Boston University School of Medicine Diversity & Inclusion Fellowship

Position Description

The BUSM Diversity and Inclusion Fellowship will be a one year, 40hr a week paid fellowship with student benefits that will provide a current health professions student the opportunity to contribute directly to the mission of the DIO, develop expertise in matters of equity and inclusion, and further innovative initiatives that will directly impact BUSM.

This position serves to advance the vision of the Diversity and Inclusion Office (DIO) at Boston University School of Medicine (BUSM) and on the Boston University Medical Campus (BUMC). This Fellow will support the Associate Dean and Assistant Deans of Diversity and Inclusion in their commitment to promote an inclusive climate and a culture of equity. The core domains of this role will be to develop programming that bolsters the education, recruitment and retention of diverse individuals at all levels, to foster collaborations with all departments and offices on BUMC, to expand diversity and cultural humility among students, faculty, and staff, and to advance a unique strategic institutional innovation, that is established as a part of each Diversity and Inclusion Fellowship agreement. The Fellow will continue to work with the Medical Educations Office to implement an equity curriculum as part of the entire BUSM curricular redesign which will begin in August 2022. In addition the fellow will help advance innovative scholarship, programming and projects that foster key partnerships across BUMC. The fellowship is not limited to the aforementioned initiatives, there is both room and an expectation for creative input and idea creation by the incoming fellow.
Diversity & Inclusion Fellow Position Description
Fellowship Term: May/June 2022 – May/June 2023

Core Responsibilities include but are not limited to:

**Broad Diversity & Inclusion Initiatives**
- BUSM Specific DEI Initiatives
  - Anti-Racist Taskforces with the respective Associate Deans
  - Diversity Dashboard Development & Maintenance
  - Collaboration with Admissions Office to increase the number of URM students
  - Continued engagement in the development of the Equity curriculum
- BUMC DEI Initiatives & Partnerships
  - Glossary for Culture Transformation
  - URM GME Partnership

**Early Medical School Selection Program**
- EMSSP Research Initiatives
  - Database Creation
  - Data Analysis
  - Manuscript Development
- EMSSP mentor-at-large

**Community Engagement & Innovative Collaborations**
- Coordinate partnerships to advance collaborative opportunities and best practice models of diversity and inclusion. Key Partners include:
  - BU CRC Office of Diversity and Inclusion
  - BU School Of Public Health
  - BMC
  - BU School Of Dental Medicine

2022-2023 Strategic Initiative