Working in a Diverse Environment

August, 2017
Diversity Initiatives

Key Areas

- Student Life
- Academics & Faculty
- Workplace Diversity
- Community Engagement

www.northeastern.edu/diversity
Our Vision of Diversity

We value and celebrate diversity in all its forms and strive to foster an inclusive culture built on respect that affirms inter-group relations and builds community. Read More

COMPLIANCE
Northeastern University is committed to providing equal opportunity to its students and employees, and to eliminating discrimination when it occurs. Learn More

TRAINING
Our team is available to support opportunities to further professional and personal development for faculty, staff and students. Learn More

FUNDING
We offer a series of grant opportunities for faculty, staff and students to promote collaboration and co-sponsorship for programs that reach the campus community. Learn More
DO IT! Grant Program
Diverse Opportunities to Inform & Teach

The DO IT! Grant Program is designed to support the programmatic ideas of Northeastern University students, faculty or staff that promote diversity and inclusion at the University.

Program Goals
- Develop and direct effort to teach or strengthen relevant skills, build capacity for inclusive practices, and deepen commitment to values of diversity, equity and inclusion.
- Involve collaboration and partnerships within or across on-campus groups, departments, units, or schools.

Details
- Applications will be accepted on a rolling basis for each academic year.
- Award range is $1,000 to $5,000 per year.
- Download information from: www.northeastern.edu/da

Questions or comments about the proposal process can be submitted to:
Diversity Program Coordinator, Jackie Bagnara via email at diversity@northeastern.edu.

THE WORLD IN YOUR CUP: Conversations on the Politics & Culture of Coffee

Reach (OUT)
LGBTQA Mini-Conference

Networking • Career Advice • Connections

When: Saturday, March 21 10:00 am - 3:00 pm
Where: Stearns Center

Free to attend! Register online at northeastern.edu/careers

Sponsored by:

Northeastern University
Office of Multicultural Affairs

GREEN LIGHTING - SOCIAL CHANGE
Peace and Social Justice Week September 15-19, 2014

ACCELERATE YOUR CAMPUS ACTIVISM
#NUSocialChange @SIRCnews
Northeastern University Feminist Union & Urban Affairs

THE SOCIAL JUSTICE RESOURCE CENTER & OFFICE OF INSTITUTIONAL DIVERSITY AND INCLUSION

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How can faculty help?

**Leadership** on creating a supportive environment and demonstrating the value of diversity and inclusion

**Engage** with the diverse campus community

**Act** on incidents that might be disrespectful, ignorant or intolerant

**Develop** awareness of the importance of diversity and inclusion by providing a culturally competent and inclusive curriculum
Tips for teaching in a diverse setting:

• Get to know your students as individuals rather than representatives of a particular group
• Never ask a student to speak for a whole group
• Accommodate different learning styles and promote collaborations between students
• Do not let injurious statements pass without comment
• Allow students to disagree with you or others, but with guidelines that promote a safe learning atmosphere in the classroom
Tips for teaching in a diverse setting:

• Try to include multiple perspectives on a given topic
• Find innovative ways to create an open environment for both free and structured discussion
• Know how to intervene tactfully and effectively in a divided class setting
• Find a balance between relevant commentary and commentary that is non-relevant as well as offensive
• Make an effort to make sure there are no students polarized within the class, despite their beliefs that may be contrary
Dealing with Hot Moments

- Establish Ground Rules for Civil Discussion
- Concentrate on issues not personal opinions
- Avoid “pro vs. con” discussions
- Don’t be afraid to call “time-out”
  - Describe what is going on
  - Refer to class rules
  - Rephrase points of views in less emotional terms
  - Ask students to reflect/make discussion more academic
Resources

• “Teaching in racially diverse college classrooms”
  By Derek Bok
  Center for Teaching and Learning, Harvard University

• “Student Engagement in Higher Education: Theoretical Perspectives and Practical Approaches for Diverse Populations”
  By Stephen Quaye & Shaun Harper

• “Diversity and Motivation: Culturally Responsive Teaching in College”
  Margery Ginsburg & Raymond Wlodkowski

• Center for Advancing Teaching and Learning Through Research - CTLT
  (215 Snell Library)

• International Student & Scholar Institute – ISSI
  (405 Ell Hall)

• Campus Cultural Centers

• Office of Institutional Diversity and Inclusion - OIDI
  (125 Richards Hall)
Resources on Hot Topic Moments

• http://hrs.humber.ca/downloads/HandlingHotTopics.pdf

• http://chronicle.com/blogs/profhacker/leading-effective-classroom-discussions-on-controversial-issues/23834

• http://isites.harvard.edu/fs/html/icb.topic58474/hotmoments.html
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Thank You