

2022-2023

# Annual Report

## Center for Intercultural Engagement & Social Justice Resource Center



# Departmental Mission

The CIE & SJRC are justice-oriented and welcoming spaces that foster a sense of belonging for all students at Northeastern by centering historically marginalized individuals and communities. We do this by hosting student-centered workshops, programs, and discourse to affirm learners and build access to community care. We also promote opportunities for intersectional identity development through a lens of social justice.

The CIE works to build socially conscious communities across difference. We host engaging student-led programs and student-facing DEIB (Diversity, Equity, Inclusion, and Belonging) learning opportunities to foster a sense of belonging and promote opportunities for intersectional identity development.

The SJRC is a hub of innovative, justice-minded leadership and social action on campus. This work is done through coalition building, developing and maintaining strategic partnerships, and creating a space where collective student voices are elevated.



## Our Values

The CIE & SJRC's work is student-centered and rooted in radical love, generosity, connection, and transparency. We honor the complexity of intersectionality, and difference through knowing, learning & being. Further, with an exploratory lens, we anchor grace, growth, and authenticity in our work toward youth advocacy and action-oriented development.

# CIE & SJRC Goals

■ Create and hold space for all learners within the global network to explore their intersectional identities, develop self awareness, and foster a sense of belonging.

■ Implement trainings, consultations, and programs to support all learners in developing the skills needed to build authentic relationships across difference.

■ Provide resources for learners to understand their role in social action, activism, and civic engagement.

■ Encourage community and coalition building across Northeastern's global network.



**7,849**

Students actively engaged through events, trainings, and collaborative spaces

**3,205**

Students attended programs

**1,343**

Bi-weekly newsletter subscribers

**56**

Organizations & offices impacted by trainings and consultations

**1,484**

Learners attended DEI training

**79**

Student Employees

# Key Accomplishments

## CIE & SJRC

The CIE and SJRC hosted 17 clubs and organizations in the space and held many events for organizations across the network (see Appendix II). The CIE space was consistently utilized by undergraduate and graduate students as a place to study and meet. CIE staff connected students to resources and services regarding access to affirming care on campus and in the community (medical care, mental health care, food insecurity, and material resourcing), and also worked to connect learners with academic supports, peer tutors and mentorship opportunities. Our offices took an active role in supporting a large population of students studying on F-1 visas in their efforts to access on-campus employment. The SJRC Assistant Director supported the Oakland campus Summer and Fall of 2022 by resourcing staff and students in Residential Life and creating sustainable processes.

## Social Justice Resource Center

**Student Justice Collective:** The Student Justice Collective consists of 12 justice-oriented student organizations on campus. This year, a leadership retreat was held for fall and spring semester where student leaders discussed what sustainable coalition building looks like through open space dialogues and community building activities.

**PSJW:** This year, Peace & Social Justice Week held 29 events across the Boston (12), Seattle (6), and Oakland (11) campuses, with 738 total learners attended. We collaborated with 15 different departments and organizations, and hosted Sonya Renee Taylor, Opulence Abundance, and Angela Davis as our keynote speakers.

**EMPOWER:** EMPOWER hosted the annual Fall Retreat and Spring conference along with several community events led by the EMPOWER Fellows. A total of 10 programs were held engaging 175 students.

## Center for Intercultural Engagement

**First-Gen, Undocumented, Low-Income Network:** In 2019, First-Gen Day at NU was launched with 4 events and 5 campus partners. This year, there were 6 days of programming with 26 events and 23 campus partners. Both Mills at NU and NU in Seattle were able to join the celebrations this year expanding First-Gen Week activities across campuses. May 5th, the CIE held the second First-Gen graduation with 50 first-gen graduates represented and a total of 180 people present. Family and friends gathered to celebrate the accomplishments of graduates and their support systems. The FUNL Network also researched policies and resources regarding academic probation and held presentation on findings and best practices for the Persistence Advising Network, which is comprised of academic advisors across the university.

**Peer to Peer Programming:** A total of 159 students attended our peer-led programs. Programming topics included an identity-based movie and crafts night, an educational opportunity on decolonization and liberation, an inclusive art experience for all abilities, knowing your rights and halal food awareness, Pride Month, and an origami and paint party.

**Cultural Life Education Team:** The CLE team facilitated 35 DEIB trainings this academic year with 1,673 students in attendance including the 9 Leading Inclusion and Belonging with Resources and Education trainings. 3 Train the Trainer workshops were held for the 19 team members. The CLE team represented 3 campuses and 13 campus partners.

# Work of Faculty Affiliates

As the CIE & SJRC Faculty Affiliate, Rebecca Riccio, Juffali Family Director of the Social Impact Lab, provided strategic and programmatic support to the CIE & SJRC by engaging in formal and informal student-facing activities including the SJRC Coalition Retreat and Peace and Social Justice Week. Specific activities included:

- Holding small group discussions with students about their vision for the CIE & SJRC generally and the role of the faculty affiliate in particular. A critical outcome of these conversations was affirming the importance of faculty affiliates to be familiar with the kinds of challenges students with intersectional identities experience in college.
- Promoting, participating in, and providing funding to Peace & Social Justice Week events, including talks by Sonya Renee Taylor and Opulence Abundance.
- Offering a lunch workshop on social change through a racial and social justice lens.
- Presenting the workshop "Global Leadership: Engaging in Social Change Across Difference" with the CIE during the "Boston to Beirut" series. =
- Amplifying awareness of the CIE & SJRC through the Social Impact Lab's network.
- Engaging with the CIR & SJRC Director in multiple conversations about programming, staffing needs, outreach, and collaborations across campus.
- Uplifting the work of the CIE & SJRC at advancement gatherings and with donors.



# ASSESSMENT OF OUTCOMES

127 programs, trainings, and consultations were held for 54 departments and organizations across the global network. The following are percentages of learning opportunities that met each goal:

79%

Create and hold space for all learners within the global network to explore their intersectional identities, develop self awareness, and foster a sense of belonging.

39%

Implement trainings, consultations, and programs to support all learners in developing the skills needed to build authentic relationships across difference.

52%

Provide resources for learners to understand their role in social action, activism, and civic engagement.

47%

Encourage community and coalition building across Northeastern's global network.

## CIE & SJRC Spaces



73% of students in our space on a given day are undergraduates, 27% are graduate and PhD students. The most popular times of use throughout the day are 12-3pm, though several student organizations use our space(s) for their general and officer meetings between 5:30-9pm each day. Students gather in these spaces to rest, enjoy community, study, and support one another.

## Impact Statements

"First-Gen Week was able to capture the many nuanced experiences of being first-gen by hosting collaborative events with the LGBTQIA+ Center, respective colleges, cultural centers, first-gen alumni, and many others, while also being able to build fellowship through our commonality. Personally, I enjoyed speaking with other students/alumni and learning about their experiences as first-gen and/or low-income students. I found comfort in learning how aspects of our experiences are so similar; it reminded me that university is occupied by many others like myself. I also found comfort in hearing the many success stories of first-gens excelling in their studies and/or careers. I am always in awe at the incredible strength first-gen students possess."

*-Damian Lee, First-Gen Exceptional Leadership Award Recipient, Class of 2023*

*"Being in nature and openly discussing and processing identity together made me feel close to others and was a welcome change of pace to the often stifling academic culture of higher education."*

*-EMPOWER Attendee, Kaitlyn So, 4th Year*

# Impact Statements Continued

## Imposter Syndrome Training

"I think the timing of "Dismantling Imposter Syndrome" is absolutely perfect. I have been facing a lot of rejections from companies for internships and co ops and have been feeling like I don't belong here for quite some time. It's great to know that it's not only me and I have people to reach out to in case I need help."

- Anonymous Student, Khoury College

## First-Gen Week

"I decided to find support on campus, and that's when I joined the First-Generation Low-Income Student Union and the First-Gen Week planning committee. In this group, I found people that shared similar experiences as me. They made me feel welcomed, and through fun games and events we had, I found a community I did not know I longed for at Northeastern."

-*Julieta Silva, FGLISU student leader, Class of 2025*

## EMPOWER

"We shared space, especially around witnessing and/or experiencing microaggressions, learned from each other's stories, and cultivated understanding as a group."

- Sebastian Caicedo, 2nd Year

**OTHER EMPOWER QUOTES?** "Being an EMPOWER Fellow has allowed me to use my voice as a student to talk about the issues that matter to me and fellow students of color. I appreciate that my position gives me the chance to give Northeastern feedback, so future students can have the best possible college experience. I dream EMPOWER will become a hub for them to find resources and groups that aim to create change in the issues they're passionate about and give them a sense of belonging. I had a great time collaborating with every CSL center and would definitely recommend all students to get involved!"

- *Krista Caasi, EMPOWER Fellow 2022-2023*

## CIE & SJRC Space

"At the CIE and SJRC, my identities, such as being a Latina and a first-generation college student, have been represented and supported in ways that allow me to be my true and authentic self on campus. The staff have created an environment centered around connection and respect for all aspects of my identities. They are extremely welcoming, kind, funny, and amazing listeners. The CIE's space in particular is my favorite on campus to go study, do homework, chat with friends, or to be able to catch up with the staff. There's always a friendly face in the room and it's a very comforting experience. Having become part of their community, I can confidently say they've given me the room to grow as an individual and have supported me as I've grown into a better justice-oriented person who is capable of uplifting my communities with care."

-*Diana Turrieta, Program Assistant, Class of 2025*

"The CIE is my home away from home. It is the only place on campus that I can stay and do work for over 3 hours, where I feel comfortable talking to anyone in the space about anything, and the first place at Northeastern I felt truly welcomed and a part of the team! Time and time again, I choose the CIE for anything that I need, whether that be a space to study, do my work study, hangout with friends while we do work, eat my lunch, or just to sit and talk to someone."

-*Denise Dominguez, Program Assistant, Class of 2025*

# Summary

The CIE and SJRC held a total of 26 DEIB trainings, 47 DEIB consultations, 51 staff-led programs and 6 peer-led programs. One on one ongoing support for students is the foundation of our work as we strive to help every individual that enters our space feel seen and supported by our staff and student community. With 79 total student employees and thousands of students in the CIE, our team has impacted the individual experience of students across the university.

The work of the centers has been moved across the network with First-Gen Week programs, Leading Inclusion and Belonging with Resources and Education trainings, and Peace & Social Justice Week events taking place on multiple campuses. Going forward, the CIE and SJRC will be connecting our work and the work of CSL to the global campus community in a streamlined format through the Cultural Life Education Team. This will allow Student Life staff who are conducting DEIB work on every campus to gather, build community, and share resources to meet challenges on each campus.

The First-Gen, Undocumented, Low-Income Network continued to grow and support students and staff with these identities across the global network. Last Spring, we received funding for a full-time FUNL position within the CIE and we are excited for this individual to continue to build the network, support the First-Gen, Low-Income Student Union, and create innovative programming. As our team continues to grow and expand the work of the CIE & SJRC, we look forward to encountering more students, staff, and faculty across the network!

## What Next?

- The CIE installed hybrid-learning technology in the CIE to make hybrid learning opportunities more seamless as we move our work across the global network.
- Our team is growing! A new FUNL Assistant Director and SJRC Assistant Director will be joining us Fall 2023!
- New space: the SJRC will be moving to Curry 328.
- The Cultural Life Education team will be expanding across the network in order to move the work of the CIE and CSL onto more campuses and share inclusion and belonging resources with more students, staff, and faculty.





# Our Team



Naomi Boase  
Director  
CIE & SJRC



Danni Sodipo  
Associate Director  
CIE



Rore (Erick) Yanzon  
Associate Director  
SJRC



Vacant  
Assistant Director  
FUNL Network



Salter Scharstein  
Assistant Director  
CIE



Vacant  
Assistant Director  
SJRC

# Appendix I

## Network Impact

DEIB support was provided for the following organizations:

### Student Organizations:

- Active Minds
- Feminist Student Organization
- Iranian Student Association
- Huskies Organizing with Labor
- NU Mutual Aid
- Progressive Student Alliance
- Student Alliance for Prison Reform
- Sexual Assault Response Coalition
- Sexual Health Advocacy, Resources, & Education
- Sunrise Northeastern
- First-Gen Low-Income Student Union
- MULTI
- Live Music Association
- NU Sanskriti
- Students for Justice in Palestine
- Students Advancing Intersectional Dreams
- Student Government Association

### Colleges & Campuses:

- Khoury College
- College of Social Sciences and Humanities
- College of Professional Studies
- D'More McKim School of Business
- College of Engineering
- Theater Department
- College of Arts Media and Design
- London
- The Roux Institute
- Silicon Valley
- Seattle campus
- Mills@NU

### Departments:

- Global Student Life
- Wellness Program Specialists
- Foundation Year
- NU PLACE
- OPEN
- Student Life Assessment
- All CSL Offices
- Social Impact Lab
- University Honors
- Center for Student Involvement
- Office of The Chancellor
- NUFL
- CSCE
- University Advancement
- Residential Life
- Office of Diversity, Equity, and Inclusion
- N.U.in
- Global Experience Office
- Office of Sustainability
- Cultural Life Education Team
- GLS
- BERCH
- Gallery 360

## Appendix II

### **The CIE sponsored and held events for many organizations across the network including:**

SJRC Collective Leadership Retreat  
NU PLACE studio on the go sessions  
EMPOWER Collective mixers and movie nights  
College preparedness workshops for first gen and low-income Latinx learners by the  
LSCC's PODER program  
College of Professional Studies networking events  
The Wholeness Initiative regular meetings  
Writing Center trainings on identity  
Trainings and meetings for the Cultural Life Education team  
College info tours for first generation, low-income Hispanic high school students  
through Khoury College  
First and Foremost Literary Magazine staff meetings  
Celebrations and launch party  
Orientations and identity workshops for new spring students  
Pre-departure meetings for multiple Dialogues of Civilizations  
Workshop collaborations between NU PLACE, Khoury College, and the CIE  
Global Experience Office community connection meetings  
Multiple student org-led programs as part of GEO's Carnevale celebration

# Appendix III

## Campus Collaborators

- Academic Advising
- Alternative Spring Break
- Alumni Relations
- Career Services
- Center for Student Involvement
- Chief Inclusion Officer
- College of Engineering
- College of Social Sciences and Humanities
- Community Service & Civic Engagement
- Cultures, Societies, Global Studies
- CSL Department
- Cultural Life Education Team
- Dean of Students
- Employer Engagement and Career Design
- First Gen Low Income Student Union
- Foundation Year
- Global Campus Network Student Affairs
- Global Experience Office
- Honors Program
- Khoury College
- LEAD360
- NU PLACE
- N.U.in
- Office of Diversity, Equity, and Inclusion
- Office of Student Affairs
- Office of the Chancellor
- Office of the Provost
- OPEN
- OSOP
- Persistence Advising Network
- Residential Life
- Snell Library
- Student Orientation and Family Programs
- Student Success Initiative
- University Health and Counseling Services
- WeCare
- Mills College @ Northeastern
- Roux Institute
- San Francisco Bay Area Campus
- Silicon Valley Campus
- Seattle Campus
- Toronto Campus
- Vancouver Campus
- Gallery 360