

FINAL REPORT: INCLUSION & DIVERSITY COMMITTEE 2023-2024

Committee Members: Bridget Smyser (chair), Veronica Godoy-Carter, Jennifer Cassano, Lorien Rice, Demetra Papparounas, Philip Larese-Casanova, Donathan Brown (Ex-Officio), Darcelle Lahr

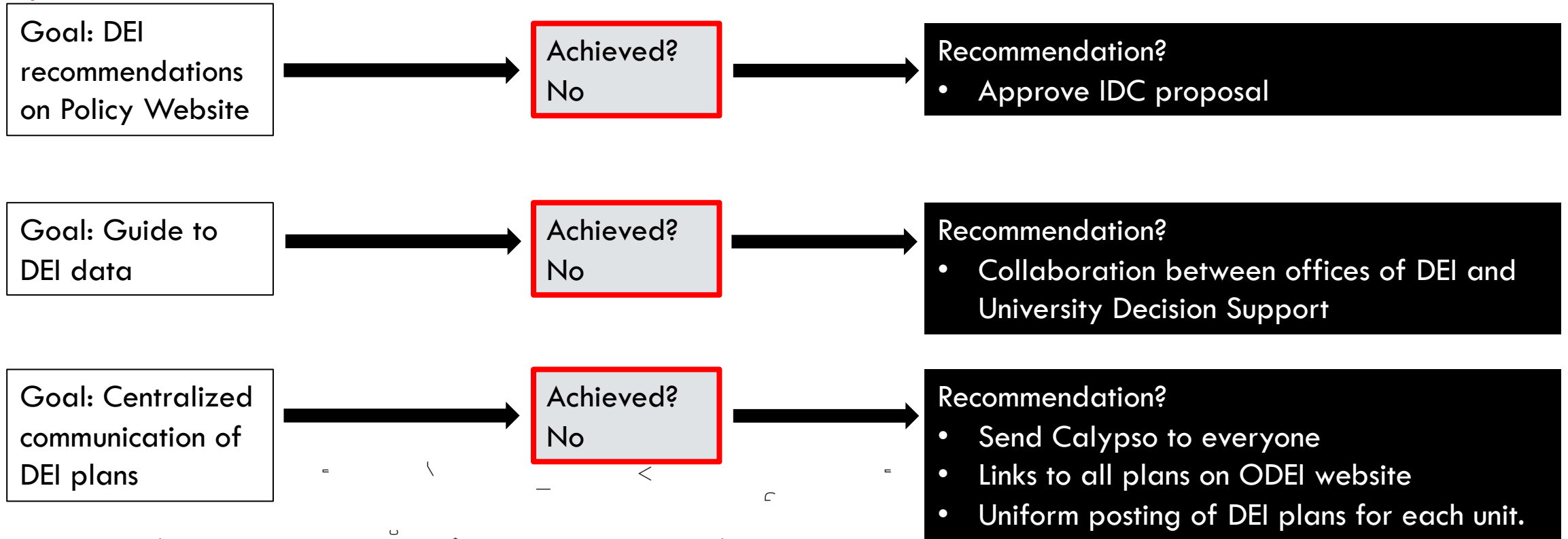


THE CHARGES

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

1. Provide status report on recommendations from 2022-23.
2. Coordinate faculty DEI efforts throughout the University by:
 - Identifying DEI leads and reviewing DEI Action Plans for all units
 - Identify consistencies and themes running through each Action Plan.
 - Identify areas of weakness, inconsistency or challenge.
 - Provide recommendations for addressing weaknesses, inconsistencies or challenges.
3. Suggest responses or measures to address IDC 2022-23 recommendations.
4. Status report on recommendations for reporting university awards.
5. Investigate if “Best Practices to Maximize DEI Considerations in Awardees” were implemented.

CHARGE 1: DEI LANGUAGE, DATA, AND PLAN STORAGE



CHARGE 1: CHALLENGES



Uncertain Ownership

- Who owns the policy page?
- What is the process for getting things changed?

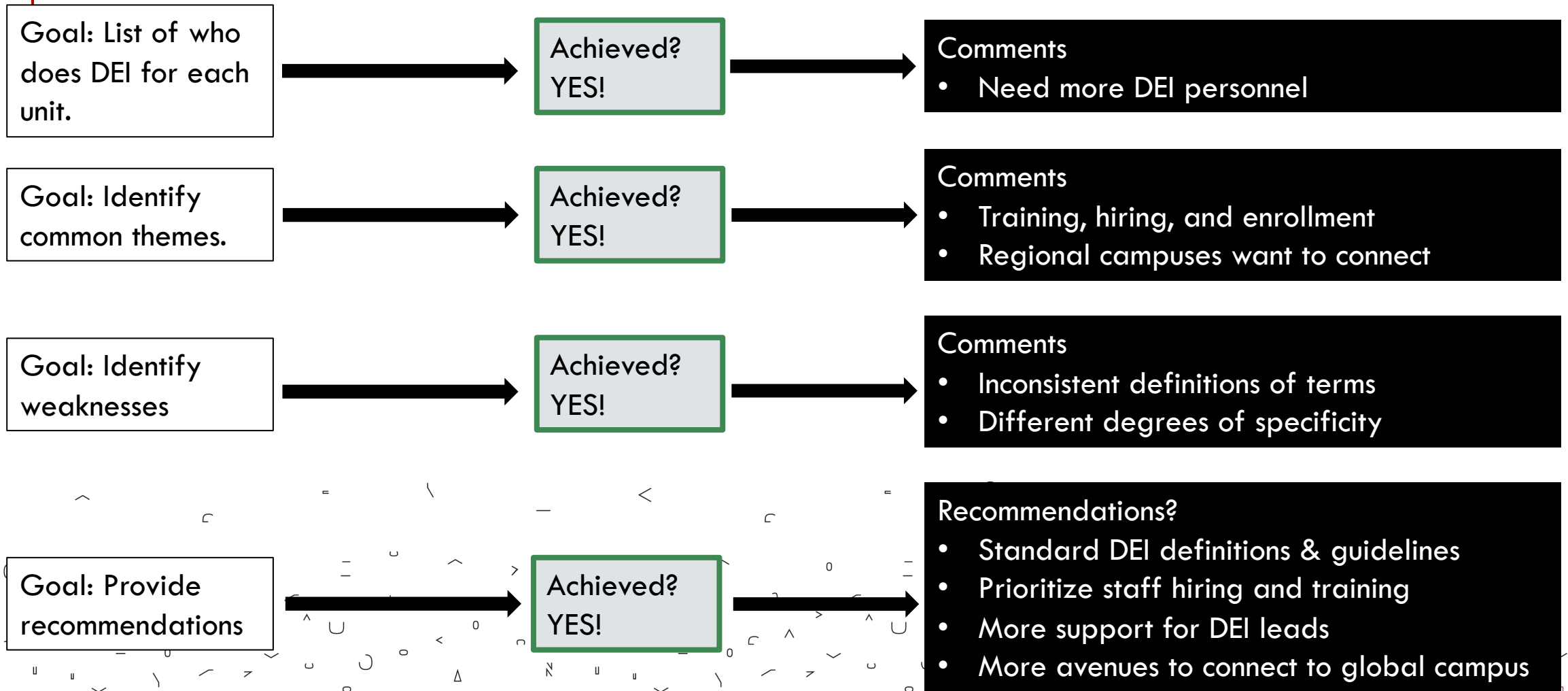
Data Silos

- NU Fact Sheet
- Diversity Essentials
- Websites not updated

Limits on Affirmative Action

- Uncertainty about access to data
- Uncertainty about how to use data

CHARGE 2: DEI PLANS, THEMES, WEAKNESSES, & PEOPLE



CHARGE 3A: BIAS IN TRACE EVALUATIONS

Comparison of ME 2000 level courses across several terms. Statistically significant difference between native and non-native English speakers.

Existing research (Kreitzer & Sweet-Cushman, 2021) shows

- Student evaluations do not correlate with teaching effectiveness
- Women, faculty of color, other marginalized groups rated lower
- Low response rates, qualitative questions, and overreliance on scores for merit problematic

Preliminary NU research shows

- Bias against ESL speakers
- Differences between disciplines

Average of Effectiveness Scores Compared by Country of Origin			
Term	International	US	Term Average
FL 2021	4.06	4.50	4.23
FL 2022	4.33	4.70	4.46
FL 2023	4.49	4.63	4.53
SP 2021	4.35	5.00	4.44
SP 2022	4.46	4.47	4.46
SP 2023	4.40	4.73	4.57
Overall averages	4.35	4.63	4.45
Std. deviation	0.15	0.19	0.12

Data not available in spreadsheet form!

CHARGE 3B: IMPACT OF PAST IDC WORK

- More diversity in senior leadership (30 male/35 female; 19% BIPOC)
- More support/resources for faculty and staff (ODEI & CATLR resources)
- Create cultural & affinity groups (9 listed on ODEI website)
- More equity in awards (see charges 4 & 5)
- Progress on Diversity Action Plan measured with One Northeastern Survey (Not a 1:1 match, but progress)

Achieved?
YES!

- Increase diversity in faculty, staff, & student body (Some change, hard to quantify without data)
- Increased transparency of communication (Data/metrics hard to find)
- Curriculum and assessment review for DEI (5/11 CATLR offerings in Spring 2024 DEI related)
- Create NU-specific action and justice framework (Unclear meaning, some info on ODEI site)
- Recruiting, retaining, & mentoring URM faculty & staff (Some hiring info, not much more)
- Investigate bias in TRACE (Data not easily analyzed, some evidence of bias)

Achieved?
Partially!

- Investigate pay equity (But new initiative coming)
- DEI Dashboard (Listed as 'coming soon')
- DEI language in policies (Proposal in progress)
- Communication across campuses about DEI (Hard to find information)
- Send Calypso to everyone (Difficult to merge with NU Global News)
- Create Data Guide to help navigate available DEI data (Miscommunication with University Decision Making)

Achieved?
No/Can't tell

CHARGE 3C: IMPACT OF NU DIVERSITY ACTION PLAN

President's Action Plan

- Create Community Advisory Board for NUPD
- Increase diversity & representation at all levels
- Elevate President's Council on Diversity & Inclusion
- Improve University-wide accountability
- Appoint Dean for Cultural & Spiritual Life
- Improve support for students
- Enact cultural competency and anti-racism training
- Deepen community engagement
- Amplify our impact through our employer partners

Community Advisory Board created

67% satisfied with diversity on campus

92% agree diversity improves experiences & interactions

Not measurable with current information:

Future survey question: Perception of university accountability

Dean for Cultural & Spiritual Life appointed

Staff & undergraduates most comfortable sharing views on DEI

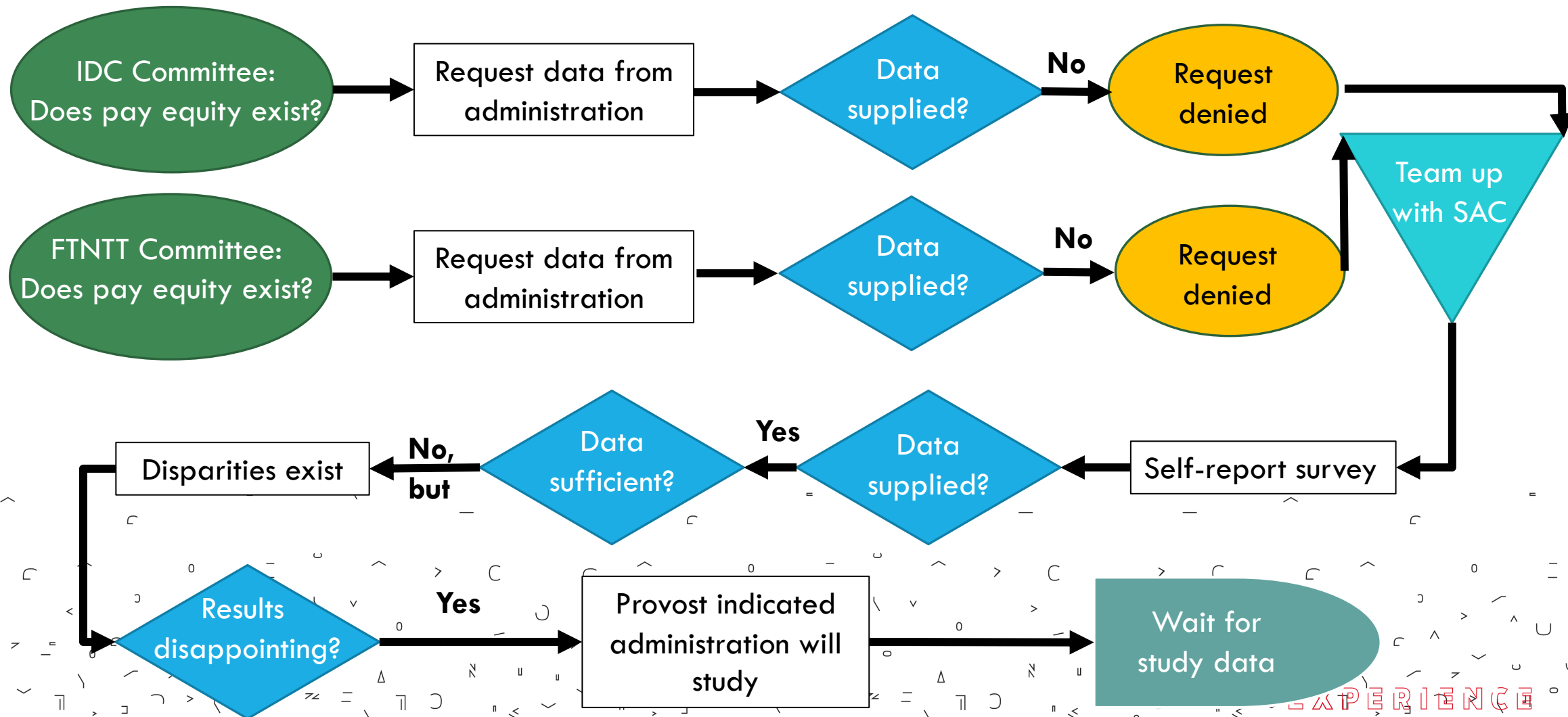
Future survey question: Attitudes about required training & participation in other workshops and training

Not measurable with current information:

Future survey questions: BIPOC student experiences with employers

Poor match between
Plan and Survey

CHARGE 3D: INVESTIGATE PAY EQUITY



CHARGE 4: PROCESS FOR REPORTING AWARDS

Goal: Create database of honorific and other awards

Achieved?
Partially!

- Recommendation was reporting from faculty to chair to dean to provost office
- Databases maintained by Provost's office
 - Faculty awards
 - Academic analytics
 - Research development
 - Research enterprise services
- Faculty award database contains
 - Internal & external awards
 - Classified by name/school/year
 - Grants and honorifics
- Database not complete

CHARGE 5: USING BEST PRACTICES FOR DEI IN AWARDEES?

Goal: Create support structure to improve DEI in awardees

Achieved?
Mostly!

- New roles to raise awareness
 - Provost Fellow for Honorific Awards
 - Executive Director of Communication
 - Honorifics Awards Initiative team
 - Faculty Awards Specialist
- Waiting for website launch
- Still some understaffing
- Still no requirement to report

KEY ITEMS FOR NEXT YEAR

1. Recommendations & Charges that are measurable and specific
2. Follow up on proposal to Policy Oversight Committee
3. Improve data transparency, availability, and connections to DEI measures
4. Expand categories of self-identification and connect to awards/awardees
5. Create a Guide to DEI Data
6. Send Calypso to everyone
7. Survey questions to understand DEI priorities and concerns
8. Review guidelines for writing Action Plans and provide standard definitions
9. Appoint new Chief Inclusion Officer and Vice Provost for Faculty Diversity

MAIN TAKEAWAY FROM IDC 2023-2024

To achieve their charges the IDC and other committees need



THANK YOU! ANY QUESTIONS?

THE CHARGES

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

1. Collect from ODEI the **status** of the **recommendations** put forth in the 2022-23 Final IDC Report (pages 10 -12), for **ensuring diversity, equity, and inclusion language** in faculty and staff **policies**. For recommendations that have **not progressed**, identify **challenges** and/or **rationale for inaction**. Ensure that policy-related activities are aligned with current diversity and inclusion efforts of the 2023-24 Academic Policy Committee.

2. In an effort to coordinate faculty DEI efforts throughout the University by creating a transparent, purposeful, and consistently engaged DEI college/campus faculty community:

Identify parties responsible for DEI at each college and campus in order to create a global Northeastern faculty DEI working group. In coordination with the working group, **review all college and faculty-related DEI Action Plans**.

Identify consistencies and themes running through each Action Plan.

Identify areas of weakness, inconsistency or challenge facing each college/campus related to stated DEI goals.

Provide recommendations for addressing identified weaknesses, inconsistencies or challenges in a unified manner.

THE CHARGES

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

3. To the extent practicable, and to the extent not addressed in other Charges herein, **explore potential responses and/or measures to address the recommended future IDC charges** identified in the 2022-23 IDC Final Report (pages 15 – 16).
4. Collect from the Office of the Provost the **status of the recommendations** put forth in the 2022-23 Final IDC Report (pages 9 – 10), **for creating a process for reporting university awards**. For recommendations that have not progressed, identify **challenges** and/or **rationale for inaction**.
5. Investigate **whether any of the eight recommended “Best Practices to Maximize DEI Considerations in Awardees”** put forth in the 2022-23 IDC Final Report (pages 7 – 9) appear to be **in effect**. Identify which have not been adopted, and if not, **discuss potential paths forward** for implementation, and/or possible challenges to implementation. For any which have been adopted, **briefly assess their status**.