

After 21 years of service to Northwestern as an educator and administrator, Dr. Mónica Russel y Rodríguez will step down from her role as Assistant Provost for Diversity and Inclusion at the end of this month.

Dr. Russel y Rodríguez's contributions to the University have been numerous and impactful over the past two decades. I cannot possibly list them all, but I do want to mention several highlights.

In close partnership with her colleagues in the faculty and staff she co-led three major campus-wide celebrations honoring Dr. Martin Luther King Jr., including bringing in Maggie Anderson, Tarana Burke and Mariame Kaba. She led a student, faculty and staff based conversation that revised the intent of Dream Week to engage in institutional reflection on Northwestern's engagement with economic and racial justice, as well as its role in leading change.

Within the Office of Institutional Diversity and Inclusion, Dr. Russel y Rodríguez took a deep dive into understanding and documenting the requests across the campus for climate surveys, equity audits, DEI committee creation, anti-racism, conflict resolution, anti-bias training, bystander training and community building. She convened Northwestern's diversity leaders group and empowered opportunities to amplify their work. She has served on the OutNetwork Evanston steering committee, the Native American and Indigenous People Steering Group, the Graduate School Diversity Council, and before that on the Provost's Initiative for Women Faculty, Provost's Faculty of Color Advisory Group and two NU strategic plans.

In her previous role in the Weinberg College of Arts and Sciences, where she served as Associate Dean for nine years, Dr. Russel y Rodríguez helped create a system of governance for non-tenure line faculty annual evaluations, a stable and separate committee for promotion, and a process and governance for faculty reappointment. She served as an academic adviser for six years and served as

Northwestern

OFFICE OF INSTITUTIONAL

DIVERSITY & INCLUSION

faculty in both the Program in Latina and Latino Studies and the Department of Anthropology.

Dr. Russel y Rodríguez spent several years at Northwestern leading the development of the Latina and Latino Studies Program, including the curriculum, criteria for the Latinx Studies major and minor requirements, and the initial program by-laws. She served as the inaugural director of the program in 2009, and she helped recruit five of the core Latinx Studies faculty.

Dr. Russel y Rodríguez has been an ambitious and fervent advocate for Northwestern's students, faculty and staff. While I have worked with Dr. Russel y Rodríguez for less than a year since my arrival, I am personally grateful for her assistance with my transition and her contributions as I have settled into my role during a time of great emphasis on our work in the DEI space.

Please join me in thanking Dr. Russel y Rodríguez for her contributions to our community, congratulating her on her numerous accomplishments, and wishing her well on her future endeavors.

Sincerely,

Robin R. Means Coleman

Vice President and Associate Provost for Diversity and Inclusion