

Diversity and Inclusion Report

International Affairs

Introduction

The mission of the International Affairs Program is to educate students through a diverse faculty representing various academic disciplines, theoretical frameworks, and methodologies and prepare students with the knowledge and skills needed to thrive in a diversified world society while promoting global citizenship and social responsibility. With these goals in mind the innovative and creative International Affairs faculty are prepared to sustain a curriculum dedicated to molding globally competent students with the knowledge base, awareness, and skills needed to analyze or enable social change across international borders.

Faculty/Staff Recruitment

The International Affairs Program adheres to faculty recruitment and retention policies dictated by the Provost's office and the College of Social Sciences and Humanities including all policies regarding the representation of underrepresented groups. The first of the program's goals as outlined on the program website is to "educate students through a diverse faculty". To this end, our hiring always looks to harnessing diversity across the lines of nationality, ethnicity, race, religion and gender.

Curricular and Pedagogical Initiatives

Northeastern University's commitment to experiential learning and diversity offers a unique opportunity for academics to enhance their teaching skills and innovate in the classroom. This is especially true within the International Affairs Program, and the role of the students is invaluable in this respect. Our students come from all parts of the world and have the opportunity to engage in several different combined majors across campus, including Political Science, History, Sociology and Anthropology, Human Services, Economics, Religion, International Business, and Criminal Justice. The diverse and cross-disciplinary background of our students is nurtured within International Affairs and affords opportunity for teaching innovation, as our students are encouraged to participate in their education.

The International Affairs Program has sought to engage students in far-reaching, interdisciplinary programs across borders since its inception. Former IAF director Denis Sullivan founded the award-winning Dialogue of Civilizations program at Northeastern with one program to Egypt in 1993. Since then, the program has grown to include multiple programs to many countries in the world.

In addition to the well-known, academically rigorous, and highly competitive yearly summer Dialogues, IAF has introduced the following since 2012:

- The Gender and Development Initiative, which combines teaching, research, a speaker series, and policy dialogues;
- A new Middle East and Mediterranean Studies minor and concentration, now more focused on the

incredible diversity of the region.

- Four new area-studies concentrations (finalized in 2015): Asian Studies, Latin-American Studies, African Studies, and European Studies;
- Multiple new courses that strengthen our focus on diversity, equity, inclusion and anti-racism from a global perspective, like 3200, 3430, 3450, 5100, 5268; two proposed courses in “Race and Global Mobility” and “Forced Migration;” while also multiple core requirements that have always tackled these issues.

Research Initiatives

- Forced Displacement: Inclusion of Refugees, Conference organized by the International Affairs Program, March 11-12, 2019. (canceled due to Covid-19).
- Several of our faculty are engaged in interdisciplinary research on refugees and citizenship, including US immigration policies, and “integration” of refugees into US society, especially Boston. This ongoing research includes PhD students from Political Science and Sociology and undergraduate students engaged with Boston Consortium for Arab Region Studies (BCARS), and co-ops related to refugees/immigration (globally and in Boston).
- “Scholars at Risk” - we hosted (2018-19) Dr. Amira Mohamed, a Sudanese Refugee/scholar at risk (with support from IIE and Carnegie Corporation); we also (October 2020) hosted two Turkish (one Kurd) scholars at risk with MESA, the Middle East Studies Association.
- Tiffany Joseph: since spring 2019, has worked with a group of at least 5 students of different majors and mostly students of color on her immigrants’ healthcare access research project.
- Visiting Scholar Initiative: open to scholars and researchers from around the world to join the community of international affairs faculty and conduct research singly or in collaboration.
- Research projects for work-study students and other IAF majors.

Efforts to Increase Diversity and Create a Culture of Inclusion with Students and Mentoring

- International Affairs created the Dialogues of Civilization program, starting in the Arab and Muslim world (Egypt) and expanding in all directions, virtually every continent, with a focus on the diversity of the planet (ethnically, religiously, racially, ideologically, politically, economically).
- In Fall 2013 Jonathan Andrew began our pioneering International Affairs Peer Mentor Program, which has been continued and refined in recent years. To enhance diversity of thought and promote a culture of inclusion and equity, our peer mentors are assigned incoming freshmen mentees based on common academic interest. The mentors attend our “Introduction to College” class with their mentees in order to bring their perspectives to the issues discussed in class, share experiences and advice, and help our new students both navigate their life in college but also feel welcome and rooted in a community of peers.
- The International Affairs program utilizes two faculty advisors, Dr. Panagoula Diamanti-Karanou and Dr. Ioannis Livanis, who provide regular academic guidance to students through regular office hours as well as appointments. The faculty advisors are charged with helping students reach their full potential, while also offering a welcoming, unconditional and inclusive environment where students can feel empowered to do so. In addition, our collaborative and inclusive network of support professionals includes our program coordinator, our co-op faculty, college advisors, and faculty, which allows us to implement our support, inclusion and equity efforts system wide.

Engagement and Partnerships

- Several of our faculty engage in research collaborations and partnerships with scholars from countries and organizations across the world and the local community.
- Recruitment of Master's and Ph.D. students from diverse backgrounds.
- Open Classrooms that reach out to the community and create an inclusive environment of dialogue with academic and societal value, like Denis Sullivan's INTL 2200 – American and the Middle East.
- Collaboration with students and community partners in faculty-led research, like Tiffany Joseph's interdisciplinary group of NU faculty (Partnership for Immigrants' Rights) who are partnering with local advocacy organizations to use our research expertise to examine community-identified areas of priority for addressing race and immigration-based discrimination in local immigrant communities.
- Membership in various equity, inclusion, diversity and anti-racism organizations, like Valentine Moghadam's board membership in Massachusetts Peace Action, which works on issues of peace, social solidarity, and racial justice.

Sponsored Speaker Events

- Our alumnus of IAF, Yousef Bashir gave a book talk on his memoir, *The Words of My Father*, on his life in the Occupied Territory and beyond.
- Virtual Film Screening: 'How I Live' Documentary on Childhood Cancer in Developing Countries, a documentary that addresses global health inequities.
- Event: A Half Century of Protest and Repression in Turkey, 1970-2020, presented by Northeastern University and the Boston Consortium for Arab Region Studies with support from the Carnegie Corporation of New York.
- Author Talk: Manal A. Jamal, concerning the impact of the political settlements and the mediating role of Western donor assistance on political movements and emergent civil society groups in the Palestinian territories and El Salvador
- Tiffany Joseph: Panelist for Fulbright Alumni: "Fulbright Impact in the Field: Race, Justice, and the Global Civil Rights Struggle." Institute of International Education Fulbright Program, July 1 2020, available at: <https://www.youtube.com/watch?v=HcPnEoNw9fQ>.