

# 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 major 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, ability, 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, under the leadership of Ellen Cushman, formulated its first multi-year strategic 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.

CSSH will undertake a new strategic planning process in Fall 2022.

## Key Leadership Appointments

Mai'a K. Davis Cross, Associate Dean of Faculty Affairs, Diversity and Inclusion, 2021-, Co-Chair, Dean's Council on Civic Sustainability, Diversity and Inclusion, 2021-, Director, Center for International Affairs and World Cultures, 2022-

James Rollins, Associate Dean for Administration and Finance, 2020- with portfolio focus on staff diversity and inclusion, Co-Chair, Dean's Council on Civic Sustainability, Diversity and Inclusion, 2021-

Régine Jean-Charles, Director, Africana Studies, 2021-

Doreen Lee, Acting Director, Asia and the World Program, 2022

Denise Khor, Associate Director for Asian American Studies, Asia and the World Program, 2022-

Angel Nieves, Director of Public Humanities, 2020-

Isabel Martinez, Director, Latin American and Latinx Studies, January 2023-

Uta Poiger, Dean, Co-Chair with James Hackney, [Northeastern Presidential Council on Diversity and Inclusion](#), 2013 to 2018, 2020-

Nicole Aljoe, Dean's Leadership Fellow, Lead, [Women of Color in the Academy](#)

Amilcar Barreto, Chair, Department of Cultures, Societies and Global Studies, 2019- (home to Africana Studies, Asia, America, and the World, Latinx Studies)

Ellen Cushman, Associate Dean of Academic Affairs, Diversity and Inclusion, 2016-2021

Lead, CSSH Strategic Plan on Diversity and Inclusion, 2016

Chair, Dean's Council on Civic Sustainability, Diversity and Inclusion, 2016-2021

## Structural Changes

Dean's Council on Civic Sustainability, Diversity and Inclusion (CSDI), 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

Publish demographic information on the college's populations (faculty, staff, students), Fall 2017, updated each October

Staff Advisory Council with diverse representation established, 2015-

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

152 distinct CSSH courses in NuPath *Engaging Difference and Diversity* Learning Path, as of Spring 2022

Open Classroom | Power to the People: Community Voices in Urban Decision-making, Spring 2022

[Asia America and the World](#) speaker series 2021/2022

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

[Racial Literacy](#): Pop up course and Event Series (university wide; led by Robinson- Wood (Bouve), Cushman, Poiger), Fall 2020-

Collaboration on university-wide Summer Bridge Scholars Program for incoming first-year students from underrepresented groups, 2021-

[PIKSI](#) summer program for underrepresented students in Philosophy, Branden Fitelson, Lead, 2018, 2021, 2022

Co-led university-wide faculty conversation sponsored by SVP for Research on race and social justice research (Lincoln and Aljoe), September 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-

Northeast Workshop to Learn About Multicultural Philosophy ([NEWLAMP](#)) for philosophy professors

## Initiatives (including Partnerships) to Increase Diversity of Student Body

Year-round funding for all Ph.D. students, 2022-

Introduction of rubrics for holistic assessment of Ph.D. applications, 2020/21  
Introduction of rubrics for holistic assessment of master's applications, 2021/22  
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 HBCUs, 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

Régine Jean-Charles and Margaret Burnham co-lead university-wide faculty conversations on race and social justice research, sponsored by SVP for Research, September 2021-

CSSH Website Featured Topic: [Anti-Racism and Culture](#)

Launched the CSSH page for [Social Change Initiatives and Projects](#). The site features projects that support the following mission "The College of Social Sciences and Humanities is home to many faculty, staff and students engaged in high-impact research and initiatives for social change. These efforts aim to create and disseminate knowledge that advances social justice, promotes well-being, and protects environmental integrity by working closely with communities to impact and improve institutions, policies, and practices. These teams are often highly interdisciplinary, tackling complex problems and challenges through engagement with community-partners and the co-creation of knowledge. CSSH prioritizes the inclusion of students at all levels in these research teams."

[Events](#) for the Campus and the broader public, for example [Hear Us, See Us, Understand Us](#)

[Institute on Race and Justice](#) (IRJ) website and IRJ dialogue series on race, policing and the community  
Violence and Justice Research Lab

Social Impact Lab & the Principles of Anti-Oppressive Community Engagement for University Educators and Researchers

Funds awarded for numerous projects, including "Reckonings: A Local History Platform for the Citizen-Archivist;" "(Not) All In: Race, Ethnicity, and Healthcare Exclusion in America's City on a Hill;" "Building a more holistic and inclusive workforce development system for Boston's Youth;" "The Portland / South Portland Police Department Data Analysis Project;" "Y'all Better Quiet Down : Trans BIPOC Digitization Initiative;" "Salus Populi: Educating the Judiciary About the Social Determinants of Health;" and "Common SENSES (Standards for ENacting Sensor networks for an Equitable Society)"

Northeastern Public Evaluation Lab (NUPEL), collaboration with Greater Boston Evaluation Network (GBEN) on Culturally Responsive Evaluation (CRE), November 2021. See the [Social Change Initiatives and Projects](#) page for examples of additional impactful programs.

Additional initiatives on the websites of [research and engagement centers](#)

## **Impact Engine Proposals with CSSH Leadership and focus on Race and Social Justice**

Algorithms and Justice

Local Climate Resilience and AI

Advancing Workforce Equity

### **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.

### **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, 2020-22**

Two Race and Social Justice Cluster Searches and related searches

Director of Africana Studies Search

Asian American Studies Cluster Search

Crime, Race and Justice Search

### **Staff Search Procedure Changes**

CSSH continues to refine its search processes to increase the diversity of its staff. Each part of the process has improved each year since 2017. CSSH has changed how job ads are written, where they're posted, and how search committees are trained to review candidate material, phone screen, and interview candidates. The Associate Dean for Administration and Finance reviews the candidate pools and suggests strategies for increasing the diversity of the pools when necessary.

### **Staff Development and Mentoring**

Establishment of Staff Advisory Council, 2015

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-

Ten CSSH staff members participating in The Partnership Inc. leadership development program for professionals of color, 2022-

**Northeastern Student Groups, usually with strong CSSH participation or leadership**

SAID (Students Against Institutional Discrimination)

Northeastern Black Student Association

Minorities and Philosophy Chapter

See also <https://cssh.northeastern.edu/africana/people/student-organizations/>

The Interpreting Club at Northeastern

**27% of T/TT hires in CSSH since 2012 have been from under-represented ethnic groups, including 17% African Americans**