect social change and advance our knowledge and understanding of the Learn More Series theme. Applications each Spring semester for the following academic year.

Recruitment Committees

BU D&I convenes the [Faculty of Color Recruitment Committee and the LGBTQIA+ Recruitment Committee](#), which are non-evaluative committees that any finalist faculty candidate may choose to meet with to ask questions about the experiences of faculty of color and LGBTQIA+ faculty at BU and in the city of Boston. BU D&I also partners with ARROWS (Advance, Recruit, Retain, and Organize Women in STEM) to provide opportunities for women faculty candidates in STEM fields to connect with current faculty during the interview process.

Visit the [BU D&I Events Calendar](#) to learn more about trainings, programs, and other ways to be part of the conversation -and transformation- of diversity and inclusion at BU!