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The **Faculty Development & Diversity (FDD)** office in the Department of Medicine (**DOM**) at Boston University School of Medicine (**BUSM**) and Boston Medical Center (**BMC**) seeks to foster an inclusive, creative, and collaborative environment that supports all faculty to reach their full potential, and to contribute to cultivating excellence in the educational, research, clinical, and service missions.

In order to reach its goal to recruit, retain, advance, promote, and nurture a vibrant and diverse faculty, the FDD offers specific programs and resources to women and Under-Represented Racial & Ethnic Groups in Medicine (**URG**) faculty and trainees in the DOM:

* [DOM Associate Chair for Diversity & Inclusion](http://www.bumc.bu.edu/facdev-medicine/diversity/), [Sheila E. Chapman, MD](https://profiles.bu.edu/Sheila.Chapman) oversees multiple initiatives to increase the recruitment, retention, advancement, vitality, and visibility of DOM URM trainees and faculty. In addition, she is available to meet with URG faculty, fellows, and residents individually for career advancement and work-life integration support, and to collaborate with Section Chiefs to help recruit diverse candidates.
* [URG Faculty Development Program](http://www.bumc.bu.edu/fpf/professional-development/minority-leadership/) – Longitudinal program for faculty from Under-Represented Racial & Ethnic Groups in Medicine (URG) across the Boston University Medical Campus (**BUMC**, which includes BUSM, and Schools of Dentistry and Public Health) uses individual career coaching, peer mentoring, and experiential learning to support faculty in meeting their career goals, navigate the particular challenges of being URG faculty members in academic medicine, and foster leadership skills that enable participants to positively affect change from where they stand. Applications are accepted in April. The program meets monthly on Thurs afternoons from October to June annually.

Ongoing improvements are made to the program to address the specific needs of URG faculty. For example, *stay interviews* of URG faculty in DOM informed curricular modifications to support participants to develop mentoring networks to effectively navigate successful careers in academic medicine. Resources from the National Center on Faculty Development & Diversity enhance the curriculum and offer tools for faculty to achieve their goals.

* [Bias Reduction in Internal Medicine Initiative (**BRIM**)](https://brim.medicine.wisc.edu/wp-content/uploads/2018/07/BRIM-Summary-6-29-2018.pdf) – The DOM is participating in a two-year, NIH-funded randomized controlled trial to study and facilitate the implementation of an effective diversity intervention to reduce the impact of unconscious bias in academic medicine. BRIM draws on research on behavioral change in approaching stereotype-based bias as a “habit of mind” that can be modified by increasing awareness, motivation, and self-efficacy to practice evidence-based strategies. All DOM faculty participate in a three-hour workshop to “break the bias habit.” Select faculty are trained as local implementers of the model so as to continue to offer, study, and adapt the BRIM workshop to suit the needs of our institution beyond the length of the study.
* [Evans Student Scholars Program](http://www.bumc.bu.edu/facdev-medicine/facdevprograms/summer-evans-student-scholar-program/) (**ESS**) - Intensive 6-week career development program for BUSM **URG** medical students between their first and second years. The goals of the ESS is to enhance diversity, inclusion, and social equity in the DOM, and to promote the DOM’s commitment to excellence and innovation in clinical care, research, and education. Participants have exposure to clinical medicine, participate in research and scholarly activities, and develop strategies to successfully navigate a career in academic medicine. They also engage in longitudinal mentoring relationships with URG residents, fellows, and faculty in the DOM, as well as other departmental leaders.
* [DOM Conversations on Diversity & Inclusion](http://www.bumc.bu.edu/facdev-medicine/diversity/) – On campus forums that offer space and time to have insightful ongoing conversations about diversity and inclusion among members of the DOM.
* [National Center on Faculty Development & Diversity (NCFDD)](https://www.facultydiversity.org/home) – BU has an institutional membership for the NCFDD, a nationally-recognized, independent organization that provides online career development and mentoring resources for faculty, post-docs, and graduate students. All BU faculty, postdoctoral scholars, and graduate students can utilize NCFDD’s broad range of online virtual programs and resources that provide tools to thrive in academia. NCFDD focuses on four key areas: Strategic Planning, Explosive Productivity, Work-Life Balance, and Healthy Relationships.
* Support for Research Careers – In collaboration with the [BMC Grants Office](https://www.bmc.org/research-operations/frequently-asked-questions/grant-applications/proposals), [BUSM’s Research Office](https://www.bumc.bu.edu/busm/research/), and the BU [Clinical & Translational Science Institute (CTSI)](https://www.bu.edu/ctsi/), there are many opportunities and resources for URG faculty and trainees to obtain extramural funding and launch successful research careers. Examples of funding sources that may be of interest are [NIH Research Supplements to Promote Diversity in Health-Related Research](https://grants.nih.gov/grants/guide/pa-files/pa-18-586.html) and [Harold Amos Medical Faculty Development Program grants.](http://www.amfdp.org/)
* [Women’s Leadership Program](http://www.bumc.bu.edu/facdev-medicine/facdevprograms/womens-leadership-program/) - longitudinal program for women faculty in leadership roles across BUMC. The program uses self-assessment and reflection, experiential learning, and peer and senior mentorship to provide faculty with the tools necessary to navigate a successful career in academic medicine, and to foster leadership skills that enable participants to positively affect change from where they stand. Applications are accepted in March, and the program meets on 15 Wednesday afternoons from September to June annually.
* [Women’s Leadership Advisory Council (WLAC)](http://www.bumc.bu.edu/bumg/evi/womens-leadership-advisory-council/) – faculty committee dedicated to advancing gender equity on the BUMC. WLAB oversees a range of programs and resources to support the career development and vitality of women faculty, including the Women’s Leadership Program, seminars on topics identified as being of interest to women faculty, panel discussions and networking events, funding to attend the Association of American Medical Colleges Mid-Career Women’s Professional Development Seminar, and access to internal and external career development and work-life integration resources.
* [Faculty Dinners](http://www.bumc.bu.edu/facdev-medicine/networking-dinners/) – FDD hosts informal dinners for faculty groups throughout the year at the home of Emelia Benjamin, MD, ScM, Vice-Chair for Faculty Development & Diversity in the DOM. Each year we offer two URG & Allies Dinners and two Women’s Dinners. The fall dinners are for faculty, post-docs, fellows, and residents, and the spring dinners are limited to faculty only. Additionally, we host one dinner for LGTBQ+ faculty, post-docs, fellows, and residents and Allies. All dinners seek to foster networking, collaboration, and community in the DOM, and to identify and better meet the needs of the attendees.

**We partner closely with the following Offices:**

* BMC has an [Office of Minority Recruitment](https://www.bmc.org/medical-professionals/office-minority-physician-recruitment), led by Justin McCummings, MEd.
* BUSM has a [Diversity and Inclusion Office](https://www.bumc.bu.edu/busm/about/diversity/office-of-diversity-and-inclusion/), led by Associate Dean [Rafael A. Ortega, MD](https://www.bumc.bu.edu/busm/about/diversity/office-of-diversity-and-inclusion/deans-and-staff/).
* Graduate Medical Sciences at BUSM has an office of [Diversity, Equity, & Inclusion](http://www.bumc.bu.edu/gms/dei/).
* At the Boston University level, [Crystal Williams](https://www.bu.edu/provost/about/administration/crystal-williams/), serves as the [Associate Provost for Diversity & Inclusion](https://www.bu.edu/provost/diversity/events/), Shari Johnson serves as the Director of Inclusive Organizational Development & Training, and Alana Anderson serves as the Director of Programs. They work collaboratively with academic and administrative leaders on efforts to build the inclusive excellence of BU faculty, to nurture a positive campus climate, and to enhance diversity at BU.

**Historical perspective**

**Boston University has a deep commitment to gender equity**

* 1st university to open all divisions to women students (1872)
* 1st coeducational medical college in the world (1873).
* 1st American university to award Ph.D. to a woman, classical scholar Helen Magil (1877).
* Women faculty members are leaders in their fields both in research, classroom, and senior leadership positions.

**Boston University has deep commitment to diversity**

* BMC has the most diverse patient population in New England
* Commitment to medical student pipeline programs:
	+ [Early Medical School Selection Program (EMSSP)](https://www.bumc.bu.edu/busm/about/diversity/programs/emssp/)
	+ [Summer Training as Research Scholars Program](https://www.bumc.bu.edu/gms/academics/stars/)
	+ [Evans Student Scholars Program](http://www.bumc.bu.edu/facdev-medicine/facdevprograms/summer-evans-student-scholar-program/)
	+ **American Heart Association Student Undergraduate Research**
* Enhancing diversity & inclusion is integral to the Strategic Plans of BU, BMC, and DOM