



heterodox
academy

Annual Report

FY2020
September 2019–August 2020

Letter From Leadership

Dear HxA Community,

This year has been one of challenge and change, for us as individuals, for the organization we love, and for the academic community we serve.

On the individual front, Debra Mashek, Heterodox Academy's inaugural Executive Director, decided that the time is right to devote her professional attention to her higher ed and nonprofit consulting agency, a decision that required her to step away from her leadership role at HxA. She will continue to support HxA through the end of the calendar year as an Executive Advisor, partnering with the Interim Executive Director, the Board, and the rest of Team HxA [to ensure smooth transitions and continued organizational success](#).

Debra joined HxA in 2017 as our first Executive Director. She provided thoughtful and consistent leadership to guide HxA through three extraordinary years of growth—transforming HxA from an informal network of about a thousand professors into a [fully formed, well regarded, standalone 501c3 with over four thousand members](#).

Debra's work focused on [establishing solid foundations](#) for the fledgling organization, including articulating HxA's theory of change and strategic framework, advocating for The HxA Way, building positive relationships with key academic stakeholders, developing Team HxA, and establishing the operational structures of the organization.

Based on her stellar organizational leadership, depth of knowledge about HxA, and all-around know-how, the Board asked Manon Loustaunau--formerly our Director of Operations--to serve as Interim Executive Director. Manon's background in nonprofit management will serve the organization well [during this exciting time of growth and change](#).

As more evidence of the organization's development and deepening possibilities, the Board has decided to [expand our leadership team](#) to include a President, who will primarily serve in an external-facing role, working hand-in-hand with the Executive Director, who will primarily serve an internal-facing role.

The COVID pandemic spurred a lot of unexpected organizational change, as well. Our team moved to remote work in mid-March and on April 3 we launched a rapid needs assessment to learn how to best support our members. We immediately offered [pop-up programming](#) for our members, and we retooled our work to respond to the new context while also remaining true to our mission. This included revising our large projects, working hand-in-hand with our philanthropic partners who demonstrated deeply appreciated flexibility in their funding commitments along the way. A silver lining during this pandemic year is that we got to witness time and again the [resilience and resourcefulness of the individuals who make up Team HxA](#).

American society, like many others, is in the midst of [enormous cultural shifts](#) that affect higher ed--not just because of the global pandemic, not just because of long-overdue attention to issues of racial injustice and inequity, not just because it is an election year in the USA. Within this fast-changing cultural landscape, the values at the heart of HxA's mission are more important than ever. [It is precisely when situations are uncertain, complex, ambiguous, or dynamic that open inquiry, viewpoint diversity, and constructive disagreement are most important.](#)

HxA is ready to meet this moment, responding to the needs of members and the broader higher ed community while staying true to our mission and vision.

Thank you for being part of our vibrant community.

Sincerely,

Jonathan Haidt
Chair, HxA Board

Manon Loustaunau
Interim Executive Director

Debra Mashek
Past Executive Director

HxA Board of Directors



Jonathan Haidt, Chair

Jonathan Haidt is a social psychologist and Professor of Ethical Leadership at New York University's Stern School of Business. His academic specialization is the psychology of morality and moral emotions. Dr. Haidt is the author of three books: "The Happiness Hypothesis: Finding Modern Truth in Ancient Wisdom" (2006), "The Righteous Mind: Why Good People are Divided by Politics and Religion" (2012), and "The Coddling of the American Mind" (2018). He was named one of the "top global thinkers" by Foreign Policy magazine, and one of the "top world thinkers" by Prospect magazine.

In 2013, he co-founded Ethical Systems, a nonprofit collaboration dedicated to making academic research on ethics widely available to businesses. In 2015, Dr. Haidt co-founded Heterodox Academy.



Steven Laub, Treasurer

Steven Laub has served in executive management and board positions in public and private semiconductor corporations, including as President, Chief Executive Officer and Board member of Atmel Corporation; President and Chief Executive Officer of Silicon Image, Inc; and President of Lattice Semiconductor Corporation. His expertise extends to private equity as well. Mr. Laub serves on the Advisory Board of IPV Capital and was a technology partner at Golden Gate Capital Corporation. Previously, he served as Vice President and Partner at Bain and Company.

Mr. Laub is also devoted to the education field; he is a board member at Design Tech High School, a Charter School in Redwood Shores, CA and on the Board of Visitors for the UCLA Economics Department. Mr. Laub brings critical expertise in board operations, scaling organizations, and legal.

Mr. Laub earned his bachelor's degree in Economics from University of California, Los Angeles and his juris doctor degree from Harvard Law School.



Tony Banout

Tony Banout is a national expert in one of the most pressing issues of our time: building a thriving democracy out of deep difference on fundamental religious and philosophical grounds. Serving as the Senior Vice President of Interfaith Youth Core (IFYC), he sees the American experiment of *e pluribus unum* as a lifelong vocation, which he approaches civically, academically, and in his professional work. Mr. Banout has written widely for academic and public consumption and is a frequent public speaker and moderator.

He holds a doctorate in Religious Ethics from the Divinity School at the University of Chicago, where he was a Martin Marty Center and Provost fellow.

A dyed-in-the-wool New Yorker, he was raised in an immigrant household steeped in the Coptic Orthodox church and absorbed both Roman Catholic and Islamic influences.

**Eli Diamond**

Eli Diamond is Program Manager at a private foundation based in New York City. In this role, he advises mission-driven nonprofit organizations working at the intersection of viewpoint diversity in higher education, public interest law, economic policy, national security, and leadership development. Mr. Diamond is also a member of the Tikvah Fund's Young Professional Advisory Board.

Previously, Mr. Diamond completed internships with the U.S. House Committee on Foreign Affairs, American Enterprise Institute, and Hudson Institute. An alumnus of academic fellowships hosted by the Hertog Foundation, Tikvah Fund, and Institute for the Study of War, Mr. Diamond earned his bachelor's degree in Economics *summa cum laude* from Yeshiva University.

**Jeffrey S. Flier**

Jeffrey S. Flier, MD is a distinguished endocrinologist, researcher, and leader in academic medicine. Dr. Flier served as the 21st Dean of the Faculty of Medicine of Harvard University from 2007 to 2016. Dr. Flier is an authority on diabetes and obesity and is the Harvard University Distinguished Service Professor and the Higginson Professor of Physiology and Medicine. He has recently written on issues of broad importance to the academy and health professions, including the future of medicine and the health care workforce, and challenges to the ecosystem of biomedical research.

Dr. Flier received a bachelor's degree from The City College of New York and a doctor of medicine degree from Mount Sinai School of Medicine. As an author of over 300 scholarly papers, he is an elected member of the National Academy of Medicine, and in 2005 he received the Banting Medal, the highest scientific honor granted by the American Diabetes Association.

**Kathleen O'Connor**

Kathleen O'Connor serves as Vice President within the Legal Department at AQR Capital Management, a global investment management firm. In this role, Kathleen focuses on regulatory and political work, in coordination with the firm's legal and government and regulatory affairs functions.

Before joining AQR, Ms. O'Connor was a Principal with Saoi, Ltd., and over her career has also held a variety of private- and public-sector legal roles.

Ms. O'Connor earned a bachelor's degree in history from Georgetown University, a master's degree from University College London and a juris doctor degree from Fordham University.

HxA Mission and Vision

Mission

To improve the quality of research and education in universities by increasing open inquiry, viewpoint diversity, and constructive disagreement.

Vision

We aspire to create college classrooms and campuses that welcome diverse people with diverse viewpoints and equip learners with the habits of heart and mind to engage that diversity in open inquiry and constructive disagreement. We seek an academy eager to welcome professors, students, and speakers who approach problems and questions from different points of view, explicitly valuing the role such diversity plays in advancing the pursuit of knowledge, the exposure of falsehoods, discovery, growth, and innovation.

Work

HxA works to:



Increase public awareness to elevate the importance of our mission on campus



Develop tools and resources that professors, administrators, and others can deploy to assess and then improve their campus and disciplinary culture



Cultivate communities of practice among professors, researchers and administrators

The HxA Way

Rigorous, open, and responsible engagement across lines of difference separates good ideas from bad. Scholars and students must develop the habits of heart (e.g., empathy, perspective taking) and mind (e.g., humility, curiosity) necessary to evaluate claims, sources, and evidence; and to use that evidence to reason carefully--and compassionately--about the world.

The leadership team of HxA believes it is always legitimate to attack ideas, but not individuals. Scholars must have broad latitude to explore ideas, even controversial and unpopular ones. However, scholars are responsible for thinking about the contexts in which their scholarship, teaching, and public engagement unfold.

We also recognize that colleges and universities are not “public squares” in the traditional sense but rather sites for the production and dissemination of knowledge. Consequently, we do not encourage free expression or viewpoint diversity as absolute goods, as ends to themselves, but rather as instrumental goods to help us gain a better understanding of the world, with sufficient depth, nuance, and complexity. For these reasons, we also insist upon a set of values governing constructive discourse, which we have taken to calling “The HxA Way.”

The lines of what is acceptable, what is not, which views are valuable, and which are not -- these are difficult questions. It is not for Heterodox Academy to set the lines for anyone else. There is no perfect answer to these questions. The position people land

on will often have to be revisited and reworked, given new information, evolving circumstances, etc. HxA aspires to provide frameworks, tools, and communities to work through these complicated questions.

Heterodox Academy has over 4,100 members from a range of demographic backgrounds and academic disciplines, with a range of beliefs and values, and holding various institutional roles all over the United States and beyond. As expected from such a heterogeneous network, our members hold a range of views on virtually any topic up for discussion. As an organization, we prize pluralism and we value constructive disagreement.

The HxA Way:

- 1 Make your case with evidence.
- 2 Be intellectually charitable.
- 3 Be intellectually humble.
- 4 Be constructive.
- 5 Be yourself.

Learn more by visiting the
 ● [HxA Tools and Resources Library](#).

HxA Advisory Council

Xav de Souza Briggs

Visiting Professor, New York University; Formerly
Professor of Sociology and Urban Planning, MIT



"One of education's most vital roles now is to enable engagement and insight across differences. Without that, democracy fails, and nothing else we care about can work."

David A. Brooks

New York Times Op-Ed columnist, author, and speaker



"In a very short period Heterodox Academy has become the nation's leading champion of intellectual honesty, open debate and viewpoint diversity — for a very simple reason: Its members practice the intellectual virtues that they preach."

Taffye Benson Clayton

Vice President and Associate Provost at Auburn University



"If colleges and universities do not adequately foster an environment where open inquiry is encouraged, and inclusion and diversity are prioritized, the highest ideals and aspirations of our institutions may go unrealized."

Ronald A. Crutcher

President at University of Richmond



"We must welcome the debate, modeling for our students how to listen more intently to understand competing perspectives and learn from the rich diversity of people and ideas on our campuses."

Alice Dreger

Author, speaker



"Heterodox Academy is the one place where I can play the token social justice feminist sex radical and still be in great company."

Robert P. George

McCormick Professor of Jurisprudence and Director of the James Madison Program in American Ideals and Institutions, Princeton University



"No organization in the history of American academic life has done, or is doing, more to promote the basic freedoms and viewpoint diversity we urgently need in our colleges and universities today than Heterodox Academy."

Diane F. Halpern

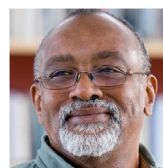
McElwee Family Professor of Psychology at Claremont McKenna College; former president of the American Psychological Association



"There is something wrong if you are not able to articulate the reasons of the other sides on this issue. Without even attempting to listen to the opposition, we can never come together as a society in which all views are respected and evaluated."

Glenn C. Loury

Merton P. Stoltz Professor of the Social Sciences and Professor of Economics at Brown University; author, and speaker



"Ideological pluralism makes everyone smarter, and it is precisely what the folks around Heterodox Academy have in mind. They are doing the Lord's work."

Irshad Manji

Author, and founder of the Moral Courage College



"If you love life, you love diversity — including viewpoint diversity."

Lynn Pasquerella

President of the Association of American Colleges and Universities; President Emerita of Mount Holyoke College



"This is no time for complacency and apathy, this is a time for vigorous and positive action. We need to light the danger up and illuminate the transformative power of a liberal education."

Eboo Patel

Founder and President of Interfaith Youth Core



"Diversity is not just the differences you like, and dogmas rarely lead to the best answer — for these two reasons and many more, I think the work of Heterodox Academy is essential."

Judith R. Shapiro

President Emerita of Barnard College; former president of the Teagle Foundation



"We must avoid the dangers of censorship (including self-censorship), on the one hand, and the increasing proliferation of misinformation and outright lies, on the other. We must have open minds, but not so open that our brains fall out."

Richard A. Shweder

Harold H. Swift Distinguished Service Professor of Human Development at the University of Chicago



"At this historical moment marked by a rise in various forms of anti-intellectualism, one welcomes and values a countervailing force such as Heterodox Academy, which provides a robust forum for expressions of anti-anti-intellectualism."

Nadine Strossen

John Marshall Harlan II Professor of Law Emerita, New York Law School; Immediate Past President, American Civil Liberties Union (1991-2008); Author of "HATE: Why We Should Resist it With Free Speech, Not Censorship"



"Engagement with people who are broadly diverse, in terms of experience and ideas, is essential for promoting understanding in both senses of that word: knowledge and empathy."

Cornel West

Professor of the Practice of Public Philosophy at Harvard University; Author



"We don't lose ourselves in some homogeneous kumbaya union. No. We acknowledge our differences. We acknowledge the ways in which we might look at the world through different lenses. And yet we can still be mutually empowered."

The HxA Advisory Council is comprised of higher education leaders and public intellectuals who share a commitment to open inquiry, viewpoint diversity, and constructive disagreement, and stand with HxA to offer support and guidance in its mission. These educators, researchers, authors, administrators, and public figures have advanced their fields, led national campaigns, impacted legislation, and founded and led transformative organizations.

A large white speech bubble with a jagged tail pointing towards the bottom right, set against a solid orange background. The text "We Increase Public Awareness..." is written in orange inside the bubble.

**We Increase
Public
Awareness...**

**...to elevate the
importance of our
mission on campus**

Our Activities

- Published 50 original essays on heterodox: the blog
- Published 26 episodes of the Half Hour of Heterodoxy podcast
- Published 14 OpEds in external outlets
- Conducted a nationally representative survey of the general public's awareness and support of values at the heart of HxA's mission
- Published 767 tweets and 374 Facebook posts
- HxA representatives provided 21 media interviews
- Transitioned to exclusively online events in March, hosting 16 events, including our large webinars and small discussion groups
- Partnered with The OpEd Project to provide OpEd writing training to 24 HxA members
- Debra Mashek and Jonathan Haidt featured on an American Psychological Association panel and at the Cato Institute's Sphere Summit
- Co-hosted a day-long Symposium on the State of Free Expression and Inquiry with the Bipartisan Policy Center and the American Enterprise Institute
- Debra Mashek presented at the Presidents' Institute of the Council of Independent Colleges on Presidential Approaches to Advance Open Inquiry and Viewpoint Diversity

Our Impacts

Over 450 individuals attended HxA events this year, despite having no major conference

Debra Mashek named Top 35 Women in Higher Ed by DIVERSE: Issues in Higher Education

Arthur Evans, the CEO of the American Psychological Association, highlights the importance of viewpoint diversity, noting, "It makes us stronger as an organization to have a variety of viewpoints."

Gained 9,425 new followers and 118,500 engagements on Twitter, and gained 1,429 new followers and 211,900 engagements on Facebook

Our website was viewed over 642,000 times, podcast episodes were downloaded over 209,000 times, and our blog content was accessed over 30,000 times since March

HxA was mentioned 132 times across 108 unique outlets, and our work and members were featured prominently in The Chronicle of Higher Ed's issue on Diversity of Thought

Amplifying Voices Through OpEd Training

The open inquiry movement's success depends upon a broad range of voices making the persistent and compelling case for the values of open inquiry, viewpoint diversity, and constructive disagreement.

The instructors, administrators, and students in classrooms and on campuses hold the keys to change. We need to hear their ideas, understand the challenges they're facing, and benefit from their insights, tools, and approaches.

To further this goal, HxA awarded fellowships for attending an intensive eight-hour OpEd writing workshop to 24 members seeking to contribute new perspectives and nuanced positions to the national conversation about issues relevant to the HxA mission. Participants who publish their pieces over the coming months will be invited to join the HxA Writers' Group as HxA Writing Fellows.

"A Diagnosis for American Polarization"

"Splitting is a defense mechanism by which people unconsciously frame ideas, individuals or groups of people in all-or-nothing terms—for example, all good or all bad. [...] People often rationalize their splitting. It can be argued that distorting the truth to frame entire groups as all good or all bad is "social justice." Nonsplit observations can be dismissed as "social constructs" while split comments describe important "lived realities." But none of these rhetorical moves change the fact that splitting distorts reality, is hurtful, and fosters division and hatred."



Wall Street Journal

Nov. 3, 2020

Andrew Hartz, HxA Writing Fellow
and Adjunct Faculty at Long Island
University in Brooklyn

● [Read here](#)

2020 OpEd Workshop Participants

Nikita Bogdanov	Samantha Hedges
Patrick Casey	Peter Leavitt
Ellie Dworak	Guy Madison
Rachel Ernstoff	Timothy Minella
Manuel Galvan	Paul Morgan
Maria Geiger	Jukka Savolainen
Andrew Glover	Erec Smith
Maja Graso	Brendan Stern
Gary Grossman	Lisa VanZwoll
Joseph Guarneri	Brooke Vuckovic
Kira Hamman	Maximilian Werner
Andrew Hartz	Damian Zurro

"The Loss of the Black Individual"

"I see prominent anti-racist activists as the wardens of Badenoch's metaphorical prison. People like Nicole Hannah-Jones, Ibram Kendi and Robin DiAngelo insist that racism is baked into the American way of life, part of America's DNA. If we are not careful, we may bake victimhood into what it means to be black."



Areo Magazine

Nov. 12, 2020

Erec Smith, HxA Writing Fellow
and Associate Professor at York
College of Pennsylvania

● [Read here](#)

HxA's Advisory Council Recommends Readings on Race and Justice

In an increasingly divided country, horrific news stories about African Americans killed by police have led to growing agreement about the need for more nuanced understanding and reform regarding racism and policing practices.

We asked Heterodox Academy Advisory Council members Xavier de Souza Briggs, Robert George, Irshad Manji, Eboo Patel, Judith Shapiro, Nadine Strossen, and Cornel West the following question:

What books, articles, or videos do you recommend to help students and professors better understand this historical moment and the possibilities for change regarding race, racism, policing and the criminal justice system, or the everyday experiences of African Americans?

With an eye toward helping students and educators better understand this historical moment and the possibilities for change regarding race, racism, policing and the criminal justice system, and the everyday experiences of African Americans, we compiled their recommended books, articles, and videos into a downloadable resource titled "Suggested Readings on Racism and Reform." The resource is now available through the [HxA Tools and Resources Library](#).



77% of respondents
said they would support
an organization that
advances open inquiry,
viewpoint diversity,
and constructive
disagreement

**The survey was developed as a collaboration between HxA and Cobblestone Applied Research & Evaluation, Inc.*

National Survey Finds Broad Support for HxA's Mission and Core Values

Respondents to a nationally-representative survey* of the US general public (n = 3,301) were asked to rate the extent to which they agreed or disagreed that the members of campus communities should be (1) able to share ideas and ask questions without fear of retaliation, even when those ideas are offensive to some people, (2) treated as valued contributors in classrooms, regardless of their viewpoint, and (3) encouraged to interact respectfully and to be open to learning from people with different views.

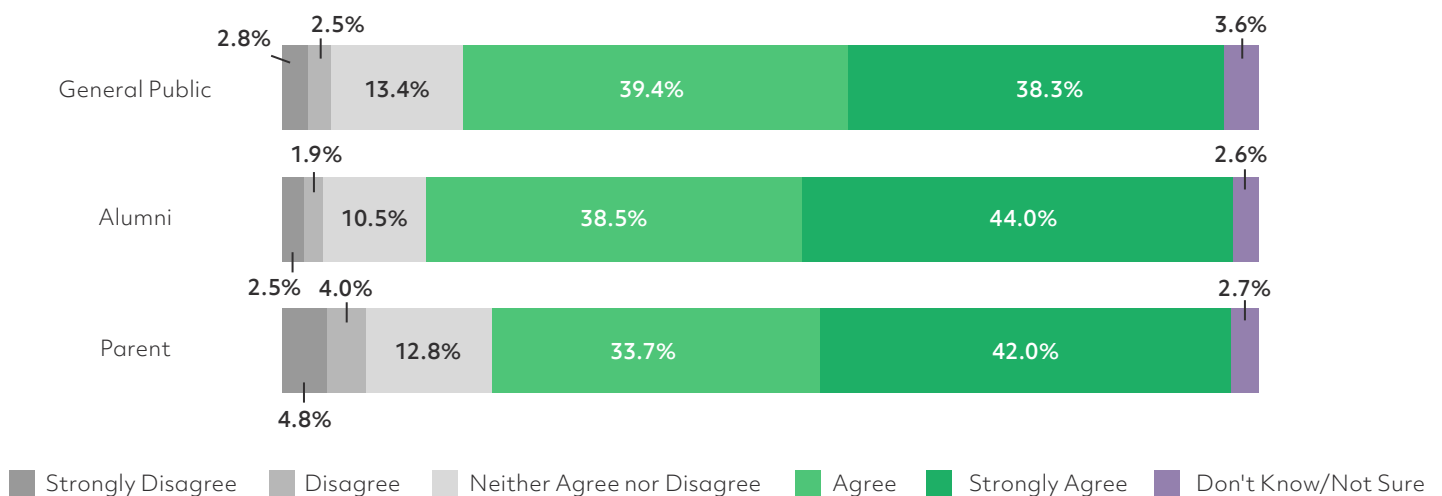
The majority of people surveyed endorsed these ideas, agreeing with items designed to tap the values of open inquiry (77.4%), viewpoint diversity (85.6%), and constructive disagreement (82.5%) in college campuses and classrooms.

As part of this survey, college alumni (n = 1526) and parents of college-aged students (n = 614) were also asked if they would oppose or support negative consequences for students or professors who expressed ideas deemed offensive to some people. In these sub-groups, those who supported open inquiry, viewpoint diversity, and constructive disagreement were more likely to oppose negative consequences, than those who indicated less support for these core HxA values.

While most respondents (77%) said they would support an organization that advances open inquiry, viewpoint diversity, and constructive disagreement, only 8% had heard of HxA, suggesting a large potential audience for HxA to engage. Help increase awareness of HxA by talking about our work with your neighbors, co-workers, and friends!

External Stakeholders' Agreement with Support of an Institution with HxA Values:

I would support an organization that was committed to enhancing the quality and impact of research—and improving higher education—by promoting open inquiry, viewpoint diversity, and constructive disagreement in institutions of higher learning.



HxA Informs the National Conversation

"Universities Run on Disposable Scholars"

The Chronicle of Higher Education

May 1, 2020

Musa al-Gharbi, HxA Senior Advisor

● [Read here](#)

"Academics are happy to condemn 'elites' for failing to do their share (apparently oblivious to the fact that most tenured or tenure track faculty are, themselves, socioeconomic 'elites') – but are often hesitant to take concrete steps within their own communities and institutions to address the very injustices they condemn. Prolific scholars on feminism, antiracism and other social justice issues are often able to realize their high levels of productivity and achieve their status precisely by exploiting institutional inequalities."

THE CHRONICLE OF
HIGHER EDUCATION

"The Conversation about Workplace Diversity We Should Be Having"

Foundation for Economic Education

Sept. 1, 2019

Ilana Redstone, HxA Faculty Fellow

● [Read Here](#)

"How we think about identity shapes how we interpret interactions including, or perhaps especially, those in the workplace, where many of us spend much of our waking time. While the desire to avoid the issue is understandable given its politically charged nature, a lack of recognition that some people conceptualize identity differently has tangible repercussions."

FEE Foundation for
Economic Education
EST. 1946

"Ideological Discrimination in Academia Is More Complicated than You Think"

National Review

Sept. 9, 2019

Musa al-Gharbi, HxA Senior Advisor

● [Read Here](#)

"The first bit of good news is that undergraduates are probably not being penalized much (or at all) by their professors for holding or expressing views that diverge from those of their professors. The bad news is that if these students did decide to pursue a degree after their bachelor's, they likely would face more discrimination in admissions, on the job market, in tenure committees, and when submitting research for IRB approval or peer review."

NATIONAL
REVIEW

"It's Time to Rebuild—with Diversity in Mind"

University Business

June 1, 2020

Debra Mashek, HxA Executive Director

● [Read here](#)

"Robust and productive engagement across lines of difference should undergird all aspects of the academy since it is central to both ongoing knowledge production and the proper functioning of our diverse democracy. The pandemic offers an unexpected chance for leaders and educators to fortify their classrooms and curricula by building these values into the foundations of whatever they rebuild."

UB University Business

"Conservative Academics Reflect on the Relationship of Politics to Scholarship"

National Review

June 3, 2020

Christian Gonzalez, HxA Writing Fellow

● [Read here](#)

"For some conservative professors, the conflation of scholarship with political advocacy is precisely what's wrong with many academic fields of study today. In their estimation, all scholars should try as much as possible to separate empirical descriptions of the social world from normative opinions...By and large, the conservative academics I interviewed argued that it would be wrong for conservatives to combat this kind of politicized left-wing scholarship with politicized right-wing scholarship."

**NATIONAL
REVIEW**

"This Is a Chance to Fix Diversity Training"

Forbes

June 10, 2020

Ilana Redstone, HxA Faculty Fellow

● [Read here](#)

"...one reason the programs have failed is that they've also come to involve an automatic and reflexive deferral to claims of harm and offense. This often means that an accommodation that makes sense in principle leads to a pendulum swing with unintended, yet far-reaching, consequences."

Forbes

"Why Diversity Training on Campus Is Likely to Disappoint"

The Conversation

Aug. 5, 2020

Amna Khalid, HxA John Stuart Mill Faculty Fellow

Jeffrey Aaron Snyder, Carleton College

● [Read here](#)

"If colleges and universities want to effect meaningful social change, they will soon discover that diversity training is no substitute for education."

THE CONVERSATION

HxA Is a Quotable Source

HxA representatives provided 21 media interviews this year

"Have Campuses Become Ideological Echo Chambers? Not Necessarily"

The Chronicle of Higher Education
Sept. 22, 2019

● [Read here](#)

THE CHRONICLE OF
HIGHER EDUCATION

"Mashek, of the Heterodox Academy, said the focus needs to be broader than ideological diversity. Viewpoint diversity, she said, can be achieved by bringing together people from different backgrounds, like those who grew up in urban and rural communities, religious and atheist, rich and poor."

"2019 Survey of Campus Speech Experts"

Real Clear Education
Oct. 24, 2019

● [Read here](#)

"Debra Mashek – Executive Director, Heterodox Academy: 'The university exists to create and disseminate knowledge. Those core functions can't be realized if people are unable to ask questions, to share ideas, or to interrogate all claims.'"

RealClear Education

"7 Ways of Looking at Diversity"

Inside Higher Ed
Nov. 21, 2019

● [Read here](#)

"Intellectual/ideological diversity is most associated these days with Jonathan Haidt and Heterodox Academy. It highlights that there are different explanatory frameworks and that public discourse should bring multiple and diverse frameworks together to engage with big questions, like, 'What causes poverty?' and 'Why are some nations democracies while others are dictatorships?' Higher education should especially prioritize intellectual diversity, as its highest purpose is to get to the most accurate answer."

INSIDE
HIGHER ED

"Why Does Intellectual Diversity Matter?"

Forbes

Feb. 11, 2020

● [Read here](#)

Forbes

"Heterodox Academy advocates for open inquiry on campus and calls attention to the problem of orthodoxy, which 'discourages dissent, creativity, empathy, and truthfulness.' As Debra Mashek, Executive Director of Heterodox Academy, tells me, 'Thinking alongside and learning from others who see the world differently enables us to explore holes in our understanding, develop humility, and deepen curiosity.'"

"Survey Identifies 'Dangerous' Student Self-Censorship"

Inside Higher Ed

April 29, 2020

● [Read here](#)

**INSIDE
HIGHER ED**

"More than half of college students in the United States say they are reluctant to share their views about politics, race, religion and other controversial topics with peers and professors in the classroom, according to a campus climate survey of 1,580 students released Tuesday by Heterodox Academy, an organization that promotes free inquiry and viewpoint diversity in higher education... 'At a broader societal level, these findings suggest that nuances within important topics are not being examined by the nation's future leaders,' the report said."

"Democracy is not a way to reach national agreement; it is a way of living together despite our disagreements. College classrooms can and should be advanced training rooms for democracy, especially in our time of rising political polarization."

Best of the Blog



heterodox:
the hxa blog

"White Fragility Is Not the Answer. Honest Diversity Is."

"It took me years to appreciate that humans, universally, respond badly to being blamed. The primitive part of our brains give rise to the ego, and the ego kicks in as a shield whenever we feel threatened. For tough conversations to succeed, emotional defenses must be lowered all-around. Only then can people tap into the more evolved part of their brains, allowing reason to co-exist with emotion rather than being bulldozed by it.

"This is why shaming white people for being fragile is both misleading and toxic. Misleading because everybody with a brain, regardless of race, can be tricked into oversensitivity by the ego. Toxic because drenching an environment in shame rarely inspires people to listen to one another authentically. More often, research shows, shaming humiliates and plants the seeds of animosity. It demeans one group to redeem the dignity of another, sowing resentment, fueling self-censorship, and undermining collaboration. Beware any diversity and inclusion consultant who stays in business that way."



July 7, 2020

Irshad Manji, HxA Advisory Council
Member and author of "Don't Label Me:
How to Do Diversity Without Inflaming
the Culture Wars"

● [Read here](#)

"Seizing the Means of Knowledge Production"

"As it is with 'social justice,' 'grievance studies,' and 'victimhood culture,' so it is with most of the other buzzwords that have come to dominate discussions about institutions of higher learning in recent years: In short, literally none of this stuff is actually new...even in a world where people were less myopic, there would be virtue in seeing these concepts and approaches – along with their histories – side-by-side. Patterns and lessons emerge, which can help inform subsequent efforts at reforming institutions of higher learning..."



Oct. 4, 2019

Musa al-Gharbi, Senior Advisor

● [Read here](#)

"Potholes on the Road to Institutional Reform"

"To be blunt: anyone who says they are out to reform higher education but spends their time trying to mock, caricature, villainize or discredit the left — they are not serious about realizing change. They are prizing sanctimony over effectiveness. They are engaging in a nihilistic way and, in fact, harming the ability of others to make progress as well...The goal, therefore, should not be to advocate for the right or against the left (or any variation on this approach), but rather to create and implement institutional values, policies and practices that prevent people from establishing their own ideology as an orthodoxy and punishing or expelling those who dissent therefrom."

Feb. 25, 2020

Musa al-Gharbi, Senior Advisor

● [Read here](#)

"On Critics and Bullies"

"There is an astonishing amount of bullying going on right now—in academia and elsewhere—and it is imperative that people stand up to those who seek to intimidate them into either silence or, more appallingly still, the affirmation of beliefs they actually do not hold.

"At the same time, we need to remember that the spirit of truth-seeking is a self-critical spirit, so we must avoid the temptation to insulate our beliefs from criticism by portraying and dismissing our legitimate critics as 'bullies.' "



July 1, 2020

Robert George, HxA Advisory Council Member and McCormick Professor of Jurisprudence and Director of the James Madison Program in American Ideals and Institutions at Princeton University

● [Read here](#)

"Why Conservatives and Liberals Are Not Experiencing the Same Pandemic"

"Although both groups live in the same country, conservatives and liberals in the US do not seem to be experiencing the same COVID-19 pandemic. Liberals are very concerned about the disease; conservatives are comparatively apathetic...

"So why on earth don't conservatives seem especially threatened by a worldwide pandemic? In a set of three studies, my colleagues and I investigated this question."



April 30, 2020

Luke Conway, Professor of Psychology, University of Montana

● [Read here](#)

Podcast Highlights



half hour of
heterodoxy

hosted by chris martin

Episode 75: "Leading a Liberal Arts College"



Featuring Carol Quillen,
President of Davidson College

● [Listen here](#)

Episode 84: "The Elusive Definitions of Conservatism and Liberalism"



Featuring HxA Writing Fellows
Christian Gonzalez and Ian Storey

● [Listen here](#)



Episode 85: "Safe Enough Spaces"



Featuring Michael Roth, President
of Wesleyan University and author
of "Safe Enough Spaces"

● [Listen here](#)

Episode 88: "The Problem With Everything"



Featuring Meghan Daum,
journalist and author of "The
Problem with Everything"

● [Listen here](#)

We Develop Tools and Resources...

...that professors, administrators
and others can deploy to assess
and then improve their campus
and disciplinary cultures

Our Activities

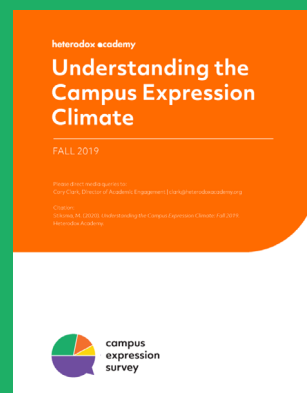
- Convened scholars to discuss constructs to be included in HxA's forthcoming toolkit for assessing campus climate
- Convened higher ed experts to discuss and conceptualize HxA's forthcoming best practices guide to making the pathways to change for institutions more visible to create campuses where open inquiry thrives
- Launched our new website, making it easier for members and others to access HxA's tools and resources
- Hosted 3 members-only book clubs to discuss "Safe Enough Spaces" (Roth), "The Problem with Everything" (Daum), and "Don't Label Me" (Manji)



- Published the first report on findings from our Fall 2019 administration of the Campus Expression Survey (CES), a nationally representative sample of 1,580 students at 4-year colleges
- In collaboration with four HxA members, developed the Faculty/Staff Campus Expression Survey, which is now available for pilot testing
- Developed 11 new tools and resources for the HxA Tools and Resources Library; the Library now contains over 50 tools, including book discussion guides, tip sheets with practical advice, and classroom activities that promote the HxA mission

Our Impacts

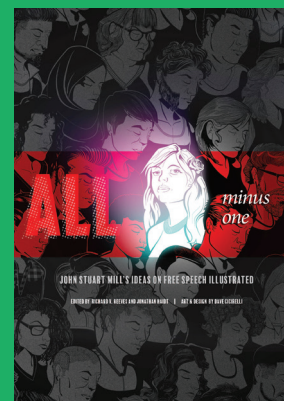
Over 1,400 downloads of the Campus Expression Survey report and over 7,800 views of Campus Expression Survey pages on the HxA website



First report of CES covered in Inside Higher Education article "Survey Identifies 'Dangerous' Student Self-Censorship"

Since its launch in late March, our [Tools and Resources Library](#) attracted 53,000 pageviews

● "[All Minus One](#)," our beautifully illustrated edition of the second chapter of John Stuart Mill's "On Liberty," was downloaded over 11,000 times



Envisioning Pathways for Institutional Change

This year HxA huddled with national experts in higher education to identify the features that characterize institutions where open inquiry thrives.

Key insights, which HxA is now parlaying into a best practices guide to make the pathways to change for institutions more visible, include that open inquiry and viewpoint diversity thrive when institutions:

- **Demonstrate** a coherent and persistent focus on those goals
- **Allow** for open inquiry to occur in many places on campus, not just in classrooms and office hours, including in residence halls, art galleries, sporting events, public spaces, administrative offices, and community events
- **Engage** in an intentional cycle of reflection, review and dialog
- **Embrace** policies, practices and professional development opportunities that are transparent, visible and touch multiple stakeholders across the institution



Higher ed leaders discuss the features of campuses where open inquiry thrives

Our conversations underscored there are many models and paths to open inquiry and viewpoint diversity. Institutions vary in important ways, including their stakeholders, operations, resources, and legal constraints. There is no single right way to catalyze and sustain the work HxA is looking to celebrate. Institutions must pursue these goals with intention and consideration of their local context.

HxA brought together accomplished higher education experts including:

Laura Palucki-Blake

Assistant Vice President for Institutional Research and Effectiveness at Harvey Mudd College

Roslyn Artis

President of Benedict College

Maria Dixon Hall

Chief Diversity Officer at Southern Methodist University

Ashley Finley

Senior Advisor to the President and Vice President of Strategic Planning and Partnerships at the Association of American Colleges & Universities

Dan Mogulof

Assistant Vice Chancellor, Public Affairs at University of California-Berkeley

Jennifer Boehmer

Executive Director, College Advancement at Linn-Benton Community College

Strengthening HxA's Identity



great minds don't
always think alike

HxA is an organization with a strong and consistent sense of identity among its internal team and membership. To make this identity clear to all of our audiences, this year, HxA underwent an organizational rebranding effort.

In March 2020, HxA launched our new website, logo, and tagline, ensuring our core values are more clearly communicated in everything we do.

HxA's website features our new Tools and Resources Library, where visitors can access a growing compendium of 50+ classroom activities, book discussion guides, and tip sheets with practical advice to support the values at the heart of the HxA mission.

HxA's new brand highlights the voices of our members, Advisory Council, staff, and Board - showing what heterodoxy looks, sounds, and feels like to the people engaged in advancing HxA's mission. As these voices and examples make clear: great minds don't always think alike.



Increase Public Awareness



Develop Tools and Resources



Cultivate Communities of Practice

55% of students
surveyed agreed that
the climate on their
campus prevents them
from saying things
they believe

Our First Campus Expression Survey Report

When students sit on the sidelines of their own education—unable or unwilling to share their views on a range of challenging topics—their learning suffers, as does that of their peers. Reports show that some students are reluctant to speak their opinion in the classroom, censoring themselves in discussions. This year, HxA published our first Campus Expression Survey report, offering context for the national conversation about the expression climate on campus.

We asked a representative sample of US college students (n = 1,580) how reluctant (versus comfortable) they felt in the classroom giving their opinions on politics, race, religion, sexuality, gender, and non-controversial topics. Analysis indicates that 58.5% of students were somewhat or very reluctant to give their views on at least one of these five controversial topics.

Politics elicited the highest amount of reluctance, and students from different demographic categories were

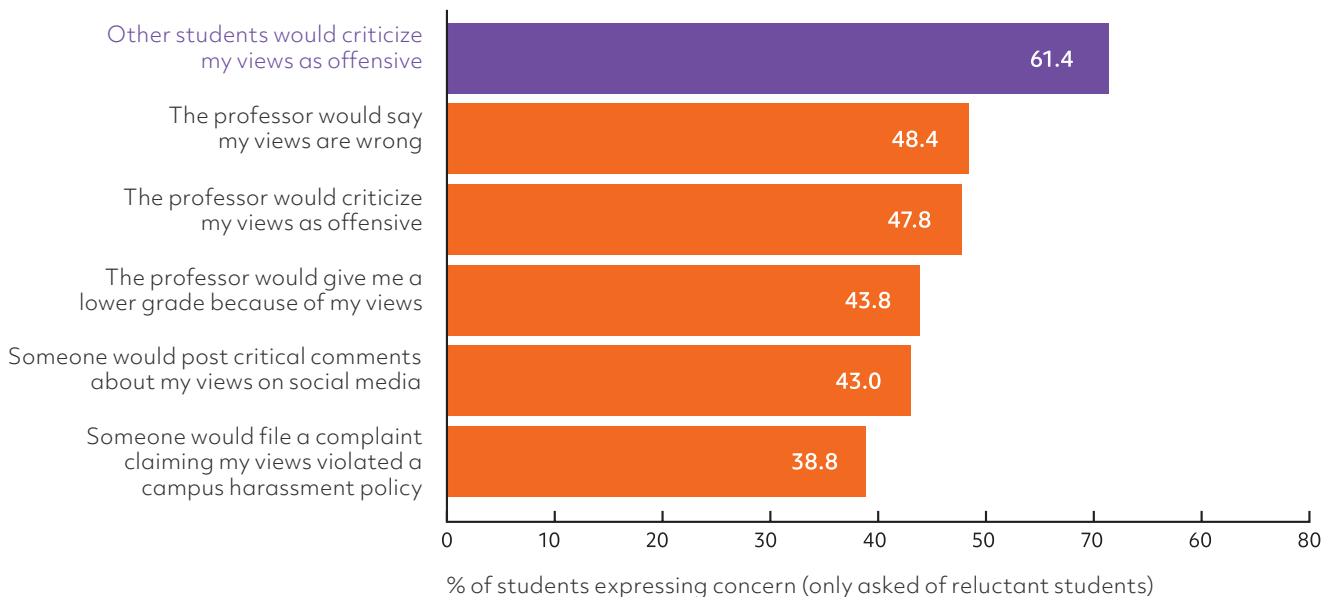
reluctant to speak about different topics. For example, white students were especially reluctant to give their views on matters related to race. Women were more reluctant to give their views on politics and religion, while men were more reluctant to give their views on gender. Republican students were more reluctant than students who identified with other political groups to provide their views on politics, race, sexuality, and gender. We found that reluctant students most feared being criticized for their views by other students.

● [Read the full CES Report here](#)



**campus
expression
survey**

Averaged across controversial topics, students are most concerned
that other students would criticize their views as offensive



A large white speech bubble with a jagged tail pointing towards the bottom right, set against a solid purple background. The text "We Cultivate Communities of Practice..." is written in a bold, purple, sans-serif font inside the bubble.

We Cultivate Communities of Practice...

...among teachers,
researchers, and
administrators

Our Activities

- **Launched 10 new Heterodox Communities** (HxCommunities) groups, bringing the total to 18
- **Launched the Small Events Reimbursement Award** to support HxCommunities Events
- **Conducted a rapid needs assessment** of our members to understand how best to support the HxA network amid the COVID-19 pandemic
- **Hosted four Member Spotlight events**, allowing members to share their research and learn from others in the HxA community
- **HxCommunities held 30 virtual meetings and events** since the start of the pandemic
- **Deployed the 2020 Membership Survey** in July to gain insight into how we can better serve our members
- **Opened new membership categories** for K-12 educators, administrators, and staff, and professionals in higher ed organizations
- **Created a new affiliate category** for undergraduate and high school students
- **Planned and hosted in-person and virtual events** that focused on providing members with connection and community, reaching more unique people in FY20 than the 2019 in-person conference
- **Co-hosted events** with American Enterprise Institute, Bipartisan Policy Center, BridgeUSA, Columbia University's Colloquia, Comedy Cellar, and St. Martin's Press

Our Impacts

Undergraduate students were provided with more ways to engage with open inquiry, including HxUndergraduates (the first student-focused HxCommunity), the new Student Affiliate category, co-hosted events with student organizations such as BridgeUSA, and through connections with HxA members for help on projects related to understanding political polarization

With logistical and/or financial support from HxA, 11 HxCommunities gathered a collective **34 times**

The HxPsychology group convened at the Society for Personality and Social Psychology conference in February, and the HxEnvironmental Engineering & Science community **hosted a virtual COVID-19 research panel for 80 people** in July. Both events were approved for the Small Event Reimbursement Award, which is funded by the *John Templeton Foundation*.*

Nearly **1,000 people** participated in HxCommunities

Membership surpassed **4,100 people**, an **18% increase** from this time last year



* See footnote on page 31

HxA Expands its Membership

In recognition of the many individuals outside of the academy who advance our mission to bring more open inquiry, viewpoint diversity, and constructive disagreement to higher ed, HxA expanded its membership program in August 2020.

Membership opened to educators, staff, and administrators in the K-12 space, who play an important role in preparing students for college and beyond, and to those actively shaping campus trends and providing support to on-campus colleagues through their work at higher education professional organizations.

We also opened a Student Affiliate category for undergraduate and high school students. In doing so, HxA has created an opportunity for students to directly engage with HxA, and with faculty, staff, and administrators who support HxA's mission.

Because of our expanded membership categories, HxA can now engage with a broader network of individuals with the ability to improve higher education. We look forward to connecting, sharing resources, and collaborating with these individuals to advance our mission.

"Why K-12 Educations Needs Viewpoint Diversity Now"

"[...] modeling respectful discourse has to start early if it is to become internalized. K – 12 students need to observe their instructors articulating and defending various positions and exhibiting genuine and thoughtful curiosity about views different from their own. Moreover, students should see that the ability to reason through an argument and the demonstration of curiosity are desirable and valuable traits to have."



Aug. 20, 2020

Will Reusch, HxK-12 Education Community Moderator and one of the first K-12 members

[Read here](#)



● [Open Inquiry, Viewpoint Diversity, and Constructive Disagreement: Resources for K-12 Educators](#)

HxCommunities Support Connection and Collaboration

HxCommunities support and promote heterodoxy within particular fields of study, specific geographic regions, and other distinct academic communities by providing a space for scholars to address the unique challenges and opportunities within their shared academic setting.



Through HxCommunities, individuals can connect to discuss research and ideas, share strategies and resources, and collaborate. Ten new communities have formed this year, and the number of subscribers has nearly doubled.

To support HxCommunities' continued growth, HxA launched the Small Event Reimbursement Award in January. This Award, supported fully by the *John Templeton Foundation** provides up to \$500 in funding for established HxCommunities to host in-person (pre-COVID) or virtual convenings to cultivate connections, attract new members, and provide a space for open inquiry and discussion.

We expect to launch large-scale funding opportunities for HxCommunities in the coming year.

The growth and success of HxCommunities would not be possible without the time, energy, and commitment of our moderators. Each HxCommunity is organized and led by one or more moderators who develop and maintain community engagement, plan events, and handle administrative upkeep for their community. Each moderator is an HxA member who has volunteered to serve in this role.

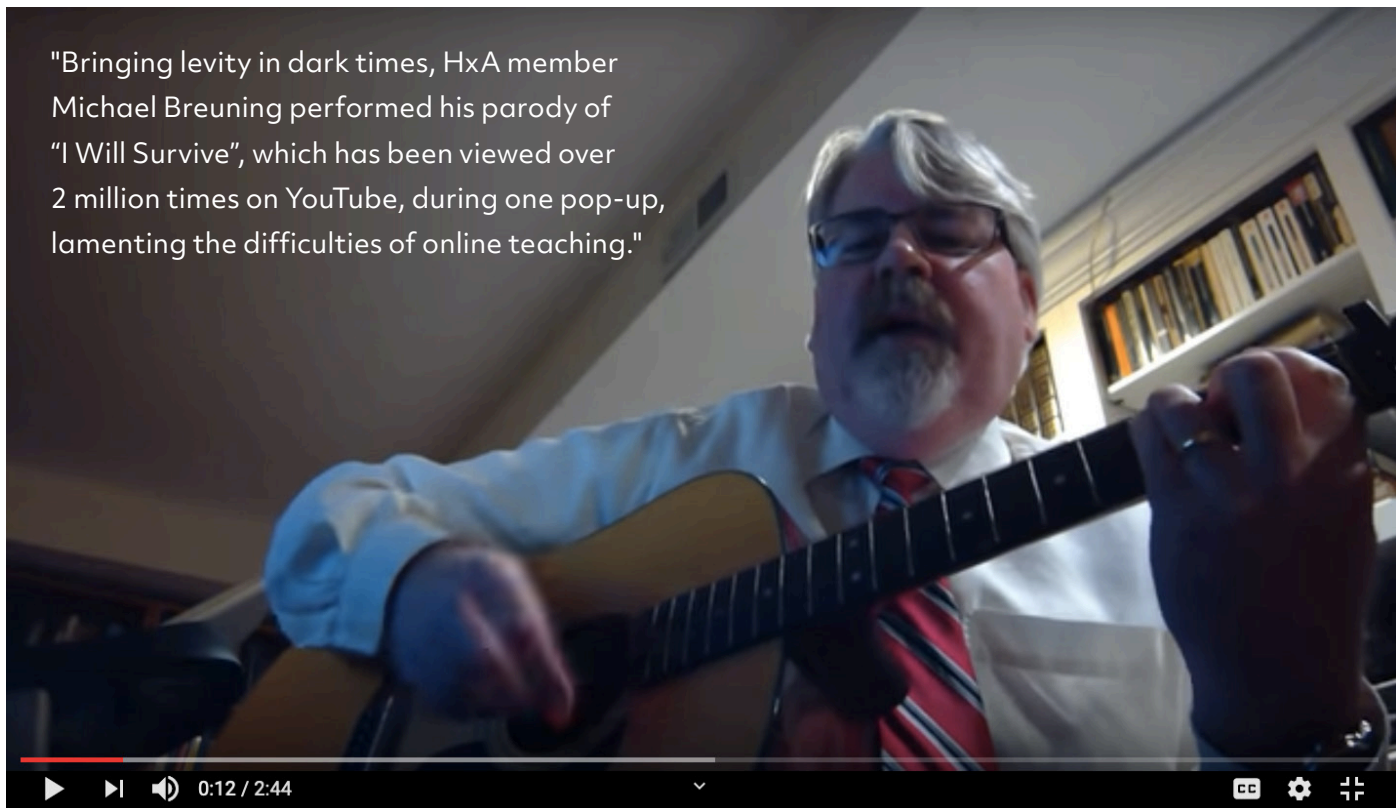
**This program, project, or event was supported in whole with support of a grant from the John Templeton Foundation. The opinions expressed in this program, project, or event are those of the event organizer or Heterodox Academy and do not necessarily reflect the views of the John Templeton Foundation.*

Community Connection in the Time of COVID

When the pandemic struck, the unexpected rapid lifestyle changes were a struggle for our members; most had not taught online courses before, let alone with mere days to prepare for doing so. HxA provided spaces for our community to gather, process what was happening, and support and learn from one another.

Starting in late March and continuing into early May, we hosted three virtual “pop-ups” to expressly provide community connection. The sessions were intentionally unstructured and members connected in small breakout rooms to share the challenges they were facing. Bringing levity in dark times, HxA member Michael Breuning performed his parody of “I Will Survive,” which has been viewed over 2 million times on YouTube, during one pop-up, lamenting the difficulties of online teaching.

Further responding to members’ calls for opportunities to connect with their HxA community, we also launched a virtual book club and the Membership Spotlight Series, each providing further opportunities for members to meet one another and discuss ideas at the core of our mission. Our members’ energy and buy-in to online events was a highlight of our success this year; they saw our virtual gatherings as a practical and sustainable model, which led to increased engagement.



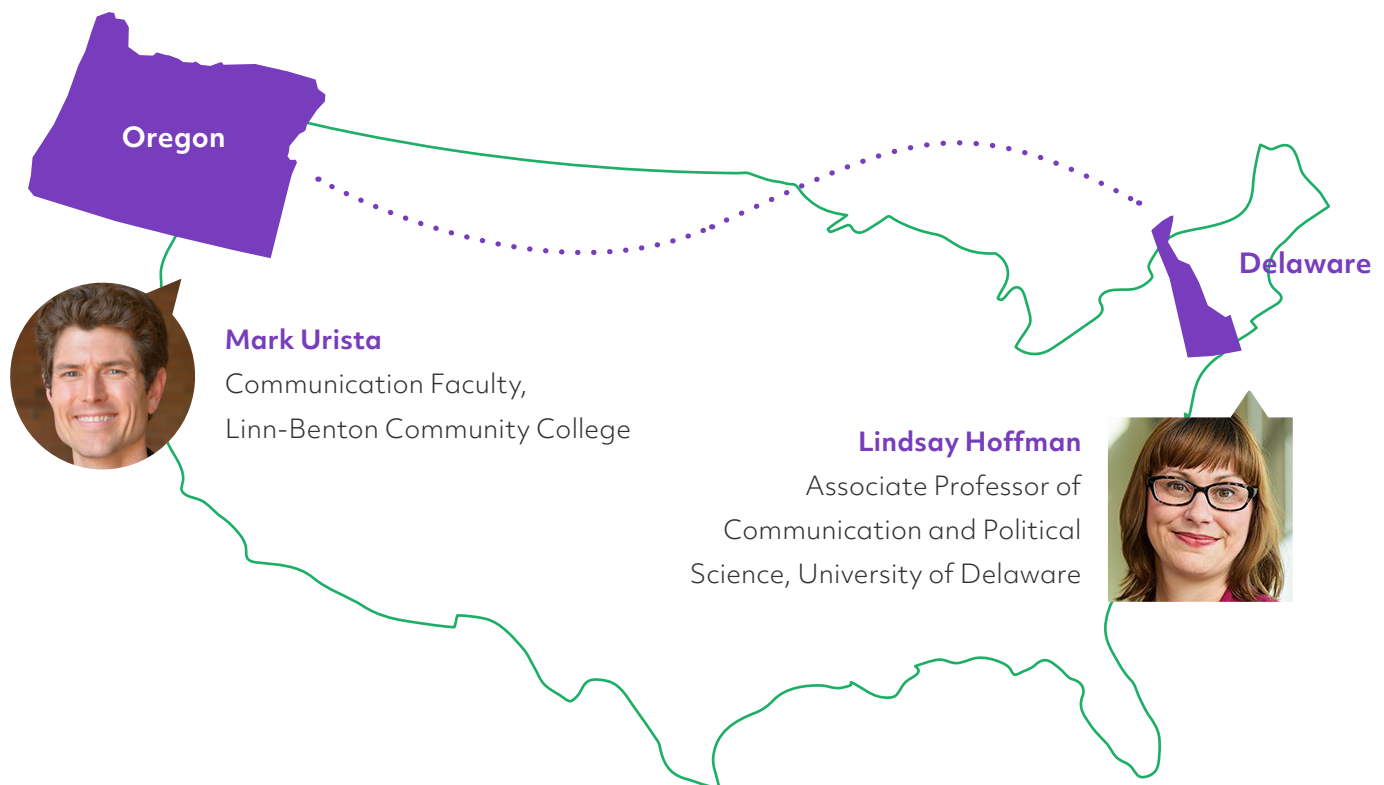
● ["I Will Survive, Coronavirus version for teachers going online"](#)

Connecting Students Across the Continent

The pandemic also provided unique opportunities for long-distance connection.

In April, two HxA members, Lindsay Hoffman at the University of Delaware and Mark Urista at Linn-Benton Community College, connected their classrooms. Using materials from Free Intelligent Conversations (FreeIC), an HxA partner organization, the two held a virtual session for their students.

With students from all political backgrounds and walks of life, the conversations touched on both serious and not-so-serious issues and built relationships across divides. By emphasizing the importance of open-mindedness, constructive disagreement, and mutual respect, the instructors brought the HxA mission to life for their students.



Free Intelligent Conversation (FreeIC) is a nonprofit organization that facilitates engaging conversations between strangers in public places.

🗨️ www.freeic.org

**FREE
INTELLIGENT
CONVERSATION**

HxA Members

Top 10 Countries Represented by Members

1	United States	2,229
2	Canada	215
3	United Kingdom	168
4	Australia	130
5	New Zealand	44
6	Germany	35
7	Netherlands	25
8	Sweden	25
9	Spain	16
10	Ireland	14

Breakdown by Member Type



3,323
Higher Ed Faculty



231 Higher Ed
Staff/Administrators



531
Graduate Affiliates

Top 10 Campuses by Membership

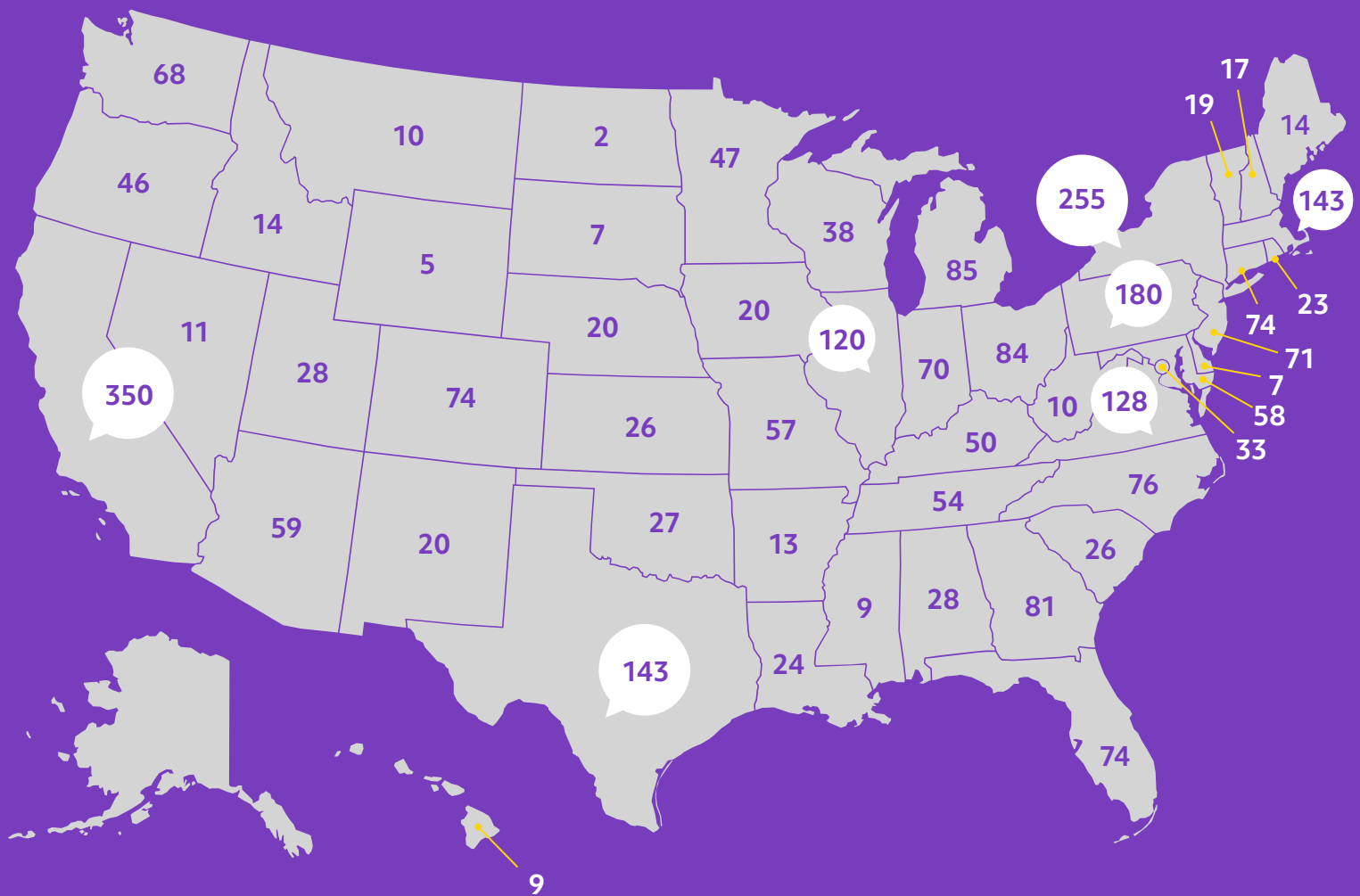
1	Harvard University	36
2	University of Washington-Seattle Campus	34
3	New York University	34
4	Arizona State University-Tempe	28
5	University of Virginia-Main Campus	26
6	University of Toronto	26
7	Columbia University	22
8	University of Pennsylvania	21
9	University of California-Berkeley	21
10	Northwestern University	21

Want to
become a member?

[Click here](#)



Member counts within the United States



Total number of **members** increased **18.5%** during FY2020, increasing from 3,461 to 4,100



Total number of **colleges and universities** represented in membership increased from 1,223 to 1,385 -- a **13.2% increase**





great minds don't
always think alike