

FINAL REPORT: INCLUSION & DIVERSITY COMMITTEE 2022-2023

Committee Members: Bridget Smyser (chair), Tamara Bonaci, Wendy Crocker, Francesca Inglese, Daniel Kim, Philip Larese-Casanova, Karl Reid (Ex-Officio), Les Stein, Lydia Young



THE CHARGES

In collaboration with the Office of Diversity, Equity, and Inclusion:

1. Evaluate women and BIPOC representation in faculty honorific awards over the past 5 years. Recommend best practices to maximize DEI considerations in awardees. Develop recommendations for a reporting system for university awards.
2. Develop a process by which faculty and staff policies can be reviewed to ensure diversity, equity, and inclusion language is considered/included.
3. Recommend a communication strategy for the Diversity Dashboard and access to data related to DEI activities to increase the visibility of these resources to the university community.
4. Review the NU academic plan, identify which aspects of the plan apply to the work of this committee, and provide recommendations for possible future committee charges.

CHARGE 1: FINDINGS AND RECOMMENDATIONS: HONORIFIC VS. TIER 1 AWARDS



Figure 1a: % Honorific Award Winners by Gender

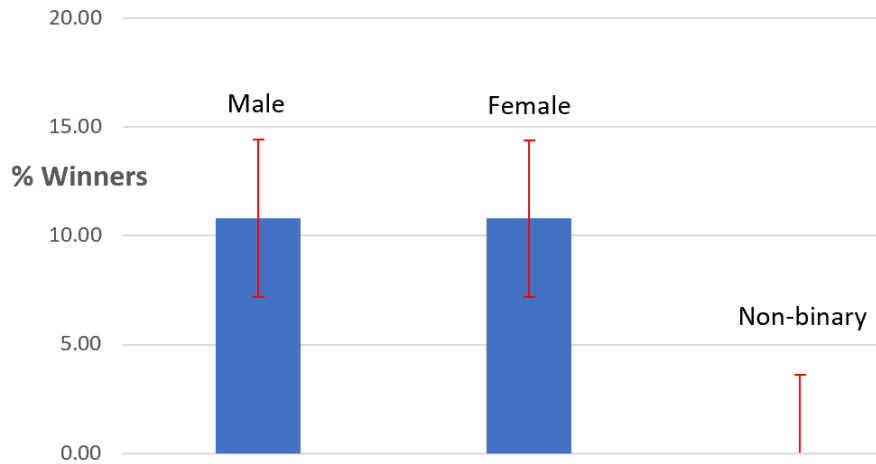
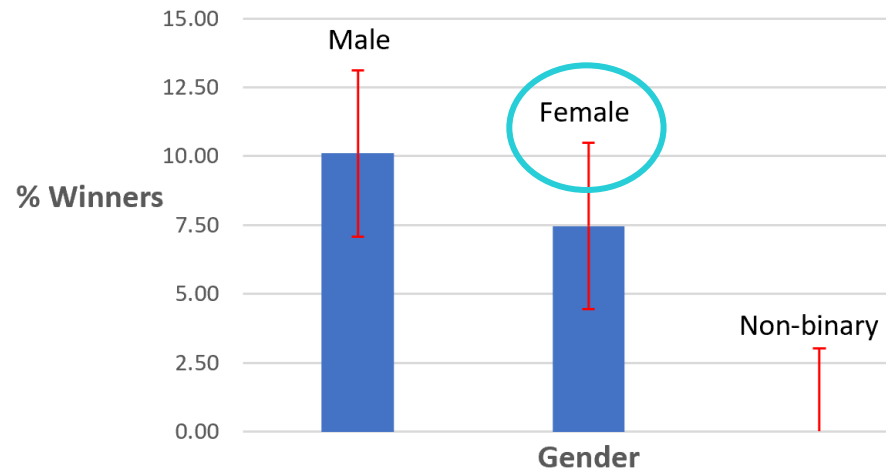


Figure 2a: % Tier 1 Award Winners by Gender



FINDINGS:

- No gender disparities for honorifics, but some for Tier 1
- Hispanic/Latinx faculty report fewer honorific awards
- Self-reporting of awards may skew results

Figure 1b: % Honorific Award Winners by Race/Ethnicity

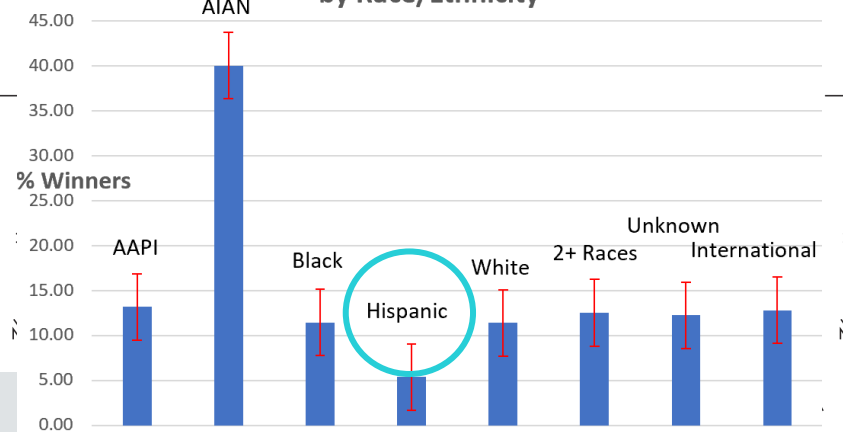
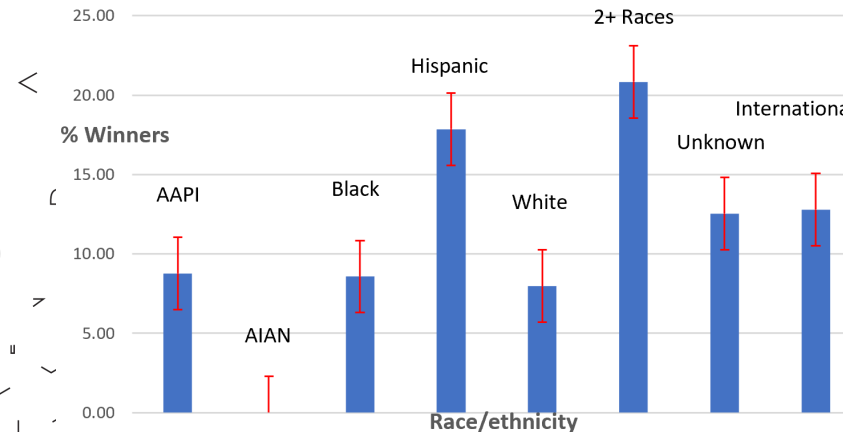
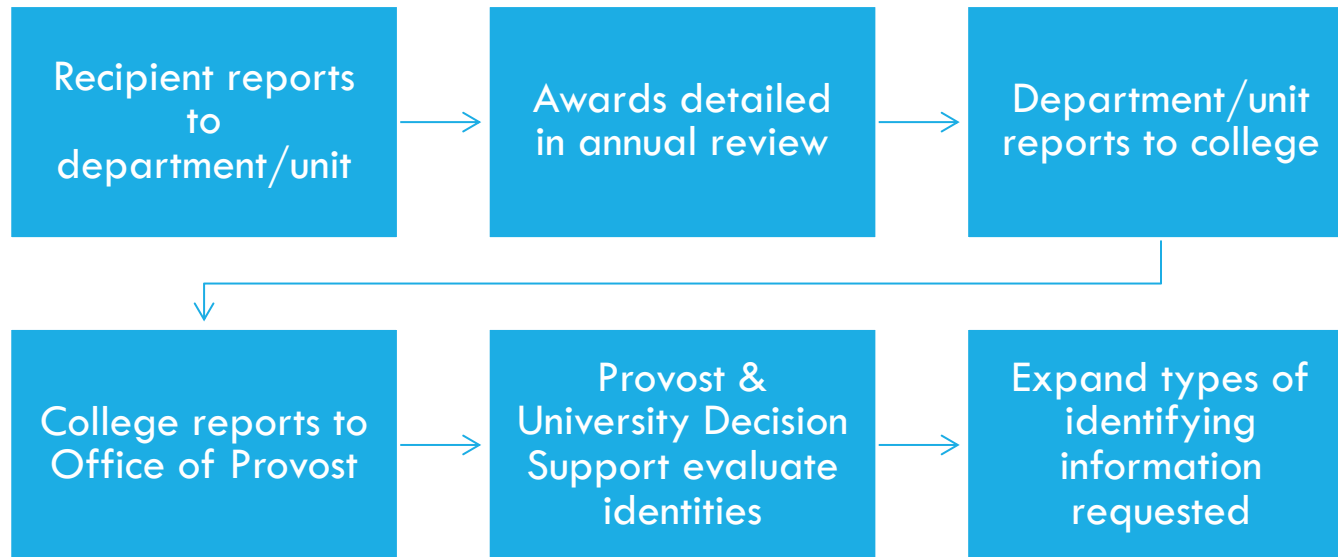


Figure 2b: % Tier 1 Award Winners by Race/Ethnicity



CHARGE 1: FINDINGS AND RECOMMENDATIONS



- Evaluate internal and external awards for DEI
- Announce awards in multiple ways
- Make it clear who is eligible/ Have clear criteria
- Revise award criteria for DEIJ impact
- Diversify nomination pool and selection committees

RECOMMENDATIONS FOR AWARD REPORTING SYSTEM

CHARGE 2: FINDINGS AND RECOMMENDATIONS

FINDINGS: No current mechanism or process to make sure DEI is addressed when policies are created or updated.

RECOMMENDATIONS: New preface to Policies website:

Each of the following sections focuses on a critical aspect of Northeastern University's policies and governance procedures. It is important that each section complies with and supports Northeastern University's commitment to diversity, equity, and inclusion (DEI). As policies are updated and new policies are created, the writers/reviewers are expected to use best practices to embrace inclusive and supportive language and understand the implications of such policies on all populations.

CHARGE 2: FINDINGS AND RECOMMENDATIONS

RECOMMENDATION: New guide to assess policies

Policy Creation

Existing Policies

Neutral language and accessibility

Considerations of DEI

Considerations of culture and geographical location

Dissemination and Review

Assessment of policies' effectiveness relative to meeting DEI requirements

Accountability

Example:

- Is there a cultural component to this policy that should be considered?
- Is the inclusion of a land acknowledgment appropriate?
- Is there recognition of geographical and religious differences (i.e., holidays in different countries).

CHARGE 3: FINDINGS AND RECOMMENDATIONS

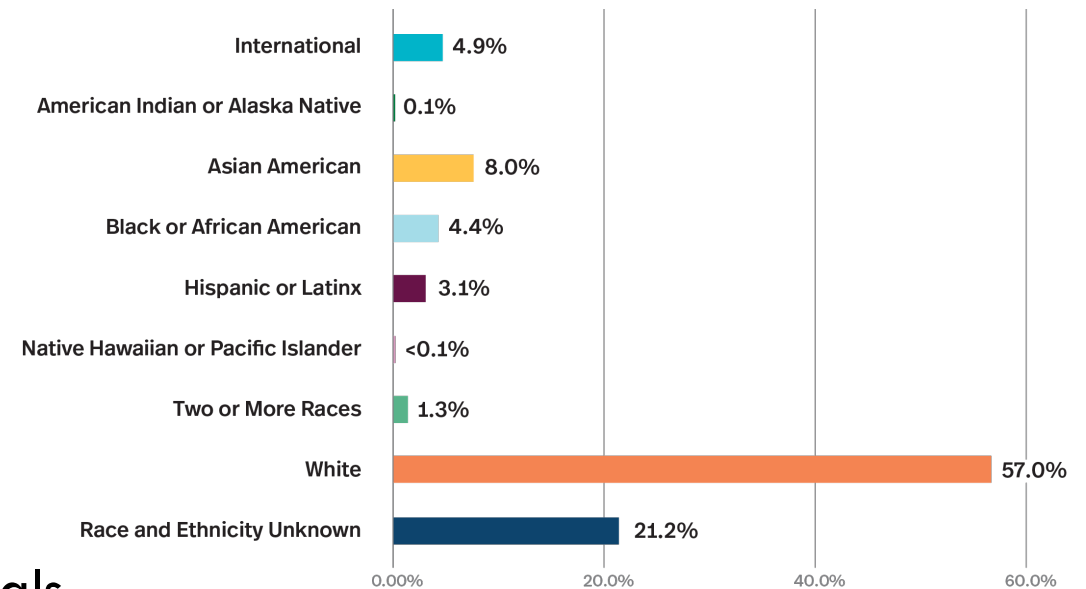
FINDINGS: Diversity Dashboard

- Data hidden from view
- Lack of transparency
- Lack of trust = low reporting of ID data
- Office of University Decision Support not very visible

Recommendations: Diversity Dashboard

- Emphasize link between identity data and university goals
- Create Data Guide to assist navigation
- Have Office of University Decision Support meet with Faculty Senate and during onboarding for new employees

Faculty



<https://northeastern.edu/diversity/our-demographics-2/>

CHARGE 3: FINDINGS AND RECOMMENDATIONS

FINDINGS: DEI Initiatives

- Initiatives not coordinated across university
- Information about initiatives at all levels not shared
- Action plans not published/reported consistently
- *Calypso* newsletter poorly subscribed

Recommendations: DEI Initiatives

- Make ODEI central hub for all DEI information
- Use ODEI website to publish and track unit initiatives
- Showcase Communities of Practice
- Send *Calypso* newsletter to all stakeholders by default

Northeastern
Institutional Diversity and Inclusion

[President's Action Plan](#) [Programs and Initiatives](#) [Diversity Council](#) [Demographics](#) [Messages](#)

Action Plan

Although we have long promoted diversity across all facets of the university, including Northeastern's new academic plan, *Experience Unleashed*, we are renewed in our commitment to eradicate the scourge of systemic racism. Below is an initial roadmap toward that end.

EXPERIENCE
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CHARGE 4: FINDINGS AND RECOMMENDATIONS



Recommendations for future charges:

1. Address bias in student course evaluations
2. Improve communication of award opportunities
3. Investigate pay equity among faculty and staff
4. Investigate impact(s) of IDC's recommendations from past two years
5. Use data from *One Northeastern* survey to measure impact of Diversity Action Plan

MAIN TAKEAWAYS FROM IDC 2022-23 REPORT:

More race than gender disparities for awards but...

- Need units and individuals to report awards
- Need to publicize awards and have diverse decision committees

Guidelines created for updating & creating policies with DEI in mind

DEI data and initiatives need...

- More transparency about how data is used
- Guides to using the data
- Central hub for recording/tracking initiatives

Future work should focus on...

- Bias in course evaluations
- Comprehensive database of awards
- Investigate pay equity
- Assessing impact of IDC
- Assessing impact of Diversity Action Plan

QUESTIONS?

Thank you for listening!

