Welcome Remarks
Associate Provost Bennett began the meeting by welcoming the Council to the first meeting of the 2016-17 academic year, which was followed by a round of introductions.

Undergraduate Student Programming and Initiatives
Lesley-Ann Brown-Henderson, Executive Director of Campus Inclusion and Community updated the Council on their work to address recommendations from the Black Student Experience Report. The Division of Student Affairs identified that Black students are currently the most dissatisfied students followed by Asian American students, and they are developing strategies to further support these students. Lesley-Ann shared that Student Enrichment Services is now fully staffed with the addition of an Assistant Director, Sharitza Rivera and Administrative Assistant, Christina Smith. Campus Inclusion and Community also recently welcomed Social Justice Education Director, Robert Brown.

Jaci Casazza, University Registrar updated the Council on a name pronunciation software demonstration she organized with an outside vendor that took place in early October. The Office of the Registrar is currently collecting feedback from people who participated the demonstration in consideration of purchasing the software. The Office is also working to help support students in their desire to be addressed by “preferred” names in the classroom and on official documents such as, the Wild Card and diplomas. The diploma policy has been updated and graduates are now allowed to use their preferred name. Because it is a ceremonial document, students will be able to use a name meaningful to them that’s read at the ceremony.
Samir Desai, Executive Director of learning and Organizational Development in Human Resources asked if various systems had the ability to communicate with each other in the case of name pronunciation software. He underscored the need to ensure that preferred names are used consistently across campus.

The Office of the Registrar is also working with Kourtney Cockrell, Director of Student Enrichment Services, to provide more support for low income and first-generation students regarding course and related learning material affordability.

Christina Cilento, Associated Student Government (ASG) President, discussed ways in which ASG is working to improve the experience of marginalized students in collaboration with University administration.

The topics below were highlighted:

- Hosting a safe space and trigger warning event in Winter quarter
- Partnering with deans and professors to increase course accessibility
- Producing a report on student viewpoints on the Social Inequalities & Diversity Requirement
- Partner with Pan Hellenic Association (PHA) to bring inclusion trainings to sororities
- Collaborating with Student Enrichment Services to launch a student engagement stipend and event voucher program
- Hosting a series of focus groups with students from marginalized backgrounds to ensure inclusivity of ASG’s annual budget proposal
- Convening a task force to analyze inclusivity and equity within student group funding structure and propose reforms
- Improving rhetoric and relationships with student groups to be respectful and cognizant of differences in privilege

**Graduate Student Demographics and Programming**

Nsombi Ricketts, Assistant Dean for Diversity and Inclusion, The Graduate School (TGS) updated the Council on diversity recruitment ([IGEN](#), [SROP](#), [Recruiting Events](#)), retention and inclusion efforts at TGS. She highlighted the [TGS 2016 Diversity Report](#), Diversity Peer Mentor Programs for incoming URM PhDs, and Inclusion Trainings occurring in the fall.
Professional Student Demographics and Programming

Larissa Williams, Senior Director of Diversity and Inclusion, Kellogg School of Management updated the Council on their offices effort to move the needle in student demographics and improve the overall student experience. Larissa also presented slides outlining student demographics and student activities which support diversity and inclusion efforts.

These efforts include:

- Dedicated position Diversity team - **Student oversight**
- Launched student diversity and inclusion council
- Collaborative partnership with Kellogg Student Association Vice President of Diversity and Inclusion Committee
- Continued partnership with organizations that support women and students of color through the admissions process (MLT, Forte, Riordan, Posse etc.)
- Increased number of diversity receptions to increase outreach to current and prospective students.
- Host conversations/Dinners with Dean **Sally Blount**
- Held Black Lives Matter community event on Oct 27th
- Added admitted student receptions focusing on students of color to increase yield
- Continued to work closely with students to have an effective communication plan throughout the application life cycle
- Continued to study the impact of scholarship funds on yield and make better decisions to increase our yield

Teresa Mastin, Director of Diversity and Inclusion, Feinberg School of Medicine (FSM) presented slides to update the council on FSM Diversity and Inclusion efforts. This year they are focusing on awareness and engagement. She highlighted student-focused initiatives including a **SNMA** Regional Conference, an on-campus Beer Summit hosted by Clyde Yancy, Vice Dean for Diversity which was geared towards black male students. Teresa mentioned the decline in black males in the medical profession (there are fewer now than in 1978). The Beer Summit was followed up by a similar event for underrepresented minority female students. Teresa also discussed the safe space training offered to FSM faculty, residents, fellows, students and staff. The program will have two components, an online introductory module and an in-person workshop.

**Announcements**

Jabbar closed the meeting by first sharing Office of Institutional Diversity and Inclusion (OIDI) updates. The Fall Reception for Faculty, welcoming new and returning faculty to campus, was a success and the Office plans to host this and similar events annually. The Office is expanding and currently searching for an Assistant Provost for Diversity and Inclusion. Jabbar also announced that beginning this fall he will oversee the Women’s Center.
Jabbar then shared various updates on work his Office is partnering on, or being led by colleagues.

The following items were highlighted:

- OIDI is working with various schools and units on campus to explore student, faculty and staff veteran issues and support; the Office of Change Management will help drive this process
- Jabbar is working with Student Affairs and the Office of Institutional Research to explore the creation of a student climate survey
- OIDI is collaborating with Samir Desai and others throughout campus in the creation of a diversity and inclusion training for faculty, staff and teaching assistants.
- Human Resources hopes to launch a first-ever staff engagement survey by summer 2017

Gloria Graham, Assistant Vice President and Deputy Chief of Police shared that the Northwestern University Police Department (NUPD) is taking a proactive role in promoting agency and officer integrity by assessing police-citizen interactions, identifying valuable officer in-service training opportunities, and encouraging officers to set personal goals directly related to fair and equitable policing initiatives. These initiatives include implementing policies, procedures and strategies that promote fair and impartial policing and investing in training opportunities that promote cognizant understanding of implicit bias, fair and impartial policing and crisis intervention when interacting with individuals in a mental health crisis.