

Diversity and Inclusion Report

Public Policy and Urban Affairs

The School of Public Policy and Urban Affairs (SPPUA) and Northeastern University's Human Services Program are committed to taking action to advance social justice and racial justice. Our students, faculty and staff continue to expand our efforts to transform our practices, processes and policies to increase awareness of and proactively address racial disparities throughout our on-campus and off-campus communities. As an ethical and antiracist policy-focused educational organization, we are committed to elevating our collective and inclusive work on racial justice and social justice.

SPPUA Racial Justice Working Group

The SPPUA Racial Justice Working Group, open to students, faculty and staff meet bi-weekly to plan, design, strategize and advance our collective efforts and check in on racial justice work across the university.

Racial Equity Workshop

SPPUA is partnering with Dr Atyia Martin, All Aces, for a 3-part racial equity workshop series for faculty and staff in January, February and March 2021. This workshop includes a DIET Assessment (Diversity, Inclusion, Equity, Transformation) to reflect on the organizational structures and individual experiences within the School.

Courses

- Fall 2020: **Racial Literacy Course**. Several of our faculty have played an instrumental role in the university-wide Racial Literacy course (Professors Ted Landsmark, Matt Lee and Rebecca Riccio). Recordings from each session are available [here](#).
- Spring 2021: PPUA 5390 **Seminar in Black Leadership** (T/F, 9:50-11:30). Professor Ted Landsmark. This course enables students to conduct in-depth studies of transformative black leaders in a wide range of fields. Focuses on black leadership in the political arena as elected officials, leaders of pressure groups, leaders of protest organizations, cultural leaders, black nationalist organizations and feminist/womanist groups, and as advisers to political parties and presidential administrations.
- Spring 2021: HUSV 2355 **Race, Identity, Social Change, and Empowerment** (T/F, 9:50-11:30; M/R, 11:45-1:25 [tentative]). Professor Matt Lee. This course examines racism, racial identity, and theories of social change and racial empowerment primarily within the U.S. context. Highlights different ways in which racism and racial privilege have been experienced by different racial communities, more specifically at the micro-, meso- and macro-levels.
- Spring 2021: **Inspiring Design: Creating Beautiful, Just, and Resilient Places in America** (Myra Kraft Open Classroom, Wednesdays, 6 to 7 p.m.). Professor Ted Landsmark. COVID-19, the Black Lives Matter movement, and destructive fires and hurricanes in 2020 have illuminated the impact of increasing socioeconomic disparity, structural racism and climate change on our country. What is the role of design in confronting these issues?

- Future New Course: PPUA 5390 ST **Race, Energy Policy, and Energy Justice**. Professor Shalanda Baker (currently on leave but plans for course to be taught when Professor Baker returns).

Student Engagement

- **21-Day Racial Justice Challenge** – Professors Matt Lee and Rebecca Riccio co-led this three-week event that challenged Human Services students and alumni to develop habits of integrating racial consciousness into their everyday lives.
- **Student Activist Open Classroom Session** – The second session of the fall 2020 Myra Kraft Open Classroom featured six student activists who shared their experiences on the front lines of the converging crises looming over their generation in a panel facilitated by Professor Rebecca Riccio. The recording is available [here](#).
- **Northeastern University Student-Athletes for Equity Coalition** – The Social Impact Lab is advising this newly launched effort among student-athletes to promote racial equity in athletics and make grants to support local nonprofit organizations.
- **Northeastern Students4Giving** – This Social Impact Lab program has awarded its fall 2020 grant of \$5,000 to Sociedad Latina for its efforts to address the disproportionate impact of Covid on communities of color in Boston.

Curriculum Development

Faculty Workshop on Integrating Racial Justice into the Curriculum – Professors Matt Lee and Gavin Shatkin organized and ran a summer workshop to guide faculty on rethinking how to leverage their identity in the classroom, to facilitate challenging conversations, and expand their syllabus and curriculum to be more inclusive in terms of content, evaluation and teaching strategies.

SPPUA Advisory Committee

Two new members of the [SPPUA advisory committee](#), Dr Atyia Martin, CEO and founder of All Aces, Inc., and Greg King, managing director of TSK Energy Solutions, are providing insights and guidance on the development of antiracist leadership trainings within SPPUA.

University-Wide Engagement

- **NUPD Community Advisory Board**
Professors Shalanda Baker and Rebecca Riccio are serving on the Northeastern Police Department Community Advisory Board, which has been established to review and make recommendations on NUPD policies and protocols, particularly as they relate to issues of racial equity.
- **Presidential Council for Diversity and Inclusion**
Professor Ted Landsmark is a member of this group focused on expanding the impact of university-wide efforts.
- **Faculty Senate's Working Group on Diversity and Inclusion**
Professor Ted Landsmark is a member of this group which will be presenting to the faculty senate in January 2021.
- **Northeastern Faculty and Programs for Social and Racial Justice**
Professor Ted Landsmark has put together a valuable resource that lists faculty and programs throughout the university that focus on racial justice and social justice.

Faculty Recruitment

- **Cluster Search on [Social Justice and Racial Justice](#)** – Professor Shalanda Baker is chairing this search.
- **Chair of Africana Studies [Faculty Search](#)** – Professor Ted Landsmark is serving on this search committee.
- **Racial Justice and the Built Environment [Faculty Search](#)** – Professor Gavin Shatkin is serving on this search committee.

Humanities Faculty of Color Conference

March 2021. Professor Ted Landsmark is working with a multi-university group to plan this Mellon Foundation-funded on-line conference for humanities faculty of color throughout the region, sponsored by the New England Humanities Council and the CSSH Humanities Center.

Research to Practice

Voter Engagement

Professor Ted Landsmark is collaborating with colleagues from the Law School and Political Science on anti-voter suppression research work from North Carolina and Arizona into the Georgia Senate run-offs in January 2021. Professor Landsmark also co-chaired the University's Voter Engagement working group, which registered over 1000 students, and he worked with the City of Boston to make Matthews Arena a polling place.

Advancing Antiracist, Feminist Leadership

Director Jennie Stephens' new book [Diversifying Power: Why We Need Antiracist, Feminist Leadership on Climate and Energy](#) provides inspiring examples of antiracist, feminist leadership linking climate and energy with economic justice, housing justice, health and transit equity. The foreword of the book was written by Professor Ted Landsmark.

Energy Justice

With support from multiple external foundations, Professor Shalanda Baker has expanded her work supporting frontline communities addressing energy justice issues by co-founding the [Initiative for Energy Justice](#). Professor Joan Fitzgerald is an expert on and [regular contributor](#) of articles on equity and urban climate action.

Urban Affairs Association (UAA)

SPPUA holds an institutional membership with UAA, and Professor Thomas Vicino is currently chair of the Board and president of the UAA. For half a century, UAA has had a deep commitment to social justice and diversity, equity, and inclusion. Some recent activities include:

- Issued two formal statements ([here](#) and [here](#)) about these commitments (to racial and ethnic justice, in particular), and then issued a subsequent [statement](#) on concrete, action items to fulfill these commitments, including a [community survey](#).
- The association recently launched a second, peer-reviewed journal, [The Journal of Race, Ethnicity and the City](#), along side its flagship journal, *The Journal of Urban Affairs*.
- [Developed programming](#) on a monthly basis to engage the membership with [webinars, panels, and conversations](#) to support professional development for colleagues during the global pandemic, with a particular focus on issues of diversity, equity, and inclusion. These resources are open to our community and provide excellent supports for key constituencies.

Expanding Our Impact in 2021

As SPPUA strives to expand our collective impact on race and social justice in 2021, we welcome innovative ideas and new forms of community engagement.

This document was developed by the SPPUA Racial Justice Working Group which includes Joan Fitzgerald, Ryan Gosser, Ted Landsmark, Matt Lee, Jeanne Petrizzo, Rebecca Riccio, Gavin Shatkin, and Jennie Stephens