Welcome and Introductions
Associate Provost Jabbar R. Bennett welcomed the Council to the final meeting of the 2015-16 academic year.

Overview of the Office of Institutional Diversity and Inclusion
Jabbar shared a presentation with the Council about the work of his office, the Office of Institutional Diversity and Inclusion (OIDI). The presentation outlined work accomplished since Jabbar’s arrival at Northwestern, future efforts, and key partnerships. The office’s mission is “to help create and sustain a diverse, inclusive and welcoming environment for all Northwestern community members including students, faculty, staff and alumni.” With this aim, there are four groups that constitute the nucleus of the office’s leadership. These four groups are the Executive Advisory Group (not yet established), the University Diversity Council (UDC), the Multicultural Alumni Council, and the Diversity Leaders Group (DLG). Although members of the DLG sit on the UDC, the DLG will continue to exist and focus on the personal and professional development and cultivation of relationships and collaboration among members, as well as the advancement of specific diversity, equity and inclusion goals within member departments and units. Additionally, the membership of the UDC will be modified to better represent schools and major units, and align with priorities of the office.

The Office of Institutional Diversity and Inclusion centers its work around four areas: access, equity, enrichment, and wellbeing. Alongside these areas, OIDI partners with offices and individuals around the University to advance this work for various constituent groups including students, faculty, staff and alumni. The office partners with the Associate Provost for Undergraduate Enrollment, the Associate Provost for Undergraduate Education, the Vice President for Student Affairs, the Associate Provost for Graduate Education, the Deans, and the professional schools for students concerns, including responding to student demands. The Associate Provost for Faculty is a key partner in advancing faculty diversity, equity and inclusion efforts. The Office also works closely with the Associate Vice President
of Human Resources and the Director of the Office of Equal Opportunity and Access to explore staff diversity, equity and inclusion needs. The Executive Director of Alumni Relations and Development is working closely with OID to establish a plan for engagement with multicultural national alumni clubs. Lastly, the Executive Director of Neighborhood and Community Relations, the Executive Director of Government Relations, and the Executive Director of Procurement and Payment Services are all key partners in outreach to the Evanston and Chicago communities, as well as on state and federal issues.

**Office Priorities**

Student activism has been a major priority of the office since its inception in fall 2015. The office works closely with senior leadership on the University’s response to student demands. During the current academic year, monthly community dialogue events were scheduled at students’ request, as a way to communicate updates on initiatives and responses to the [34 demands that were submitted on January 19, 2016](#). Student participation has been low at these events and it would be great if more students were present to provide feedback and insight. The [final community dialogue session of the year](#) will be an overview of progress on diversity and inclusion efforts and will include a Q&A portion. It is scheduled for May 9th at 5:30 pm in Alison Dining Hall.

**Recent News and Articles**

Jabbar brought the Council’s attention a handful of relevant articles:

- The [op-ed written by President Schapiro](#) where it was noted that Morty received a great deal of backlash for his views on Safe Spaces.
- A news story about [the vandalism that took place at Alice Millar Chapel](#) in March of this year.
- An alumnae published [an article in the Huffington Post](#) as a response to Antonin Scalia’s comments during the *Fisher v. University of Texas* case.
- Another alumnae published [a piece about her experience at Northwestern as a Black woman](#). At the time, the student was venting and the piece was picked up on social media and widely circulated, potentially due to her experiences resonating with black and marginalized students across the country. In the piece the student mentioned her experience attempting to participate in a focus group about the Black student experience, but was unable to because the groups quickly reached capacity.

**The Black Student Experience**

Providing additional background on Black student focus groups, Lesley-Ann Brown-Henderson shared about the work that her office, Campus Inclusion and Community (CIC), did earlier this academic year on the Black student experience. The Black Student Experience Task Force, which was formed to look at the experiences of our Black students, was proposed in spring 2015, before The Black House and Mizzou incidences. Lesley-Ann has been looking at data for a number of years now to inform her office’s work. As part of their research, the Task Force pulled together 6 focus groups and all filled up in less than 2 hours, with 13 students participating in each. The Task Force also spearheaded the Black Student Satisfaction Survey which includes 4 parts: historical legacy of inclusion/exclusion;
structural diversity; psychological climate; and behavioral dimension. The Task Force’s recommendations are due in August 2016.

The Black House Review Committee
The report from The Black House Review Committee is complete and being discussed, but has not been made available to the public. There could be potential task forces formed to respond to various recommendations in the report. Course and Teacher Evaluation Council evaluations (CTECs) are mentioned in the report and there are currently efforts underway to propose broad changes to CTECs including a cultural competency component to measure the inclusiveness of courses/learning environment.

Future Work
The Office of Institutional Diversity and Inclusion has a number of large initiatives planned, including: undergraduate student climate survey; veteran student and dependent working group; designation of prayer room(s) for Muslim students; identification of location(s) for Native American smudging practices; transgender student support and services; and planning for the 50th anniversary of the Bursar Office Takeover. Rick Morimoto reminded the Council that Asian American students staged a hunger strike that resulted in the creation of the Asian American Studies minor in 1999, and the 50th anniversary of the Bursar Takeover may also benefit other marginalized students; we should engage our Asian American students more by including them in relevant events. Dan Linzer mentioned that Northwestern acknowledged the 10 year anniversary for the Asian American students hunger strike, which took place in 1995. Lesley-Ann added that as we look at student satisfaction data, Asian American students are next on the list as they tend to be most dissatisfied, and with the new assistant director in Multicultural Student Affairs, they will receive more focus and attention.

Student Demands
Lists of student demands from institutions across the country can be viewed at www.thedemands.org, where Northwestern is not currently cited. Researchers at the American Council of Education looked at the lists and found that across institutions 91% of all demands dealt with issues of policy; 89% leadership; 88% resources; 86% increased diversity; 71% training; 68% curriculum; and 61% support services.

Committee Comments and Feedback
Nim Chinniah brought up the need develop an engagement strategy to articulate our values and future plans, and as an opportunity for community members to plug into the work we plan to do. This can also help to prevent Northwestern from appearing reactionary; we are currently seen as being unprepared and playing catch up. Lesley-Ann has included Jabbar in a 5-year strategic plan for Campus Inclusion and Community, which will be made public and is scheduled to be completed over the summer.

Harvey Young noted that students are looking to the administrative leadership to articulate the University’s commitment to diversity and inclusion, and consistency of these values throughout all of the schools would be helpful. Nim agreed and suggested we lay out a clear
strategy and assess people against that. Jabbar shared that he has been working with colleagues from Human Resources and Student Affairs to draft a list of institutional values which are currently being reviewed by senior members of the administration and key stakeholders.

*Faculty Diversity and Equity*

Dan and Lindsay Chase-Lansdale, alongside the Deans and Nim, rolled out the *Provost’s Initiative in Support of Faculty Excellence* in 2015 and great progress is being made in each area. Results from the Faculty Perspective Survey will be published in a series of 4 reports. The *first preliminary report has been published* and the final three are currently in progress. The survey focused on the satisfaction of our faculty in regards to their careers and resources, salary and compensation, diversity and inclusion, and leadership and work environment. The reports will also break down data for women and faculty of color. The first report shows that African-American faculty report feeling the most satisfied with their career at Northwestern, followed by White and Hispanic faculty. A Faculty Salary Equity Study is also underway, with the assistance of faculty members from Statistics and Economics (WCAS) and Finance (Kellogg). Preliminary findings indicate that differences between men’s and women’s salaries at the assistant and associate professor rank are not significant, but there are some differences in some schools/fields for professors. There has been a significant amount of data analysis done, and there will be meetings with deans to see if the tool that was developed to assess faculty compensation can be useful when making salary decisions. The results of the study will be made available to faculty in the second survey report on salary and compensation this spring, and feedback from faculty and the UDC will be welcome. The remainder of the reports are scheduled to be released by the end of spring quarter and these will be shared with the UDC.

Another effort as part of the Faculty Excellence Initiative is the development of the *Provost Award for Faculty Excellence in Diversity and Equity* and the *Provost Grants for Innovation in Diversity and Equity*. Submissions for both are due October 1, 2016. In fall 2016, OIDI hopes to rollout a faculty of color affinity group. Jabbar has talked with several faculty about this and has received positive feedback. The group would potentially meet off campus twice per year. As reported previously, *resources for faculty search committees* are available on the Office of the Provost website. Jabbar and Lindsay have also been engaged with the Department of Physics and Astronomy to talk about the search process, the role of unconscious bias, and related topics. The department completed 3 searches this year and Lindsay and Jabbar met with members of those search committees and later with faculty in the entire department. Currently, Lindsay and Jabbar are engaging with Weinberg, Medill, and Feinberg to provide support for their faculty searches. Finally, the Provost’s Office is in the process of updating the University’s *Faculty Affirmative Action Search Guidelines*, and Lindsay and Jabbar will be meeting with the deans about faculty hiring plan updates.

*Staff Diversity and Inclusion*

Over the past 2 months there have been 3+ staff affinity groups that have formed organically: The Black Professionals Network, the WCAS Diversity Committee, and the
Latinx Staff Affinity Group. Dana Bradley, Associate Vice President of Human Resources, and Jabbar met with Tracey Gibson-Jackson, President of the Northwestern University Staff Advisory Council (NUSAC), to discuss ways to support staff affinity groups and NUSAC’s role in the process. NUSAC is currently developing a plan to support and help sustain these groups.

Marina Micari noted that there seems to be less emphasis on staff and asked about a staff climate survey. Nim responded that a staff climate survey is on his and Pam Beemer’s radar, and they are determining the best way to deploy. This will be a lot of work and we will need individuals to own the results. Alecia added that staff do not feel comfortable being truthful about their concerns and feel as though they can’t be as visible as faculty and students. Lesley-Ann added that it is important to figure out the timeline for us to be ready for this survey. Staff who have been here a long time have been waiting, and we need to say something other than “it’s coming.” Tracey added that staff have come to NUSAC with these concerns as well and this is an immense need.

Alumni Diversity and Inclusion
Jabbar and Laura Wayland coordinated a meeting with the presidents from our National Alumni Clubs who provide support for multicultural groups to address the following objectives: to discuss ways we can better engage these clubs and their representative alumni populations; to hear their thoughts around the current campus climate; and to share ongoing efforts to address the needs of our students and explore synergies and partnerships. The group determined 3 recommendations during their meeting: to keep national clubs informed and engaged in diversity and inclusion work; to utilize national clubs in sharing information with students; and to focus on the transition from student to alumni. This is the first time these individuals had been convened as a group and there is great optimism about future work.

Challenges and Strategies for Success
Jabbar outlined a few of the key challenges he sees for the Office of Institutional Diversity and Inclusion. They include concisely articulating and clearly communicating our institutional commitment to and values around diversity and inclusion; developing a single diversity and inclusion strategy and action plan that would be effective across every unit of this very large, complex and administratively-decentralized institution; and to effectively implement, monitor and assess progress based on our action plans and improving outcomes for various constituents across every unit. As previously stated, Jabbar is currently working with Todd Adams from Student Affairs, and Samir Desai and Bill Chafetz from Human Resources to explore what our core values are and what behaviors are associated with them. The goal is to prominently display and talk about them since a lot of our work is driven by these values. To address the second challenge, Jabbar intends to engage people, especially faculty, to ask how they see and define diversity and to provide support. This will be challenging, but we need to monitor our effectiveness. Lesley-Ann added that when we begin talking about a new strategic plan, we need to explicitly talk about diversity and inclusion work. It is easy for our students to separate Jabbar and herself from “the administration” because they are both here to do this work. Students
don’t always see support clearly and consistently from the top and we need to think about how to explicitly state our diversity values, especially because of Northwestern’s history.

Lindsay mentioned that when she started working on the faculty handbook, she had similar feelings about our institutional values not being explicitly discussed. Values were not at the forefront in the handbook, but located in appendices. Presently, the handbook has values woven in and states them explicitly on the first page.

Alecia Wartowski inquired about an opportunity to follow School District 202’s lead in their development of a plan to address racism at Evanston Township High School.

2016-17 Priorities
Currently, OIDI has identified several priorities for the 2016-17 academic year. In terms of access, the office will be working closely on faculty hiring plans, faculty search requirements, and staff diversity hiring plans. For the equity component, OIDI will be very involved in the follow-up to the Faculty Perspectives Survey. Training is a top priority, and OIDI is currently looking into sensitivity training for faculty and staff. Lastly, in the area of wellbeing, OIDI will be heavily involved with the student climate survey, Veteran Students and Dependents Discovery Group, and the various faculty and staff affinity groups.

Moving forward, all annual University reports on diversity and inclusion will be made available in fall of the following academic year. The 2014-15 report is near final and the 2015-16 report will be worked on over the summer. The UDC will be notified once these reports become available.

Community Updates
- The Women’s Center will be celebrating its 30th anniversary next year.
- Launched in fall 2015, the Institute for Sexual and Gender Minority Health and Wellbeing (ISGMH) is the first institutional-wide institute of its kind. They are doing amazing work their focus goes beyond the physical health of the LGBTQ community.
- SEA (Science Equity Achievement) Change Workshop- This spring, Northwestern joined a small group of major research and teaching institutions to explore the creation of a rating system for colleges and university to measure equity in Science, Technology, Engineering and Math (STEM) among students, faculty and trainees.
- Successful completion of the search for the Director of the Searle Center for Advancing Learning and Teaching. The search committee put an emphasis on STEM education for URM populations, and this will be a major focus with the appointment of Dr. Bennett Goldberg, who currently serves on the faculty at Boston University.
- Northwestern’s Neighborhood and Community Relations Strategic Framework has recently been published.

Thoughts and Reactions to OIDI Presentation
Monica Russel y Rodriguez was excited about the thoughtfulness of the office’s work and said it is encouraging to see what has already been done. She asked if we can consider where this all fits into the landscape of Chicago. With the violence and Illinois budget fiasco,
Northwestern functions in a bubble. Jabbar meets regularly with Alan Anderson, Executive Director of Neighborhood and Community Relations, to collaborate and be in alignment. Lindsay and Jay Walsh, Vice President of Research, are co-chairing a committee that is looking at Northwestern’s relationships with Evanston and Chicago, and to be more strategically aligned. Rick asked about our leadership’s position on this bubble and our engagement strategy to be innovative and inspire. Jabbar suggested possibly focusing on education, particularly black male achievement. Northwestern has the opportunity to work with Evanston to address these issues, but he is not as sure about Chicago and will need to learn more.

Tracey asked how we can better inform the rest of the community about the work we are doing. NUSAC is constantly trying to educate staff around their current efforts. Jabbar mentioned that OIDI plans to collaborate more with existing publications to spread our message to various constituents.

The University Diversity Council will reconvene in fall 2016 and will meet quarterly moving forward, fall through spring quarters.