Associate Provost Bennett began the meeting by welcoming the Council, followed by a round of introductions.

**Faculty Engagement and Programming**

Andrea Bueschel, Assistant Provost for Faculty, shared with the Council that there are three groups working to help advance faculty diversity, equity and inclusion: the Faculty Diversity and Excellence group, the Provost’s Advisory Council on Women Faculty, and the Faculty Advisory Committee. The Faculty Diversity and Excellence group has ongoing dialogue about the importance of understanding diversity and promoting equity and inclusion between Northwestern faculty. Within the last year, this group recommended that research awards and grants be created to help support this work. The Office of the Provost responded and recently announced two awards to faculty for their accomplishments and contributions toward advancing diversity and inclusion. The inaugural recipients of the Provost Awards for Faculty Excellence in Diversity and Equity are Loren Ghiglione, Professor, Journalism, Medill and E. Patrick Johnson, Chair of African American Studies, WCAS, and Carlos Montezuma Professor of Performance Studies, School of Communication. In addition, there were 12 inaugural awardees of the Provost Grant for Faculty Innovation in Diversity and Equity. The second group Andrea mentioned was the Provost’s Advisory Council on Women Faculty. This group aims to help amplify the success of women faculty at Northwestern, and build upon previous and ongoing efforts by faculty on the Evanston and Chicago campuses. Lastly, the Faculty Advisory Committee consists of a diverse group of senior faculty across the University and provides input on the Provost’s Initiative in Support of Faculty Excellence. This group has been giving feedback on analysis of the data collected in the 2015 Faculty Perspectives Survey and on the action steps in the survey reports. From that survey, four reports were issued. Andrea talked about the third
report on diversity and inclusion, which is available to view on the Office of the Provost website by using your Net ID and password. She stated that additional work must be done to promote inclusion among faculty and ensure that the interests and needs clinical and instructional faculty are being met.

**Staff Engagement and Programming**

Samir Desai, Executive Director of Learning and Organization Development in Human Resources, shared slides on staff education and engagement. Samir is working on strengthening the way that staff and leaders engage across schools and units. Part of this work includes educating leaders at all levels, and encouraging participation in training programs to gain knowledge and build skills necessary to recruit a diverse staff and foster an inclusive work environment.

A staff engagement survey is planned for the summer 2017. The goals of the survey are to: identify a baseline to understand the staff experience, establish benchmarks to help measure progress over time, drive actions to increase productivity, retention, and quality execution, and make more targeted investments in staff development.

Samir also mentioned the importance of explicitly vocalizing Northwestern's values across the community for students, faculty and staff. Samir has been working with Jabbar, Todd Adams, Assistant Vice President for Student Affairs and Dean of Students, and others on drafting a set of proposed institutional values and associated behaviors which are being considered for adoption.

In addition, Samir is working with Jabbar to develop a diversity training experience for faculty, staff and graduate students who serve as teaching assistants. This would involve building a common language and baseline of understanding around concepts and standards across the campus community. Jabbar stated that part of this learning experience could occur online, accompanied by a face-to-face interactive component.

Rhea Banks, Chair of the Northwestern University Staff Advisory Council (NUSAC), presented slides on their initiatives and programming. NUSAC is comprised of 15 members from various schools and units on both the Evanston and Chicago campuses. Within the group are four standing committees: the Benefits and Human Resources Committees, which address issues related to benefits, compensation, and employment; the Outreach Committee, which connects and engages Northwestern staff with the surrounding community to help those in need; and the Communications Committee, which works to increase awareness about NUSAC and how the council represents staff.

Staff engagement and programming from NUSAC include:

- NU Cares
- Coffees with the President
- Conversations with the President
Community Engagement and Programming

Alan Anderson, Executive Director of Neighborhood and Community Relations shared slides on efforts within his office to continue building a stronger partnership between the Evanston community and Northwestern. Alan discussed three main areas of engagement that Neighborhood and Community Relations are focusing on which align with the priorities of the University, and health and public safety.

Education, Child and Youth Development. Created a physical office in Evanston Township High School (ETHS), where students can walk in and get information about Northwestern, and also to learn about STEM. In addition, there is a partnership established between District 65 that includes school children in Evanston from K-8. There are also efforts to partner with the surrounding Chicago community.

Economic and Community Development. Northwestern has partnered with the mayor of Evanston to help young adults that graduated high school [that have decided not to pursue post-secondary education] work in skilled trades here on campus. The Skilled Trades Training Program was started in April 2015.

Health and Public Safety. Northwestern Safety and Security, in collaboration with the Evanston Fire Department, have started the Community Emergency Response Team (CERT) Program. This program provides training to our campus response team in events of emergency and crises.

Alan’s final comments were around mending the relationship between the campus and the community. As a measure to break down some of these barriers, no trespassing signs have been removed on campus, and there has been more of a conscious effort to invite community members to events we're hosting.

Inclusive Teaching

Bennett Goldberg, Assistant Provost and Director of the Searle Center for Advancing Learning and Teaching shared Searle’s strategic plan and emphasis on developing programs that enable and facilitate inclusive student-faculty interactions. In addition,
Bennett is working with Rob Brown, Director of Social Justice Education within Campus Inclusion and Community, to develop inclusive teaching workshops for faculty and graduate students.

Bennett announced that on May 25, Northwestern will host an Inclusive Teaching Forum, which will be a 2/3-day long event with faculty, undergraduate and graduate students talking about their experiences around inclusion at Northwestern, and to tell and record the stories and truths that define our collective experience.

Announcements

Jabbar closed the meeting by giving brief announcements of events happening on campus (announcements were emailed to the council Monday, January 30). He acknowledged the departures of Kristen Salomon from Medill and Penny Warren from The Graduate School, and the arrivals of incoming Provost, Jonathan Holloway, and Michelle Jackson, Director of Diversity Education and Outreach, Pritzker.

The next University Diversity Council meeting will take place on April 19, 2017.