

To All Members of the Northeastern Community:

One year ago, President Aoun announced a series of critical action steps Northeastern would take to combat individual, institutional, and systemic racism. As senior vice presidents with direct oversight over much of this work, the president charged us with executing the strategy and providing updates to the Northeastern community. We would like to emphasize, however, that *all* members of our community must work together in making this work a top priority across every dimension of university life.

A great deal of work remains to be done, but we are pleased to provide an update on our progress:

Representation: As a result of aggressive student recruitment efforts, partnerships, and other enrollment initiatives, the Fall 2021 undergraduate class will be one of the most diverse in our history. The admitted class includes a 147 percent increase in Black students and a 107 percent increase in Latinx students. At the graduate level, admissions to our master's programs from underrepresented minorities are up 40 percent over the previous year, while our next cohort of PhDs will be close to ten percent Black, Latinx, and Indigenous students compared to four percent in 2020.

Though the faculty recruitment cycle is still in process, we have also made considerable strides in increasing the number of Black, Indigenous, and people of color (BIPOC) faculty who will be joining us for the fall semester. Specifically, of the 67 tenure-stream faculty hired thus far, 21 are underrepresented minority faculty members. This is a significant increase over any previous year.

To further diversify our faculty and staff, hiring managers have ramped up outreach efforts, and we've hosted three diversity recruitment forums as well as extensive faculty training on recruitment strategies. We have also created two new [employee affinity groups](#) to provide support and community for faculty and staff, including the Black Faculty and Staff Association.

NUPD Community Advisory Board: We successfully assembled and launched the NUPD Community Advisory Board, which met throughout the academic year and developed a series of recommendations to the NUPD. As one example, the NUPD instituted a university-wide distributed feedback system that allows anyone in our community—including residents of our surrounding neighborhoods—to file a complaint, offer a commendation, or request information about NUPD policies and practices. By Fall 2021, we will implement a

new approach to managing mental health interventions, roommate conflict calls, and wellness checks on students. The NUPD is also increasing data transparency, beginning with a data dashboard that includes complaints and the use of force by officers.

New Leaders: This spring, Karl Reid joined Northeastern as Senior Vice Provost and Chief Inclusion Officer, a new cabinet-level position. Under this purview, we are implementing proactive diversity, equity, and inclusion initiatives to create a truly inclusive university culture. Also, Robert Jose has joined the President's cabinet as Dean for Cultural and Spiritual Life. He is working closely with Vice Chancellor and Dean of Students Chong Kim-Wong to amplify student voices, reimagine the work of the university's cultural centers, and promote intercultural engagement across our global network.

New Centers: Last December, Carla Brodley, who has served as the Dean of the Khoury College of Computer Sciences, was appointed as the first Executive Director of the Center for Inclusive Computing. She is leading the Center's work to increase the representation of women and underrepresented minorities in the computer science field through grantmaking, technical assistance, and data analysis.

Northeastern is also launching the Burnes Family Center for Social Change and Innovation. Established through a \$20 million commitment from emerita trustee Nonnie Burnes, L'78, and her husband Rick Burnes, the Center will integrate education, research, experiential engagement, and employment to complement Northeastern's diversity, equity, and inclusion ecosystem and create cognitive and structural change.

Support for Black Students: Assistant Dean Richard Harris, who has led the Summer Bridge Scholars program designed to successfully introduce first generation and BIPOC students to the College of Engineering, was promoted to lead the expansion of the program throughout all of the colleges. Several colleges have also added DEI staffing and launched new initiatives including support programs for students underrepresented in their disciplines—for example, the new Bouvé Underrepresented in Health Care Student Leadership Council.

Cultural Competency and Anti-Racism Training: In preparation for a mandatory institution-wide training this fall, we are currently developing customized training modules in anti-racism and cultural literacy. This will be followed by more extensive programs and activities, including funding for a comprehensive anti-racism and cultural literacy initiative, and embedding a cultural literacy module in all student, faculty, and staff orientations. As the first step toward new cross-college learning opportunities, we will launch a badge in global and cultural literacy, with an expected start in the fall. We are also updating faculty and staff evaluation processes to include demonstration of support for diversity, inclusion, and equity.

Intercultural Programing: To expand intercultural literacy and learning, the Center for Intercultural Engagement is extending its coordination of programming across Northeastern's global network. Our cultural centers are also developing new programs and collaborating with our schools and colleges on academic opportunities. As a first step in investing greater resources in our cultural centers, we are renovating the Asian American Center and creating a new shared space in Ell Hall. We have also appointed Associate Professor of History Philip Thai as Northeastern's new director of Asian Studies, and are relaunching the Asian Studies Speaker series.

Elevate the President's Council on Diversity and Inclusion: Throughout the pandemic, the Council hosted multiple educational events, including sessions on anti-Asian racism and on white supremacy and democracy. It has also expanded its membership to be more representative of our global community. It has invited university leaders to provide progress updates, and has worked closely with University Decision Support on creating external and internal dashboards. Other activities included leading a working group that led to the

Spring 2021 campus climate survey, several campus-wide events and racial literacy pop-ups, and working closely with every group in the university-wide *Beyond 2025* strategic planning process.

Council members also led the working group on Northeastern's Race, Technology and Social Justice Institute, to be launched in the coming academic year. This institute will advance racial equity by fostering collaborative research, teaching, and practice at the intersections of studies of race, ethnicity, culture, ethics, and technology. Its work will include seed funding for multidisciplinary research teams and partnerships with community colleges and high schools to promote technological and civic literacy.

Improve University-wide Accountability: As noted above, in Spring 2021 we administered a diversity and equity campus climate survey, the results of which will be available later this summer. As we further incorporate diversity, equity, and inclusion goals in faculty and staff searches, promotions, and annual assessments, we launched public [diversity dashboards](#) that display current statistics for students, faculty, and staff, along with progress toward our goals.

Deepen Community Engagement: With partners in the Boston community, we are helping launch the Underground Café and Lounge, a local and minority-owned business. This is a pilot for local small businesses that includes affordable rents, support for fit-out, marketing, and other technical and business supports. We're also working with partners to bring other Black-owned businesses to the new project at 840 Columbus Avenue. To foster broader economic development, we invested \$258,000 in new co-ops to support community organizations. Among numerous other community donations, we launched the Neighbors Uplifting Neighbors Award to support local resident-led initiatives. In addition, Northeastern donated more than \$280,000 worth of pandemic supplies to the Whittier Street Health Center.

Amplify our Impact through our Employer Partners: We launched the *NU PLACE* (Northeastern University Professional Career Engagement Program) initiative to engage employer partners recognized for recruiting and developing talent from underrepresented minorities. This will centralize information and services supporting the professional development needs of diverse students. To assist student job searches, we "tagged" employers recognized for their diversity efforts, and we are offering employers a diversity recruitment seminar as well as a best-practices and support guide.

These are important steps forward. But rather than a destination to be reached, a more diverse and inclusive Northeastern should be viewed as an ongoing journey and commitment. Together, let us continue this crucial work, advance our mission of societal impact, and create a future of justice and equity for all.

Sincerely,

Ken Henderson, Chancellor and Senior Vice President for Learning
David Madigan, Provost and Senior Vice President for Academic Affairs
Ralph Martin, Senior Vice President and General Counsel
Tom Nedell, Senior Vice President for Finance and Treasurer