Northeastern University
College of Science

College of Science Equity, Diversity, Inclusion, and Justice Initiatives AY 20-21

The College of Science embraces a culture of respect, where each person feels valued for their contribution and is treated fairly. We embrace a culture where each person feels they belong, regardless of race, color, religion, religious creed, genetic information, sex, gender, gender identity, sexual orientation, age, national origin, ancestry, veteran or disability status. We commit to be a College where members act with respect, trust, collaboration and communication, and where inappropriate behavior is reported and acted on without fear of retaliation.

We condemn racial violence and systemic injustice against Black people. We stand for anti-racist policies, equity, and justice within our College and across Northeastern University. We denounce the insidious disrespect of women that furthers gender inequity in science. We will work towards the following goals in support of these principles: (1) promote a culture of respect, support, and inclusion; (2) enhance demographic representation and retention of faculty, staff, and students; and (3) engage our community in actions to promote equity and inclusion in the College. We have identified actions and milestones below that will allow us to evaluate our efforts and report back to the community. We emphasize that this is a dynamic and evolutionary process, and we invite your input and participation. We cannot rely on those individuals most impacted to fix the problem.

Changes in AY20-21

Dean Hazel Sive entered the College of Science, June 2020. She has made equity, respect, and diversity key priorities. A new COS framework has been developed where a culture of respect and a commitment to equity, diversity, and inclusion imbue all aspects of our College. An extensive set of actions and activities are in progress, with funding support as needed.

Goal 1: Promote a culture of respect, support, and inclusion

Actions	Milestones	Timeline
Create Associate Dean for Equity position	AD Randall Hughes hired	Completed July 2020
Conduct COS Climate Survey	Survey distribution	Completed Sept 2020
	Report of findings distributed	Completed Oct 2020

Create public dashboard	Dashboard on website	Anticipated Nov 2020
Condemn discrimination and harassment	Distribute existing policies	Started Nov 2020
	Promote reporting mechanisms	Started Nov 2020
Recognize and reward faculty and staff	Establishment of monthly COS Connects award program	Completed Oct 2020
	Distribution of awards	Started Nov 2020
Enhance College communication	Host regular Community Meetings	Started June 2020
	Distribute Weekly Update to faculty and staff	Started Sept 2020
	Distribute Connects Newsletter to faculty, staff, and students	Started Oct 2020
	Dean's Office Hours for students	Started Sept 2020
	Online Idea Bank	Anticipated Feb 2021

Goal 2: Enhance representation and retention of faculty, staff, and students

Actions	Milestones	Timeline
Faculty		
Diversify Dean's Office leadership	Increase in number of racial minorities in College leadership	Started July 2020
	Increase in number of women in College leadership	Started June 2020
Support faculty impacted by Covid19	Remote work policy	Started March 2020
	Tenure clock extensions	Started Sept 2020

	Covid19 impact statements in merit review and promotion	Anticipated Spring 2021
	Extend start-up funds	Completed Sept 2020
Prioritize equity in faculty hiring	Adoption of new hiring procedures	Completed Sept 2020
Implement new hiring mechanisms (*INVEST*)	Increase in number of racial minorities hired	Started Oct 2020
	Increase in number of women hired	Started Oct 2020
Expand faculty mentoring	New mentoring resources	Anticipated Jan 2021
Staff		
Prioritize potential over credentials	Increase in number of upskilled staff	Started Sept 2020
Focus on equity in hiring	Increase in number of racial minorities hired	Started Sept 2020
Graduate Students		
Create interdisciplinary PhD program (*Connected PhD*)	Number of students applying and admitted in the program	Started Dec 2020
Scholarships to promote representation	Number of students supported	Anticipated Jan 2021
Eliminate the GRE requirement	Change to application requirements	Completed for 2021 entering class; Ongoing for future years
Enhance mentoring and networking	Implementation of new programs	Anticipated Feb 2021
Undergraduate Students		
Create summer internship program (*Connected Summer Research Program*)	Number and demographics of student researchers	Starting May 2021
Scholarships to promote representation	Number of students supported	Anticipated Jan 2021
Enhance mechanisms for student input	Meetings with student groups	Started Aug 2020
	Student representation on COS committees	Started Oct 2020
Expand Science Scholars	Number and demographics of students involved	Anticipated Jan 2021
Expand undergraduate research	Number and demographics of students involved	Anticipated Jan 2021

Pathway to PhD mentorship	Number and demographics of students involved	Anticipated Jan 2021

Goal 3: Engage our community in actions to promote equity and inclusion in the College

Actions	Milestones	Timeline
Promote diversity in departmental seminars	Increase the percentage of racial minority speakers	Started Sept 2020
	Increase the percentage of women speakers	Started Sept 2020
Expand the College EDIJ Committee to include staff and students	Expanded committee membership	Completed Oct 2020
Share information to promote equity	Summarize current departmental initiatives	Started Oct 2020
	Create ways for sharing best practices	Started Nov 2020
Support COS and NU organizations that promote equity	Host regular meetings with organization representatives	Started Aug 2020
	Continue sponsorship for the Women of Color in the Academy conference	Completed Oct 2020
Workshops to promote equity	Mental Health First Aid training for faculty and staff (with MES)	Completed Oct 2020
	Micro-aggressions	Anticipated Spring 2021

Departmental Equity, Diversity, and Inclusion Initiatives

The COS departments also have important activities and initiatives that promote equity, diversity, and inclusion within the College of Science. We highlight a number of these below and emphasize that this list is not comprehensive.

Biology
Biology Preview Day: Aims to increase diversity and representation in the graduate program
NSF REU Program: Provides summer research experience for diverse undergraduate students from other institutions
NSF STARS Fellowships: Funds recruitment and retention of students from marginalized groups

Chemistry and Chemical Biology
Alliance for Diversity in Science and Engineering: Promotes the transition of community college students to STEM careers
HHMI / NU-SCI Program (with Biology): Provides faculty training and resources to enhance inclusive teaching and mentoring
Book Club: Promotes discussions and resource sharing in support of anti-racism, equity, and inclusion among faculty, staff, and students

Marine and Environmental Science
BEACHES workshop: Provides information and resources to first generation and marginalized students interested in graduate school
MES Peer Mentoring Program: Supports both graduate and undergraduate students with communication, community-building, and training by their peers
Anti-Racism Discussion Group: Promotes discussions and resource sharing in support of anti-racism, equity, and inclusion among faculty, staff, and students

Mathematics
Bridge to Calculus: Partners with Boston Public Schools to prepare students from historically under-represented communities for college success in STEM
Association for Women in Mathematics: Organizes and supports women in math as a chapter of a national organization
MaTHEma: Provides peer mentoring for undergraduates in Mathematics

Physics
Women in Physics: Provides support and undergraduate research awards for women in Physics
Nanomedicine Academy of Minority Serving Institutions: Provides state-of-the-art knowledge to under-served minority populations through a collaborative model of graduate education
Quarknet: Provides science teachers with tools and skills in physics to bring to their classrooms

Psychology
Training grants: Pursuing grants to enhance representation among undergraduate and graduate students
Graduate seminar series: Focuses on speaker's science and their experience with equity, diversity, and inclusion
Psychologists for Inclusion and Equity: Meets monthly to advance anti-racism, equity, and inclusion among faculty, staff, and students