

EXPERIENCE

Belonging

Infusing DEIB into all facets of
Northeastern's Global University System

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Chief Inclusion Officer

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N Northeastern University
Diversity, Equity and Inclusion

NORTHEASTERN

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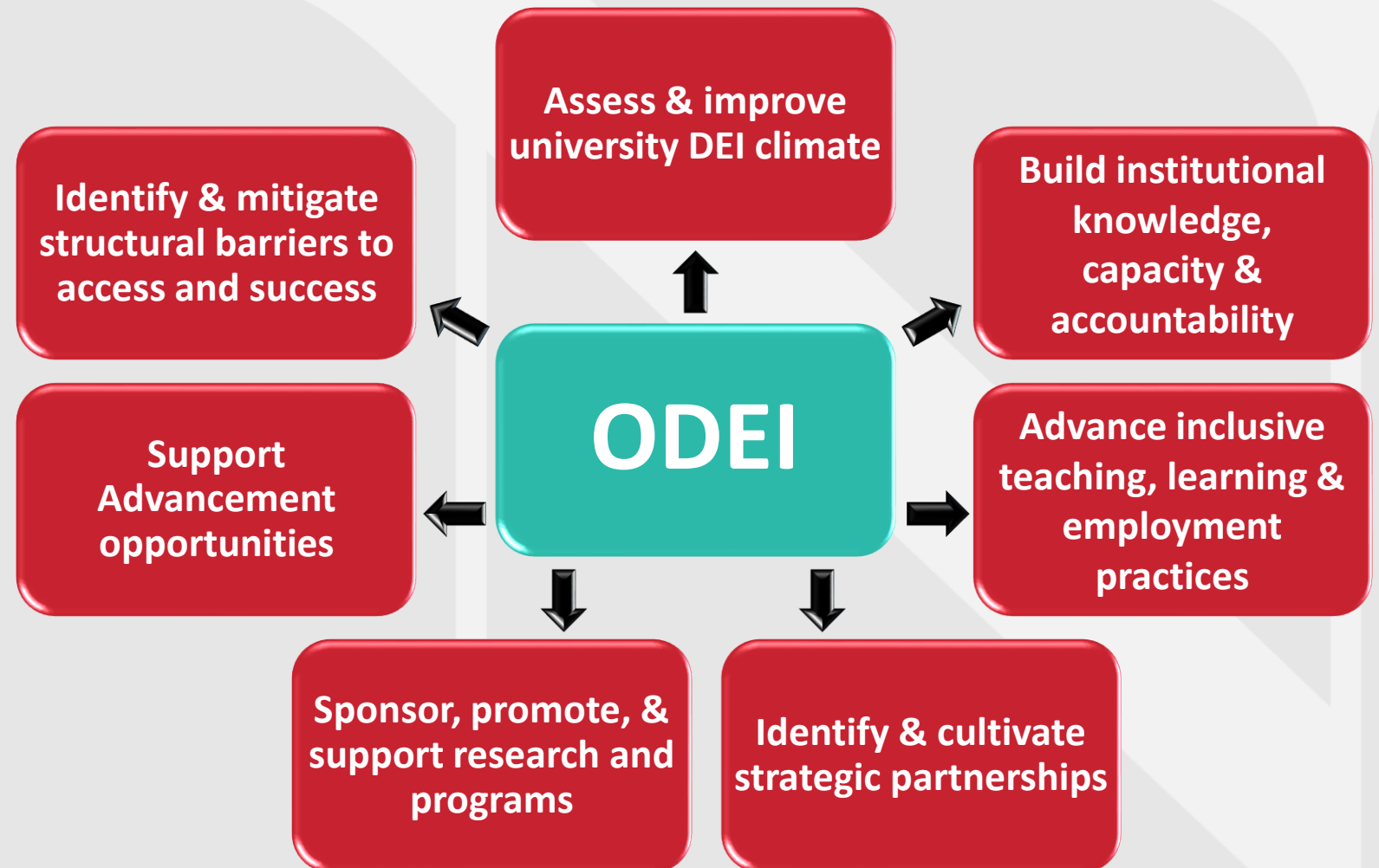
Lisa Susser

Manager – Network Diversity

ODEI Provides Strategic Leadership



Reporting to the **Provost** and **Chancellor**, with a dotted line to the President, ODEI is a **central coordinating hub** that provides strategic leadership and capacity building across the global university system.



Our Commitment to Creating A More Inclusive University



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

<https://northeastern.edu/diversity/action-plan/>

In June 2020, President Aoun announced an Action Plan *“to address the scourge of systemic racism”* and to *“advance our commitment to diversity, equity, and inclusion.”*

The multidimension plan included the following commitments:

- Increase **diversity and representation** at all levels
- Improve university-wide **accountability**
- Improve **support** for Black students (and other marginalized groups)
- Enact cultural literacy and anti-racism **training**
- Deepen **community engagement**
- Create a **Community Advisory Board** for NUPD
- Amplify our impact through **employer partners**

Northeastern's Strategic Vision for a Transformative Education

Our vision is to create a wholly immersive learning and discovery experience untethered by traditions, geography, and demographics to better prepare our students for a world increasingly characterized by the intersections of our human, biological, physical, and digital worlds.

To achieve this transformative state, we start by building a more diverse and inclusive university.

-Experience Unleashed

Northeastern University's Academic Plan



Our Commitment to Global Inclusive Impact

Northeastern University is committed to creating a **welcoming and inclusive community** that invites diverse **viewpoints**.

It is a community where individuals of **all identities, backgrounds, and experiences** can thrive, have a strong sense of **belonging**, and achieve academic, research, and professional success.

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We Are Prioritizing **BELONGING**

“Overall, creating a stronger sense of belonging within groups and across the university should be a critical focus area for the coming years.”

*– Major Takeaway from
2021 D&E Climate Survey Findings*

EXPERIENCE BELONGING

A shared belief that fosters a climate in which all members of our community feel **seen, valued, and heard** and reinforced by our policies, practices, and structures.



- INCREASING REPRESENTATION
- ELEVATING THE VOICES OF HISTORICALLY MARGINALIZED GROUPS AND THEIR EXPERIENCES



- FOSTERING INCLUSION AND BELONGING
- IMPROVING UNIVERSITY CLIMATE, RETENTION, AND COMMUNITY ENGAGEMENT



The Roadmap to Belonging

- IDENTIFYING AND CLOSING EQUITY GAPS
- INCREASING TRANSPARENCY AND ACCOUNTABILITY



- SECURING NEW RESOURCES
- BUILDING CAPACITY TO ADVANCE OUR MISSION

We Have Distributed Ownership of DEIB Action Plans Across the University

40

PLANS RECEIVED

130

STRATEGIES ACROSS THE
GLOBAL UNIVERSITY SYSTEM

7

COMMON THEMES

Diversify Students
and Retain Diverse
Students

Diversify Vendors and
Partners

Create and Expand
Culture of Inclusion
and Belonging

**Common
Themes**

(Communities of Practice)

Diversify Faculty and
Retain Diverse
Faculty

Diversify Staff and
Retain Diverse Staff

Implement
Training

Data Collection,
Analysis, and
Monitoring

We Have Aligned Our Efforts for Maximum Impact

Our shared belief

EXPERIENCE Belonging

A shared belief that fosters a climate in which all members of our community feel **valued, seen, and heard**, and reinforced by our policies, practices, and structures.

Pillars of Belonging



Action Plan Common Themes



ODEI: What We Do

Building a Community of Practice



DEI Action Planning

- Lead and support all academic and administrative units with 3-year action plans
- Monitor progress of 40 plans and 130 strategies across the university

Communities of Practice

- Monthly meetings foster and further DEIB accessibility and belonging
- Best practice sharing among DEIB strategy leads and assist with realizing action plans

ODEI: What We Do

Faculty Diversity



Partnerships & Pipelines

Executing a nationwide faculty recruitment model with top HBCUs and other MSIs

Working with search committees to expand our outreach efforts

Fostering partnerships with Cultural Centers via rotating office hours



ODEI: What We Do Learning in Action

Racial and Cultural Literacy

- Cultural literacy and antiracism learning for all faculty, staff and students introduced fall 2021.
- Customized modules and videos that establish a basic understanding of diversity, equity, inclusion, and anti-racism and foster belonging.

Learning, Development and Action (LDA)

- ODEI assists organizations and divisions to **identify knowledge gaps and facilitate learning** opportunities such as workshops to advance diversity, equity, inclusion, and belonging (DEIB) efforts within organizations.



Northeastern
University

SEEING IS BELONGING



ODEI: What We Do Increasing Awareness...

ODEI newsletter, Calypso

- Features editorial blog posts
- Lifts up diverse voices and topics
- Welcomes contributions from across the global university system

SCAN ME



ODEI: What We Do

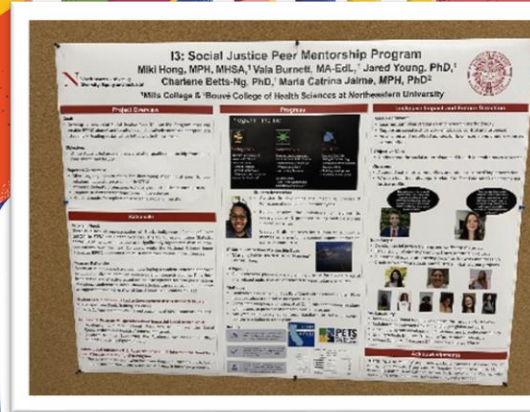
Increasing Awareness and Sparking Innovation

ODEI newsletter, Calypso

- Features editorial blog posts
- Lifts up diverse voices and topics
- Welcomes contributions from across the global university system

Inclusive Impact Innovation (I3) Fund

- Sparks innovative cross-disciplinary projects
- Creates DEIB initiatives that can be replicated across the global university system and serve as a model for HE



ODEI: What We Do

Building Communities of Belonging



Asian Faculty
& Staff

Black Faculty
& Staff Association

Disability Alliance

Jewish Faculty & Staff

Latinx Faculty
& Staff

LGBTQ+ Faculty
& Staff

Native & Indigenous
Faculty, Staff
& Students

NU Parents



NU Future
Leaders

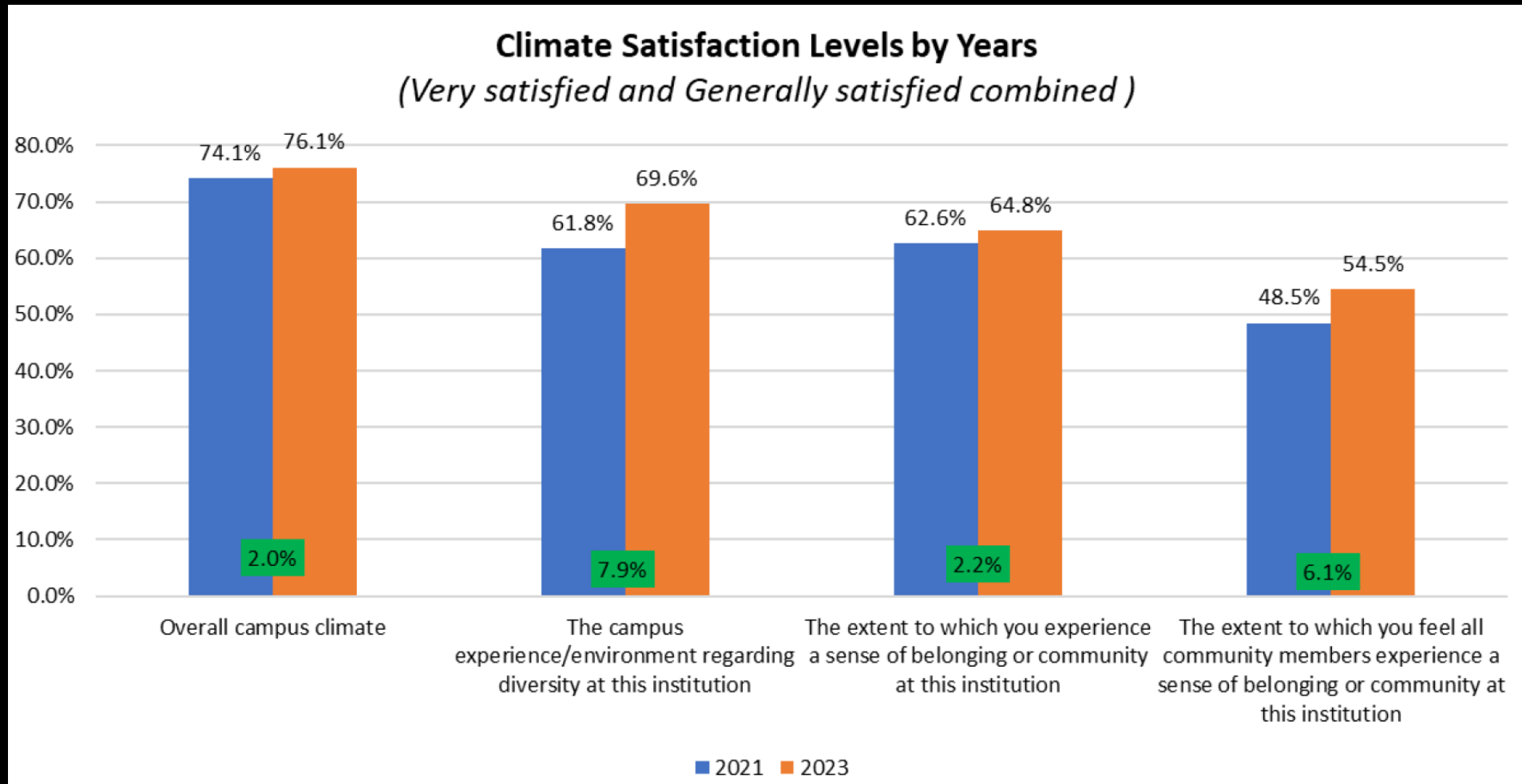
Coming Soon

Calypso Newsletter + Affinity Groups Subscription

SCAN ME



We're Making Progress On Key Measures of Belonging



How Do We Accelerate Global Inclusive Impact?



EXPERIENCE Belonging: A Blueprint for Global Inclusive Impact

A Leader of Inclusive Impact

- Become a thought leader on how to infuse DEIB across a global university
- Develop and diffuse a compelling narrative about our inclusive impact



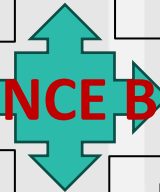
Create a Culture of Learning

Produce a learning architecture (content, administration, platforms, accountability) that fosters a discourse culture, equipping faculty, staff, and students to engage in inclusive practices and essential conversations.

Integrate Inclusive Practices

Increase recruitment and standardize inclusive hiring practices and accountability measures (e.g., DEIB measures within performance evaluations) while identifying and reducing equity gaps.

EXPERIENCE Belonging



Centralize and Distribute Resources

Create, curate, and disseminate centralized resources of information, expertise, suppliers, and funding while increasing accessibility of campus spaces and communications (e.g., captioning, ASL).

Develop University-wide External Partnerships

Recruit, curate, and evaluate partners to foster staff, faculty, and student recruitment and engagement.

The Blueprint for Global Inclusive Impact

Create a Culture of Learning

- Create a “discourse community” that norms our values and establishes a common language of belonging
- Foster continual learning to increase racial and cultural literacy and develop dialogue skills
- Lift voices of community members, especially those with “belonging uncertainty”

Integrate Inclusive Practices

- Diversify faculty, staff, and students
- Assess and close equity gaps across the university
- Embed DEIB values into performance and promotion evaluations
- Launch and promote awards and recognition programs

Develop External Partnerships

- Form and cultivate strategic partnerships to foster staff, faculty, and student recruitment and engagement
- Expand and build a network of W/MBE suppliers
- Amplify our impact through employer partners

Centralize and Distribute Resources

- Activate and increase DEIB capacity across the network
- Centralize and distribute DEIB resources and funding
- Expand DEIB-related donor campaigns and donor support
- Increase accessibility of campus spaces
- Increase data transparency

*Integrate and disseminate DEIB-infused messaging, marketing, and branding (for internal and external audiences)

Call to Action: What Can You Do?



- Action Plans – review, monitor, refresh
- Learn – read, discuss, teach, research
- Climate Survey – review, plan, and act
- Affinity Groups – join, create, advocate
- *Calypso* – subscribe, read, contribute
- Get in touch, talk with us
(diversity@northeastern.edu)

- EXPERIENCE Belonging:
DEIB work is for all us!



ODEI

The Office of Diversity, Equity & Inclusion



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