

DIVERSITY & INCLUSION UPDATE

SUMMER QUARTER 2019



THE UNIVERSITY OF
CHICAGO

DIVERSITY & INCLUSION UPDATE.....	1
OUR APPROACH.....	2
Impact By the Numbers	4
INFRASTRUCTURE	7
What's Been Done	8
Collaborated Across Units	
Created the D+I Studio	
Launched the D&I Planning Toolkit	
Formed New Partnerships	
Organized All-Staff Diversity & Inclusion Meetings	
Appointed Faculty Diversity Liaisons	
Expanded Equal Opportunity Programs	
What's Next	12
Developing New Communications	
Starting a Food Access Working Group	
CLIMATE	13
What's Been Done	14
Focused on Curriculum and Pedagogy.....	14
Inclusive Teaching Initiatives	
Inclusive Pedagogy Grant Program	
Strategic Planning Partnerships	
Incorporated New Communication and Problem-Solving Techniques.....	16
UChicago Inclusion Workshops	
Developed New Campus-Wide Programming.....	17
Resource Groups	
Center for the Study of Race, Politics, and Culture	
Center for the Study of Gender and Sexuality	
Center for Identity + Inclusion	
Common Book Initiative	
UChicagoGRAD	
Inclusion Institute and Facilitator Training	
First Generation, Low-Income, Immigrant (FLI) Network	
Coffee on Us	
Student Experience Working Groups	
Diversity Dialogues	
Empowered Local Leaders.....	26
Inclusive Climate Grants	
Inclusive Climate Grant Recipients	

TABLE OF CONTENTS

Recognized Diversity Champions.....	30
Martin Luther King, Jr. Commemoration Celebration	
Diversity Leadership Awards	
Timuel Black Centennial Symposium	
Implemented New Policies and Resources.....	33
Prayer and Meditation Space	
Saturday Night Dining	
Policy on Religious Accommodation	
Gender Inclusive Restrooms Working Group	
What's Next	34
Developing a Prayer and Meditation Space Toolkit	
Collaborating on a Planning Grant for Race in the Humanities	
Launching an Inclusive Pedagogy Website	
Partnering with Student Disability Services	
PEOPLE	37
What's Been Done	38
Developed Faculty Search Tools	
Offered Staff Search Training	
Established the Provost's Postdoctoral Fellows Program	
Created Pathway Programs	
Led the Leadership Alliance	
Led the Mellon Mays Undergraduate Fellowship Program	
Created and Co-Led the Ivy+ Pathways Program	
Launched Training on Holistic Graduate School Admissions	
What's Next	42
Building a Search Training Website	
COMMUNITY	43
What's Been Done	44
Engaged Our Community.....	44
Community Engagement Grant Program	
Office of Civic Engagement	
Community Engagement Grant Recipients	
Partnered with the University of Puerto Rico.....	48
What's Next	49
Collaborating with the Court Theatre	
Teaming Up with the Science of Diversity and Inclusion (SODI) Initiative	

The Diversity & Inclusion Initiative is a campus-wide effort, building upon the important work that was already underway and led by students, staff, faculty, and other members of our campus community. We are grateful for the support and enthusiasm demonstrated by so many individuals and for the leadership they are providing for many related initiatives. It is impossible to individually recognize every person and unit involved in these activities, so please understand that this report provides only a small representation of the many programs, policies, resources, and other tools related to diversity and inclusion that have rolled out across campus in the past year and a half. Thank you to everyone who continues to contribute to our efforts to build a more diverse and inclusive campus.



DIVERSITY & INCLUSION UPDATE

Since its founding, the University of Chicago has been an open institution, committed to attracting the best minds across all disciplines and modes of inquiry. Today, we are focused on creating a climate that allows all faculty, students, and staff to fully engage in the life of the campus. In October 2017, the University of Chicago launched the Diversity & Inclusion Initiative in response to the results of the 2016 Campus Climate Survey and based upon input from the Diversity Advisory Council, a faculty group that examined diversity issues on our campus.

Nearly two years into this effort, much has been accomplished. This progress report includes highlights of some initiatives without capturing the full breadth of activities across campus. While we have made progress in many areas, important work still remains. The University only achieves its full potential when it is an inclusive, diverse community committed to open discourse and rigorous inquiry. Thank you for your continued partnership in realizing this vision.

Sincerely,

Daniel Diermeier
Provost

OUR APPROACH

The University of Chicago aims to enable all people, regardless of identity, background, or institutional position, to thrive, realize their capabilities, engage meaningfully in institutional life, and contribute to the vibrant University community.

We're using a variety of methods to tackle issues related to diversity and inclusion on our campus. Behavioral science techniques have been integrated into our UChicago Inclusion Workshop series. The new D+I Studio helps units across campus engage in human-centered design processes to find solutions to various challenges.



INFRASTRUCTURE

Create the conditions and resources needed for sustained diversity and inclusion efforts across campus.



CLIMATE

Build a culture of full participation and high engagement for all members of our campus community.

Additionally, we're providing local diversity leaders with the tools and resources necessary to initiate positive change within their respective units.

The Diversity & Inclusion Initiative focuses on four primary areas: infrastructure, climate, people, and community. Development in these areas will help all members of the campus community fully participate in campus life. While much work remains to be done, this summary provides an overview of some of the accomplishments to date.



PEOPLE

Increase the diversity of our faculty, other academic appointees, postdoctoral researchers, student body, professional staff, and senior leadership.

COMMUNITY

Create skills and opportunities for meaningful scholarly, professional, and personal engagement with our community in a context of partnership and collaboration.

IMPACT BY THE NUMBERS

300+

Campus Conversations
participants

503

Attendees at All-Staff
Diversity & Inclusion
Meetings in 2018



595

Leadership
Alliance
applicants



1 in 6

People on campus
participated in the
Hearing One Another
workshop

83

Inclusive
Climate Grant
awardees





4,000+

Coffee on Us participants

65

Pipeline
program
student
participants

165

Trained facilitators for
UChicago Inclusion
Workshops

41

Community
Engagement
Grant awardees

115+

People in 20+
departments
completed faculty
search trainings



7

Resource
groups

INFRASTRUCTURE

At UChicago, we're building an infrastructure to allow diversity and inclusion initiatives to have ongoing support across campus. A strong infrastructure provides the foundation to ensure that new programs can thrive. Here are highlights of the progress we've made in this area, and a preview of what's still to come.

WHAT'S BEEN DONE:

- Collaborated Across Units
- Created the D+I Studio
- Launched the D&I Planning Toolkit
- Formed New Partnerships
- Organized All-Staff Diversity & Inclusion Meetings
- Appointed Faculty Diversity Liaisons
- Expanded Equal Opportunity Programs

WHAT'S NEXT:

- Developing New Communications
- Starting a Food Access Working Group



CENTER FOR IDENTITY + INCLUSION STAFF

COLLABORATED ACROSS UNITS

A number of existing campus offices have been restructured and are working together to ensure consistent and cohesive collaboration around diversity and inclusion efforts across units. A key area is the Center for Identity + Inclusion (CI+I), which creates intentionally diverse and inclusive communities, serving as a bridge-builder by engaging students and other members of the University community from all backgrounds to ensure personal, academic, and professional growth and success. Since the launch of the Diversity & Inclusion Initiative, CI+I welcomed Raja Bhattar, Assistant Provost and Executive Director. Additional CI+I staff leaders include Ravi Randhava, Kendra Malone, Ileri Rivas, and Ethan Zagore.

The Center for the Study of Race, Politics, and Culture (CSRPC) and the Center for the Study of Gender and Sexuality (CSGS) have also been key partners in the Diversity & Inclusion Initiative. Since the launch of the Initiative, Tracye Matthews was appointed the Executive Director of the CSRPC, and Salikoko S. Mufwene was named Interim Faculty Director. Kristen Schilt serves as the Faculty Director of the CSGS.

Additional collaborations include the appointment of Cheryl Richardson as Associate Director for Inclusive Teaching at the Chicago Center for Teaching, which has helped bring inclusive teaching resources into UChicago classrooms. Rita Biagioli was appointed Associate Director of the Behavioral Insights Initiative in the Booth School of Business and manages the development and execution of UChicago Inclusion Workshops. Dana Bozeman joined UChicagoGRAD as the Director of Diversity and Inclusion.

These are just a sample of the many collaborations currently happening across campus to help bring diversity and inclusion efforts to the forefront at UChicago.



MARIS GARCIA

INGRID CAROLINA
RAMÓN PARRA

ROBIN COGDELL

Get support from the D+I Studio!
Visit diversityinitiative.uchicago.edu.

CREATED THE D+I STUDIO

The University's new D+I Studio was created to be a campus-wide resource that helps units make progress in diversity and inclusion efforts. The studio uses a human-centered approach to update systems and processes that preclude full participation of individuals in the ongoing academic life of the campus. Human-centered design is a collaborative problem-solving process that centers the needs, preferences, and experiences of end-users in the design approach.

The D+I Studio helps foster a campus climate in which all members have a sense of belonging and can participate fully in campus life. The team merges qualitative and quantitative research with design methods to create tangible, meaningful solutions to issues that emerge as the campus seeks to become more diverse and inclusive.

Maris Garcia, Ingrid Carolina Ramón Parra, and Robin Cogdell are working to support a variety of stakeholders in this process across a range of initiatives. Examples of recent projects include supporting the launch of diversity and inclusion efforts within the UChicago Laboratory Schools and partnering with Student Disability Services to determine how to make the accommodations process more accessible for affected students, educators, and staff.

Other projects include work with the Office of Civic Engagement and the Court Theatre—both of which share similar goals of extending their impact beyond campus by building relationships and new opportunities with South Side community members. Deliverables vary based on the nature of the collaboration, but often take the form of frameworks, programs, tools, and workshops.



LAUNCHED THE D&I PLANNING TOOLKIT

The D+I Studio created a comprehensive D&I Planning Toolkit that launched in Spring 2019. This document contains activities and action steps designed to help members of the UChicago community work together to create diversity and inclusion plans for their respective units. While the Toolkit offers recommendations, it is meant to be versatile. Units are encouraged to customize specific actions to make them relevant for their local context. The D+I Studio will continue to enhance and expand the Toolkit in order to make it a sustainable resource for the institution.

Download the D&I Planning Toolkit at diversityinitiative.uchicago.edu.



LESLIE WILSON
*Curatorial Fellow for
Diversity in the Arts*



PRIYANKA RUPANI
*Director of Diversity,
Equity, and Inclusion
in the Lab Schools*

FORMED NEW PARTNERSHIPS

Opportunities to launch new partnerships that help realize diversity and inclusion efforts across campus are currently in development. Examples of such partnerships include the Smart Museum of Art, which partnered with UChicago's Department of Art History and the Office of the Provost to develop the Curatorial Fellowship for Diversity in the Arts to advance the collective commitment of expanding the fields of art history and museum practice. Leslie Wilson was named the first Curatorial Fellow for Diversity in the Arts and began her two-year appointment at UChicago in January 2019.

New partnerships have been formed with the University of Chicago Laboratory Schools (UCLS), which welcomed Priyanka Rupani as Director of Diversity, Equity, and Inclusion in 2018. Stronger ties have also been formed with UChicagoGRAD and the Office of Civic Engagement, among others.



ORGANIZED ALL-STAFF DIVERSITY & INCLUSION MEETINGS

Beginning in Winter Quarter 2018, quarterly All-Staff Diversity & Inclusion Meetings have been held to share updates on the work of the Diversity & Inclusion Initiative with interested staff from across the University.

Each meeting provides an opportunity to share information on the many staff-led diversity and inclusion efforts happening across campus. Meetings often feature presentations by various staff diversity leaders and groups, giving people an opportunity to hear from individuals driving these efforts. Sample presentations have included panels of grant winners for the inaugural Inclusive Climate Grant Program, and a panel composed of individuals undertaking efforts around diversity and inclusion in their local environments. This includes representatives from Alumni Relations and Development, the Office of Business Diversity, Facilities Services, the Biological Sciences Division, and the Office of Student Support Services.

Watch a video of the February 2019 All-Staff Diversity & Inclusion Meeting! Visit bit.ly/Winter2019Meeting.

APPOINTED FACULTY DIVERSITY LIAISONS

The Faculty Diversity Liaisons group was formed in the 2017–2018 academic year and comprises representatives from every school and division at the University, the Oriental Institute, and the University of Chicago Laboratory Schools. Members have been charged by their deans to be local representatives of the diversity initiatives, priorities, and concerns of their respective units.

This group meets quarterly to get updates on faculty-related diversity initiatives, advise UChicago administrators on emerging programs that will impact faculty and academic units, and provide mutual counsel and support across divisions on various diversity and inclusion challenges and programs.

EXPANDED EQUAL OPPORTUNITY PROGRAMS

In Spring Quarter 2018, the Office of the Provost reorganized Equal Opportunity Programs by establishing three related but distinct compliance program offices: the Office for Sexual Misconduct Prevention and Support, the Office for Access and Equity, and the Office for Affirmative Action. In Autumn Quarter 2018, the University also established the Office for Military-Affiliated Communities under Equal Opportunity Programs. Some recent accomplishments from these offices include:

- Coordinating annual mandatory sexual misconduct awareness and prevention training for students.
- Leading the University's participation in the Association of American Universities (AAU) Spring 2019 climate survey.
- Coordinating the Office of the Provost's Campus Partner Task Force on Sexual Misconduct and the Sexual Misconduct Student Advisory Board.
- Coordinating the Accessibility Design Review Committee and Physical Accessibility Working Group.
- Hosting the 2019 Equal Employment Opportunity (EEO) conference of Ivy Plus institutions to share experiences, insights, and best practices
- Coordinating the University's participation in recruitment fairs for individuals with disabilities and veterans.
- Working with graduate students and the Graham School to reestablish a Student Veterans of America chapter on campus.
- Conducting a needs assessment for military-affiliated students in partnership with the D+I Studio.
- Creating a Department of Veterans Affairs work-study program for military-affiliated students.



Equal Opportunity Programs staff

Learn more about Equal Opportunity Programs at voices.uchicago.edu/equity.

WHAT'S NEXT

DEVELOPING NEW COMMUNICATIONS

In order to broaden our outreach, UChicago will launch a new Diversity & Inclusion website in Autumn 2019. This website will include information on how to get involved with various diversity programs; offer a number of dynamic tools and resources for individuals and units; and serve as a hub for the latest news related to diversity and inclusion efforts across campus. The website will be supplemented by a quarterly newsletter.

Get the latest updates on the Diversity & Inclusion Initiative by joining our mailing list! Register at **diversityinitiative.uchicago.edu**.

STARTING A FOOD ACCESS WORKING GROUP

Student Support Services and the Center for College Student Success run many programs to ensure that students have adequate access to food. In order to ensure that all UChicago students have access to food, these units are partnering with the D+I Studio to better understand food access.

Through interviews with students, the team will learn how food fits into students' lives and identify challenges faced and solutions used. Connecting with staff and faculty members across campus, the team will gain a deeper understanding of existing programs and services providing access to food. Synthesizing their findings, they will identify new opportunities and strategies by working with students, staff, and units across campus to implement programs.

CLIMATE

By creating new programming to enhance campus climate, members of the UChicago community become exposed to new ideas and perspectives. The following section shares some of the many developments that have been made across campus to help create a more inclusive climate and gives a preview of what's still to come.

WHAT'S BEEN DONE:

- Focused on Curriculum and Pedagogy
- Incorporated New Communication and Problem-Solving Techniques
- Developed New Campus-Wide Programming
- Empowered Local Leaders
- Recognized Diversity Champions
- Implemented New Policies and Resources

WHAT'S NEXT:

- Developing a Prayer and Meditation Space Toolkit
- Collaborating on a Planning Grant for Race in the Humanities
- Launching an Inclusive Pedagogy Website
- Partnering with Student Disability Services

FOCUSED ON CURRICULUM AND PEDAGOGY

The climate survey demonstrated that some students do not feel fully included in the classroom environment. Therefore, creating inclusive classroom environments has been a central component of the Initiative, starting with the appointment of the Associate Director for Inclusive Teaching within the Chicago Center for Teaching.

INCLUSIVE TEACHING INITIATIVES



CHERYL RICHARDSON
Associate Director for Inclusive Teaching

Inclusive pedagogy refers to the ways in which classroom activities, curricula, and assessments are designed and delivered to engage students in learning that is meaningful, relevant, and accessible. It aims to promote respect for diversity in the classroom and

embraces a view of individual differences as a source of diversity that can enrich the lives and learning of all students.

Since January 2018, four recurring workshops have been developed to expose UChicago academics to inclusive pedagogical practices. Workshops are offered on a wide range of topics, including promoting an inclusive teaching climate, universal design for learning, effective and inclusive

classroom engagement, promoting an inclusive classroom climate, inclusive curriculum and syllabus development, how students learn, and handling difficult classroom conversations. Additionally, several events were requested by individual academic units to address specific issues tailored to their needs.

Other accomplishments in the area of inclusive pedagogy include:

- The Chicago Center for Teaching (CCT) expanded the Center's teaching certificate to include an inclusive climate component. Graduate students earning the certificate attend a workshop or event, reflect on the application of inclusive pedagogies, and later include a developed reflection in their teaching portfolio.

- Working closely with UChicagoGRAD and the Center for the Study of Race, Politics, and Culture, CCT supports the Race and Pedagogy Working Group by mentoring graduate student coordinators and facilitating the logistics of their programming.
- Fourteen graduate students and postdocs enrolled in CTE 50200: Critical Pedagogy in the University Classroom in Autumn Quarter 2018. In order to consistently elicit open engagement of marginalized students, they explore and apply critical pedagogical frameworks to their syllabi and approaches.

The CCT also offers opportunities for observation and feedback. The Inclusive Pedagogy Grant Program and the CCT teaching certificate programs have required reflective components. All participants receive feedback to help them assess and adjust their inclusive practices.

Make your classroom more inclusive!
E-mail Cheryl Richardson at richardsonc@uchicago.edu for more information about inclusive pedagogy resources at UChicago.

INCLUSIVE PEDAGOGY GRANT PROGRAM

An Inclusive Pedagogy Grant Program was developed to allow faculty, instructors, and graduate instructors to apply for up to \$5,000 in funding to explore, articulate, and/or practice the most appropriate strategies for their respective disciplines and programs. In its first year, the initiative received 23 applications and awarded 20 projects. This annual grant program solicits a call for proposals during each Winter Quarter.



**REGINA
DIXON-REEVES**
Assistant Provost

STRATEGIC PLANNING PARTNERSHIPS

The Office of the Provost is coordinating with various units across campus to develop targeted diversity and inclusion strategic plans. Most recently, Assistant Provost Regina Dixon-Reeves and Associate Director for Inclusive Teaching Cheryl Richardson worked with the Marine Biological Laboratory’s (MBL) leadership and members of its Diversity Committee to learn more about the unit’s needs related to issues of diversity and inclusion. Based on these conversations and the Lab’s goals, Dixon-Reeves and Richardson developed and led a three-hour workshop on mitigating bias for MBL’s leadership and full-time staff. More than 65 people participated in the interactive workshop in March 2019. The Office of the Provost will continue partnering with additional units in similar ways to help advance specific diversity and inclusion efforts.



INCORPORATED NEW COMMUNICATION AND PROBLEM-SOLVING TECHNIQUES

UCHICAGO INCLUSION WORKSHOPS



UChicago Inclusion Workshops aim to create a more inclusive campus climate. They were developed by the Second City's Second Science Project (SSP), which was founded at the Booth School of Business in collaboration with the Second City, a world-renowned theatre and school of improvisation. The workshops combine behavioral science with improvisational practice to cultivate insights and interpersonal skills central to understanding and relating to one another across dimensions of diversity.

Two workshops are currently available. Hearing One Another helps people develop the communication skills necessary for creating inclusive communities. This workshop is now a part of the College's orientation program for incoming first-year students. Inclusion in Practice introduces practical approaches to help people discover harmony and community in—rather than despite—their differences. A third workshop in this series will launch in Autumn Quarter 2019.

UChicago Inclusion Workshops are led by Rita Biagioli, Associate Director of the Behavioral Insights Initiative with the Booth School of Business.



RITA BIAGIOLI
Associate Director of
the Behavioral Insights Initiative

1 in 6

people on campus
have participated in
the HOA workshop

5,000

people have participated
in 206 sessions

4,100

students participated
in 146 sessions

Sessions provided by more than

150 trained facilitators

Participate in UChicago Inclusion Workshops by
e-mailing secondscienceproject@chicagobooth.edu.



DEVELOPED NEW CAMPUS-WIDE PROGRAMMING

Through collaborations with units across campus, UChicago has created a number of new programming areas designed to help foster a more inclusive campus climate.

RESOURCE GROUPS

Resource groups are dedicated to addressing the specific needs and interests of various affinity groups. Facilitated by the Biological Sciences Division (BSD), current resource groups include:

Black Men Engaged

This group engages Black men across campus for the purposes of networking, community building, mentorship, and service. Research indicates that Black men on university campuses, whether students or employees, benefit from opportunities to connect with others in similar identities.

HLX (Hispanic/LatinX)

The function of this group is to create social networking, career advancement, and professional development opportunities for UChicago Hispanic and LatinX staff.

LGBT+

This resource group aims to engage LGBT+ students, faculty, staff, and allies to promote respect, value differences between people, and build a culturally and linguistically competent organization.

Learn more about Resource Groups at voices.uchicago.edu/bsddiversity.

Muslim Inclusion

The purpose of this group is to give Muslim staff, students, and faculty an opportunity to voice their needs and concerns, obtain information and insights into their identity, and broaden their networks to improve campus diversity and inclusion efforts.

NOTICE (Black Women)

This group attracts, recruits, develops, and engages women of color on campus and helps execute strategic initiatives to reduce leadership gaps across the University.

UCMoms

Designed specifically for working mothers, this group promotes an environment of inclusion for mothers and families across campus through mentorship, peer support, education, and advocacy.

UCGlobal

This resource group provides social and professional development opportunities for international UChicago staff.

CENTER FOR THE STUDY OF RACE, POLITICS, AND CULTURE

The Center for the Study of Race, Politics, and Culture (CSRPC) aims to shape pressing intellectual debates of the day while also producing innovative and intersectional research.

The Center continues to host the GenForward Survey, a nationally representative survey of more than 1,750 young adults ages 18 to 34, conducted bi-monthly, that pays special attention to how race and ethnicity shape how respondents experience and think about the world. The goal of this survey is to amplify the voices of young people, especially millennials of color, in the public discourse. Many media outlets regularly reference this data in their stories.

CSRPC is also home to Professor Michael Dawson's Race and Capitalism Project, a multi-institution collaboration that seeks to reinvigorate, strengthen, and deepen scholarship on how processes of racialization within the U.S. shape capitalist society and economy, and how capitalism has simultaneously shaped processes of racialization. The project recently became affiliated with the Social Science Research Council (SSRC).

A third research project based at CSRPC is Professor Jacqueline Stewart's South Side Home Movie Project (SSHMP), an initiative to collect, preserve, digitize, exhibit, and research home movies made by residents of Chicago's South Side neighborhoods. Overall, the project seeks to build

an alternative, accessible visual record, filling gaps in existing written and visual histories, and ensuring that the diverse experiences and perspectives of South Siders will be available to larger audiences and to future generations.

In addition to these three anchor research initiatives, CSRPC also provides seed and sustaining grants for numerous faculty-initiated research projects. During each quarter of the 2017–2018 academic year, CSRPC disseminated \$20,000 in funding to faculty affiliates of the Center to support both ongoing and new research projects, programming initiatives, and conferences.

CSRPC's work with undergraduates includes a growing major/minor, Comparative Race and Ethnic Studies (CRES); supervision and staffing of the Civilization Studies-Colonization sequence; and teaching a variety of additional courses on racial and ethnic studies. The Center also sponsors CRES Talks: Conversations on Race & Ethnicity, through which undergraduates and others hear talks given by an author drawn from the syllabus of CSRPC courses.

CSRPC supports the research of graduate students through research and travel grants, dissertation fellowships, and opportunities for students to receive valuable feedback on their work when presenting at the Center's Reproduction of Race and Racial Ideologies Workshop.



Learn more
about CSRPC at
csrpc.uchicago.edu.



CENTER FOR THE STUDY OF GENDER AND SEXUALITY

The Center for the Study of Gender and Sexuality (CSGS) continues to be a location for supporting cutting-edge research on gender and sexuality from a diverse community of scholars and students.

During the 2017–2018 academic year, CSGS featured a speaker series on LGBTQ studies, which culminated in the hire of Professor C. Riley Snorton by the Department of English. Snorton is a leading figure in critical race and transgender studies. Additionally, CSGS sponsored two

faculty programming initiatives: Queering Sexual Capitalism, led by Associate Professor Kimberly Hoang in the Department of Sociology, and Worlds of Art and Activism, led by Postdoctoral Scholar Chase Joynt. These programming series featured voices of queer and trans scholars of color. All events were heavily attended by undergraduate and graduate students.

Learn more about CSGS at
gendersexuality.uchicago.edu.



ETHAN ZAGORE
Director, OMSA



KENDRA MALONE
*Director, LGBTQ
Student Life*



IRERI RIVAS
*Director, Student
Support Services*

CENTER FOR IDENTITY + INCLUSION

The Center for Identity + Inclusion (CI+I) engaged students, faculty, staff, and community members in a variety of ways over the past year.

- The Emerging Minds Project, the Office of Multicultural Student Affairs' (OMSA) cohort-based intergroup dialogue program, engaged nearly 50 student participants and peer educators. Assessment results suggest that the experience has a significant impact on nine out of 15 measures of self-reported cultural competency (i.e., critical self-reflection, empathy, self-awareness, allyship, etc.).
- The OMSA Graduate and Professional Student of Color Mixers and LGBTQ Mentoring Program helped students build supportive networks and break down barriers.
- LGBTQ Student Life offered a three-part series of programs exploring the intersections of queer identity with race, gender identity, and mental health. These programs served as educational opportunities and provided concrete strategies related to resilience. LGBTQ Student Life also launched a Transmasculine Support group, which created space for participants to explore and affirm their identities.
- LGBTQ Student Life hosted eight Safe Space trainings for campus and community partners, plus a day-long training session for 16 people who wanted to become Safe Space facilitators.

- In partnership with the Student Counseling Services and UChicagoGRAD, OMSA and Student Support Services (SSS) offered a series of programs for graduate students of color which explored imposter syndrome, self-care, and strategies for navigating academia.
- SSS launched the Share Your Table initiative, which provided students with the opportunity to join faculty and staff members for Thanksgiving dinner. The program was open to all students, with a particular focus on those who identify as first-generation or from a low-income and/or immigrant background.
- SSS assisted individual students in identifying support and resources related to DACA renewals and food access, and helped launch the FLI Network, a supportive resource for students identifying as first-generation, low-income, and/or immigrant background.
- CI+I staff worked with the Bias Education and Support Team (BEST) to develop workshops and trainings for both proactive educational purposes and to support communities after bias incidents.

Learn more about CI+I at
inclusion.uchicago.edu.

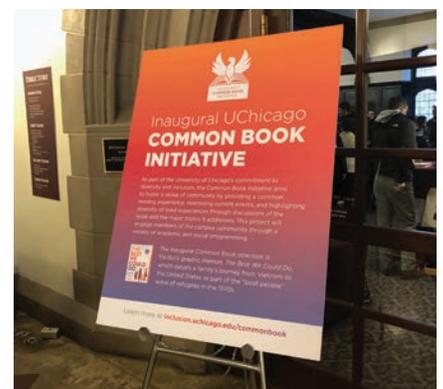
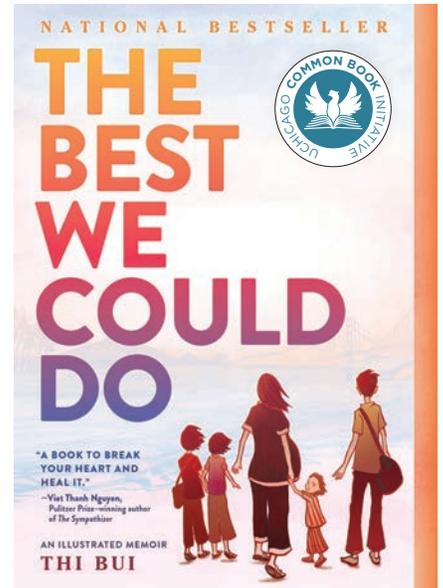
COMMON BOOK INITIATIVE



The UChicago Common Book Initiative strives to enhance campus climate and build community through a shared experience, bringing together undergraduate students, graduate/professional students, faculty, staff, alumni, and local community members to read the same book and engage in dialogues across campus.

The inaugural Common Book selection, Thi Bui's graphic memoir *The Best We Could Do*,

was announced to the UChicago community in November 2018 through a celebratory kick-off event, where more than 330 books were distributed to members of the campus community. The following week, multiple pick-up locations were available across campus to distribute the book as widely as possible, in order to give many people the opportunity to read the book during December. In Winter and Spring Quarters, multiple campus discussions and other related events were held across campus to foster intentional conversations about issues related to diversity and inclusion. Resources are available to help campus partners host their own discussions and events within their respective units.



1,550+

books distributed

The Common Book Initiative is co-sponsored by the Center for Identity + Inclusion and the Office of the Provost. Multiple campus partners joined together to help promote and support the initiative,

including the Center for Leadership & Involvement; the Office of Civic Engagement; the Deans of Students; UChicagoGRAD; University Libraries; the Seminary Co-op Bookstore; University Bookstore; the Institute of Politics; Athletics; Alumni Relations and Development; the Chicago Center for Teaching; the Center for the Study of Race, Politics, and Culture; and the Center for the Study of Gender and Sexuality.

Get involved with the Common Book Initiative at inclusion.uchicago.edu/commonbook.

UCHICAGOGRAD



DANA BOZEMAN
*Director of Diversity
and Inclusion for
UChicagoGRAD*



SENA AGAWU
*Assistant Director of
Graduate Enrollment
Initiatives for Diversity
Recruitment*

The UChicagoGRAD Diversity and Inclusion Office has engaged in multiple initiatives to advise, support, and educate graduate and professional students, along with postdoctoral fellows. The office advises the UChicagoGRAD Diversity Advisory Board, whose mission is to provide an outlet for student voices and community. The office also coordinates the Student Writing Accountability Groups program, which facilitates a strong writing community for graduate students and postdoctoral fellows.

The Diversity and Inclusion Office participates in the Creating Connections Consortium (C3), which seeks to address the challenges of inclusion and diversity in higher education by building capacity, investing in cohorts of talented graduate students and faculty from underrepresented groups, and creating and nurturing connections between partners interested in institutional change. Additionally, the office advises students on professional matters as well as personal diversity and equity issues. The Diversity and Inclusion Office also supports campus-wide equity related programming and resources such as the Bias Education Support Team (BEST). The office is led by Dana Bozeman, Director of Diversity and Inclusion for UChicagoGRAD.

Along with the work of its Diversity and Inclusion Office, UChicagoGRAD's Graduate Enrollment Initiatives (or Graduate Admissions) is undertaking a number of efforts to support and enhance the recruitment and enrollment of outstanding graduate students from a wide range of diverse backgrounds. Many of these efforts are coordinated by Sena Agawu, Assistant Director of Graduate Enrollment Initiatives for Diversity Recruitment, who is also the UChicagoGRAD liaison to enrollment-related initiatives across academic units.

Graduate Enrollment Initiatives engages in a range of recruitment travel and consortia, outreach efforts, campus visits, a fall recruitment event, and Discover UChicago. It also sponsors a Student Ambassadors Group and a staff Diversity Recruitment Working Group. Additionally, it offers trainings for students involved in recruitment and yield, and a workshop for faculty on holistic admissions. Staff are available for consultations on a variety of issues related to diversity and equity in recruitment, admissions best practices, and related compliance issues in partnership with the Office of Legal Counsel.

Learn more about diversity initiatives at UChicagoGRAD at grad.uchicago.edu/life-at-uchicago/diversity.



INCLUSION INSTITUTE AND FACILITATOR TRAINING

In January 2019, a cohort of senior leaders participated in the Inclusion Institute hosted by the National Conference for Community and Justice (NCCJ) St. Louis at UChicago. This three-day Inclusion Institute provides a challenging, rewarding educational experience to help organizations that are serious about bridging differences in their population. The Inclusion Institute uses self-awareness around personal and systemic biases to build leadership capacity. Attendees gained skills and knowledge to systematically address diversity and inclusion here on campus.

Attendees of the January 2019 Inclusion Institute included academic deans, department chairs, deans of students, and administrative leaders from across the University, including the Humanities, the Social Sciences Division, the Biological Sciences Division, the Physical Sciences Division, the Law School, the Oriental Institute, the College, and UChicago Arts. Topics addressed included race/ethnicity, gender, sexual orientation, class, and ability status. As a result of this training, participants now comprise a cohort of leaders with the capacity to address diversity-related challenges both in their respective units and campus-wide.

Attendees were supported by members of the central diversity and inclusion team associated with the Office of the Provost. This team has undergone training with NCCJ during the Autumn and Winter Quarters and is developing new workshops to be delivered at UChicago.



DEVON MOORE
Director, Center
for College
Student Success



IRERI RIVAS
Director, Student
Support Services

FIRST GENERATION, LOW-INCOME, IMMIGRANT (FLI) NETWORK

Launched in Autumn 2018, the UChicago First-generation, Low-income, Immigrant (FLI) Network connects students, faculty, administrators, and alumni who identify as first-generation, low-income, or immigrant (regardless of immigration status), and allies, with the goal of creating a community of support. The FLI Network creates opportunities for members to learn from one another. It fosters a sense of belonging, inclusion, and resilience in students in order to help them succeed at the University of Chicago.



Participants can register online to join the FLI Network directory and may also engage with a variety of programming opportunities throughout the academic year. Previous programs have included the Share Your Table Thanksgiving event; FLI Champions, a self-directed coaching/mentorship program; faculty and administrator panels; and more.

Learn more about the FLI Network at flinetwork.uchicago.edu.

COFFEE ON US

The Office of the Provost hosted the Coffee on Us program during a week-long period in February 2018. More than 2,000 pairs of faculty, staff, postdocs, and students were invited to get to know someone on campus whose role, responsibilities, or activities differed from their own. Participants registered online and received a confirmation code to redeem for two hot beverages at one of five participating cafes. When signing up to participate, individuals gave feedback on who they were inviting for coffee and why. Feedback in this portion of the intake form revealed a desire to make connections across previously distant parts of campus. This program is now being used as a model across various campus units and student groups.

2,000+
sessions
were held
engaging
4,000+
members of
the UChicago
campus
community

“I am a law student and this is a student at Harris school, and I want to try to bridge the Latinx community between our schools, see how their student groups are contributing to diversity on campus, and maybe work together.”

“My coffee partner and I are both recently-arrived junior faculty women in male-dominated departments. We met briefly at a women faculty lunch in December, and it would be wonderful to have the chance to chat further.”

“He is our security guy at the front desk and is a very pleasant person.”

“He is the person from Social Sciences Computing who helps us when we have problems or need updates. He is always mentioning interesting things about the city and beyond so I think it would be interesting to have a non-computer related conversation!”

STUDENT EXPERIENCE WORKING GROUPS



During the 2018 Winter and Spring Quarters, four teams of students and staff worked with the D+I Studio to explore challenges related to diversity and inclusion on campus, using the human-centered design (HCD) process. The intent was to connect UChicago community members who share similar passions, empower them to create recommendations for interventions, and teach them the HCD process so they could use it again in the future.



The four areas of focus, which teams identified at the beginning of the program, included food accessibility and affordability, the LGBTQ student experience, the student of color experience in the classroom, and the student of color experience out of the classroom. The groups met weekly to learn design research methods and collaborate as a team. Throughout the program, they created research plans, conducted qualitative research, synthesized their learnings, brainstormed ideas in response to their findings, created research presentations, and shared recommendations.



The interventions recommended ranged from increasing students' access to more diverse therapists to training faculty on how to facilitate discussions on race and providing students with UChicago tupperware (in place of water bottles) to encourage them to take home free food offered on campus. Following their final presentations, team members were connected with staff and administrators on campus who are working on the same areas to see where they aligned and how they could work together moving forward. Follow-up meetings are currently taking place, and recommendations have made their way into programming plans for the current academic year. An inclusive teaching event will be scheduled with SSA, and new Harris students received branded tupperware during orientation.

DIVERSITY DIALOGUES

Launched in Winter 2019, Diversity Dialogues is a lunch-and-learn series intended to bring individuals together from across the University to learn about the work happening across campus on issues related to diversity and inclusion, and to prompt other members of the campus community to get involved. The initial session was led by John Schneider, Associate Professor of Medicine at UChicago. Future sessions are being moderated by UChicago leaders engaged in various diversity and inclusion initiatives across campus. Diversity Dialogues will be held every month during the academic year.

For more information about Diversity Dialogues, e-mail Tiana Pyer-Pereira at tianap@uchicago.edu.

EMPOWERED LOCAL LEADERS

In addition to academic units, individuals and groups across campus are implementing their own ideas to make the campus more diverse and inclusive.

83
proposals
funded
to date

INCLUSIVE CLIMATE GRANTS

The Inclusive Climate Grant Program invited all members of the UChicago community to be actively engaged in bringing to life the priorities set by the University's Diversity & Inclusion Initiative. Special priority was given to proposals that supported fuller participation of the University's members in the academic, professional, and co-curricular aspects of campus life. Grants were offered at multiple funding levels, depending on the specifics of the proposal. The primary goal of the program was to engage individuals and units wherever they were in their development of diverse and inclusive environments.

During the inaugural granting period (Winter Quarter 2018), 64 grant applications were received. After review, 38 proposals received funding. Awardees represented a variety of University roles, from undergraduate students to senior faculty, and successful proposals came from 14 divisions, schools, and administrative units.



MARWA
DARKHABANI

INCLUSIVE CLIMATE GRANT RECIPIENT: MARWA DARKHABANI

WEEKLY INTERNATIONAL MOVIE NIGHTS AT BOOTH

“Art is a way to teach people about the world,” said Marwa Darkhabani, graduate student in the Chicago Booth School of Business and founder of Weekly International Movie Nights at Booth. Darkhabani was inspired to start weekly movie nights when several friends going on a trip to Israel for Spring Break asked her about her home country of Syria. Darkhabani could not take her friends to see her homeland, but she could share her culture through film.

What started as a group of friends watching a few movies focused on Arab nations quickly blossomed into International Movie Nights. Students from Booth interested in learning about different countries have the opportunity to attend intimate screenings at Darkhabani’s apartment. Each film is preceded by a student from the movie’s country of origin discussing why they choose that particular film, and is capped off by a discussion of differences arising based on where people are from.

“It’s about seeing the country from a different perspective,” Darkhabani explained. “Not everyone has the means to travel, but art is accessible to all.”

Darkhabani hopes that these movie nights will encourage students to reach out to peers from different areas and step outside of their comfort zones. She measures the success of her program by the amount of student interest. What was originally a small group of peers quickly expanded to larger groups of students. Space is limited, but Darkhabani does her best to make sure as many people as possible can attend her movie nights.

The reaction to this project has been very positive. Students are keen to have the opportunity to learn about different cultures and international issues. Darkhabani also specified that no political discussions are permitted during these movie nights.

Darkhabani hopes this tradition will continue after her tenure at UChicago. She currently plans on reaching out to first-year students to find someone to take over hosting the events after she graduates.





ALICE KIM

INCLUSIVE CLIMATE GRANT RECIPIENT: ALICE KIM

MASS INCARCERATION WORKING GROUP

The Human Rights Lab, a new initiative of the Pozen Family Center for Human Rights, engages students and community members in finding solutions to human rights challenges. Under the leadership of Alice Kim, Director of Human Rights Practice, the Lab's focus during its initial three years is mass incarceration and racialized policing, and as part of this work, Kim applied for an Inclusive Climate Grant to launch a Mass Incarceration Working Group in partnership with the Center for the Study of Race, Politics, and Culture.

"This group will explore how UChicago can address social injustices caused by mass incarceration and begin to imagine how we might create pathways to higher education for system-impacted individuals and communities," Kim said. Through her work teaching and helping to organize humanities and arts classes at a maximum-security prison, Kim has seen the impact of mass incarceration. "The consequences of the nation's prison system can be seen within and beyond the prison walls," she said.

The Mass Incarceration Working Group aims to raise awareness about mass incarceration and, in particular, to make visible the unique challenges and the stigma facing formerly and currently incarcerated individuals seeking higher education. The group will explore how the campus community can foster a sense of belonging and full participation of students, staff, and faculty who may have a history of incarceration, as well as those affected by the incarceration of family members.

The Working Group began in early 2019. Participants will be drawn from faculty, staff, and students in the Division of the Humanities, the Division of the Social Sciences, the School of Social Science Administration, the Law School, and other campus divisions and units.

Priorities for the Working Group include developing a mapping project to conduct an initial survey and literature review of research, partnerships with community organizations, student-led initiatives, and other efforts at UChicago addressing mass incarceration to raise the visibility of this work and to identify potential synergies. The group will host short-term residencies with visiting scholars who are doing related work at other universities. Ultimately, Kim hopes the Working Group can identify strategies to reverse the well-known school-to-prison pipeline as it develops innovative and robust "prison-to-education" practices.



ROBERT VARGAS

INCLUSIVE CLIMATE GRANT RECIPIENT: ROBERT VARGAS

A MURAL FOR A MORE INCLUSIVE UCHICAGO SOCIOLOGY DEPARTMENT

The University of Chicago's Department of Sociology has long been one of the top sociology departments in the nation, but it faces challenges recruiting diverse graduate students. Robert Vargas, Neubauer Family Assistant Professor and Director of the Violence, Law, and Politics Lab, wanted to change that. He and his colleague, Neubauer Family Assistant Professor René D. Flores, brainstormed ideas of how to make their department's building more welcoming to prospective and current students.

"We're located in a very old building that features some symbols that don't resonate well with all students and can make them feel uncomfortable," Vargas explained. "René had the idea of commissioning a mural to symbolize our department, which was founded in part to help Chicago address problems and issues related to urbanization and immigration."

The new mural will be created on a large wall in a room where students often spend time waiting to meet with their professors. Hector Duarte, a Mexican-American immigrant and Chicago muralist best known for his vibrant murals in the Pilsen neighborhood, will create a piece of artwork that reflects the diverse history of UChicago, the Department of Sociology, and the surrounding Chicago community. The department is also providing some funding for the mural, which is currently in the concept stage and will likely begin creation later in 2019.

This project is illustrative of the Department of Sociology's ongoing commitment to diversity and inclusion. New academic and social programming related to these areas has rolled out in the past year, including a Day of the Dead celebration in Autumn Quarter 2018 that was extremely well attended by sociology students, faculty, and staff.

"We're working hard to improve and make the department a more inclusive space, and this mural is another step in the right direction," Vargas said. "We're very excited to give students something inspiring, colorful, and lively to look at. Hopefully the mural will make students who come from underrepresented parts of society feel recognized and welcome here."

RECOGNIZED DIVERSITY CHAMPIONS

By publicly recognizing the successful efforts of diversity leaders, UChicago reaffirms its commitment to foster a diverse and inclusive campus community.

MARTIN LUTHER KING, JR. COMMEMORATION CELEBRATION



Watch a highlight video of the 2018 event at bit.ly/uchi-mlk2018.



The University's Rev. Dr. Martin Luther King, Jr. Commemoration Celebration provides an opportunity for members of the campus and greater South Side communities to come together to honor Dr. King's life and legacy—and to reflect on the promise of a just society. The annual program is held at the historic Rockefeller Memorial Chapel, the site of one of Dr. King's first major speeches in Chicago.

Each year, a campus-wide committee identifies national leaders who fulfill Dr. King's vision for consideration as keynote speakers. The University's 29th annual MLK Commemoration Celebration took place on Tuesday, January 15, 2019. The program featured two keynote speakers who are leaders in advancing racial and economic justice. Rev. Dr. William J. Barber II, President and Senior Lecturer of Repairers of the Breach, and Sherrilyn Ifill, President and Director-Counsel of the NAACP Legal Defense and Educational Fund, offered remarks and were then joined in conversation by faculty member Cathy Cohen. The program also included performances by the Chicago Children's Choir.

DIVERSITY LEADERSHIP AWARDS

The Diversity Leadership Awards are presented annually during the University's Martin Luther King, Jr. Commemoration Celebration. Award recipients are selected by the University's Diversity Leadership Committee. The three 2019 Diversity Leadership Award recipients are as follows:

- Monica Vela, MD'93, Professor of Medicine and Associate Dean for Multicultural Affairs at the Pritzker School of Medicine. Vela created a first-of-its-kind Health Care Disparities in America course, which is required for all first-year medical students and promotes health care equity and advocacy. Vela regularly travels across the country teaching educators how to create similar courses at their institutions based on local health disparities data. She also serves as Associate Vice Chair for Diversity in the Department of Medicine, advocating for the recruitment, retention, scholarship, leadership, and mentorship of underrepresented students, residents, fellows, and faculty.
- Ron OJ Parson, Resident Artist at the Court Theatre. Parson leads efforts to broaden outreach across Chicago's South and West Side communities. He launched the theatre's Spotlight Reading Showcase, a citywide reading series highlighting rarely produced classics by authors of color. These events are held within community spaces and are free to the public. As a result of this initiative, the theatre has significantly expanded its audience base, attracting increasingly diverse audiences and first-time theater-goers. Under Parson's direction, overall participation at the Court Theatre by people of color has increased from 5% to 40%. Parson has also contributed to the theatre's industry accolades and its growing reputation as one of the top theatres in the city.
- Sybil Jordan Hampton, MS'68, a lifelong advocate of public education, economic development, philanthropy, and social justice. Hampton grew up in Little Rock, Arkansas, and was a member of the second class of African American students admitted to Little Rock Central High School in 1959. Despite being shunned by her classmates for the three years she attended Central, Hampton graduated with honors. She went on to earn a bachelor's degree in English literature from Earlham College; a master's degree in teaching from the University of Chicago; and master's and doctoral degrees in higher education from Teachers College, Columbia University. Hampton's determination, coupled with her passion for education and social justice, developed into a successful and productive career in higher education administration and philanthropy leadership roles.



MONICA VELA



RON OJ PARSON



SYBIL JORDAN HAMPTON

TIMUEL BLACK CENTENNIAL SYMPOSIUM



The Center for the Study of Race, Politics, and Culture (CSRPC) organized The Life and Times of Timuel D. Black: A Centenary Symposium, which was held on December 8, 2018. The symposium brought together dozens of scholars, along with hundreds of friends, family, and Black's former students to honor the Chicago activist on his 100th birthday. The day kicked off with a VIP Brunch for organizing committee members and ended with a dessert reception and book/poster signing. The planning committee consisted of local and national politicians, cultural leaders in African American history and scholarship, and Black's wife, Zenobia.



The symposium itself was made up of two panels, a live theater-style performance based on Black's writings, and video from the National Public Housing Museum Oral History Project that uniquely celebrated his legacy as a fearless civil rights leader, beloved teacher, and dogged African American historian. The event was opened by President Robert J. Zimmer and was emceed by CSRPC Faculty Affiliate Eve Ewing.

The Saturday event hosted on the University of Chicago's campus was just a portion of the weekend festivities, with the finale birthday concert and gala dinner taking place the next day, December 9, at the South Shore Cultural Center. Highlights of the Sunday program included Black being bestowed the French Legion of Honor Medal as well as the inaugural performance of *Sound Pictures of a Century: The Living Legacy of Timuel D. Black*, an original orchestral piece composed in honor of the Timuel Black Centenary.

IMPLEMENTED NEW POLICIES AND RESOURCES

The following are several examples of various policies and resources that were developed and implemented as a result of the 2016 Campus Climate Survey.

PRAYER AND MEDITATION SPACE

Together with representatives from Regenstein Library, the Office of Spiritual Life, and the Associate Provost for Planning, a space in Regenstein Library was identified to give Muslim students a designated prayer space during open hours. This project responds to needs expressed by students who previously had no private place to pray while they were studying.



Staff from Spiritual Life consulted on how the prayer room would be used and the features it would need to have. This included room for two to three people to pray simultaneously, separation from the rest of the library, and a place to remove shoes during prayer, as well as signage indicating the direction of Mecca. Together with the Office of the Provost and the Facilities team, a room in the library basement was identified and converted into a prayer space. The prayer room was finalized in Winter Quarter 2018.

SATURDAY NIGHT DINING

In order to increase food access, the Office of the Provost partnered with UChicago Dining, the Socioeconomic Diversity Alliance, the Quest Scholars Network, Swipe Out Hunger, and the Center for College Student Success to pilot the Saturday Night Dining program. Dining staff presented data on student utilization of dining options to model new proposals. Students then provided feedback on those proposals. The first pilot Saturday dining event was attended by 808 students, and 886 attended the second pilot. Based on the high participation in the Saturday Night Dining event, this option was made a permanent feature of UChicago Dining's meal plans during the 2017–2018 academic year.

POLICY ON RELIGIOUS ACCOMMODATION

Representatives from Spiritual Life, the Office of the Provost, and the Committee of the Council and the Council of the Senate drafted a new Policy on Religious Accommodations for Missed Classes, Assignments, and Exams. The policy went into effect in March 2018.

Read the full policy at
bit.ly/religiousaccommodation.

GENDER INCLUSIVE RESTROOMS WORKING GROUP

A Gender Inclusive Restrooms Working Group (GIWG) convened in January 2018 to begin the process of reviewing the institution's current practices related to single-user restrooms in an effort to benefit transgender, gender non-conforming and/or non-binary (TGNC) campus community members. The working group members represent Facilities Services, the Center for Identity + Inclusion, the Office for Sexual Misconduct Prevention and Support, Residence Life, Web Services, the Office of the Provost, Student Disability Services, and the Office of Legal Counsel.

The group conducted a review of national trends, timelines, and best practices around restroom updates and made a number of recommendations to institutional leadership. A new all-gender restroom sign was ordered, and single-user restrooms across campus will begin transitioning to the new signage later this year.

WHAT'S NEXT

DEVELOPING A PRAYER AND MEDITATION SPACE TOOLKIT

The D+I Studio is developing tutorials to help units create designated prayer, meditation, and reflection spaces, along with lactation spaces. These guides will include information on what units should consider before creating these spaces, including budget, aesthetics, access, and maintenance. The toolkit will pilot later in 2019 and will propel the creation of more inclusive spaces on campus.

COLLABORATING ON A PLANNING GRANT FOR RACE IN THE HUMANITIES

With funding from the Andrew W. Mellon Foundation, the three race-related centers at Brown University, Stanford University, and Yale University, along with UChicago's Center for the Study of Race, Politics, and Culture, will partner to create a strategic collaboration around humanistic public scholarship, research, and teaching on each of the campuses. The long-term goal is to address some of the challenges that each center faces regarding issues of racial equity, the humanities and arts, and higher education.

LAUNCHING AN INCLUSIVE PEDAGOGY WEBSITE

Faculty development for inclusive pedagogy is an area that aims to help educators ensure that all students are able to take part in rigorous inquiry and study. It removes barriers to student learning by helping educators consider the impact of inclusive classroom climate and course design. Inclusive pedagogy refers to the ways in which courses, classroom activities, curricula, and assessment are designed and delivered to engage all students in learning that is meaningful, relevant, and accessible. It embraces and activates individual differences as sources of diversity that can enrich the lives and learning of all students.

Using this framework, an inclusive pedagogy website is being developed for UChicago. The website aims to introduce academics to the concepts of inclusive pedagogy, provide opportunities for educators to apply principles of inclusion to their teaching, help educators learn good practices from colleagues and students, and provide resources to educators.

The new inclusive teaching website will launch in Autumn Quarter 2019. The initiative is being spearheaded by Cheryl Richardson, Associate Director for Inclusive Pedagogy in the Chicago Center for Teaching.

PARTNERING WITH STUDENT DISABILITY SERVICES

The number of exams proctored by Student Disability Services (SDS) has increased significantly over the last five years, from about 100 per quarter to more than 700. The increase in accommodation is not unique to UChicago, and staff expect the number of requests and proctored exams to continue to grow. With limited staff and resources, SDS has been working to keep pace with demand, but the team struggles each quarter to support the rising number of student test-taking accommodations.

The D+I Studio partnered with SDS to create interventions that make the accommodations process more seamless and sustainable. Following a human-centered design approach, studio members interviewed students, staff, and faculty involved with test-taking accommodations. They found the

accommodations process naturally breaks into six phases, and opportunities with potential for the greatest impact were identified by SDS leaders in three of these phases: requesting a specific accommodation, coordinating the accommodation, and taking/proctoring the exam.

Focusing on these areas, the D+I Studio and SDS brainstormed ideas and iterated the most relevant and resonating concepts. The team is currently in the process of prototyping and implementing a set of solutions designed to increase the number of SDS proctors while also increasing the capacity of faculty, instructors, and staff to reliably and confidently provide exam accommodations on behalf of the students with disabilities in their courses.

PEOPLE

One of the key strategies of the Diversity & Inclusion Initiative is to increase the diversity of our students, faculty, and staff across all areas of the University in order to engage the widest possible range of perspectives. Here's a preview of some progress that's been made and a look at what's still to come.

WHAT'S BEEN DONE:

- Developed Faculty Search Tools
- Offered Staff Search Training
- Established the Provost's Postdoctoral Fellows Program
- Created Pathway Programs
- Led the Leadership Alliance
- Led the Mellon Mays Undergraduate Fellowship Program
- Created and Co-Led the Ivy+ Pathways Program
- Launched Training on Holistic Graduate School Admissions

WHAT'S NEXT:

- Building a Search Training Website

DEVELOPED FACULTY SEARCH TOOLS

In 2017, the Searching for Excellence program was created by the Office of the Provost in collaboration with the Office of Legal Counsel. Based on behavioral science research and best practices from the National Science Foundation (NSF) ADVANCE program, this training provides concrete, actionable steps to improve the faculty search process. In addition, faculty search trainings share up-to-date information about how to participate in the Provost's Postdoctoral Fellows Program and other relevant recruitment mechanisms.

In the first two years of this training, nearly 100 individuals in 20+ departments have been trained to help them align their search processes more closely with the University's values around diversity and inclusion.

Beyond the 90-minute in-person training, additional search resources have been developed, including printable tools to guide effective searches. These materials include a customizable evaluation matrix for reviewing candidates, a guide to acceptable interview questions, and a step-by-step breakdown outlining how to run a search that will attract excellent and diverse candidates to the University.

Get involved with Searching for Excellence by e-mailing Tiana Pyer-Pereira at tianap@uchicago.edu.

OFFERED STAFF SEARCH TRAINING

Partners from Human Resources' Talent Acquisition team are facilitating an interactive diversity recruitment and selection workshop featuring lectures, demos, and group work that incorporates best practices in diversity recruitment and selection, and is loosely tailored to the needs of individual University divisions and units. The project team has proactively targeted campus divisions that could benefit most from the workshop, focusing on rolling out the training in stages based on priority and impact. Highest priority units include those with a significant increase in recruitments/open positions from previous years, expression of interest by a human resources professional in that unit, and the size of the unit. This training enables all participating divisions to incorporate diversity recruitment best practices into their existing hiring and selection processes.

Learn more about Staff Search Training by e-mailing academic_development@uchicago.edu.

ESTABLISHED THE PROVOST'S POSTDOCTORAL FELLOWS PROGRAM

PROVOST'S POSTDOCTORAL FELLOWS

PROGRAM

THE UNIVERSITY OF CHICAGO

In 2017, with the support for the Andrew W. Mellon Foundation, the University of Chicago launched the Provost's Postdoctoral Fellows Program (PPFP). This program provides up to two years of funding for the highest caliber junior scholars from diverse backgrounds, including historically underrepresented groups. The faculty member is ordinarily promoted to assistant professor at the end of the two-year fellowship. The PPFP is being used across schools and divisions and creates a scholarly cohort composed of outstanding early-career scholars from diverse backgrounds.

Learn more about the Provost's Postdoctoral Fellows Program at provostpostdoc.uchicago.edu.



CREATED PATHWAY PROGRAMS

UChicago's pathway programs aim to train and mentor underrepresented students into academic pathways from high school to the post-graduate level. During the 2017–2018 academic year, pathway programs experienced an increase in the number of program applicants and participants. Each academic division on campus assisted by hosting visiting students.

In the coming year, the programs aim to increase overall student acceptances as well as attendance from students who are enrolled in minority-serving institutions. Additionally, a virtual mentoring program will launch in Autumn Quarter 2019 through a partnership with BUILD at Xavier University of Louisiana. A new workshop series for first-year students who are interested in research and possibly pursuing a Ph.D. will be formed in collaboration with the Chicago Academic Achievement Program (CAAP) in 2019.

LED THE LEADERSHIP ALLIANCE

The Leadership Alliance program highlights emerging scholars from diverse backgrounds and empowers them through research experience, mentorship, and professional development to pursue doctoral and professional degrees. In addition to participating in a robust research experience, students learn about the graduate admission process and increase their knowledge of research conducted in their field.

In 2018, the Leadership Alliance at the University of Chicago hosted 65 students from across the country interested in astronomy, astrophysics, biochemistry, biophysics, cancer biology, chemistry, divinity, engineering, humanities, life sciences, mathematics, physical sciences, and the social sciences. Numerous UChicago faculty and staff contributed to the program in order to ensure that students had an impactful research and mentorship experience.

Learn more about the Leadership Alliance at leadershipalliance.uchicago.edu.

65 student participants from across the nation
(an 18% increase from 2017)

15 UChicago faculty served as mentors to visiting students

LED THE MELLON MAYS UNDERGRADUATE FELLOWSHIP PROGRAM

The Mellon Mays Undergraduate Fellowship Program helps students foster mentoring relationships with faculty, and supports academic year and summer research in selected fields within the arts and sciences. Second-year UChicago students in the College who have an interest in pursuing a Ph.D or MFA are invited to apply. Five fellows are selected each year, and support is also available for doctoral study.

Learn more about the Mellon Mays Undergraduate Fellowship Program at mellonmays.uchicago.edu.

CREATED AND CO-LED THE IVY+ PATHWAYS PROGRAM

In 2017, The University of Chicago envisioned a cross-institutional approach to increasing diversity in the American academy. Now co-led with Princeton University, members include Brown University, Columbia University, Cornell University, Dartmouth College, Duke University, Harvard University, Massachusetts Institute of Technology, Stanford University, and the University of Pennsylvania.

Leaders from these institutions have now convened three times at the University of Chicago, resulting in a new cross-institutional initiative. The consortium is identifying techniques and strategies to address the lack of diversity at the graduate student, postdoctoral, and faculty levels as well as the need for more supportive and inclusive environments.



LAUNCHED TRAINING ON HOLISTIC GRADUATE SCHOOL ADMISSIONS

UChicago now offers graduate admissions training workshops for faculty and staff involved in the graduate student selection process. These workshops are offered upon request by individual departments or divisions/schools. The workshop session, based on behavioral science research and best practices from the National Science Foundation ADVANCE program, offers evidence-based, actionable steps to improve the graduate recruitment, selection, and retention processes. Sessions are led by staff members in UChicagoGRAD.

Workshops encourage faculty and staff to develop an active recruitment strategy, use University resources to analyze the historical departmental data on recruitment and retention of underrepresented minority candidates, and provide suggestions regarding best practices on where and how to recruit a diverse pool of applicants.

Processes Include:

The consistent use of rubrics

Blind application reviews

Contextualizing applicants' prior experiences

Understanding how bias can show up in letters of recommendation

WHAT'S NEXT

BUILDING A SEARCH TRAINING WEBSITE

A new faculty search training website will supplement the material presented in Searching for Excellence training sessions by providing search committees with downloadable checklists, templates, and other resources to support active searches. A video series with UChicago behavioral scientists will share relevant scholarship to explain how heuristics (practical problem-solving techniques) can both streamline and undermine complex decision-making processes. Annotated bibliographies, as well as links to relevant University policies and procedures, will provide robust background materials to support committees regardless of where they are in the search process.

COMMUNITY

The Diversity & Inclusion Initiative extends well beyond our campus borders. Through thoughtful programming and collaborative partnerships, we've identified multiple ways in which to foster meaningful connections with our local and global communities. Here are several examples of what we've done so far, and a preview of next steps.

WHAT'S BEEN DONE:

- Engaged Our Community
- Partnered with the University of Puerto Rico

WHAT'S NEXT:

- Collaborating with the Court Theatre
- Teaming up with the Science of Diversity and Inclusion (SODI) Initiative

ENGAGED OUR COMMUNITY

The University of Chicago is deeply committed to the Hyde Park, South Side, Chicago, and global communities. We are committed to civic engagement and recognize that supporting vibrant cities is vital to our identity as a great urban research university. Guiding our work is a commitment to inclusion and collaboration.

COMMUNITY ENGAGEMENT GRANT PROGRAM

In Spring Quarter 2018, the Office of the Provost launched a Community Engagement Grant Program in collaboration with the Center for the Study of Race, Politics, and Culture; the Manusetto Institute for Urban Innovation; and the Office of Civic Engagement. Funding was given to two types of proposals: programmatic and research. The 53 proposals received during the initial call for proposals focused on a variety of areas, including health, education, civic engagement, violence prevention, the arts, and culture. Priority in selection was given to proposals that included community partners in planning and development, and those that outlined detailed plans for disseminating information generated to the communities studied. Eighteen grants were ultimately awarded in the first year of the program. Awardees included undergraduate, graduate, and professional students; faculty; other academic appointees; and staff. Winning proposals came from 11 different academic and administrative units across campus.

41 PROPOSALS
AWARDED TO DATE

OFFICE OF CIVIC ENGAGEMENT

The Office of Civic Engagement (OCE) is committed to advancing UChicago's Diversity & Inclusion Initiative, and ensuring that the University and South Side communities thrive and realize their full capabilities.

OCE helps create the conditions and resources to support diversity and inclusion by building the capacity of nonprofit organizations on the South Side through its Community Programs Accelerator. In 2019 alone, 34 organizations joined the Accelerator, giving them access to an array of University resources that help them strengthen their impact in the communities they serve and also become partners with students and faculty looking to advance community-engaged collaborations and research.

Additionally, OCE supports engagement across campus through a new community engagement workshop customized to campus partners to help build a shared set of principles and practices that advance the University's commitment to civic engagement. OCE champions staff diversity and

is currently working with the D+I Studio, Human Resources, and community workforce development partners to develop trainings and pathways to remove employment barriers and increase local hiring. OCE has also increased the number of vendor contracts with local hiring goals, fostering greater employment opportunities for South Side residents at the University. Additionally, OCE has increased programs connecting University students to local schools and nonprofits, building their civic engagement skills through meaningful partnerships.

OCE has launched a Community Development Working Group, creating a shared table for community advocates, nonprofit partners, and University staff to strengthen UChicago's economic anchor activities, especially its local hiring, local purchasing, and housing support.



Office of Civic Engagement staff

Learn more at civicengagement.uchicago.edu.



ELAINE KOUAME

COMMUNITY ENGAGEMENT GRANT RECIPIENT: ELAINE KOUAME

COMMUNITY STEM SERIES/WOMEN IN SCIENCE

Elaine Kouame wants to make campus a more inclusive space for scientists, while also engaging with the local community to bring science seminars to local students. Kouame's Community STEM Series was created with the goal of giving students the space to dream and experience science.

"You can be a great scientist with the resources you have," Kouame said.

The program consists of three sessions that will take place at a local community garden in Woodlawn. Graduate students from the University will lead each seminar. The program will have sessions for elementary, middle, and high school students.

Inspired by her personal experiences as a graduate student in the biological sciences, Kouame wants South Side students to have the opportunity to be exposed to role models in the field of science. She believes this program will be as beneficial for the graduate students as it will be for students in the community. Program success will be measured by attendance and by staying in touch with students after their tenure at local schools. Kouame wants these students to leave the program seeing themselves as scientists, feeling like they have resources at the University of Chicago. Kouame's hope is that this program will help forge deeper ties between the University and the surrounding community.

The Women in Science Mini-Symposium is another passion project for Kouame, who wants to highlight women of color in the scientific community, as well as start a greater discussion about diversity. There is a general lack of diversity in the scientific community, and while diversity initiatives are bringing more women of color into the lab, they are not necessarily allowing them to have a voice.

"Increasing numbers in departments is good, but we need better strategies to make sure voices are heard," Kouame said. "There is already an implicit bias, among other issues women of color face." The Mini-Symposium has been a long-time vision of Kouame's and her co-team leader, Katie Arcena. They wanted to create a space where science could be used as a vehicle to discuss social justice issues.

Kouame will measure the success of her symposium by monitoring the attendance of different departments. She hopes these symposia will occur on a yearly basis and open new doors for scientists of color.



DEVSHI MEHROTRA

COMMUNITY ENGAGEMENT GRANT RECIPIENT: DEVSHI MEHROTRA

COMPILEHER - COMPUTER SCIENCE WORKSHOP SERIES IN SOUTH SIDE MIDDLE SCHOOLS

Devshi Mehrotra is an undergraduate student in the Physical Sciences Division who wants to get South Side students excited about coding. With the support of a Community Engagement Grant, Mehrotra expanded the compileHer student organization, which consists of a series of workshops on computer science-related topics such as robotics, web development, and music production. Mehrotra is specifically focusing her work on students in the neighboring South Side community and has launched the first iteration of the program at Bret Harte Elementary School.

CompileHer workshops are taught by UChicago undergraduate students with the hope of exposing female students to what computer science can be, inspiring them to take computer science courses throughout their academic careers. Mehrotra hopes that this project will help girls feel more confident about and less intimidated by computer science.

“We want to present computer science fundamentals in as engaging of a manner as possible, presenting otherwise abstract concepts using curricula that incorporates robots, drones, and music,” Mehrotra said.

The goal of the project is to begin eliminating barriers like gender, income, and race—things that typically prevent members of underprivileged communities, particularly women, from pursuing careers in computer science. Mehrotra believes that the field will ultimately benefit from greater diversity.

While Mehrotra is unsure how the long-term success of the project will be measured, she is measuring the short-term success through surveys and interviews with students. These surveys will give student teachers feedback on how well their lessons were communicated and how students think the workshops contributed to their overall education.

Another long-term goal Mehrotra hopes to achieve is to bring students to visit local tech companies like Google, Braintree, and other spaces that would not normally be accessible. These visits would be a culmination of everything the students have learned in their workshops and would allow students to interact with programmers. The first such visit to Apple’s downtown Chicago location is scheduled for May 2019.

Mehrotra wants girls to leave the program feeling comfortable with computer science, confident in their abilities, and ready to pursue further education in the field.



BRANDI SNODGRASS

COMMUNITY ENGAGEMENT GRANT RECIPIENT: BRANDI SNODGRASS

NEIGHBORHOOD SCHOOLS PROGRAM'S ENGLISH AS A SECOND LANGUAGE (ESL) TUTORING CORPS

Founded in 1976, the Neighborhood Schools Program (NSP) is one of the University of Chicago's longest-standing community engagement and outreach programs. Run through the Office of Civic Engagement (OCE), NSP partners with local schools, public service offices, and local community organizations to identify and assess support needs. The program also develops long-term partnerships to place University of Chicago students in meaningful paid and volunteer positions.

The Neighborhood Schools Program's English as a Second Language (ESL) Tutoring Corps is a response to increased international enrollment in local partner schools. While NSP has offered support in Spanish, Mandarin, and Arabic, formal training for tutors or a curriculum to guide specialized support for second-language learners has never been developed. This new programming will enhance the tutoring services provided through NSP to better serve ESL students by creating trainings for ESL tutors, developing and identifying curriculum, and organizing family literacy and community-building events such as family meet-and-greets and cultural game nights for students and families participating in this initiative.

The pilot will run through Autumn Quarter 2019. NSP is still mapping out specific support and programming needs for each partner school, as well as developing a core team of student helpers. The program will initially focus on four local Chicago Public Schools and magnet schools, with 10 ESL tutors serving approximately 20 students.

"The primary goal of the NSP ESL Tutoring Corps is to create and formalize a robust program structure for a cohort of University students serving as tutors or classroom assistants supporting ESL students," says Brandi Snodgrass, Director of the Neighborhood Schools Program. "This project will allow University of Chicago students to apply their cultural experiences and knowledge of diverse languages to make a positive impact."

NSP will measure success of the program through a quarterly assessment given to homeroom teachers of the ESL students. This assessment will gauge how effective support has been after four weeks. Surveys will also be given to parents of the students to help gauge what additional support or opportunities might be beneficial. NSP staff members hope that the additional support provided by this program will greatly benefit local students. They anticipate the program will go on for years to come, expanding to more schools in the area and providing additional students with the resources they need.



PARTNERED WITH THE UNIVERSITY OF PUERTO RICO

Nine undergraduate students and four graduate students from the University of Puerto Rico spent Spring Quarter 2018 at the University of Chicago. They were joined by two visiting artists in May and four visiting faculty during Summer Quarter 2018. This program was initiated by faculty in the Center for the Study of Race, Politics, and Culture (CSRPC) and was supported by partners in the College, the Office of Admissions, Campus and Student Life, UChicago Arts, UChicagoGRAD, the Graham School, the Office of the Provost, as well as multiple other schools and divisions. The goal of the program was to provide support for students, scholars, and artists who were affected by Hurricanes Irma and Maria.

Undergraduate students were paired with peer ambassadors from their residential houses, as well as advisors from the College. Graduate students who arrived at UChicago to continue their dissertation

work were matched with a faculty mentor and peer ambassadors in their respective divisions. They also received dedicated work space in the Regenstein Library or a relevant laboratory. Visiting faculty worked closely with UChicago faculty sponsors to further their scholarship and had private work space in either CSRPC or the Stevanovich Institute on the Formation of Knowledge. Two artists in residence work in film and photography and were selected based on artistic practices that address place, geography, and/or neighborhood redevelopment. They worked closely with the staff of the Logan Center for the Arts and the Gray Center for Arts and Inquiry during their time in Chicago.

WHAT'S NEXT

COLLABORATING WITH THE COURT THEATRE

Court Theatre's communications, research, and outreach recently revealed that it has transitioned from being a theatre *at* the University to being a theatre *of* the University. In an effort to not only enhance this integration with faculty members, staff, and students, but also to build on a strong foundation of partnerships and programs with the South Side, the D+I Studio has launched a project with Court to define the future vision of the theatre.

Engaging in conversations with community members on and beyond campus, Court's team of more than 30 staff members will have the opportunity to learn what is important to University and community stakeholders—in addition to the company's strong existing audience and leadership team. Uncovering what is behind the success of productions and programming and where gaps exist, the team will generate a clear strategy and new ideas to develop a theatre that is not only of the University, but of the larger vibrant local community.

TEAMING UP WITH THE SCIENCE OF DIVERSITY AND INCLUSION (SODI) INITIATIVE

The Science of Diversity & Inclusion Initiative (SODI) brings together leading researchers and organizations to identify, accelerate, and apply new evidence-based approaches to advance diversity, inclusivity, and belonging in educational and workplace settings. SODI's approach is to close the gap between research and practice, facilitate the discovery of new insight and solutions, and provide comprehensive research-based tools. The SODI initiative is sponsored by the Kenneth C. Griffin Department of Economics, and various campus departments are partnering with SODI to explore the science of diversity and inclusion as it relates to individual units and programs.

Learn more about the initiative at sodi.org.

JOIN THE INITIATIVE!

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