The University Diversity Council welcomed new members, Ofelia Casillas, Assistant Vice President, Global Marketing and Communications; Julie Collins, Associate Director of Graduate Admissions and Financial Aid, Medill; Dwight Hamilton, Associate Vice President of Equity, Office of the Provost; Maureen Knight-Burrell, Application Systems Manager, Student Enterprise System, NUIT; Ravi Shankar, Director, International Office; Evviva Weinraub, Associate University Librarian; and Damon Williams, Assistant Dean of Diversity and Inclusion, The Graduate School.

Office of Institutional Diversity and Inclusion (OIDI) Year in Review and Future Priorities

Associate Provost Jabbar R. Bennett shared key updates and future priorities of OIDI. Please see the meeting presentation for detailed information. Highlights include:

OIDI Growth and Staff Searches
With the establishment of OIDI in fall 2015, the Women’s Center was moved to report to our office. Native American and Indigenous Inclusion efforts have also recently been added to our portfolio. OIDI is nearing the end of two staff searches for a Director of the Women’s Center and a new Program Coordinator of Native American and Indigenous Initiatives.

Leadership Partners
OIDI convenes six groups that are key stakeholders in the work of the office. The Executive Advisory Group consists of senior administrators and meets annually to help inform and ensure
success of diversity, equity, and inclusion efforts across schools and units. The University Diversity Council (UDC) is convened quarterly and facilitates efforts across schools and units, and within the local community. UDC meetings will be restructured for AY 2017-18, and will allow more time for discussion in addition to presentations from various members. The Diversity Leaders Group is comprised of staff who have diversity and inclusion responsibilities as part of their role, and meets bimonthly to coordinate efforts between schools and units. The Multicultural Alumni Council meets biannually and serves to engage alumni in diversity, equity, and inclusion efforts across the University. Established in 2015, the Native American Leadership Council is convened annually and meets with stakeholders across the University to provide feedback on and inform our Native American Inclusion efforts. The Native American and Indigenous Peoples Steering Group is comprised of students, faculty, staff, and community members, and supports programming and projects that increase campus-wide interest in and understanding of Native topics and issues. The charge and membership of this group may shift as the Weinberg Center for Native American and Indigenous Research (CNAIR) is established.

OIDI Focus Areas
OIDI organizes diversity and inclusion efforts around four key pillars:
1. Access- Recruiting diverse talent; Enabling advancement and success
2. Equity- Ensuring fairness; Requiring accountability
3. Enrichment- Promoting inclusive education and training; Enhancing culture and climate
4. Wellbeing- Supporting holistic personal development; Building community

Diversity, Equity, and Inclusion Strategic Planning
Assistant Provost Nsombi B. Ricketts is currently vetting proposals from consultants to develop a university-wide diversity, equity, and inclusion strategic plan. Development of the plan is expected to take place throughout AY 2017-18. This planning process will enable us to develop an institutional framework for diversity, equity, and inclusion, as well as school and unit-specific plans. The UDC will be engaged in the consultant selection and strategic planning process.

Student Climate Survey
OIDI is collaborating with Campus Inclusion and Community (CIC), Student Affairs Assessment, The Graduate School, and Institutional Research to develop and administer a student climate survey. The survey will be sent to all undergraduate and graduate students in winter 2018.

Staff Engagement Survey
OIDI is partnering with Learning and Organizational Development and Institutional Research to develop Northwestern's first staff engagement survey. The survey is scheduled to be administered in fall 2017 to all full time, benefits eligible, and unionized staff.
**AY18 Key Initiatives**
OIDI will be engaged in several high priority initiatives over the course of this coming academic year. These include the 50th commemoration of the Bursar’s Office Takeover, the 30th anniversary of the Women’s Center, implementation of key recommendations from the [Black Student Experience Task Force](http://www.northwestern.edu/provost/initiatives/black-student-experience-task-force), supporting our veterans and transgender communities, and developing a Black Pre-med/Pre-health Student Success Initiative. Please see the meeting presentation for detailed information on these initiatives.

**Faculty Diversity, Equity, and Inclusion**
The Office of the Associate Provost for Faculty has published the Faculty Perspectives Survey results at [http://www.northwestern.edu/provost/initiatives/support-for-faculty-excellence/about/index.html](http://www.northwestern.edu/provost/initiatives/support-for-faculty-excellence/about/index.html)

OIDI partners with the Office of the Associate Provost for Faculty to fund innovative faculty efforts to build a more diverse, inclusive, and equitable climate on campus. The nomination and application processes for the Provost Awards for Faculty Excellence in Diversity and Equity and the Provost Grants for Innovation in Diversity and Equity are now open. Please go to [https://news.northwestern.edu/stories/2017/april/application-process-opens-for-diversity-awards-and-grants/](https://news.northwestern.edu/stories/2017/april/application-process-opens-for-diversity-awards-and-grants/) for more information. Applications for AY 2017-18 are due Nov 1, 2017.

**Staff Diversity, Equity, and Inclusion**
A number of key staff members have been hired, including a director of Talent Acquisition, Caroline Onagan, and an associate vice president of equity, Dwight Hamilton.

OIDI plans to host URM staff receptions this fall on both campuses. If you would like to partner on these events please contact diversity@northwestern.edu.

**Underrepresented Student Engagement**
Associate Provost Jabbar R. Bennett and Vice President of Student Affairs Patricia Telles-Irvin, hosted a series of Community Dialogues and Crucial Conversations Over Dinner to hear student thoughts and concerns about diversity and inclusion issues at Northwestern.

OIDI also partnered with Campus Inclusion and Community (CIC) to identify additional locations for prayer spaces, participate in the Black House Feasibility Study, and address the following three recommendations from the Black Student Experience Task Force Report:
1. Increase the number of Black students, faculty, and staff
2. Create an Academic Support Hub
3. Listen to Black students regularly, not just in times of crisis.
Alumni Engagement and National Clubs
Alumni Relations and Development is in the process of hiring a Senior Associate Director of Alumni Engagement to focus on the enhancement and cultivation of the black alumni community. This position will also serve as the primary point of contact for the Northwestern University Black Alumni Association (NUBAA).

Announcements

The Women’s Center will be celebrating its 30th anniversary this year, with the theme of Critical Intersections: Redefining Feminism. They have invited Roxane Gay to give a keynote address on April 24, 2018. If you would like to co-sponsor this event or other Women’s Center initiatives, please contact Suzie Campbell (susan.campbell@northwestern.edu).

The Office of Equal Opportunity and Access, HR- Talent Acquisition, and OIDI sponsored a Career Workshop for Veterans on July 25, 2017. Attendees had the opportunity to learn about working at Northwestern, have their resumes critiqued, meet with hiring managers, and participate in mock interviews.

Charla Wilson started on July 1, 2017 as the first Archivist for the Black Experience. In her role, she will curate exhibits in the University Libraries and the Black House, working closely with materials contributed by NUBAA and others. Read the full Northwestern Now announcement here.

The Block Museum will host a gathering of Northwestern scholars from a range of disciplinary perspectives for discussion on the U.S. in the 1960s, considering protest and liberation, and civil and human rights. The event is titled Love and Then Some: 1960s Protest and Liberation, Civil & Human Rights and takes place at the Block Museum on October 4, 2017.

The Searle Center for Advancing Learning and Teaching has been in close partnership with Rob Brown, Director of the Office of Social Justice Education in Student Affairs. They are developing trainings and retreats, largely focused on graduate students. Additionally, the Center is currently developing a fall workshop series on identity for faculty teaching first-year seminars.

The Feinberg School of Medicine Office of Diversity and Inclusion will begin hosting Sustained Dialogue with students this fall, and will be the first medical school in the country to do so. The office hopes to expand the program to faculty in the near future.
The Weinberg College of Arts and Sciences has recently begun inviting faculty applicants to include a diversity statement with their materials. This is not mandatory, although some departments have strongly encouraged applicants to submit these as part of their assessment.

The International Office continuously monitors the climate for our international community members. Although international applications for graduate education have decreased, the office has not heard of students not coming to Northwestern because of the current presidential administration or political climate.

Other
The next UDC meeting will take place on Thursday, October 12, 2017. If you are unable to attend, we encourage you to arrange for a representative from your office to join on your behalf. Please contact Kassandra Washington (Kassandra.washington@northwestern.edu) with the name and contact for any interim attendees.