



Diversity, Equity and Inclusion

- Counsel review of EEO policies, statements
- Board recruitment request language revised
- NEBHE event diversity language formalized
- Internal diversity data review
- Identifying staff training experiences, resources: racism and bias
- 4 NEBHE strategic priorities – renewed equity focus
- Program and policy work review

NEBHE Staff Diversity						
	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Full Time Employees						
Female		1			7	8
Male					3	3
Total Full Time Employees		1			10	11
	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Part Time Employees						
Female		1			2	3
Male	2			1	1	4
Total Part Time Employees	2	1		1	3	7

NEBHE Board Diversity						
	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Board						
Female					16	16
Male		2		1	21	24
Total Board Members		2		1	37	40

Updated Letter to Appointing Authorities

As prescribed in statute, delegates to the New England Board of Higher Education (NEBHE) are appointed by governors and legislative leaders in each of the six New England states. Thank you for your consideration of our request to appoint a new delegate to NEBHE to represent the State/Commonwealth of [X].

NEBHE benefits by having delegates with significant leadership, knowledge and experience related to higher education and the K-16+ continuum. *In considering appointees to NEBHE, we ask that governors and legislative leaders appoint individuals of varied backgrounds and perspectives, with serious consideration to diversity and inclusion of historically underrepresented communities and individuals, including but not limited to race, color, sex, and national origin.*

NEBHE seeks to keep equity at the core of its program and policy work. *It benefits from the service of delegates whose expertise informs its efforts to increase equity, eliminate barriers and discrimination and to position NEBHE to best support the diverse states, institutions and students we serve.*

Compact for Faculty Diversity

- 1992-93 Ford- and Pew-funded effort of the four regional compacts: NEBHE, SREB, WICHE
- Multiple activities to prepare minority scholars, support institutional commitment and hiring
 - Programs
 - Research
- Sustainability challenges in early 2000s



THE
COMPACT *for*
FACULTY
DIVERSITY

Compact for Faculty Diversity

Founded in 1994 - Five Strategies

- Motivate states and universities to increase financial support for minority doctoral study
- Increase support packages of multi-year fellowships, research and teaching assistantships to promote integration into academic departments and doctoral completion
- Incentivize academic departments to create supportive environments for minority students through mentorship
- Sponsor an annual institute to build support networks and promote teaching
- Build collaborations for student recruitment to graduate study



THE
COMPACT *for*
FACULTY
DIVERSITY

Compact for Faculty Diversity

- **Doctoral Scholars Program**
 - Works to increase the number of minority students earning doctorates and choosing to become postsecondary faculty
 - Since 1993, the program has supported more than 2,000 scholars studying at over 100 institutions in 31 states.
- **Annual Institute on Teaching and Mentoring**
 - Since 1994, a four-day annual event assisting minority scholars with strategies to survive the rigors of graduate school, earn the doctoral degree and succeed as members of the professoriate



INSTITUTE
on **TEACHING**
and **MENTORING**



New England Participation - 2019

Total Participants from NEBHE States		
	Total Attendees	43
	Total Recruiters	20
Attendees By State		
Connecticut		
	Attendees	16
	Recruiters	2
Maine		
	Attendees	1
	Recruiters	0
Massachusetts		
	Attendees	20
	Recruiters	16
New Hampshire		
	Attendees	5
	Recruiters	2
Rhode Island		
	Attendees	1
	Recruiters	0
Vermont		
	Attendees	0
	Recruiters	0

- Scholars' Institutions (10)
 - MIT
 - Northeastern University
 - Simmons College
 - University of Connecticut
 - University of Massachusetts Amherst
 - University of Massachusetts Boston
 - University of New Hampshire
 - University of Rhode Island
 - University of Southern Maine
 - Yale University
- Recruiting Institutions (10)
 - Bentley University
 - Boston University
 - Bridgewater State University
 - Framingham State University
 - Mount Holyoke College
 - Northeastern University
 - University of Connecticut
 - University of New Hampshire
 - Williams College
 - Worcester State University

Future – Opportunities & Goals

- NEBHE Fellow for Faculty Diversity, Equity & Inclusion – nominations sought
- Regional advisory group – suggestions, please
- Renewed Compact – regional, national
- New England institutional commitment:
 - Increase doctoral scholar participation and support
 - Institute recruitment
- Events, network and supports
- National funding cultivation



THE
COMPACT *for*
FACULTY
DIVERSITY