![Northeastern University — College of Social Sciences and Humanities]

Race and Social Justice Initiatives

Strategic Planning Since 2016

Diversity and inclusion, as well as questions of race, racism and anti-racism, are part of all of our programs, research centers, and three areas of strategic focus—and they are always works in progress. At the same time, we focus on the intersections of social hierarchies, including race, gender, sexuality, class, caste, and status.

Our Experiential Liberal Arts model, with its strong focus on social justice and on engagement beyond the classroom and beyond the university, provides opportunities for attracting and retaining faculty, students and staff from historically underrepresented groups. Our focus on transforming knowledge and skills across contexts, on community engagement and experiential learning (from co-op to experiential Ph.D. semesters) is important in this context. Our faculty and staff integrate Digital and Public Humanities for the representation of historically underrepresented voices, and bring social science and humanities approaches to public policy work, including work on social disparities.

In 2016, CSSH completed its first 3-year plan to address diversity, inclusion, and equity challenges and opportunities. The plan outlined steps for immediate and long-term action to develop mentoring, inclusive pedagogies and curriculum as well as structural and procedural changes within the college. This document overviews these changes, initiatives, and efforts.

Key Appointments and Structural Changes

Ellen Cushman, Director of Civic Sustainability, Diversity and Inclusion Initiatives, 2015-16
Ellen Cushman, Associate Dean of Academic Affairs, Diversity and Inclusion, 2016-ongoing
      Lead, CSSH Strategic Plan on Diversity and Inclusion, 2016
      Chair, Dean's Council on Civic Sustainability, Diversity and Inclusion, 2016-
Nicole Aljoe, Director, Africana Studies, and Lead, Women of Color in the Academy, 2017-
Rod Brunson, Director of Graduate Mentoring and Diversity Initiatives, 2019-
Angel Nieves, Director of Public Humanities, 2020-
James Rollins, Associate Dean of Administration and Finance, 2020-, with portfolio focus on staff diversity and inclusion.
Uta Poiger, Dean, Co-Chair with James Hackney, Presidential Council on Diversity and Inclusion, 2013 to 2018, 2020-

Department of Cultures, Societies and Global Studies, 2016- (home to Africana Studies, see also initiatives in that program)
Dean's Council on Civic Sustainability, Diversity and Inclusion, with appointed members from faculty, staff and students, 2016-

- Launched website that features diversity, inclusion, race, anti-racism efforts in college, 2016-
- Co-hosts public lectures with Northeastern Crossing, Student Affairs, and O'Bryant Center
- Profiles faculty members' works on race and social justice

Increased transparency of college's populations and retention efforts (faculty, staff, students), Spring 2021

Staff: Advisory Council with diverse representation established, 2015, 2018-

Advancement: Three meetings on diversity and inclusion with Dean's Strategy Council in 2020, CSSH team charged with developing case statements of key initiatives from scholarships to research, 2020.

Department-level Diversity and Equity Committees: established in units including English, Sociology and Anthropology, Political Science, Philosophy and Religion, SCCJ, SPPUA, 2020-

Curricular and Pedagogical Initiatives

- 110 distinct CSSH courses in NuPath *Difference and Diversity* Learning Path, as of Fall 2020
- Status review of *all* CSSH majors and graduate programs on how core courses and electives introduce students to the analysis of racial formations and anti-racism, 2020/21
- Collaboration Cohen, Aljoe, Nieves, Poiger on digital platform for local "coming to terms with the past and celebrating underrepresented voices," 2020-
- Fall 2020 Racial Literacy: Pop up course and Event Series (university wide; led by Robinson-Wood (Bouve), Cushman, Poiger)
- Collaboration on university-wide bridge program for incoming first-years from underrepresented groups, July 2021
- PIKSI summer program for underrepresented students in Philosophy, Branden Fitelson, Lead, 2018, 2021
- Collaboration with Student Affairs on Anti-Racist Training (GO Training), Ellen Cushman, co-led, 2017
- Collaboration with OIDI on revision to first year writing inclusive pedagogy materials and workshops, 2017
- Conflict, Civility, Respect, Peace Event and Workshop Series: Leadership of Collaboration with Student Affairs, 2013-

Initiatives (including Partnerships) to Increase Diversity of Student Body

- Introduction of rubrics for holistic assessment of Ph.D. applications, 2020/21
- Reporting of demographic composition of doctoral student body and applicant pools by program, composition of Doctoral Student Body and applicant pools, by program, 2017-
- View Events for Increasing Domestic Diversity in Ph.D. Programs with Ph.D. network, 2017-
- GRE made optional in master's programs, 2020-
- CSSH Excellence Scholarship in master's programs, 2013-
- Collaboration with EM on Pipelines, including College Bound Initiative, NYC, on McNair and TRIO offices, 2020-
- Collaboration with Engineering and Ph.D. Network on articulation agreements with HCBUs, 2020-
- CSSH Circle (for International and Domestic Undergraduate Students), 2016-
- Peer Mentor Program extended to all CSSH majors, 2016-
- Persistence specialist for student difficulties, 2012-

Research and Engagement

- Lincoln and Aljoe co-led university-wide faculty conversation sponsored by SVP for Research on race and social justice research, September 2021
- CSSH Website Featured Topic: Anti-Racism and Culture
- Events for the Campus and the broader public, for example Hear Us, See Us, Understand Us
- Race and Social Justice featured topics for the Research Development Initiative, September and October 2020
- Northeastern Public Evaluation Lab (NUPEL), collaboration with Greater Boston Evaluation Network (GBEN) on Culturally Responsive Evaluation (CRE), November 2021
- Additional initiatives on the websites of research and engagement centers

University Cluster Proposals, Fall 2020, with race and social justice angles, with CSSH leadership

- Spatial Justice: Experiential Research and Teaching on Race, Caste, and Ethnicity
- Racism and Health
- Climate Justice, Sustainability, and Resilience
- Boston Area Education Research Consortium
- Civic Science and Environmental Monitoring
- Information, Algorithms, and Justice
- The Ethics and Culture of Digital Health
- The Future of Work and Family Well-Being
- Global Health: Science, Policy and Implementation in the 21st Century
- Algorithms, Work, and the Platform Economy
- Understanding, Communicating, and Promoting Environmental Stewardship Through Different Lenses
- Partnership on Immigrant Rights

Faculty Search Procedure Changes

CSSH redesigned its search process in 2016 to institute a search process that strives for best practices in recruiting diverse faculty. These processes touch all phases of the search process of formulating the job ad, recruitment, screening, and hire rationales, and they provide for transparency and accountability throughout the search process. Candidate screening rubrics are developed by each search committee based on the job ad. In the recruitment stage of the search process, the EEO reports on applicant pool demographics are reviewed twice in the Dean's Office. Rationales for hiring candidates are produced with special attention paid to the ways in which the candidates demonstrate attention to diversity and inclusive, experiential liberal arts pedagogies and research. Hiring committees send a list of viable candidates to the Dean's Office. The dean, in consultation with the committee chair and unit head, makes final decisions regarding who receives offers. We continue to work closely with all our colleagues to recognize that local decisions and consistent outreach to potential candidates as well as close attention to unit climate are key factors in recruiting and retaining faculty members from historically underrepresented groups.

35% of T/TT hires in CSSH since 2012 have been from under-represented ethnic groups, including 13% African Americans

Faculty Development and Mentoring

- Mentoring teams assigned for each TT Faculty member. Training in mentoring created, 2014-
- Taskforce on increasing support and mentoring for associate professors, 2017-18

Faculty Hiring Initiatives, 2020-21

- Two Race and Social Justice Cluster Searches and related searches
- Director of Africana Studies Search

Staff Hiring, Development, and Mentoring

- Establishment of Staff Advisory Council, 2015
- Training on staff search processes, 2017-
- Staff Advisory Council organizing developmental workshops and retreat, including working in inclusive environments, 2018-
- CSSH Staff Ambassador Mentoring Program, 2019-
- Staff Mentoring Circles piloted in partnership with the Office of Institutional Diversity and Inclusion, 2019-

Student Groups, usually with strong CSSH participation or leadership

- SAID (Students Against Institutional Discrimination)
- Northeastern Black Student Organization
- See also https://cssh.northeastern.edu/africana/people/student-organizations/