

BRANDEIS UNIVERSITY

The Heller School

FOR SOCIAL POLICY AND MANAGEMENT

Equity, Inclusion & Diversity Updates

Heller Board of Overseers, March 2018

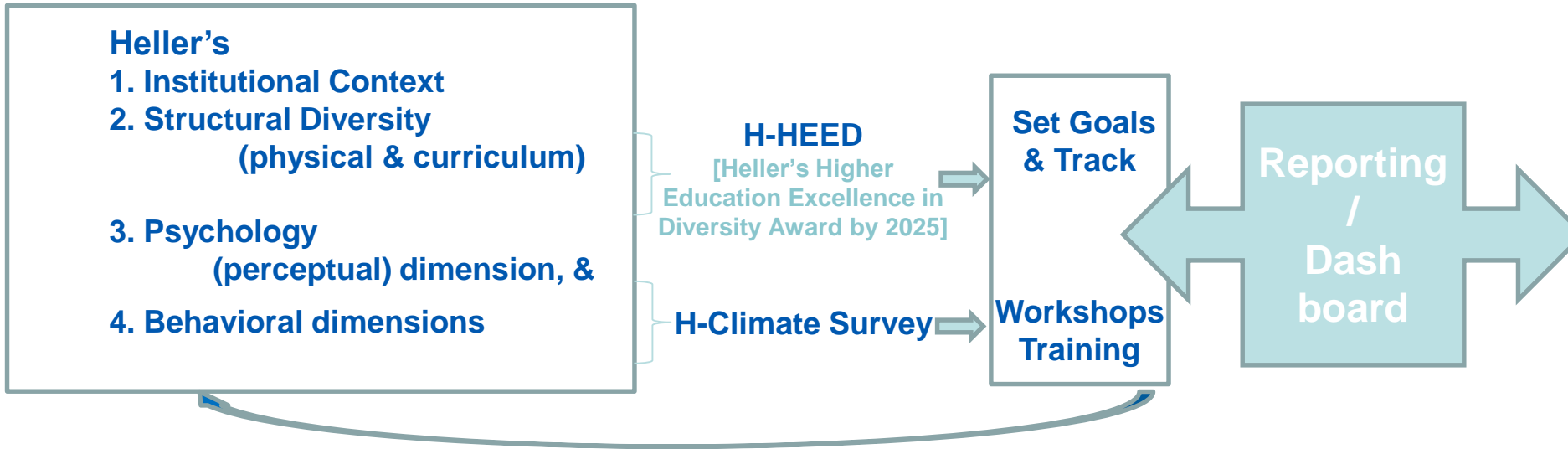
Mission

We aim to improve the EID environment at Heller by

- Creating specific, measurable, achievable, realistic and timely, “S.M.A.R.T.” goals for demographics, recruitment and retention of faculty staff and students, through
 - evidence based workshops and interventions
 - tracking and monitoring progress
 - measuring impact

- Adopting the Higher Education Excellence in Diversity, “**HEED**” approach
 - a standardized nationally recognized framework.

Mission: Create goals, workshops and interventions, including tracking and monitoring progress and impact toward improving:



WHY: "Schools that are consistent across these four elements are able to enhance student outcomes through the creation of strong supportive, and unified campus cultures."

Hurtado et al. 1998

Critical HEED Benchmarks & Status: Institutional & Structural

Higher Education Excellence in
Diversity*

HEED
Establish
Baseline &
Benchmark

Demographics

Faculty
Staff
Students

Status 2018/
Q2:

Establishing
Baseline & Goals

Recruitment & Retention

Faculty
Staff
Students

Status 2018/
Q2 begun:

- AD DEI on search committees
- Search committees trained on implicit bias
- Equity focused hiring

*Created by "Insight into Diversity"

Critical HEED Benchmarks & Status: Surveys → Yielding Workshops & Interventions

Climate Surveys

Psychological
& Behavioral:

Knowledge,
Attitudes &
Behaviors

Annual Assessment

Faculty
Staff
Students
Alumni

Status 2018/ Q2:

- Student Survey Administered
- Creating Faculty/Staff Survey Including net promoter score

Creation of Workshops*

Faculty
Staff
Students
Alumni

Status 2018/ Q2:

- 7 implemented including eMBA+
- 8 planned for next academic year

*Based on survey results &/or evidence based research such as the trials of Devine et al., 2012, 2015, 2017, & 2018.

HEED Dashboard: Accountability & Transparency

HEED Dashboard

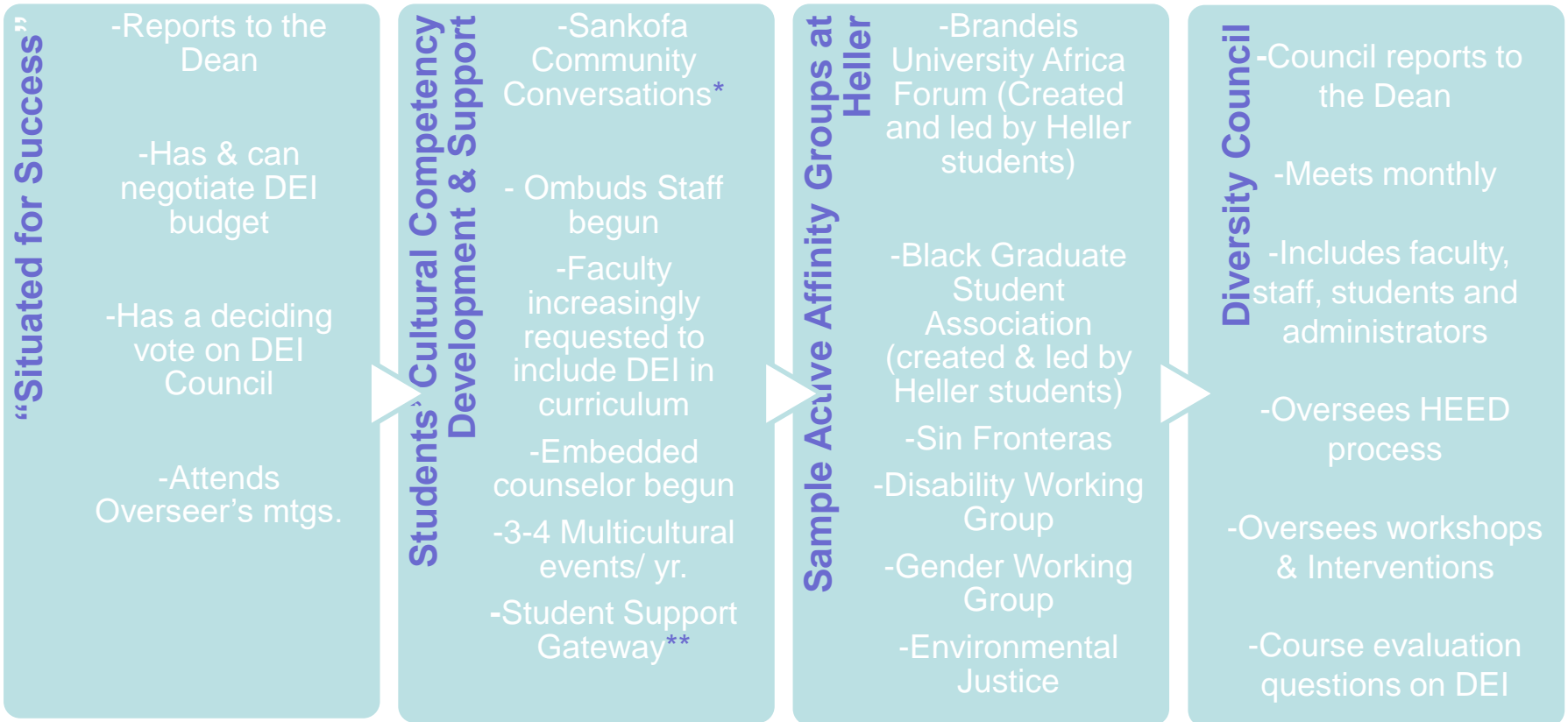
Tracking & Monitoring Progress Toward Goals

Status Q2 2018

- Building design layout
- Programming
- Creating improved appearance to equivalent institutions

HEED METRICS		Categories
I Demographics		
Student Demographics	Enrollment	Levels/#s
		Gender / Sexual orientation/identity
		Race/ethnicity (9 categories)
Administrator, Faculty & Staff		Levels & Pipeline
		Gender / Sexual orientation/identity
		Race/ethnicity (9 categories)
		LGBTQ, Veteran, Having Disability
II Student Recruitment & Retention		
		Graduation rates
		{Student Orientation}
III Faculty Recruitment & Retention		
		Strategies
IV Leadership Support & Accountability		
		Strategies
		Fundraising Campaigns/targeted
		Training Programs (e.g., implicit bias)
		Climate Survey & Benchmarking
V Institutional Branding		
	Communication	8 Metrics
		Offices
		Website
VI Associate Dean DEI		
		Role
		Cultural competence development
		Cultural history celebrations
		Affinity groups
		Existence and representation of/on council
		Bathrooms
		Disability accommodations
		Incidents history
		Diversity goals

HEED: Specific Associate Dean Sample Goals, Contributions &/Or Status



*subsequent slides...

Sankofa Community Conversations, SCC: Breaking Down Silos & Building Community

SCC

Sankofa: Ghanaian (Twi) for remembering the past to prepare for the future.

In honor of Heller's rich multicultural environment –

Conversations related to the past, present & future of social justice across allies.

The Heller School
FOR SOCIAL POLICY AND MANAGEMENT

A SANKOFA COMMUNITY CONVERSATION

GLOBAL EQUITY THROUGH SOCIAL JUSTICE AND ART

THURSDAY, FEBRUARY 15, 2018
12:00-1:50PM, ZINNER FORUM
PIZZA PROVIDED

PANELISTS:
CHARLIE ROSE
Dean of City Year, Inc.

LAUREN BERNAR
Brandeis MFA Musicology student

DESTINY POLK
Founder, Radical Black Girl
Activity Facilitator

MODERATOR:
AJAI SCOTT

CO-HOSTED BY: THE BLACK GRAD
UNIVERSITY AFRICAN FORUM, SI

The Heller School
FOR SOCIAL POLICY AND MANAGEMENT

A SANKOFA COMMUNITY CONVERSATION

**BREAKING THE SILENCE:
A PEER-LED DISCUSSION
ON SEXUAL HARASSMENT
AND ASSAULT**

THURSDAY MARCH 8, 2018
5-7 PM, HELLER ALUMNI LOUNGE
FOOD WILL BE PROVIDED

CO-HOSTED BY:
THE GENDER WORKING GROUP &
THE DISABILITY WORKING GROUP

BRANDEIS UNIVERSITY
The Heller School
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SANKOFA COMMUNITY CONVERSATIONS:
"REMEMBERING THE PAST TO PREPARE FOR THE FUTURE" - AKAN PROVERB

WEDNESDAY, JANUARY 17, 2018
12:00-1:30PM
ZINNER FORUM
PIZZA PROVIDED

**DIVERSITY, EQUITY AND INCLUSION:
"WHO'S AT THE TABLE?"**

PANELISTS:
CYNTHIA MALTBIE
CHIEF HUMAN RESOURCE OFFICER,
PARTNERS IN HEALTH

LOUIS SALEMY
BOARD MEMBER,
HARLEM LACROSSE

ELON COOK
PUBLIC HISTORIAN &
RACE WOMANIST

MODERATOR:
MARIA MADISON
ASSOCIATE DEAN FOR DIVERSITY, EQUITY AND INCLUSION

PERFORMANCE:

BRANDEIS UNIVERSITY
The Heller School
FOR SOCIAL POLICY AND MANAGEMENT

SANKOFA COMMUNITY CONVERSATIONS:
"REMEMBERING THE PAST TO PREPARE FOR THE FUTURE" - AKAN PROVERB

WEDNESDAY, DECEMBER 6, 2017
12:00-1:00 PM
ZINNER FORUM
PIZZA PROVIDED

A TEACH-IN WITH MEL KING ON SOCIAL JUSTICE AND CHANGE

FEATURING:
MEL KING
POLITICIAN, WRITER, COMMUNITY ORGANIZER, SENIOR LECTURER EMERITUS, MIT

MARIA MADISON
ASSOCIATE DEAN FOR DIVERSITY, EQUITY AND INCLUSION

CHRISTIAN PERRY
SID/MBA'16, COMMUNITY ORGANIZER AND MOVEMENT STRATEGIST

JOEL CUTCHER-GERSHENFELD
PROFESSOR, HELLER SCHOOL

Student Support Gateway (Ready by Orientation)

BRANDEIS STUDENT SUPPORT GATEWAY

For Services

[Click Here:](#)

or

[Here:](#)

Emergency Services: For on-campus emergencies, dial 6-3333. For off-campus emergencies, dial 911.

"I feel I may be or have been sexually harassed."

"I am having financial difficulties."

"I do not have enough food."

"I would like someone to talk to."

"I would like mental health support."

"I need to see a doctor."

"I feel discriminated."

"I feel mistreated in class."

"I need academic support."

"I need career counseling."

"I feel sad most days."

"I would like a job now."

"I feel alone."



Conclusion

- Data, evidence and accountability are urgent & important
<https://implicit.harvard.edu/implicit/selectiontest.html>
- Recruit, nurture, retain and advance a diverse student body & workforce
<https://www.aacu.org/making-excellence-inclusive>
- Create a school & work culture where individuals can feel safe, valued, respected and able to contribute their individual perspectives and skills
Stevenson, 2014
- Transform organization so that policies, practices and programs are consistent with mission and values
Prejudice Habit Breaking Intervention
- Be consistent and unambiguous in pursuit of diversity, inclusion, equity and social justice

H. Stevenson 2014

