The University Diversity Council welcomed new members, Kathia Benitez, Director, Office of Sustainability; Jasmine Gurneau, Senior Program Coordinator, Native American and Indigenous Initiatives, Office of Institutional Diversity and Inclusion; Sekile Nzinga-Johnson, Director, Women’s Center; and Valronica Scales, Director, Residential Life.

Presentations

Counseling and Psychological Services (CAPS)
David Shor, Director of Clinical Services, CAPS, gave an overview of the services and programs CAPS coordinates for students. Highlights of the presentation included enhancements to services, such as online appointment scheduling, online therapy interventions, and enrichment modules. In addition, targeted outreach such as QPR Suicide Prevention, Movember, and Body Acceptance Month are promoted. In 2016-17, CAPS served over 2,800 students, and scheduled 1,060 crisis appointments. During this time, about half of students served identified as White, with 63% being female and 35% male. CAPS counselors noted prominent themes from African American and Latinx students around lacking a sense of belonging, desire for more professors of color, and feeling like Northwestern is not a racially diverse institution. In 2015-16, CAPS saw an increase in student leaves of absence, and the Dean of Students Office/Student Assistance & Support Services (SASS) received about 130 medical requests, with Pell-eligible and Latinx students being over-represented in medical leaves. Finally, CAPS staff has expanded to be more representative of the racial diversity of Northwestern’s student population.
**Staff Engagement Initiative Update**

Samir Desai, Executive Director, Learning and Organization Development, shared updates related to the [Staff Engagement Survey](#). The survey was delivered to all staff on November 1. Objectives of the survey include: providing an opportunity for staff to share their thoughts, to gain insights into best practices for staff engagement, and to take action to retain and attract the best individuals and help them have fulfilling careers. The Staff Engagement Survey is the first step in the broader, multi-year, Staff Engagement Initiative, as a way to gather insight into staff engagement and satisfaction. The survey will include demographic questions related to age, race/ethnicity, gender identity, sexual orientation, and military status. Including a question on ability status was considered, but there are legal restrictions governing how Northwestern can collect, keep, and request this data. It was expressed by Council members that this could make staff with disabilities feel invisible on campus.

Northwestern has around 6,300 staff members, with 60% in academic units and 40% in administrative units. Northwestern is partnering with Aon Hewitt, a firm that has done similar surveys in higher education institutions, on administration. With this partnership, staff responses will remain confidential, and Aon Hewitt will report data to Northwestern in aggregate only. Survey results will be used to identify drivers that affect staff engagement, and will inform next steps.

**Faculty Access**

Celina Flowers, Director of Faculty, Office of the Provost, shared updates on the faculty search process and a newly launched applicant tracking system. To strengthen and build more equity in the faculty search process, Associate Provost for Faculty, Lindsay Chase-Lansdale, and Associate Provost and Chief Diversity Officer, Jabbar R. Bennett, have developed resources for departments and search committees to share strategies for ensuring an equitable search process. These resources include an [online resource hub](#), search committee training facilitated by the associate provosts, and a newly developed Faculty Recruiting System (FRS). In particular, the FRS allows the search committee and applicants to upload and review materials, and records applicant demographics with an automated self-id request. This addition is a significant improvement because it allows search committees to request aggregate demographic data on their applicant pool from the Office of Equity for pools greater than 20 individuals. This also allows search committees to calibrate the strength of their pools while they are still in the search phase, and if necessary, to enhance their outreach and recruitment efforts in order to further diversify. Currently, FRS is being used by all schools for at least one national search, with the goal of utilization for all multi-year clinical and instructional, and tenure-line searches by spring 2018.
Impact of Executive Order
Ravi Shankar, Director, International Office, shared insight into the impact of recent Executive Orders on the University's international community. The most recent rendition of the Order impacts a number of Northwestern students due to their country of origin, especially those from Iran and Venezuela. The “travel ban” has created a great deal of uncertainty, and each country has specific exclusions. Individuals who do not have a “close family” or entity relationship cannot enter the United States as an immigrant or refugee. Northwestern has joined an amicus brief along with other higher education institutions opposing President Donald Trump’s second executive order restricting travel. The International Office, with support from the Office of General Council (OGC) and the Office of the President, is providing legal support free of charge to any student from the impacted countries.

Northwestern has an international population of around 7,000, which includes students and researchers. Some repercussions of the Executive Order have been that students from named countries are unable to attend international conferences, unable to return due to lengthy visa delays, or unable to plan to go home for visits. It is uncertain if the current climate will impact applicants from the impacted countries, as this typically takes a cycle or two. Deferred Action for Childhood Arrivals (DACA) students have also been differently impacted by this legislative uncertainty. This population of students is currently supported by Student Enrichment Services (SES) and the Office of General Council.

Student Enrichment Services (SES)
Sharitza Rivera, Assistant Director, Student Enrichment Services, shared an overview of the support they provide, along with key definitions and terminology. SES is an office under Campus Inclusion and Community (CIC), supporting first-generation and/or low-income students. Being under the CIC umbrella allows the office’s work to cut across multiple student identities of race, socioeconomic status, sexual orientation, and more. Recently, the office has expanded its portfolio by overseeing support for DACA and undocumented students, as well as international students who receive financial aid.

Student Enrichment Services estimates there to be 1,000 low-income undergraduate students on campus. The Office of Financial Aid has developed a need analysis that feeds SES a listing of students who meet low-income criteria. There is currently no effective way to identify undocumented students, and because of this, Campus Inclusion and Community and SES communicate broadly about DACA-related resources. SES also connects with all incoming undergraduate students via email, as well as hosting outreach events in the Pilsen and Hyde Park neighborhoods of Chicago.
SES Signature Initiatives include:

- Family Programs- Celebrating newly admitted students and their families from the Chicagoland area by bringing “Northwestern to Chicago”
- Commencement Activities- Recognizing graduating students, and providing funding for commencement activities and special cords for first-generation students
- “I am First”- Highlights Northwestern community members who are first-generation and/or low-income

SES Resources include:

- SES One Form- Allows students to apply to multiple funding opportunities through one standard application
- Student Emergency and Essential Needs Fund (SEEN)- primarily used for mental health copays and other medical bills, as well as emergency flights home, addressing food insecurity, and testing for disabilities
- Winter gear- Through donor support, students can receive winter clothing and funding for winter boots
- Lending Library- Students can receive a free loaner laptop for up to a full quarter

Additionally, SES is collaborating with the Office of the Provost and the Norris Center Bookstore on the “Books for Cats” initiative. This program loans textbooks for introductory STEM and Economics classes to students identified as having a certain level of financial need. SES also advises and supports communities for the Quest Scholars Network, Gates Millennium Scholars, and Ryan Scholars.

Announcements

Lesley-Ann Brown-Henderson, Executive Director, Campus Inclusion and Community, informed the council that Charles Kellom, former Director of Multicultural Student Affairs (MSA), recently left Northwestern to take a position as Assistant Dean of Multicultural Student Affairs at Ohio Wesleyan University. Lesley-Ann will serve as the interim director of MSA while the search is underway for a new director.

Sekile Nzinga-Johnson, Director, Women’s Center, shared news of upcoming programming and the celebration of the 30th Anniversary of the Women’s Center. Events will take place throughout the 2017-18 academic year. A full listing of events can be viewed on the Women’s Center website.

The next meeting of the University Diversity Council is scheduled for February 15, 2018 from 3:00pm to 4:30pm in Hardin Hall