University Diversity Council Meeting  
October 20, 2015  
3:30-5:00pm  
Meeting Minutes

**Attendees**

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<tr>
<th>Attendee</th>
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<tr>
<td>Alison May</td>
<td>Laura Wayland</td>
<td>Penny Warren</td>
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<td>Ann Bradlow</td>
<td>Lindsay Chase-Lansdale</td>
<td>Sarah Brown</td>
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<td>Cathy Grimsted</td>
<td>Marina Micari</td>
<td>Teresa Mastin</td>
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<td>Clyde Yancy</td>
<td>Monice Russel y Rodriguez</td>
<td>Theresa Bratanch</td>
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<td>Dan Linzer</td>
<td>Nim Chinniah</td>
<td>Timothy Stevens</td>
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<td>Jabbar Bennett</td>
<td>Nsombi Ricketts</td>
<td>Ji-Yeon Yuh</td>
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<td>Joan Slavin</td>
<td>Pam Beemer</td>
<td>Wendy Roldan</td>
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<td>Tracey Gibson-Jackson</td>
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**Welcome Remarks**

Provost Linzer began the meeting by thanking Lesley-Ann Brown-Henderson and Nsombi Ricketts for their wonderful work of co-chairing the University Diversity Council and the Diversity Leaders Group throughout the last academic year, and their oversight for various other diversity and inclusion related discussions happening around the university. This is an effort we all share, and their guidance to keep this work moving forward is greatly appreciated.

Associate Provost Jabbar Bennett also thanked Lesley-Ann and Nsombi for their leadership in this area throughout the last year. Jabbar will be thinking about the composition of both the UDC and the Diversity Leaders groups. Members who may have ideas on how to move us forward in this arena, or thoughts on new initiatives are encouraged to reach out to Jabbar directly. As we are a large institution, most of our schools have already done great work, and Jabbar is looking to have the UDC be a group that has diverse unit representation. He looks forward to working with everyone in this capacity.

**Black House Listening Sessions**

Lesley-Ann Brown-Henderson updated the Council on The Black House and the scheduled listening sessions. The history of The Black House stretches back to the Bursar’s Office Takeover that occurred in 1968. As a result of the takeover, the Black Student Union was promised a space for black students to gather and build community, and this is how The Black House came to be.

Campus Inclusion and Community (CIC) went through a restructure which culminated at the end of the last academic year. During this process over 29 listening sessions occurred. Over the summer, CIC began wondering how to enhance their work and thought a possible approach could be to have staff co-located. The anticipated staff relocations were projected to be for Multicultural Student Affairs (MSA) to move into the Multicultural Center (MCC),
while Lesley-Ann and other CIC staff received approval to move into The Black House. Google Group hangouts with students occurred during this time to keep them informed, and a student forwarded an email to an NU alum which resulted in concerns being raised. Students and alumni were upset about the movement of CIC staff into The Black House, and felt that this approach was diluting resources dedicated to black students and undermining the purpose of The Black House. There is currently dissent about who should have access to The Black House, and who should work there. Over the summer Patricia Telles-Irvin sent a message to the community to inform them that the move of CIC staff into The Black House will be postponed and listening sessions held. Two listening sessions have occurred so far with mixed feelings. Many stories have been shared during the sessions, and all had a connection to community. This change is making black students feel like they will have no place to go, even though there are still a multitude of offices available to support them. The final listening sessions will occur on November 16th at noon in the Norris Wildcat Room, and November 20th at 5:00pm in the Guild Lounge. Recordings of sessions will be available. The Black House review committee, comprised of students, faculty and alumni, will provide recommendations to Patricia on the future of The Black House.

Council members inquired why some students are opposed to the listening sessions. Lesley-Ann responded that some students feel as though these sessions are insincere and the initial plan will continue regardless of their outcome. Lesley-Ann believes the lack of trust from students and alumni is coming from both current and previous experiences on campus. Although they trust Lesley-Ann and the CIC staff, the students and alumni have a lack of institutional trust.

Nsombi mentioned that the alumni community has heard ongoing rumors about The Black House being taken away, and they saw this as a step in that direction. The Black House is extremely important to black students. In the past it was a space for social events and gatherings, and over time and leadership changes, it came to be utilized more for advising. Now, black students are using the space less and alumni remember it from when they were here, but may not understand the shifts that have occurred. Dan Linzer noted that The Black House has been a catalyst for discussions about diversity and inclusion around the university. The Black House is tied to an identity and community is built around that.

The Graduate School Diversity Report

The Graduate School’s 2015 Diversity Report was sent to the Council in September and also along with the agenda for our October meeting. This is the third diversity report TGS has compiled, but the first time the report was produced in September with data for the entire fiscal year. Nsombi Ricketts led the development of the report and drastically changed the format to streamline the data presented, include event visuals, and highlight TGS diversity initiatives. The report includes application, admission, matriculation, completion and employment data for URMs, females, and international students; as well as information on applicants that identify as LGBTQI. The 30th anniversary of the Summer Research Opportunity Program, Introduction to Graduate Education visit day for STEM+ students from minority serving institutions, TGS Diversity Award winners, and best practices from
Psychology, NUIN, and Mathematics departments were also featured. The 2015 TGS Diversity Report can be viewed on TGS’ website.

Dan Linzer included that the Mellon Foundation is a big supporter of diversity initiatives. He traveled to New York recently to discuss graduate D&I initiatives. Northwestern is part of the Creating Connections Consortium (C3) to increase recruitment and retention of underrepresented graduate students and faculty in liberal arts colleges, focusing on partnerships with Los Angeles colleges. Northwestern is also partnering with Mellon and 4 other research institutions on a five year grant proposal to increase the presence of Latinos/as in the professoriate. The goal of HSI-PATHWAYS (Hispanic Serving Institutions: Pathways to the Professoriate) is to foster the success of students from three HSIs (Cal State Northridge, Florida International, and UT El Paso) in humanities and social science PhD programs.

Native American Task Force
Cathy Grimsted updated the Council on Native American Inclusion and related initiatives and key efforts. The first is the establishment of the Native American Leadership Council. This group of external individuals visited the Evanston campus in May 2015 and met with various stakeholders to provide input and guidance on the University’s efforts in native and indigenous outreach and inclusion. All involved thought this opportunity was extremely valuable. Native American Leadership Council members include Richard West, President and CEO of the Autry National Center of the American West, Dr. Bryan Brayboy, president’s professor of indigenous education and justice at Arizona State University, Louis Delgado, board member emeritus of Native Americans in Philanthropy, Dr. Verna Fowler, president of the College of Menominee Nation, Ryan Greendeer, executive government relations office for Ho-Chunk Nation, Andrew Johnson, executive director of the American Indian Center of Chicago, Quinton Roman Nose, executive director of Tribal Education Departments National Assembly, and Gordon Yellowman, peace chief of Cheyenne and Arapahoe Tribes language program.

The Admissions Office has increased their outreach to Native American communities and are in the process of adding a shared position with Multicultural Student Affairs for an assistant director. In this role, the assistant director will focus on the recruitment of Native American students, while also working in a support capacity to ensure their success at Northwestern. Weinberg Dean Randolph recently announced the launch of the Weinberg-led Indigenous Studies Research Initiative, whose goal is to bolster scholarship in the field of Indigenous Studies broadly construed. Along with this initiative, multi-departmental junior faculty and postdoctoral searches have been approved. These searches will be in collaboration with the Kaplan Institute for the Humanities and the Institute for Policy Research. Ji-Yeon Yuh expressed concerns that a Weinberg faculty committee had recommendations that went beyond this. Namely, a center and academic department. Cathy explained that Northwestern plans to first bring in additional faculty, and then include them in an evolving discussion about a more structured approach. Provost Linzer added that when the Native American Leadership Council met this past spring, they made it clear that Northwestern has an opportunity to think about Native American studies in the 21st century, instead of playing catch-up and doing what
other institutions have already done. The Council encouraged us to select initiatives that build on the strengths of Northwestern and to be creative and inventive in our approach. Additionally, the Block Museum has hired a curator with interest in Native American art, and the Dittmar Gallery recently hosted a traveling collection of artwork by descendants of Sand Creek Massacre victims. The One Book One Northwestern keynotes with author Thomas King took place in October, with additional programming around Native American and Indigenous histories and cultures continuing throughout the academic year. November is Native American Heritage Month and there is additional programming coming out from Student Affairs and OBON. Programming culminates on November 21st with an annual Commemoration of the Sand Creek Massacre. At the Pritzker School of Law, students have recently started a Native American Law Student Association. Nsombi added that Northwestern will have an opportunity to submit a bid to host the 2018 Graduate Horizons summer workshop for Native American students. The Graduate School will participate in their 2016 workshop being held at the University of Michigan.

### Kellogg/NADOHE Chief Diversity Officer Summit
Anise Wiley-Little updated the Council on the Chief Diversity Officer Summit that was hosted by Kellogg September 30th through October 2nd. The Summit was a joint effort between Kellogg and the National Association of Diversity Officers in Higher Education and invitations were extended to chief diversity officers and chief human resources officers. The Summit was an opportunity to bring individuals together from a wide-array of locations, spanning from corporate, higher education, government, military and nonprofit sectors to discuss cutting edge academic research, trends and leading practices in diversity and inclusion. The Summit provided a great opportunity to discuss common issues and themes around diversity and inclusion. The Summit showcased innovative research from Kellogg faculty, and was an opportunity to highlight the richness of a Kellogg education. Attendees provided feedback about the Summit via survey. The response rate was 25% and of those responding the average score out of 10 points was 9.5 and the Net Promoter Score (NPS) was 100%. There were 144 attendees total.

It has not yet been decided if this Summit will be an annual staple, but will possibly be organized every 18 months or so. Some film clips of the Summit are available, as well as a research booklet upon request.

### Q&A
In closing, Jabbar asked the Council about the various priorities that members have. The following bullets were those that were mentioned:
- Wendy Roldan, ASG representative, mentioned that the process for undergraduates to look into graduate programs could be better if meeting with undergraduate and graduate advisors were not so separate.
- Clyde Yancy would like to see a repository of D&I resources and individual best practices.
- Tracey Gibson-Jackson said she would like to see more emphasis on the recruitment and retention of staff of color.
• Alison May informed the Council that our disability offices see continual growth of 16-17% annually, and Northwestern should be aware of how diversity impacts the types of accommodations requested. Ideally, we would utilize universal design for learning tenets.
• Laura Wayland suggested thinking about ways the University can be more transparent, as a way to address the “us vs. them” feeling on campus.
• Structural support to increase the diversity of faculty applicants, with options to self-report various demographic information.
• Marina Micari would like to see guidance for faculty to understand diversity in the classroom, and is interested in universal design as a goal.
• Cathy Grimsted updated the Council about meetings that have been held on faculty diversity and excellence. In addition, a new webpage has been developed as a resource for faculty search committees, and Lindsay Chase-Lansdale and Cathy invite feedback on this page.