

BIOLOGY DEI

Diversity | Equity | Inclusion

March is Women's History Month

Don't let anyone rob you of your imagination, your creativity, your curiosity. It's your place in the world; it's your life. -Mae Jemison, Astronaut

Science, for me, gives a partial explanation for life. In so far as it goes, it is based on fact, science and experiment. -Rosalind Franklin, Chemist

If you know you are on the right track, if you have the inner knowledge, then nobody can turn you off. -Barbara McClintock, Geneticist

Biology DEI Committee

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Let's Talk about Microaggressions

By Suyen Espinoza Miranda



MICROAGGRESSIONS CAN TAKE MANY FORMS



TO AN IMMIGRANT: "HOW COME YOUR ENGLISH IS SO GOOD?"

"YOUR NAME IS TOO DIFFICULT, CAN I SAY IT THIS WAY?"

"IT'S A SHAME YOU ARE HAVING KIDS IN GRADUATE SCHOOL, YOU COULD HAVE REALLY BEEN SOMETHING SPECIAL"

"IS THERE ANY WAY YOU COULD DIAL BACK THE ACCENT A BIT? IT REALLY MAKES YOU SOUND UNSCIENTIFIC."

WHAT ARE MICROAGGRESSIONS?

Microaggressions are the everyday, subtle, intentional – and oftentimes unintentional – interactions or behaviors that communicate some sort of bias toward historically marginalized groups. Sometimes they appear to be a compliment but microaggressions come with a hidden insult to the target group delivered.

The "micro" in "microaggression", refers to their routine frequency, "not the scale of their impact".



WHY DO MICROAGGRESSIONS MATTER?

- The collateral effect of microaggressions can have a macro effect on the recipient.
- Microaggressions can also leave a person feeling isolated, especially if they are already a minority in science.
- Being aware of microaggressions can foster inclusion, offer encouragement, and build relationships.

Read more about Microaggressions

Microaggressions: Clarification, Evidence, and Impact. Williams. 2020. Association for Psychological Science. 15:1 ! (3-26)

Language Matters: Considering Microaggressions in Science. Harrison and Tanner, 2018. *Approaches to Biology Teaching and Learning.* 17:4, (1-8)

Bio DEI Committee Statement about the racist incidents on campus



At Boston College, we strive to create an inclusive community of excellence. How can students in our community learn, engage and thrive when they feel threatened, harassed and targeted in the very places where they live? We are disappointed, sad and angry about the racist harassment that has been occurring in the MLE floor of Xavier Hall. This is unfortunately just one particularly egregious example of the aggressions, exclusions and inequities that occur far too frequently within our community. Such events have disproportionately negative effects on our students who are Black, Indigenous and People of Color (BIPOC), and the toll of overt and systemic racism within our community is substantial and unacceptable.

As a committee and a department, we extend our support and stand with everyone affected, directly and indirectly by

this incident. The members of the DEI committee, and many members of the Biology administration and Faculty are available to talk with students and all community members about your concerns. We will work together to create a safe and welcoming environment. Faculty have put together [resources](#) for learning about racism on campus. Bias motivated behavior and incidence can always be [reported](#), and the Office of Student Conduct may be reached any time at 617-552-3470.

Share your perspective in the Biology Diversity and Inclusion Survey

Please take our Biology DEI survey so we can learn where our department stands in our DEI efforts.

Upcoming Events

March 2, 12:00 pm: BC Center for Human Rights "Workers' Rights are Immigrant Rights: Supporting Low-Wage Immigrant Workers" ([virtual](#))

March 3: Gender and biomedical science research: Are we looking in the right direction? ([virtual](#))

March 17, 11:00 am: We Hear You: Support for BIPOC BC students in a shared space ([virtual](#))

March 24, 7:00 pm: BC Lecture by Ijeoma Oulo: So You Want to Talk About Race ([virtual](#))

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

Connect with us

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