University Diversity Council
Meeting Minutes
October 23, 2018
3:00pm - 4:30pm

Presentation of Land Acknowledgement:

The Northwestern campus sits on the traditional homelands of the people of the Council of Three Fires, the Ojibwe, Potawatomi, and Odawa. It was also a site of trade, travel, gathering and healing for more than a dozen other Native tribes and is still home to over 100,000 tribal members in the state of Illinois.

Review of Undergraduate Student Diversity Snapshot: Class of 2022

- 1937 total students
- 49 States
- 54 Countries
- 1036 (53%) women
- 901 (47%) men
- 426 (22%) URM
- 218 (11%) International
- 153 from Chicago
- 22 from Evanston
- 172 Transfer Students
- 256 (13%) First-Gen
- 390 (20%) Pell-Eligible
- 79 Intended Majors

Office of Institutional Diversity and Inclusion 2017-18 Key Updates

- Explored Black Student Experience Task Force recommendation implementation
- Partnered on the Staff Engagement Survey,
- Launched the Veterans Support Initiative and
- Conducted the first-ever Student Climate Survey for Diversity

Climate Survey for Diversity- Winter 2018, preliminary findings:

- Survey sample of students reflects the racial makeup of the university
- Survey explores the question related to bias events: “Have you ever personally experienced or personally witnessed anything that you would consider to be an act of hostile, harassing, discriminatory, or intimidating behavior?”
Northwestern University used **SKY Factor** which allowed us to have access to data regarding diversity among peer institutions.

Final report will be available likely in the Fall quarter, 2018

**Diversity, Equity, and Inclusion Strategic Planning Process**

- OIDI has engaged with Korn Ferry to conduct a strategic plan. The proposed timeline to collect qualitative data was August-October, 2018.
- August, 2018 planning session and most leadership interviews have been collected.
- Focus groups with faculty, staff, and students has not been completed.
- We are pausing before concluding with this last data collection phase.
- Our office is taking the time to be introspective and reflective about how we can be most effective in this process.
- We would like thank those who participated in our August 9 workshop with Korn Ferry.

**Questions/Comments:**

- We appreciate OIDI’s willingness to pause and reflect and for being transparent.
- We are interested to know what the vision of the end goal will look like so that staff can be as supportive as possible in this process.
- Are we able to see what other schools’ strategic plans look like?
  - **OIDI:** We have asked Korn Ferry to give us a more detailed vision of what other schools diversity offices look like and we will certainly ask them for a view of what other schools strategic plans look like.
- Strategic planning often offers good rhetoric but what are the next action steps moving forward? The university worked with consultants on diversity and inclusion in 2013. Is that information being used to inform this process.
  - **OIDI:** The strategic planning process back in 2013 did conclude with clear plans or goals but was more so a power point presentation. Either the consultants weren’t clear on our mission or did not have the capacity to give us what we wanted.
- Is Diversity, Equity and Inclusion work going to be related mainly with OIDI even though there is DEI work taking place across campus
  - **OIDI:** It’s going to be a bit of both.

**Gender-Queer, Non-Binary, Transgender Task Force**

- Co-chairs: Sekile Nzinga-Johnson, Director of the Women’s Center and Héctor Carrillo, Professor of Sociology and Gender and Sexuality studies
- The task force has explored who has already been doing this work on campus and how can we make them a part of this team.
- Our goal is to explore how Northwestern can support the success of GQNB Staff faculty and students.
- Member from UDC offers to provide media coverage for the work of the task force and offers a GMC representative to sit on the committee to make sure stories are written.
Parents have been reaching out to the university to ask how we are working to support the LGBTQ+ community before considering sending their children here.

We as an institution need to ensure we live out values so that LGBTQ+ community feel safe.

**Terminology:**

- **Trans**: Individuals with an affirmed gender identity different than their sex assigned at birth. The term transgender is an umbrella term that can apply to a diversity of gender identities and expressions.
- **Cis**: An umbrella term for individuals whose lived sex, gender identity, and/or gender expression fall within cultural norms and meet societal expectations based on their assigned sex at birth.
- **Queer**: A reclaimed term that can be used as a form of resistance against heteronormativity and cisnormativity. The term queer has been used as a slur in the past, so not all members of the LGBT community are comfortable with it.
- **Genderqueer & Nonbinary**: Different identity terms for gender variant people whose gender identity is neither male nor female is between or beyond genders, or is some combination of genders. Genderqueer can include a political agenda to challenge gender stereotypes and the gender binary system.
- **Gender Expression**: The external manifestations of gender expressed through a person’s clothing, hair, behavior and/or other physical characteristics.

**Resources:**

YouTube Video on Pronouns: [https://www.youtube.com/watch?v=Nn1TC7VEpf4](https://www.youtube.com/watch?v=Nn1TC7VEpf4)

**Student Faculty, Staff and Alumni Engagement Support**

- **Student**: Community Dialogues for the 2018-2019 school year: October 1, 2018; February 27, 2019; April 11, 2019, from 5:30-7:00pm in the Foster-Walker West Dining Room.
- **Faculty**: Provost Grants for Innovation in Diversity and Equity, due November 1, 2018
- **Staff**: OIDI will now oversee and support the budgets of several staff affinity groups. They are:
  - Asian Pacific Islander Desi-American (APIDA) Staff Affinity Group (ASAG)
  - Association of Northwestern University Women (ANUW)
  - Association for Higher Education Administrators’ Development (AHEAD)
  - Black Professionals Network (BPN)
  - Unidos: Latinx Professionals Coalition

**Native American Initiatives**

- Native American Leadership Council will meet October 28 and 29, 2018
- Menominee Basketball Court Dedication, November 2, 2018
- Sand Creek Spiritual Healing Walk/Run, November 24-27, Denver, Colorado
- Sand Creek Massacre Commemoration, November 17, 2018
- Viewing: Presentation of Sand Creek/John Evans Video

Questions/Comments following the viewing:
• Will the film be shown to bigger audiences on campus?
  o We plan to show the film during the annual Sand Creek commemoration on Saturday November 17, 2018
• Is there a way to incorporate this video into the Searle learning community?
• This video is one of many examples that make up the fabric of our history. Is there a way to incorporate this history when students, staff and faculty join the university?
• What are the next steps to incorporate this history beyond the land acknowledgement?
• Is there a way for the Northwestern University community to incorporate a quote acknowledging Northwestern’s location on Native American land into email signatures?
• If this film is facilitated outside of this meeting is there a viewing guide that can be incorporated to help individuals reflect on the film in a thoughtful way?