

## Boston University

Boston University plans to engage our campus in the work of the Action Collaborative by engaging our graduate education community, deans, faculty, research leaders, postdocs, and staff. Our plans include:

- (1) The University's Associate Provost for Graduate Affairs plans to engage faculty, administrators, and students within our graduate education community.
  - a. Provide updates and get real-time feedback from graduate school administrators and faculty via our *Graduate Council*. The group is comprised of the associate deans from all the BU schools and colleges with graduate programs; it meets monthly.
  - b. Provide updates to and get input from our faculty leaders through *Faculty Council*, an elected body of the University's faculty and to and from all faculty at our *Faculty Assembly*, a meeting held twice per year where university leaders provide updates to the faculty and offer an opportunity for question and discussion.
  - c. Provide updates and seek input from school and college leaders at meetings of the *Council of Deans*. These meetings of all of the University's deans and chaired by the Provost are held twice a month.
  - d. Seek student perspectives via our *Graduate Student Advisory Group*. This body is made up of dean-selected student representatives from the full range of BU graduate programs; it meets once or twice per semester.
  - e. Seek the views of female and LGBTQIA+ graduate students via *Graduate Women in Science & Engineering* at Boston University (GWISE) and *out in STEM* at Boston University (oSTEM@BU).
- (2) The University's Vice President and Associate Provost for Research will solicit feedback from the *associate deans for research* in all BU schools and colleges and the directors of the University's *interdisciplinary campus research centers*. She holds monthly meetings with each group.
- (3) The University's Assistant Provost for Professional Development & Postdoctoral Affairs will engage members of the Boston University *Postdoctoral Association*, which meets regularly for professional development and social activity.
- (4) The Director of the Boston University Medical Group (BUMG) Office for Equity, Vitality and Inclusion will work with her Women's Leadership Advisory Council to solicit feedback on how the work of the Action Collaborative can improve the learning environment for faculty, clinicians, and students on the Medical Campus.
- (5) The University's *Working Group on Gender-Based Harassment Prevention* will deliver its recommendations to the Provost in October. This group is comprised of a dozen BU faculty who represent a variety of disciplines and levels of seniority. We have used our conversations within the Working Group to feed our recommendations to the Action Collaborative and vice versa.

- (6) By January 2020, the University will form an Action Collaborative advisory group that will include representatives from the Associate Provosts for Faculty Affairs, Diversity & Inclusion, and Research; Behavioral Medicine; Faculty & Staff Assistance Office; Ombuds; Professional Development & Postdoctoral Affairs; graduate students; and faculty. This group will meet at least bimonthly.
- (7) By January 2020, the University will create a web page to provide updates on the Action Collaborative and encourage feedback from the BU community.
- (8) The University will host events to raise awareness of sexual harassment in STEM. This year we have held the following events:
  - a. Dr. Esther Choo, an expert on racism and sexism in health care, gave a talk on "TimesUp Healthcare" on the Medical Campus on July 25<sup>th</sup>.
  - b. Dr. Frazier Benya of the National Academies spoke about Sexual Harassment in Academia on both the Medical and Charles River Campuses on September 24<sup>th</sup>. She also met with the University's President, Working Group on Gender-Based Harassment, and Graduate Women in Science and Engineering.