

**Recommendations from the Native American Outreach and Inclusion Task Force (NAOITF)**

Recommendations	Update February, 2015
1. Ensure that the Native American population is visibly represented in the “Northwestern Diversity” strategic plan.	Task force report and actions are discussed at each meeting of the University Diversity Council.
2. Establish a stronger relationship with Native American communities and nations by creating a Council of Elders advisory board, with members from regional tribes meeting annually with the president and the provost.	Nominations have been requested, and several have been received, but still waiting to hear back from certain groups.
3. Identify an office to serve as the Native American liaison; it would develop a relationship with the Chicago American Indian Community Collaborative and affiliated organizations, other Native programs in the Chicagoland area, and the broader Native American community.	The new Associate Provost for Diversity and Inclusion (search is underway) will be the liaison and coordinator on campus.
4. Evaluate annually and report publicly the progress of Northwestern in meeting the task force’s recommendations.	This update, the website, and the public release of each report are part of that process.
5. Create an accurate Native American alumni database.	A database of about 450 Native American alumni has been created.
6. Engage Northwestern’s Native alumni to serve as a resource to the University throughout the implementation of the task force’s recommendations.	Outreach to the alumni will occur this academic year now that the database has been created.
7. Engage Northwestern’s Native alumni in recruiting and mentoring undergraduate and graduate students.	Admissions will be looking at ways to include alumni in Native American recruiting.
8. Involve Northwestern’s Native alumni on campus by inviting them to participate in leadership series focused on career choices and opportunities.	Northwestern Career Enhancement within Student Affairs will be considering how to include alumni in activities.
9. Invite Northwestern’s Native alumni back to campus for a networking/social event with the group Native American and Indigenous Student Alliance (NAISA).	NAISA would be welcome to develop such an event, and we will then include that invitation in the message to alumni.
10. Partner with the Chicago American Indian Community Collaborative and affiliated organizations to create a volunteer program for Northwestern’s Native and non-Native alumni.	As the liaison to the Native American community, the Associate Provost for Diversity and Inclusion will work on establishing such a program.
11. Explore the feasibility of establishing an Indigenous Research Center that focuses on producing interdisciplinary research to serve the needs of Indigenous populations, both locally and globally. Research emphases could include	Conversations already have taken place with the WCAS Dean’s Office and with Professor Doug Medin to go forward with the planning process for such a center to determine specific areas of research and

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sovereignty, law, health, education, resource management, global climate change, science, psychology, ethics, history, media, culture, business, and language.	participants. University funds have been reserved to launch the center.
12. Offer a tenure-track faculty line in each of the schools involved in the center, with emphasis on hiring Native American scholars.	Faculty hiring plans are developed each spring for implementation in the fall; faculty are encouraged now to identify “target-of-opportunity” recruitments within a curricular and research plan.
13. Invite Native American scholars from tribal colleges to visit the center to develop new research collaborations and training opportunities.	This will be useful once the center is established.
14. Develop partnerships with Native American educational institutions to facilitate research relevant to contemporary national and Native tribes’ concerns.	This will be useful once the center is established.
15. Establish a postdoctoral program for scholars interested in research associated with the center.	This will be useful once the center is established.
16. Through faculty associated with the center, determine a way to provide undergraduates a certificate or minor in Indigenous studies, and support graduate students’ research with small research grants and assistantships.	If the center is focused on research, then WCAS faculty would need to consider separately how to add courses in Indigenous studies. A new course is being offered this spring on Native American health.
17. Provide grants to encourage faculty to develop courses through the center for the certificate or minor in Indigenous studies.	This will be considered as part of the curriculum development process.
18. Expand the ongoing partnership in cultural and educational research with the Chicago American Indian Community Collaborative, various tribal institutions on the Menominee reservation in Wisconsin, and other reservations in the region.	As the liaison to the Native American community, the Associate Provost for Diversity and Inclusion will work on establishing such a program.
19. Sponsor an annual Carlos Montezuma Conference on Ethics and Research, named in honor of the Native American physician and author who graduated from Northwestern’s Medical College in 1889, hosted and organized by the Indigenous Research Center.	This will be useful once the center is established.
20. Undertake a National Native American Oral History project to interview Native American people, beginning in Chicago and expanding nationwide and potentially globally. The project would create a repository of filmed interviews and written profiles, would compile a digital database, and would mentor Native American students in oral history, interviewing methods, and media	This is underway under the direction of Professor Ghiglione with University support.

Recommendations	Update February, 2015
production.	
21. Commission a Native American artist to exhibit an installation at the alumni center or the Block Museum.	Discussions have been initiated and a review of a proposal is underway. As exhibitions in the Block are typically planned years in advance, other sites such as the Dittmar Gallery in Norris would also be considered.
22. Work with the Allen Center to better publicize and highlight its Indigenous art and artifacts.	This items are still privately owned, so a discussion would be needed on publicity.
23. Develop or strengthen relationships with the Newberry Library Consortium in American Indian Studies, the Autry National Center of the American West, and the National Museum of the American Indian in order for faculty to conduct research and for students to participate in internships and research opportunities.	The University has joined the Newberry consortium, and is pursuing discussions with the director of the Autry.
24. Deepen the relationship between Native Americans and Northwestern faculty at the Chicago Botanic Garden by working collaboratively on plant conservation and seed-collection training.	Discussions have been initiated with the Garden for suitable projects and sites.
25. Partner with other universities, institutes, community organizations, and scholars who are actively committed to language revitalization efforts in order to obtain a critical mass for instruction in Native American languages and other subjects through the use of technology.	This will be pursued in discussions with the CIC institutions through our CourseShare program on less commonly taught languages. Undergraduate and graduate students can also apply for intensive summer language grants for study outside Northwestern.
26. As tribes are sovereign nations, include American Indian tribes and tribal colleges in the study abroad program.	A proposal should be submitted to the Study Abroad Office.
27. Allow Indigenous language instruction to satisfy the foreign language requirement.	This has been discussed with WCAS and can be accomplished.
28. Sponsor a series around Native scholar speakers and films and a tribal chairs' forum on education.	A possibility to consider through the center.
29. Provide small grants to current faculty to bring in Indigenous heritage guest speakers.	One example is underway with Professor Ghiglione. In the future, speakers could be organized through the center.
30. Offer small grants to undergraduate and graduate students to develop collaborative research projects with Indigenous organizations, communities, and tribes.	This idea will be pursued with the Center for Civic Engagement, Office of Undergraduate Research, and Chicago Field Studies, among others.
31. Collaborate with the Chicago American Indian Community Collaborative and affiliated	The Associate Provost for Diversity and Inclusion will consider this initiative

Recommendations	Update February, 2015
organizations in planning educational programs, such as a media literacy program for youth and commemorative events.	through the Center for Civic Engagement and the School of Educational and Social Policy.
32. Hire a staff member, preferably someone who identifies as Native American, in Multicultural Student Affairs to lead the coordination of support programs, build community, and create networking opportunities for Native American students at Northwestern.	Student Affairs is reviewing how best to provide support for Native American students.
33. Provide training, using the “listening session” method, for the student affairs and admission staffs and academic professionals on working with and recruiting Native Americans.	Student Affairs is reviewing how best to provide support for Native American students. Admissions is developing new outreach plans.
34. Create an identification system, similar to those of peer institutions, to determine how many Native American students are enrolled on campus.	Students are able to identify in their applications. We will also be asking other institutions about their systems.
35. Strengthen support for NAISA programming and provide meeting space.	Student Affairs will be reaching out to NAISA to develop a plan.
36. Support the Colloquium on Indigeneity and Native American Studies, a graduate student organization dedicated to fostering scholarship, collaboration, and interdisciplinary dialogue.	The Graduate School has a strong focus on diversity, and this proposal fits well. Funding is being provided this year.
37. Support the development of local chapters for national professional and student organizations, such as the American Indian Science and Engineering Society, the Native American Journalists Association, and the American Indian Business Leaders.	Specific proposals to the relevant school should be put forward, assuming students in that school would find these associations of value.
38. Host annual campus wide Native American events, in particular during Native American Heritage Month and on American Indian Day that educate and celebrate Native American culture.	Multicultural Student Affairs will develop a plan to support these activities in the future.
39. Include the Native American identity experience in discussions on diversity and inclusion on campus.	Various mechanisms can be explored, including courses that address the UDC academics recommendation.
40. Host a series of events throughout the year that promote a sense of connectedness and community among Native American students, staff, and faculty and other members of the Northwestern community.	NAISA, Multicultural Student Affairs, and other groups should consider developing such events throughout the year.
41. Hire a Native American recruiter to focus full-time on conducting outreach to and recruiting Native American students.	Admissions is reviewing how to enhance outreach to prospective Native American students.
42. Develop a communications plan that includes a statement of commitment to Native American	Admissions is reviewing how to enhance outreach to prospective Native American

Recommendations	Update February, 2015
families, students, and communities and introduces them to Northwestern through marketing materials focused on them that answer the question “Why Northwestern?”	students.
43. Create a strategic outreach effort in which Native American prospective students can participate in preparatory programs such as the Center for Talent Development, Northwestern Academy, and the National High School Institute Cherub programs.	These groups will be asked to expand their mailings to include more Native American families and organizations.
44. Develop working partnerships with organizations like Indigenous Scholars of Promise and College Horizons that are designed to support Native American high school students preparing for college.	Admissions is reviewing how to enhance outreach to prospective Native American students.
45. Host a College Horizons conference dedicated to increasing the number of Native American, Alaska Native, and Native Hawaiian students succeeding in college and graduate programs.	Admissions is reviewing how to enhance outreach to prospective Native American students.
46. Support efforts under way by the Graduate School to recruit Native American graduate students by attending conferences, participating in job fairs that attract Native American students, and sponsoring Graduate Horizons.	Underway in The Graduate School.
47. Examine the possibility of creating articulation agreements with Cheyenne, Arapaho, and Midwestern tribal colleges to recruit transfer students from their respective schools.	To be explored in Admissions.
48. Consider a special scholarship initiative for members of the Cheyenne-Arapaho Nation, as well as members of federally and state-recognized tribes that reside in the Great Lakes region.	To be explored with Admissions and Financial Aid. Expanded scholarship initiatives are underway for low to middle income students.
49. Increase the number of Native American staff by working with Human Resources to implement effective methods of reaching out to Native American communities and other institutions of higher education and by establishing relationships with Native American organizations in Chicago.	To be explored with Human Resources.

**RESPONSE TO THE REPORT OF THE JOHN EVANS STUDY COMMITTEE**

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1. Initiate a process to rename the honorary John Evans chairs established in 2007 and 2011.	The issue of the John Evans name will be explored with the Native American

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	Council of Advisers.
2. Initiative a process to establish an Indigenous Research Center and hire tenured faculty who are affiliated with the center.	Process underway as the first step to identify the scope of the center and how it would operate.
3. Include John Evans's approach to the Sand Creek Massacre and his attitude toward Native Americans in official documents related to Northwestern's founding.	As is evident in how the John Evans report was publicized and made available to all, the University is committed to full and open account of our shared history.
4. Request that the University utilize unrestricted funds, including quasi-endowment funds, to support faculty and students as they work toward establishing an Indigenous Research Center.	Funds have been reserved to support a center.
5. Erect historical markers and revise existing ones to educate the campus community of the Indigenous history that existed on this land.	A group of faculty and students will be asked to work on identifying historical events and descriptions of the communities in this region, and how to tell those stories most effectively.
6. In addition to having a professorship in the name of 1889 Northwestern Medical College graduate Carlos Montezuma, a Native American, develop a Carlos Montezuma collection of papers, documents, and contributions linked to the work of Northwestern alumni in the field of medicine.	This will need to be explored to determine what materials are available.
7. Commission a portrait of Carlos Montezuma to be hung in a prominent location on campus.	This recommendation will be discussed with the Feinberg School of Medicine.
8. Initiate a process of renaming the John Evans Alumni Center building and the Evans Room in the Norris University Center.	The issue of the John Evans name will be explored with the Native American Council of Advisers.
9. Select a reading on genocide and/or colonialism for the One Book One Northwestern program, such as the <i>Report of the John Evans Committee</i> or a book on the Sand Creek Massacre.	A reading on genocide and/or colonialism is under discussion with the One Book committee for the 2015-16 selection.
10. Hold a commemorative event this year that highlights the 150 <sup>th</sup> anniversary of the Sand Creek Massacre, and annually participate in one that commemorates all massacres of Native American tribes.	The commemorative event was held on campus.