

Documenting Our Commitment: The BU Profiles DEIA Tab

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BU School of Medicine



Associate Professor of Medicine – General Internal Medicine



Presentation Overview

- **Discuss the importance of DEIA to institutional culture**
- **Examine allyship & advocacy**
- **Review how to describe DEIA work**
 - **Personal Statement**
 - **CV**
 - **BU Profiles DEIA Tab**
- **Produce drafts of DEIA statements**



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Diversity.



Noun

Each individual is unique, and groups of individuals reflect multiple dimensions of identity: race, sex and gender, socio-economic status, sexuality, age, ability, national origin, religious beliefs, cognitive styles, personality, appearance, and much more. Valuing diversity means embracing and celebrating the rich dimensions of difference that exist in groups and eliminating interpersonal and institutional biases based on these differences.

Source
Southern Jamaica Plain Health Center

Listed under topic(s)

Justice, Equity, & Belonging

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Equity.

Noun

The state in which differences in life outcomes are not predicted by one’s race, sex and gender, and other dimensions of identity, with specific emphasis on populations bearing the burden of inequities (e.g., people of color, women, LGBTQIA+ individuals). Valuing equity means engaging those most impacted by structural inequity in the creation and implementation of institutional policies, practices, and messages that eliminate unfair differences in outcomes, so everyone has the means and opportunity to improve the quality of their lives. Equity is both a process and an outcome.



Equity does not mean equality. Although both aim to achieve fairness, an equality approach treats everyone the same regardless of need, while an equity approach treats people differently and appropriately dependent on need.

Source
Adapted from [Southern Jamaica Plain Health Center](#)

Listed under topic(s)

[Disability & Accessibility](#)

[Justice, Equity, & Belonging](#)

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Inclusion

Noun



The fundamental and authentic integration of historically and currently excluded individuals and/or groups (e.g., Black, Indigenous, people of color, women, transgender and gender non-binary individuals, and the intersection of structurally marginalized identities) into positions, processes, activities, and decision and policy making in a way that shares power, values input and engenders belonging. In terms of understanding inclusion, we must understand who is excluded.

Source
Adapted from [Southern Jamaica Plain Health Center](#), informed by the [NIH](#) and [AAMC](#)

Listed under topic(s)

[Disability & Accessibility](#)

[Justice, Equity, & Belonging](#)

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Accessibility

Noun

The "ability to access" the functionality of a system or entity, and gain the related benefits. The degree to which a product, service, or environment is accessible by as many people as possible. Accessible design ensures both direct (unassisted) access and indirect access through assistive technology (e.g., computer screen readers). Universal design ensures that an environment can be accessed, understood, and used to the greatest extent possible by all people.

Source
[Harvard](#) Human Resources Glossary of Diversity, Inclusion and Belonging (DIB) Terms

Listed under topic(s)

[Disability & Accessibility](#)

- **Inclusion is being asked to dance**
 - Belonging is you:
 - get to help chose the music
 - dance like no one is watching
 - Uniqueness is feeling like your dancing & musical taste contributes to the party
- **Equity is how long you get to DJ & how much space you get on the dance floor**
- **Accessibility is ensuring that nothing prevents access to the dance floor**

Diversity is being invited to the party; ***inclusion*** is being asked to dance."

— VERNĀ MYERS

Why is it important?

- **Awareness**
- **Increased range of ideas, opinions, & talents**
 - Better understanding of diverse experiences & perspectives
- **Better research, science, & health care**
- **Leads to more diversity**
- **Right thing to do**

Promote our mission & vision

Vision

“We see Boston University as a diverse, rich, safe culture where each individual is allowed to be themselves and make original contributions.

Mission:

“...advocate for diversity, equity, and inclusion on the Medical Campus for students, staff, and faculty on their journeys in education, research, and service.”

Promote our mission & vision

- **Advocacy: “Championing another’s cause.” (Wade 2001: 66)**
- **Allyship: Commitment & effort to recognize one’s privilege & work in solidarity with oppressed groups for justice**
 - **End all forms of oppression, even those from which one may benefit**
 - **Reducing complicity in oppression & focus on promoting education & awareness**

Boston Medical Center, Boston University School of Medicine, and Boston University Medical Group’s Office of Equity, Vitality, and Inclusion. *Glossary for Culture Transformation*. 2021.

Boston University School of Medicine

Wade ME. Women and Salary Negotiation: The Costs of Self-Advocacy. *Psychology of Women Quarterly*. 2001;25(1):65-76. doi:[10.1111/1471-6402.00008](https://doi.org/10.1111/1471-6402.00008)



Documenting DEIA

- **Articulate & celebrate commitment to pursuing DEIA in pursuit of excellence**
- **Advancing DEIA is central to institution's past, present, & future**
- **Inclusive**
- **Reflects core values**
- **Essential to promoting:**
 - **Equitable patient care & health, research innovation, public trust, respect for each other**
 - **Recruitment, advancement, retention, & vitality of diverse faculty, staff, students, & trainees**

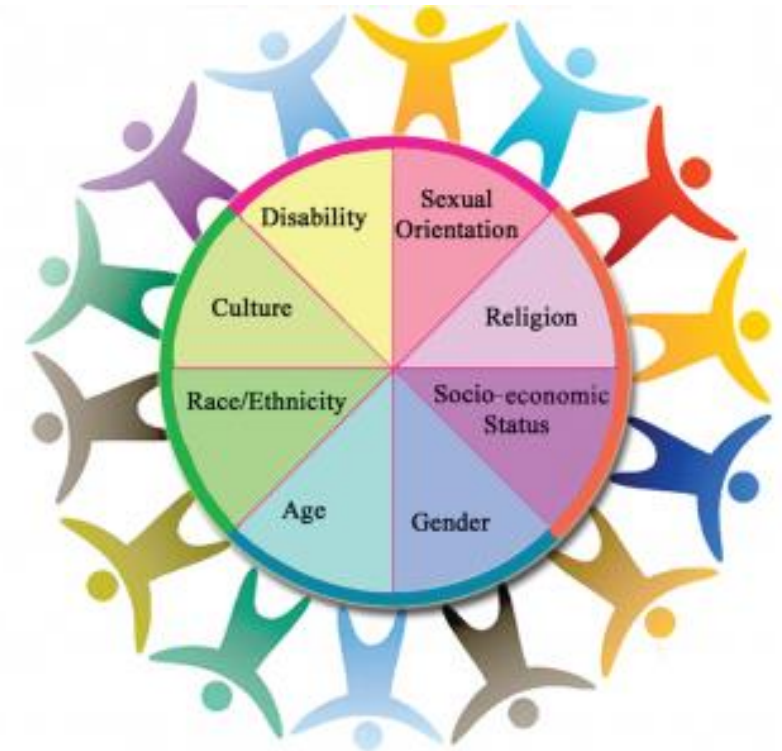
Diversity Dimensions

- **Abilities/Accessibility**
 - **Age/Aging**
- **First generation college student**
 - **Socioeconomic status**
 - **Gender**
 - **LGBTQIA+**
- **Immigration**
 - **Language**
 - **Race/Ethnicity**
- **Spirituality/Religion**
 - **Other identities**

- **Narrative on past, present, & planned contributions to principles of diversity, equity, inclusion, & accessibility**
 - **Statement unto itself**
 - **Incorporated into CV**
 - **Add to BU Profiles**

Types of Contributions

- **Clinical**
- **Mentoring**
- **Education/Teaching**
- **Research**
- **Administration**
- **Institutional Citizenship/Service**
- **Community Service**



- **Clinical:**
 - **Improving health of historically structurally marginalized individuals, such as individuals:**
 - **With a history of incarceration**
 - **Who are immigrants**
 - **Experiencing intimate partner violence**
 - **With a visual impairment**

- **Mentoring/Sponsoring:**
 - **Mentoring or sponsoring diverse faculty, staff, students, & trainees, e.g., individuals who are:**
 - **1st generation college students**
 - **LGBTQIA+**
 - **Disabled**
 - **Racial/ethnic group underrepresented in STEM**

- **Education/Teaching:**
 - Teaching students in the BUSM Summer Training as Research Scholars (STaRS) or equivalent departmental programs
 - Teaching about social determinants of health
 - Actively removing barriers to support the learning & participation of neurodiverse students in your teaching
 - Serving as committee member to promote resident diversity

- **Research:**
 - **Developing a program to support trainees from structurally marginalized backgrounds & fostering their career development experiences in preparation for an independent career in health-related research**
 - **Developing a research program that investigates health inequities in health care delivery**

- **Administration:**
 - **Analyzing data & improving your clinic's retention of diverse patients**
 - **Analyzing data & improving inequities in health metrics for your inpatient service**
 - **Leading a high school STEM summer program for structurally marginalized students**

- **Institutional citizenship/service:**
 - **Serving on committees that address the inclusion & welfare of students, staff & faculty from diverse groups & backgrounds**

- **Community Service (regional, national, international):**
 - **Serving on a Boston Public Health Commission's Racism Task Force**
 - **Providing health screenings or talks at community centers & religious gatherings**
 - **Serving on the Massachusetts Commission on the Status of Women**
 - **Serving on the Massachusetts Committee on Lesbian, Gay, Bisexual, Transgender & Queer Matters**
 - **Serving on your national professional organization's Diversity Committee**
 - **Co-authoring a scientific statement for national organization on Structural Determinants of Health or Accessibility**

DEIA Statement

Example

“My commitment to diversity, equity and inclusion manifests in two primary ways. First, I serve on the Department’s Diversity Committee. My role thus far has been to assist in a faculty search by providing feedback on the diversity of the applicant pool, including advocating for applicants that augment the diversity of the applicants. Second, as a First Year Group leader, I am in charge of mentoring first year BBSP students and my students often include members of typically underrepresented groups in the sciences. As such, I do my best to provide these students with a nurturing environment during their first year, and routinely liaise with the IMSD program to foster their development. I also currently mentor one graduate student in my laboratory who comes from an under-represented group, and I have sought to provide them with a rich training environment. Through these experiences, I have become aware of how gender, race, and socioeconomic status influence training opportunities and outcomes, and how this hinders the diversification of the faculty body.”

DEIA Statement

Example

“I am committed to promoting diversity, equity, and inclusion (DEI) in my clinical work, research and training programs. I have completed Bias 101 and Safe Zone training, and proudly display an equity sign on my laptop. On two occasions while using my laptop at a coffee shop, I have been approached by a complete stranger who said ‘thank you for your support’. In addition, 3 years ago I was asked to serve as a mentor to students enrolled in the UNC Science Enrichment Preparation (SEP) Program. SEP is an 8-week, honors-level academic enrichment program that targets first-generation, underrepresented minority, rural, and/or socioeconomically disadvantaged undergraduates seeking admission into graduate health professional programs. Students shadow a UNC faculty member in an area of their interest. Over the last 3 years I have mentored 4 students and remain a mentor to one of them. This activity is one of the most rewarding mentoring experiences for me because the students are eager, genuine and respond positively to any advice and guidance on their quest for a career in medicine. As I move forward in my career, I intend to continue to include issues of equity and inclusion in my bedside teaching. I commit to annually attending a seminar offered by the University Office of Diversity and Inclusion to learn more about the intersectionality of race, gender, and sexual orientation in clinical care and medical education, and to confront my own biases and the biases of our medical culture to improve inclusivity in my environment.”

Adding DEIA Activities to CV (BUSM)

- Under the heading labeled:

Diversity, Equity, Inclusion, & Accessibility Activities


- In between the sections on Teaching Experience & Responsibilities & Mentoring Activities
- Include activities' date(s) & brief description

- **BU Profiles: An open-source online research networking software tool**
 - **Enables individuals (either internal or external to BU) to locate potential collaborators & mentors by subject matter, name, institution, department, division, etc.**
 - **Offers traditional contact information & how individuals are connected to others in the larger BU research community via data-mining tools**

- Overview
- **DEIA**
- Other Positions
- Honors
- Research
- Publications
- Social/Media
- Keywords
- Mentoring
- Contact Info

- **DEIA Tab: Opportunity to document the activities of your CV that highlight your commitment to DEIA**
- **Organize/group by organization, date, role**

DEIA Tab: BU Profiles

 PROFILES Search Features 2020 BU CTSI - Help - Login to Profiles

About Profiles Research Networking Software

- Frequently Asked Questions
- How to Get a Profile Overview Sharing Data Interpreting the Graphics

Frequently Asked Questions

- What should go on the Diversity, Equity, Inclusion and Accessibility (DEIA) tab?
- Tell me more about the February 2020 - July 2018 update: NIH iCite, Center membership, Media Mentions, Dimensions Badge, and more
- Tell me more about the May 2017 update: New Interface, BU & BMC Sponsored Research, Altmetric, View Related Profiles, and more
- Tell me more about the November 2015 update: mentoring
- Tell me more about the December 2013 update: personalized URLs, enhanced search, Twitter, SlideShare, YouTube, privacy options, ORCID, and more
- Tell me more about the March 2013 update: websites, NIH Reporter and self-described keywords
- Who is listed in Profiles?
- Who can view Profiles?
- How do I get a BU profile, and what should I do after I get one?
- [How do I login to Profiles?](#)
- How do I edit my profile?
- How do I edit my photo?
- Can I edit my concepts, co-authors, or list of similar people?
- How can I modify the degrees displayed next to my photo and name?
- Why are there missing or incorrect publications in my profile?
- What are the lists of networks on the right side of my profile?
- What are Network Visualizations?
- How can I create or edit "my network"?
- Privacy Settings / Can I hide information in Profiles?
- What are the sources of data for Profiles?
- Can I allow someone else to edit my profile?
- What are the system requirements for using Profiles?
- Who maintains Profiles?
- Who created Profiles?
- Where can I get help with using BU Profiles?

What should go on the Diversity, Equity, Inclusion and Accessibility (DEIA) tab?

On the BU Profiles edit screen (see [how to edit](#)) there is an item titled "Diversity, Equity, Inclusion and Accessibility (DEIA)." When populated and set to visibility = Show, the DEIA tab will show to the public on a profile.

When writing your diversity, equity, inclusion and accessibility narrative you may find the BU/BMC Glossary for Culture Transformation (<https://www.bmc.org/glossary-culture-transformation>) and other resources on the BU Medical Group's "Equity, Vitality and Inclusion" website useful (<https://www.bumc.bu.edu/bumg/evi/evi-tools/>), as well as BMC's Health Equity Accelerator at [https://www.bmc.org/health](https://www.bmc.org/health-equity)

Examples of DEIA in BU Profiles:

- [Karen E. Lasser](#)
- [Vasan Ramachandran](#)
- [Eric Rubenstein](#)
- [Tuhina Neogi](#)
- [Gabrielle A. Jacquet](#)
- [Kaku So-Armah](#)
- [Larry Dunham](#)
- [Elise Morgan](#)
- [Emelia Benjamin](#)
- For additional samples, click [here](#)

Consider broadly reflecting on:

- Your values related to diversity
- Your experiences working with diverse populations

Boston University School of Medicine



<https://profiles.bu.edu/about/default.aspx?tab=faq#deia>



Vonzella A. Bryant, MD

**Assistant Professor**

Boston University School of Medicine

Dept of Emergency Medicine

MD, University of Pennsylvania School of Medicine

Websites

Emergency Medicine Faculty

Boston Medical Center Provider Profile

LinkedIn

[Overview](#)[DEIA](#)[Other Positions](#)[Publications](#)[Social/Media](#)[Honors](#)[Contact Info](#)**Media Mentions**

- [The Boston Globe](#)
- [Wicked Local](#)
- [Boston Herald](#)
- [U.S. News & World Report](#)
- [U.S. News & World Report](#)

Same Department

- [Dammin, John](#)
- [Dyer, K.](#)
- [Feldman, James](#)
- [Maksimenko, Yevgeniy](#)
- [Welsh, Laura](#)

[Search Department](#)**Diversity, Equity, Inclusion and Accessibility**

Dr. Bryant is dedicated to increasing diversity in the field of medicine and creating a working and learning community that advocates to eliminate health disparities.

Dr. Bryant worked as an advisor and facilitator for Boston University School of Medicine CLEAR (Creating Leadership and Education to Address Racism) which facilitated opportunities for medical students to deepen their knowledge and understanding of race and racism and its impact on patients and providers. This included the creation of the "Racism in Medicine" curriculum that has been implemented for medical student education in the preclinical and clerkship years. Dr. Bryant has also been involved in sessions for local high-school students from disadvantaged backgrounds around careers in the field of medicine, providing insight on the various routes leading into medicine. It is this exposure that can spark the interest of young students of color to also enter the field of medicine and create a more diverse workforce which studies have shown will lead to better healthcare outcomes.

Dr. Bryant has a passion for and has given multiple regional and national lectures on increasing diversity in the field of medicine and advocating for healthcare equity. She has served as a liaison for our department's JEDI (Justice Equity Diversity and Inclusion) residency committee for recruitment of underrepresented in medicine (URIM) interns. The program increased the percentage of URIM residents from 10% to 21% in a 4 year period. And 65% of our residents are women. She has led and facilitated microaggression bystander training workshops in the emergency department that included MDs, RNs, CNAs, coordinators and safety officers to create a supportive learning and working environment. This workshop is now catching fire throughout the country after Dr. Bryant ran the same workshops at regional conferences including Brown University Women in Medicine and Science Professional Development series and the BUSM McCahan Educational Day, and nationally for Emergency Medicine (EM) conferences including Council of (EM) Residency Directors (CORD) and Society for Academic Emergency Medicine (SAEM). Another national Emergency Medicine society, American Academy of Emergency Medicine (AAEM) even named their Diversity & Inclusion committee JEDI as well.

Dr. Bryant has demonstrated leadership skills as Vice President of Operations of New England Medical Association (NEMA) which serves as the collective voice of Black physicians in the New England area. NEMA has partnered with major healthcare institutions including Boston Medical Center and has had multiple meetings, either in-person or webinars for Black physicians including topics on wellness, financial stability, patient advocacy and networking. The organization has had webinars for non-physicians in the community including "Impact of Race and Trauma on Pediatric Mental Health" and "Mental Health in the Black Church". They were champions for helping to fight vaccine hesitancy during this COVID-19 pandemic including have Black physicians volunteer to give vaccines at the Reggie Lewis Center located in the middle of Roxbury last February.

Kaku So-Armah, PhD

**Associate Professor**

Boston University School of Medicine
Dept of Medicine
General Internal Medicine

PhD, University of Pittsburgh

Pronouns: he/him/his

Websites

CARE Unit Faculty
 My NCBi
 Google Scholar
 Vanderbilt University Medical Center Profile
 LinkedIn
 ResearchGate
 RISE Scholars

ORCID : 0000-0003-1505-6384

[Overview](#) [DEIA](#) [Other Positions](#) [Research](#) [Publications](#) [Social/Media](#) [Honors](#) [Keywords](#) [Mentoring](#) [Contact Info](#)

Diversity, Equity, Inclusion and Accessibility

The populations and problems on which my lab is focused has attracted scientists to our lab from groups underrepresented in the biomedical research workforce. We encourage people to come to our lab bringing their full authentic selves in our pursuit of inclusive excellence.

We recognize, value and leverage the power of diverse backgrounds, experiences, and perspectives in solving complex problems. To this end, I am the founding Director of the Inclusion Diversity & Equity In Addiction medicine, Addiction health professions, and Addiction research (IDEAAA) program. Through strategic partnerships with existing Science Technology Engineering and Mathematics (STEM) programs, IDEAAA engages earlier stage learners (high school, undergrad, med students) motivating them to consider addiction-related careers. IDEAAA also supports early stage faculty to successfully compete for addiction-related funding by linking people with great ideas to people with existing grants eligible for supplemental NIH funding.

The IDEAAA workforce development initiative complements my work on the leadership team of the Grayken Center for Addiction Anti-racist Approach to Substance Use Treatment working group. Our working group is building the evidence base from published literature and the expertise of people with lived experiences of substance use to 1) identify ways to improve substance use treatment for minoritized populations at Boston Medical Center and beyond; 2) identify and prioritize gaps in research which, if filled, could catalyze the improvement of substance use treatment for minorities populations.

I co-direct the Providence/Boston Center for AIDS Research (CFAR) Diversity Equity Inclusion and Belonging Program. This initiative provides teaching, research experiences and mentorship to earlier and later stage learners interested in the field of HIV/AIDS.

As chair of the Boston University School of Medicine Faculty Development and Diversity Committee, I have led, helped organize, and participated in the Boston University site for Bias Reduction in Internal Medicine clinical trial; the Conversations on Race/Equity discussion series; and the DOM Reads book club.

As a Black, African, man, I benefit from every second I invest pushing Boston University towards inclusive excellence. More importantly, my children, and children that look like my children, and people who think differently from me and my children will also benefit from this investment.

Let's do this, together.

So-Armah's Networks

Click the "See All" links for more information and interactive visualizations

Concepts ⓘ

- Immunosenescence
- Hepatitis C
- Liver Cirrhosis
- Veterans
- HIV Infections

[See all \(167\) concept\(s\)](#)

Media Mentions ⓘ

- Consultant 360
- Consultant 360
- HealthDay News

Co-Authors ⓘ

- Cheng, Debbie
- Samet, Jeffrey
- Fuster, Daniel
- White, Laura
- Briden, Carly

[See all \(12\) people](#)

Similar People ⓘ

- Stein, Michael
- Samet, Jeffrey
- Ramachandran, Vasan
- Fox, Matthew
- Sorensen, Henrik

[See all \(60\) people](#)

Same Department ⓘ

- DiPetrillo, Melissa
- Gunn, Christine
- Lord, Steven
- Ronan, Matthew
- Spiegel, Steven

[Search Department](#)

Emelia J. Benjamin, MD, ScM



Associate Provost for Faculty Development
Boston University Medical Campus

MD, Case Western Reserve University
ScM, Harvard School of Public Health

Pronouns: she/her/hers

Websites

- Boston Medical Center Provider Profile
- Whitaker Cardiovascular Institute Training Program
- LinkedIn
- Google Scholar
- ResearchGate
- Building Your CV and Criteria for Academic Promotion | Presentation

ORCID : 0000-0003-4076-2336

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Diversity, Equity, Inclusion and Accessibility

Activities Promoting Diversity, Equity, Inclusion, Belonging, and Uniqueness:

Cardiovascular Medicine is the most male dominated of the internal medicine specialties, and among the least diverse of all the specialties in academic medicine. Hence, I have been committed to diversity, equity, and inclusion (celebrating belonging and uniqueness) as an excellence imperative in academic health sciences my entire career. In addition, I started my internship at Boston City Hospital in 1983 with a profound commitment to serve structurally disadvantaged and minoritized communities. I consider it a profound honor to work at a hospital (Boston City Hospital, now called Boston Medical Center) that promotes exceptional care without exception. In my national organizations, research and scientific publications, I have advocated to ensure that academic health sciences becomes more diverse, equitable, and inclusive, and that women, minoritized groups, social determinants of health are appropriately treated to eliminate workforce and health inequities.

Institutional and National Equity Awards

- 1995 - BUSM, Gender Equity Award, American Medical Women's Association,
- 2012 - Association of Black Cardiologists Dr. Daniel D. Savage Memorial Science Award
- 2012 - American Heart Association, Women in Cardiology Mentoring Award, National Clinical Cardiology Council
- 2020 - Alliance for Academic Internal Medicine Diversity, Equity, and Inclusion Award
- 2021 - National Institutes of Health Office of Research on Women's Health Team Member, \$50,000 Enhancing Faculty Gender Diversity Prize awarded to Boston University

Institutional Roles Promoting Diversity, Equity, Inclusion, and Belonging:**Boston University**

- Boston University Medical Campus, Leadership Roles
- 8/1/2015-present - Assistant Provost for Faculty Development, BUMC
- 4/1/2021-present - Associate Provost for Faculty Development, BUMC
- 2008-present - Vice Chair, Faculty Development and Diversity, Department of Medicine

BU Specific Committees

- 2015-2016 - Chair, Women's Leadership Task Force
- 2019-present - Ex-Officio Member, Diversity + Inclusion Advisory Council
- 2017-present - Ex-Officio Member, Women's Leadership Advisory Board

BU Specific Faculty Development Programs

- 2014-present - Underrepresented Racial and Ethnic Career Development Program. Co-Founder, facilitator, since 2018, Advisor, 10-month longitudinal leadership and career development program for under-represented minority (URM) faculty members.
- 2016-present - Women's Leadership Program founder, facilitator, and curriculum designer of 8-month longitudinal leadership and career development program for women faculty members.

Benjamin's Networks

Click the "See All" links for more information and interactive visualizations

Concepts

- Atrial Fibrillation
- Cardiovascular Diseases
- Heart Failure
- Risk Factors
- Stroke

See all (1178) concept(s)

Media Mentions

- Urban Health Today
- News Medical
- Wicked Loca
- Women in Academia
- Wicked Local

Co-Authors

- Long, Michelle
- Hamburg, Naomi
- Larson, Martin
- Lin, Honghuang
- Ramachandran, Vasan

See all (115) people

Similar People

- O'Donnell, Christopher
- Ramachandran, Vasan
- Hylek, Elaine
- Sorensen, Henrik
- Seshadri, Sudha

See all (60) people

Eric Rubenstein, PhD, ScM

**Assistant Professor**

Boston University School of Public Health
Dept of Epidemiology

PhD, University of North Carolina at Chapel Hill

Pronouns: he/him/his

Websites

- [Rubenstein Lab website](#)
- [Boston University Epidemiology COVID-19 Response Corps](#)
- [LinkedIn](#)
- [ResearchGate](#)
- [Google Scholar](#)

ORCID : 0000-0002-9146-4497

[Overview](#)[DEIA](#)[Research](#)[Publications](#)[Social/Media](#)[Keywords](#)[Contact Info](#)**Diversity, Equity, Inclusion and Accessibility**

Dr. Rubenstein has incorporated DEIJ initiatives into his research and teaching practice. Dr. Rubenstein co-leads research and services projects with local community organizations that serve individuals with developmental disabilities. Through a BUSPH practice innovation award, Dr. Rubenstein and Special Olympics Massachusetts have utilized MPH Practicum students to create data systems for Special Olympics Massachusetts and create a curriculum and train adults with intellectual disability in being part of a research team. After the training, a participant has joined Dr. Rubenstein's lab and contributes as a co-author and advisor surrounding Down Syndrome related topics. Dr. Rubenstein has also partnered with LuMIND IDSC, a non-profit organization that promotes Down Syndrome research, to develop and implement a survey for caregivers of adults with Down Syndrome.

In general, Dr. Rubenstein's work focus on improving the health and well-being surrounding a marginalized group, those with intellectual and developmental disabilities. His work focuses on documenting and improving pregnancy outcomes, identifying the intersection of childhood disability and homelessness, and health and health service use in the Medicaid system. As part of these studies, Dr. Rubenstein incorporates stakeholder feedback through community advisory boards, ensuring research is for the population rather than on it.

In teaching and advising, Dr. Rubenstein aims to ensure DEIJ through increasing accessibility in the classroom and ensuring appropriate compensation for student's in his lab. Dr. Rubenstein is proactive in taking trainings and keeping up with the latest technology to provide an inclusive lab and classroom.

Rubenstein's Networks

Click the "See All" links for more information and interactive visualizations

Concepts ⓘ

- [Autism Spectrum Disorder](#)
- [Autistic Disorder](#)
- [Developmental Disabilities](#)
- [Medicaid](#)
- [Intellectual Disability](#)

[See all \(105\) concept\(s\)](#)

Media Mentions ⓘ

- [STAT](#)

Co-Authors ⓘ

- [Parker, Samantha](#)
- [Flynn, David](#)
- [Werler, Martha](#)

[See all \(3\) people](#)

Similar People ⓘ

- [Tager-Flusberg, Helen](#)
- [Perlman, Steven](#)
- [Kuhlthau, Karen](#)
- [Sorensen, Henrik](#)
- [Augustyn, Marilyn](#)

[See all \(60\) people](#)

Same Department ⓘ

- [Cozier, Yvette](#)
- [Kaye, James](#)
- [Mahalingaiah, Shruthi](#)
- [Neogi, Tuhina](#)
- [Spiro, Avron](#)

[Search Department](#)

Vasan S. Ramachandran, MD


**Professor**

Boston University School of Medicine
Dept of Medicine
Preventive Medicine & Epidemiology

MD, All India Institute of Medical Science (AIIMS)
MBBS, All India Institute of Medical Science (AIIMS)
DM, All India Institute of Medical Science (AIIMS)

Websites

 [Whitaker Cardiovascular Institute Training Program](#)
 [Vasan Ramachandran Named Coffman Professor in Vascular Medicine](#)
 [ResearchGate](#)

ORCID  : 0000-0001-7357-5970

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Diversity, Equity, Inclusion and Accessibility**Statement on Diversity, Equity, Inclusion, and Access**

Context and understanding. As an immigrant and a foreign-medical graduate from a developing country, I have navigated my professional advancement in the US with a heightened awareness of the challenges encountered by individuals who might be perceived as belonging to a non-majority group. My experiences have sensitized me to the necessity of active, intentional, and ongoing engagement with the diversity of fellow humans and developing a deeper understanding of their lived experiences within institutions, systems, and society. I strive to understand, respect, and celebrate all cultural values and experiences, be authentic about sharing my vulnerabilities, and offer others a 'safe and brave space' to voice theirs. I believe that our overall human experiences are richer when we share, assimilate and integrate while maintaining our roots.

My initial medical training in India sensitized me to the critical role of social determinants of health in influencing health care access and disease risk. Working at a tertiary referral care hospital in New Delhi, I daily encountered impoverished patients presenting with very advanced stages of diseases because they could not afford medical care and they delayed seeking care until it was unavoidable. My subsequent work directing the first School of Public Health in Kerala re-emphasized the importance of social determinants of health and structural determinants of equity. Kerala is a beacon for 'good health at low cost.' The factors responsible for Kerala's excellent public health metrics (such as very low infant and maternal mortality rates) include the high level of literacy, the empowerment of women, low levels of child poverty, and a robust network of community health centers that ensure easy access to preventive health care. Working in a developing country has strengthened my belief that diversity, equity, inclusion, and justice are foundational requirements for public health.

Service-related Contributions. As a mentor and a Section Chief, I have embraced mentoring of women, those with a different gender or sexual orientation, and those from a structurally disadvantaged and minoritized background. These experiences have enriched my growth as a mentor. As the Director and PI of two training programs (T32 and R38), I have built mentoring support groups for minoritized scholars within the Department of Medicine at BUSM. I have broadened my search and recruitment strategies of faculty, post-doctoral trainees, and resident scholars using a framework of an inclusive and diverse selection committee and a thoughtful process that prioritizes representation and weights life experiences in parallel with academic credentials. I am actively building relational connections with HBCUs and HSIs for this purpose. As part of an inclusive retention strategy, I advocate for the support, development, and advancement of staff, faculty, and trainees during their employment/training using a framework customized to their individual needs and expectations and informed by their background.

As the Principal Investigator of the Framingham Heart Study (FHS), I have ensured that participants from our modest-sized non-White cohorts are approached with respect, understanding, and recruitment staff who communicate with non-English speakers in their native language. Spanish versions of our consent forms and website facilitate this strategy. I have led efforts to ensure that all FHS data and biosamples requests include our non-White (Omni) cohorts. Researchers have to clarify explicitly if they deviate from our overarching policy of inclusivity. As a study-wide policy, we have assured the representation of biosamples from our non-White cohorts in TOPMed whole genome sequencing and omics-assays. The FHS team (staff and investigators) belong to a diverse group, and we have actively supported funding of diversity supplements.

Research-related Contributions. I have been working with NHLBI non-White cohorts for over two decades. I have co-authored twenty Publications using Jackson Heart Study data, which highlight the burden of cardiovascular disease in Blacks. Seminal publications include the development of a cardiovascular disease (CVD) risk prediction score (PMC5115626) and an investigation of the natural history of preclinical heart failure in the cohort (PMC8200743); the latter underscored the substantial burden of preclinical cardiac remodeling in middle-aged Black adults. I am a multi-PI on an NIH grant (R01HL136266), collaborating with the Hispanic Community Health Study and mentoring junior investigators from this study. I am also a multi-PI on another NIH grant (R01HL143295) that returns genetic results (pathogenic variants) to participants in FHS and the Jackson Heart Study. I have advocated for building equitable approaches to returning genetic results to non-White people.

As a scientist, I have directly drawn attention to the importance of addressing health disparities and working towards health equity in my publications and national presentations. In a recent review in the journal Circulation on the future of cardiovascular epidemiology (PMID 34952676), I emphasized the critical need to evaluate and address social determinants of health as upstream mediators of race-related disparities in CVD. Earlier this year, I published a detailed in silico cohort study in a major medical journal (PMC4974092) that drew attention to substantial differences in predicted CVD risk for Black versus White adults with identical risk factor profiles using the AHA pooled cohort equations. I emphasized that these race-related differences in predicted risk were biologically implausible and raised the possibility that using these risk equations can result in racialized approaches to medical decision-making. I questioned the continued use of race as a term in the risk prediction algorithms because it can perpetuate race as a valid medical construct. I suggested (as a possible solution) that causal social determinants of health might be a reasonable substitute for the race term in these risk prediction equations. At a major BUSM CTSI symposium, I explicitly addressed the complex history of recruitment of non-White participants in FHS.

Recently, I designed and funded as the Principal Investigator a new cohort study called the Risk Underligng Rural Areas Longitudinal Study (RURAL) to investigate cardiovascular health disparities in the rural Southeastern US. RURAL collaborates with sixteen institutions across the US led by a

Boston University School of Medicine

Mara E. Murray Horwitz, MD, MPH



Assistant Professor

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Dept of Medicine
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MD, University of California, San Francisco
MPH, Harvard School of Public Health

Websites

LinkedIn
 PubMed Bibliography
 Mara Murray Horwitz
 Harvard Catalyst Profile
 ResearchGate

ORCID ID : 0000-0001-6142-0285

Overview

DEIA

Publications

Social/Media ^{RECENT}

Honors

Keywords

Mentoring

Contact Info

Diversity, Equity, Inclusion and Accessibility

I am a primary care internist and researcher committed to improving health care outcomes and equity, and to helping build a more diverse workforce in medicine.

As a clinician, I strive to deliver high-quality and patient-centered care regardless of race, ethnicity, language, and sexual or gender identity. Family planning is a right, and I am honored to support individuals in choosing if, when, and how they want to have children. I am also committed to being accessible to postpartum individuals, who face many barriers to health care, through both in-person and virtual clinics.

As a researcher, my work focuses on preventive care (usually sexual and reproductive health care) in particular for structurally marginalized communities. My present work aims to improve continuity of care and preventive care after pregnancy complications such as preeclampsia and gestational diabetes, which are associated with future chronic disease.

In addition, I am particularly interested in helping to train, mentor, and sponsor individuals from underrepresented groups in medicine, such as people of color and first-generation college graduates, to build a workforce for the future that both reflects and meets the needs of our diverse patients.

Institutional Roles Related to DEIA

9/2021-present Assistant Director, Women's Health Network

3/2022-present Member, Faculty Development & Diversity Committee

Externally Funded Grants

4/1/2022-3/31/2025 American Heart Association Career Development Award

Horwitz's Networks

Click the "See All" links for more information and interactive visualizations

Concepts ¹

- Contraception
- Pre-Eclampsia
- Sexual Behavior
- Hypertension, Pregnancy-Induced
- Physicians, Primary Care

See all (78) concept(s)

Media Mentions ³

- HealthCity
- Heallo
- Philly Voice
- The Wall Street Journal
- Contemporary OB/GYN

Co-Authors ¹

- White, Katharine
- Yarrington, Christina
- Battaglia, Tracy
- Prifti, Christine

See all (4) people

Similar People ¹

- Galea, Sandro
- Samet, Jeffrey
- Ramachandran, Vasan
- Sorensen, Henrik
- Hutcheon, Jennifer

See all (60) people

Same Department ¹

- Alford, Daniel
- Davidson, Heather
- Mandyam, Vasudev
- Ronan, Matthew
- Skarf, Lara Michal

Search Department

Yvette C Cozier, DSc



Associate Dean for Diversity, Equity, Inclusion, and Justice
Boston University School of Public Health
Dept of Dean's Office

MPH, Boston University School of Public Health
DSc, Boston University School of Public Health

Websites

[School of Public Health Faculty](#)

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Diversity, Equity, Inclusion and Accessibility

- Co-Investigator, Black Women's Health Study (2004-present)
 - Designed and teach Social Epidemiology (SPH EP775) (2008-present)
 - Chair of the BUSPH Diversity, Equity, Inclusion, and Justice (DEIJ) committee.
 - Liaise with the Medical Campus Associate Deans and Directors of Diversity and Inclusion.
 - Conduct DEIJ trainings for SPH search committees.
 - Hold quarterly "Coffee Chats" for students, faculty, staff and postdoctoral associates.
 - Sponsor SPH Reads, the School of Public Health's one-school, one-book program. Since 2016, the program has hosted authors on campus and integrated selected books into the SPH/MPH Core curriculum.
 - Serve as Co-sponsor (with the Associate Provost for Community and Inclusion) for the Diversity, Equity and Inclusion (DEI) pillar of the University Strategic Plan. In this role, I helped to create HUB SJ 101: Social Justice Systems, a new undergraduate Hub course on social and racial justice, scheduled to will launch in Fall 2022.
 - I serve on the university-wide Recruitment Committee organized through the BU Office of Diversity and Inclusion (ODI).
 - Serve as faculty advisor/mentor to the Students of Color for Public Health student group.
 - Co-chair the Anti-racism Committee in the Department of Epidemiology.
 - Complete biennial BU mandatory online Title IX training.
 - Moderate sessions on diversity and inclusion during the annual BUSPG All-school retreat.
 - Past Chair of the Boston University Faculty Council Equity and Inclusion Committee.
 - Past Chair of the Boston University Faculty Assembly Nominating Committee.
- External DEI activities include:
- Member of the Massachusetts Department of Public Health COVID-19 Health Equity Advisory Group. Social Determinants of Health Working Group (2020-2021).
 - Co-chair and co-teach a Society of Epidemiology Research (SER) pre-conference workshop on "Inclusive Teaching in Epidemiology" (2020-present).
 - Foundation for Sarcoidosis Research (FSR), Women of Color (WOC) Clinical Advisory Committee (2020-present).

Cozier's Networks

Click the "See All" links for more information and interactive visualizations

Concepts

- African Americans
- Lupus Erythematosus, Systemic
- Obesity
- Sarcoidosis
- Racism

See all (217) concept(s)

Media Mentions

- BU Today
- PopSugar
- Fast Company
- Health Day
- Drugs.com

Co-Authors

- Rosenberg, Lynn
- Palmer, Julie
- Govender, Praveen
- Coogan, Patricia
- Berman, Jeffrey

See all (35) people

Similar People

- Galea, Sandro
- Wise, Lauren
- Rosenberg, Lynn
- Palmer, Julie
- Sorensen, Henrik

See all (60) people

Same Department

- Keane, Terence

Search Department






Abraham Jaffe, MD

**Assistant Professor**

Boston University School of Medicine
Dept of Surgery

MD, University of Massachusetts Worcester

Websites

-  [Boston Medical Center Provider Profile](#)
-  [Surgery Faculty](#)
-  [LinkedIn](#)

[DEIA](#)[Keywords](#)[Contact Info](#)**Diversity, Equity, Inclusion and Accessibility**

I am deeply committed to diversity, equity, inclusion, and accessibility in my clinical work as well as my scholarly pursuits. In my daily life I strive to promote a welcoming environment where all feel valued and empowered, patients, faculty, staff, and trainees alike. I actively assess and reflect on my own, as well as the surrounding institutional, implicit and explicit biases and seek to educate myself and those around me to become more aware and inclusive, while remaining humble and inquisitive. My passion involves addressing social determinants of health both on a global and local scale. Over the years I have had the privilege to help start up a free health clinic focusing on undertreated immigrants in Worcester, MA, collaborate on a project to assess the burden of injury in rural Gujarat, India then help implement a trauma registry at a local hospital. As a trauma and acute care surgeon at BU/BMC I always aim to provide the best and most compassionate care for all while continuously striving for surgical equity as faculty leader of the education branch of the Socially Responsible Surgery group.

Same Department ⓘ

- [Bauza, Gustavo](#)
- [Drake, Frederick](#)
- [Haime, Miguel](#)
- [McAneny, David](#)
- [Sivamurthy, Nayan](#)

[Search Department](#)

Tuhina Neogi, MD, PhD

**Professor**

Boston University School of Medicine
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Rheumatology

MD, University of Toronto
PhD, Boston University School of Public Health

Websites

[Rheumatology Faculty](#)
 [Boston Medical Center Provider Profile](#)
 [ResearchGate](#)

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Diversity, Equity, Inclusion and Accessibility

As Chief of Rheumatology, I have launched and supported a number of DEIA-related initiatives, including as examples: monthly Section-wide JEDI (Justice, Equity, Diversity, Inclusion) meeting involving staff, trainees, and faculty at which we address DEI topics of relevance to medicine, academia, work environment, interpersonal interactions, structural/systemic policies, etc.; a standardized and structured fellowship interview process with a DEI lens; programs focused on health equity for our patients.

At the institutional level, I serve/have served on: Women's Leadership Advisory Board, Diversity & Inclusion Advisory Council, BMC's Equity Acceleratory Research Working Group ("WG4")

COVID19-related DEI activities at BUMC:

- I am co-PI with Dr. Megan Bair-Merritt on the 2022 Doris Duke Charitable Foundation COVID-19 Fund to Retain Clinical Scientists to provide support to faculty whose research was disrupted by the adverse effects of the pandemic, compounded by caregiving responsibilities.
([https://www.ddcf.org/news--insights/articles/largest-us-collaborative-funding-effort-for-equity-in-biomedicine-awards-\\$12.1-million-in-grants/](https://www.ddcf.org/news--insights/articles/largest-us-collaborative-funding-effort-for-equity-in-biomedicine-awards-$12.1-million-in-grants/))

- In the earliest phase of the COVID-19 pandemic, our patients at BMC were among the most affected people in the city, yet pharmaceutical companies were not bringing their clinical trials to our institution. I worked closely with a multidisciplinary group, the Clinical Trials Office, and BMC leadership to bring one of the first therapeutic trials to BMC to better serve our patients, who are often from backgrounds traditionally excluded from clinical trials. We were among the highest recruiting sites, and we had the most diversity, with >80% speaking a first-language other than English

Neogi's Networks

Click the "See All" links for more information and interactive visualizations

Concepts ⓘ

- Gout
- Gout Suppressants
- Osteoarthritis
- Arthralgia
- Osteoarthritis, Knee

[See all \(554\) concept\(s\)](#)

Media Mentions ⓘ

- [Heallo](#)
- [Heallo](#)
- [Heallo](#)
- [PPM](#)
- [Creaky Joints](#)

Co-Authors ⓘ

- [Liew, Jean](#)
- [Guermazi, Ali](#)
- [Misra, Devyani](#)
- [Dubreuil, Maureen](#)
- [Felson, David](#)

[See all \(39\) people](#)

Similar People ⓘ

- [Englund, Martin](#)
- [Guermazi, Ali](#)
- [Sorensen, Henrik](#)
- [Felson, David](#)
- [Losina, Elena](#)

[See all \(60\) people](#)

Same Department ⓘ

- [Crespo-Bosque, Monica](#)
- [Graef, Elizabeth](#)
- [Lafyatis, Robert](#)
- [Liew, Jean](#)
- [Trojanowski, Marcin](#)

[Search Department](#)



Carl G Streed Jr, MD MPH FACP



Assistant Professor

Boston University School of Medicine
Dept of Medicine
General Internal Medicine

MD, Johns Hopkins University School of Medicine
MPH, Harvard School of Public Health

Pronouns: he/him/his

Websites

- Boston Medical Center Provider Profile
- ORCID ID
- My NCBI Bibliography
- LinkedIn
- Google Scholar

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- Research
- Publications
- Social/Media **RECENT**
- Honors
- Keywords
- Mentoring
- Contact Info

Diversity, Equity, Inclusion and Accessibility

To achieve equity in health care access, health, and individual and community well-being, I actively incorporate the principles of diversity, equity, inclusion, and accessibility in my work as a clinician-investigator. As an out gay man, I know my experiences of marginalization DO NOT inherently imbue me with knowledge and understanding of anyone else's experience of marginalization in our societies. As such, in my personal and professional pursuits for a more equitable and inclusive society, I have focused on elevating voices often ignored and redistributing power. My clinical, training, advocacy, and research initiatives regarding the health and well-being of marginalized populations and groups, particularly sexual and gender minorities (e.g., lesbian, gay, bisexual, transgender, and queer [LGBTQ] persons), have been used to influence and inform institutional, state, and, federal policy as well as clinical care, academic research, and scholarship.

Some DEIA focused activities and research include the following:

Institutional & National Equity Awards:

- 2011: Diversity Leadership Award, Johns Hopkins Diversity Leadership Council
- 2012: Next Generation of LGBT Leaders, White House Office of Public Engagement
- 2016: Service Award, Johns Hopkins Bayview Medical Center
- 2017: Student Award, World Professional Association for Transgender Health

Institutional Roles Promoting Diversity, Equity, Inclusion, & Justice

- 2014-2016: Diversity Leadership Council, Johns Hopkins University
- 2016-2018: Dean's LGBT Advisory Committee, Harvard Medical School

BU Specific Committees

- 2019-present: Diversity and Inclusion Council, Boston University Medical Group

National Roles Promoting Diversity, Equity, Inclusion, Belonging, & Justice

- 2011-2013: Medical Student Representative, American Medical Association Advisory Committee on LGBTQ Issues
- 2011-2013: Board Member, GLMA: Health Professionals Advancing LGBTQ Equality
- 2015-2017: Resident/Fellow Representative, American Medical Association Advisory Committee on LGBTQ Issues
- 2015-2016: Vice-Chair, American Medical Association Advisory Committee on LGBTQ Issues
- 2016-2017: Chair, American Medical Association Advisory Committee on LGBTQ Issues
- 2018-2020: American Medical Association Ambassador Steering Committee
- 2020: Diversity, Equity, Inclusion Working Group, Society for General Internal Medicine
- 2021-present: Young Physician Representative, American Medical Association Advisory Committee on LGBTQ Issues
- 2021-present: Board Member, US Professional Association for Transgender Health
- 2021-present: President-Elect, US Professional Association for Transgender Health
- 2021-present: Faculty Advisory Board Member, Medical Student Pride Alliance (MSPA)

Streed's Networks

Click the "See All" links for more information and interactive visualizations

Concepts

- Cardiovascular Diseases
- Gender Identity
- Transsexualism
- Sex Reassignment Surgery
- Transgender Persons

See all (150) concept(s)

Media Mentions

- WBUR
- The Independent
- The Conversation
- The Conversation
- AMA

Co-Authors

- Sloan, Colleen
- Suarez Zarate, Sebastian
- Zumwalt, Ann
- leong, Michael
- Siegel, Jennifer

See all (16) people

Similar People

- Galea, Sandro
- Shipherd, Jillian
- Boehmer, Ulrike
- Sorensen, Henrik
- Cahill, Sean

See all (60) people

Same Department

- Armenio, Vincent
- Looby-Gordon, Sandra
- Sabharwal, Shakti Sudha
- Schwartz, Brian
- Skarf, Lara Michal

Search Department



Karen E. Lasser, MD, MPH



Professor

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MD, Cornell University Medical College
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Websites

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Diversity, Equity, Inclusion and Accessibility

Activities Promoting Diversity, Equity, Inclusion, Belonging, and Uniqueness:

I started my internship at Boston City Hospital in 1995 with a deep commitment to serve structurally disadvantaged and minoritized communities. I am proud to work at a hospital (Boston City Hospital, now called Boston Medical Center) that promotes exceptional care without exception.

As a health equity researcher, I have recognized the importance of diversity, equity, and inclusion throughout my whole career. Virtually all of my mentees have been women and/or individuals from historically underrepresented groups. As Interim Associate Chief of GIM, in response to glaring racial disparities in the proportion of faculty members promoted to the rank of Associate Professor and Professor at BUSM, I focused on supporting and mentoring faculty historically underrepresented in medicine in the promotions process.

More recently, I have been working with BUSM's Dean's Office to undertake a cluster hire of faculty underrepresented in medicine. I have developed a Recruitment Search Protocol to mitigate bias and encourage the recruitment and hiring of faculty identified as women and/or being from underrepresented groups. In developing our recruitment search protocol, I performed a literature review and identified best practices from institutions successful in diversifying their faculty. I also developed a plan to ensure BU's faculty development programs promote thriving and belonging to ensure retention of new faculty cohort hires. I identified best practices and strategies by reviewing case studies of best practices proven effective at peer institutions; conducting a literature review of barriers to faculty retention; examining faculty experiences at BU; and identifying best practices across BU.

I have also supported diversity, equity, and inclusion nationally, through the Society of General Internal Medicine. I have been a member of the Health Equity Task Force for many years, and have served as the Chair of the Editorial Board of the Journal of General Internal Medicine (JGIM) since May 2021. As Chair, I have initiated discussions with the Editors and Editorial Board about how to make JGIM an anti-racist journal. We have brainstormed about how to diversify the Journal at all levels: authors, Associate Editors, Editorial Board Members, and Editorial team. In my role as Chair, I will lead the Search Committee to identify the next Editorial Team of JGIM. I intend to implement a Recruitment Search Protocol to mitigate bias in the process, and ultimately to hire a more diverse Editorial team.

Academic medicine can be challenging to navigate, particularly for women and individuals from underrepresented groups. With regard to my background, my late father grew up in Bogota, Colombia and was a native Spanish speaker, and much of my family now lives in Peru. Given my background, I am a particularly strong mentor for women and LatinX faculty.

Please see my list of publications for examples of my research in health equity.

Lasser's Networks

Click the "See All" links for more information and interactive visualizations

Concepts

- Primary Health Care
- Health Care Reform
- Continental Population Groups
- Patient Navigation
- Safety-net Providers

See all (320) concept(s)

Media Mentions

- HealthCity
- Patient Engagement HIT
- Fierce Healthcare
- Daily Dot
- Patient Engagement HIT

Co-Authors

- Xuan, Ziming
- Kressin, Nancy
- Samet, Jeffrey
- Hanchate, Amresh
- Quintiliani, Lisa

See all (55) people

Similar People

- Galea, Sandro
- Stein, Michael
- Jha, Ashish Kumar
- Samet, Jeffrey
- Sorensen, Henrik

See all (60) people

Same Department

- Bielick, Catherine
- Jin, Lin
- Kimmel, Simeon
- Komaromy, Miriam
- Lacamera, Peter

Search Department

Reflection

- 1. Reflect on inclusion work**
- 2. Review CV & DEIA work**
- 3. Draft/revise DEIA statement**



In Breakout Rooms (or in pairs or small groups)

1. Reflect on & discuss inclusion work
2. Review CV & DEIA work
3. Provide feedback on DEIA statement draft



Wrap Up

- 1. Allyship & advocacy**
- 2. Importance of DEIA to workplace**
- 3. Importance of documenting DEIA**

QUESTIONS?

acharris@bu.edu or

bumcfdd@bu.edu

Additional Resources

- <https://profiles.bu.edu/about/default.aspx?tab=faq#deia>
- <https://www.insidehighered.com/advice/2018/01/25/how-write-effective-diversity-statement-job-candidate-opinion>
- <https://careerservices.upenn.edu/application-materials-for-the-faculty-job-search/diversity-statements-for-faculty-job-applications/>
- <https://cft.vanderbilt.edu/guides-sub-pages/developing-and-writing-a-diversity-statement/>