

Diversity & Inclusion Faculty Senate Committee

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Roadmap



Charges

- **Charge #1 (Survey Data)**
- **Charge #2 (Peer Institutions)**
- **Charge #3 (Northeastern Initiatives)**



Where is the Data?



Open, Honest,
Transparent



HERI Survey Question: Campus Climate for Diversity

- 72.6% responded that the institution has effective hiring practices and policies that increase faculty diversity
- 53.2% responded faculty are not prepared to deal with conflict over diversity issues in the classroom

Faculty reported experiencing “somewhat” or “extensive” **stress due to discrimination by race/ethnicity**

- 42.3% Asian/Pacific Islander
- 46.2% Latina/o/x
- 55.5% Black/African American
- 55.5% who identify as “two or more races/ethnicities”
- 71.4% who identify as “other race/ethnicity”



Based on HERI Faculty Survey



- More questions than answers
 - ◆ Why are our demographics so low?
 - ◆ Are we recruiting but not retaining?
 - ◆ How is conflict over diversity issues in the classroom addressed / managed?

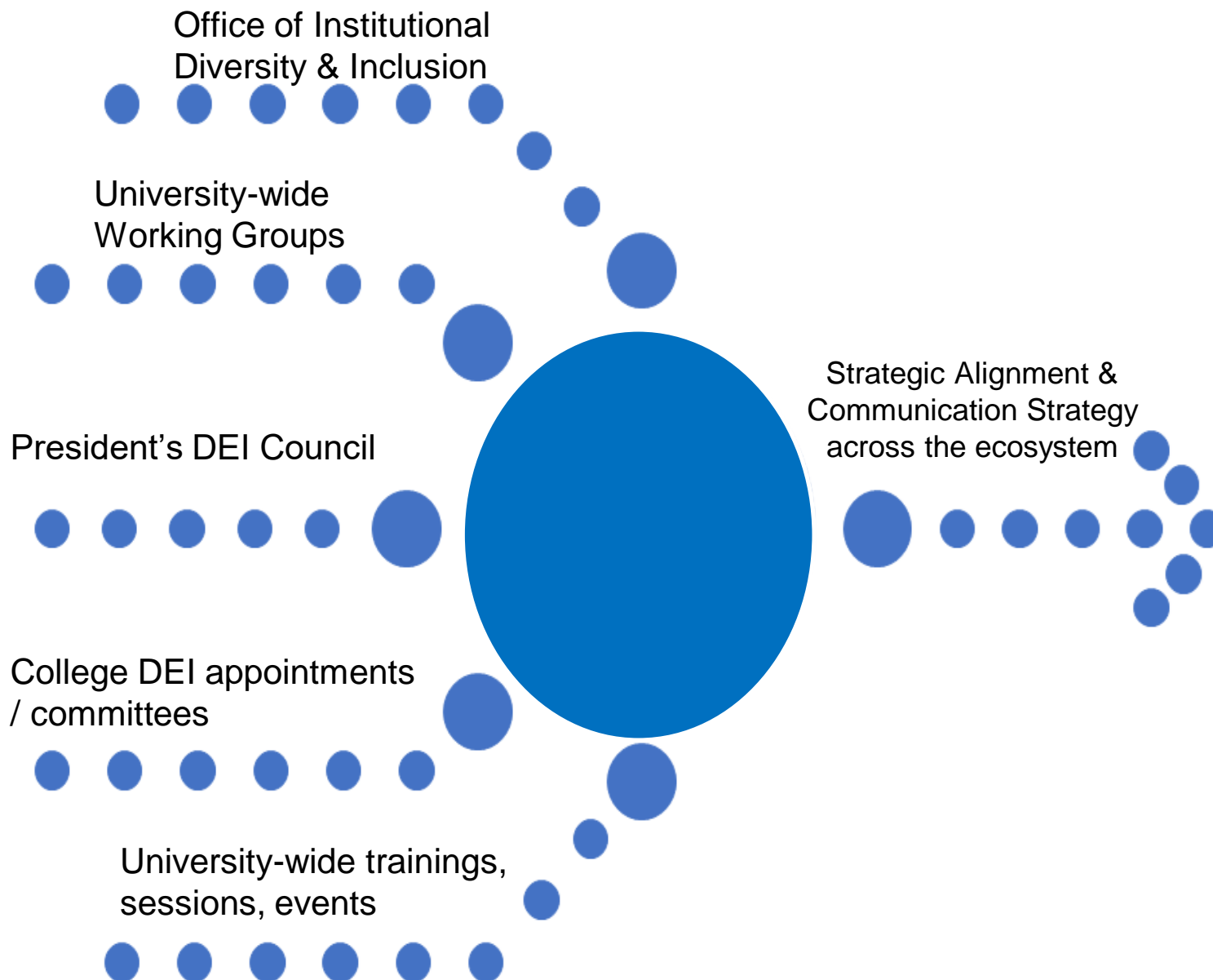
Peer Institutions: Best Practices

- STARS
 - 10 of 14 Colonial Group schools participate in independent certification programs
- Conduct DEI climate surveys to faculty, staff and students every 3 years
 - Results shared publicly

Institution	Stars Rating
Boston College	Silver
Boston University	Silver
Brandeis University*	
George Washington University	Gold
Lehigh University	Silver
New York University	Gold
Northeastern University*	
Southern Methodist University*	
Syracuse University	Silver
Tufts University	Silver
Tulane University*	
University of Miami	Gold
University of Notre Dame	Silver
Wake Forest University	Gold

* expired status or does not participate

Northeastern Initiatives



Recommendations

- ★ Creation of a Standing Committee:
Faculty Senate Diversity, Equity & Inclusion
- ★ Develop a communication strategy and distribution system (transparent)

