

What Diversity Means to Northwestern

“True diversity is defined not only as differences in individual backgrounds, personal identities, intellectual approaches and demographics; ***it is also the removal of barriers and the creation of spaces that allow individuals to engage in the full life of the University.***

As individuals with our own distinct identities — be they comprised of faith, race, sexuality, gender, abilities, socioeconomic class, etc. — we each offer an irreplaceable opportunity to understand and examine the issues before us from a newly encountered dimension.

The commitment to ***providing these opportunities equitably to each and every member of our community is the force behind creating a diverse, inclusive and ideal Northwestern University.***”

-Statement from President Morton Schapiro and Provost Jonathan Holloway

<https://www.northwestern.edu/inclusion/about-us/cic-strategic-plan/assets/cicplan.pdf>

Diversity and Inclusion

Prospective Student Visit 2019

Physics & Astronomy Department

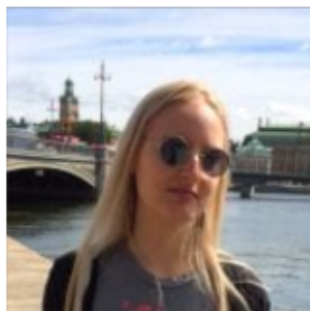
Renée Manzagol on behalf of the
PAGSC Equity & Inclusion Committee

Northwestern

PAGSC E&I Committee



Renée Manzagol



Ingrid Stolt



Alex Gurvich



Joseph Cordero Mercado



Suna Zekioglu



Lindsey Byrne



Patrick Krantz



Eve Chase

Campus-Wide Resources

- Northwestern Diversity Initiatives Examples

- Heritage & History Months are celebrated around campus
- Receptions for underrepresented minority and female faculty
- Native American Inclusion Initiative
- Gender Queer, Non-Binary, Transgender Task Force

- Northwestern Campus Resources

just a few from <https://www.northwestern.edu/diversity/resources/campus-resources.html>

- Office of International Diversity & Inclusion
- Office of Equity
- AccessibleNU
- Counseling and Psychological Services (CAPS)
- Campus Inclusion and Community (RespectNU)
- Center for Awareness, Response & Education (CARE)
- International Office
- Multicultural Student Affairs
- Women's Center

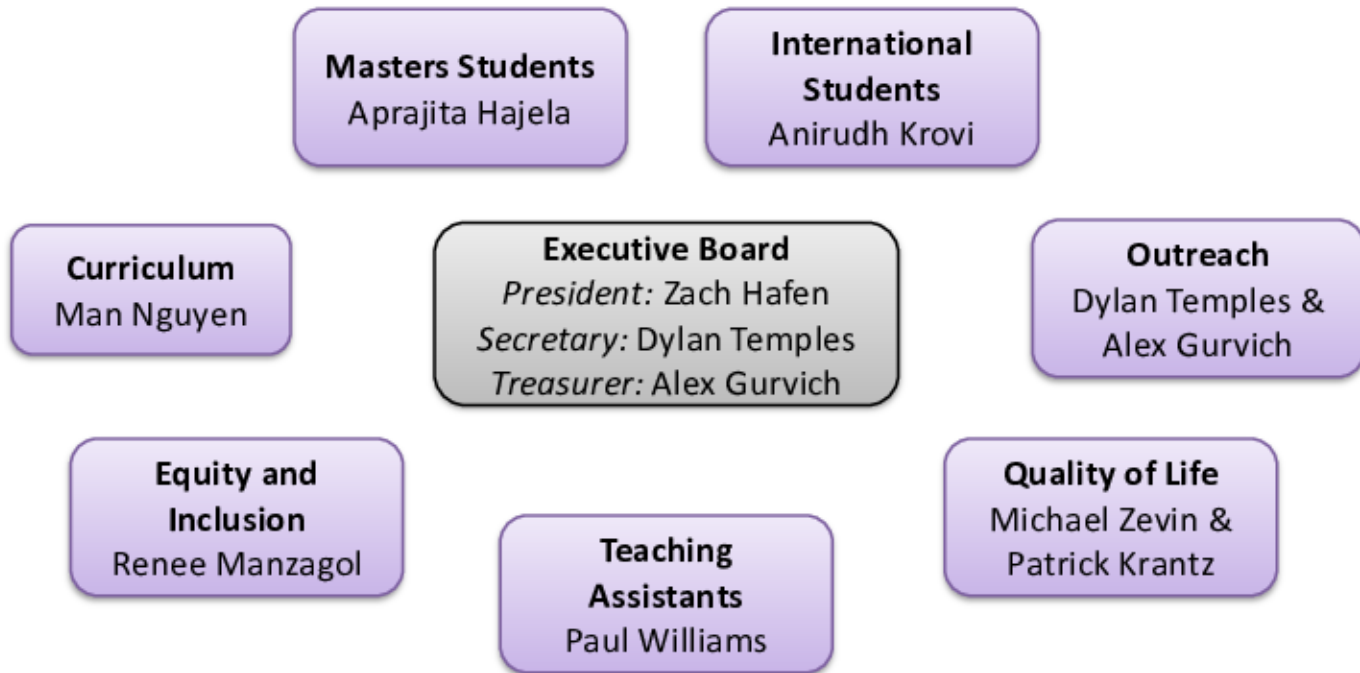
Campus-Wide Resources:

Student Groups

- Active Minds
- Arab Student Organization
- Black Graduate Student Association
- Comunidad Latinx (CLX)
- Department of Campus Inclusion and Community
- Gender and Sexuality Resource Center
- Graduate International Students Assoc. (leads a
- Multicultural Dialogue Group for graduate students
- Graduates Mentoring Undergraduates
- Graduate Student Assoc. for Latino and Spanish
- Activities
- Graduate Society of Women Engineers
- Graduate Women Across Northwestern
- Indian Graduate Students & Scholars Assoc.
- MATSAIC
- McCormick Graduate Leadership Council
- NU Native American & Indigenous Student Alliance
- NU Veterans Assoc.
- Queer Pride Graduate Students Assoc.
- Soc. for Advancement of Chicanos/Hispanics &
- Native Americans in Science (SACNAS)
- Rainbow Alliance
- Sexual Health and Assault Peer Educators
- WISER (Women in Science & Engineering
- Research)
- [Recognized Religious & Spiritual Student Orgs](#)
- [Campus Religious Centers](#)
- [List of TGS Partner Organizations Comprehensive](#)
- [List of NU Student Orgs](#)

INITIATIVES AND COMMUNITY IN OUR DEPARTMENT

PAGSC: Physics and Astronomy Graduate Student Council



PAGSC: Physics and Astronomy Graduate Student Council

- Prospective student open house
- TA handbook
- TA training
- Influence department decisions about curriculum (e.g. quals)
- Rapid Fire Research Competition
- Physicist/astronomer on call
- Structure to handle issues as they arise (including anonymous comment box)
- Mentor/Mentee Program



PAGSC: Physics and Astronomy Graduate Student Council

- Social Events
 - Welcome picnic
 - Grad Student coffee hour
 - Movie night
 - Trivia night
 - Game night
 - The Trophy!!!



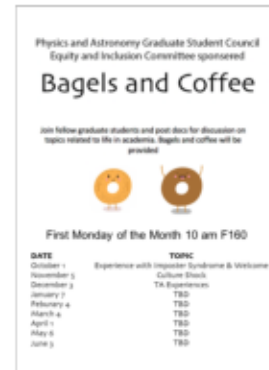
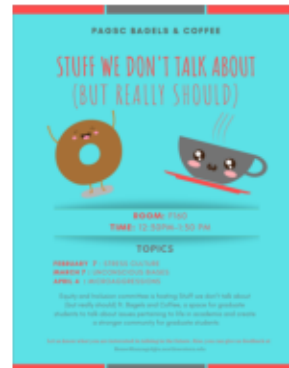
PAGSC: Physics and Astronomy Graduate Student Council

- Volunteering and Outreach Events
 - Environmental Cleanup
 - Animal Shelter
 - Adler Volunteering
 - Astronomy on Tap
 - Friday nights at Dearborn
 - Women's panel at local high school
 - Reach for the Stars Fellowship



PAGSC: Physics and Astronomy Graduate Student Council

- Equity and Inclusion Committee
 - Stuff We Don't Talk About (but really should) ft. Bagels and Coffee
 - Code of Conduct
 - Help with STEM outreach weekend
 - Upcoming TA training around Diversity and Inclusion
 - Upcoming Pride Parade Brunch



Conference for Undergraduate Women in Physics: CUWiP

- Northwestern hosted a 2019 APS Conference for Undergraduate Women in Physics (CUWiP)
- Three-day regional conference that is held across the country in January
- Our region included Illinois, Minnesota, Iowa, Wisconsin and Puerto Rico region
- Team effort between faculty, staff, post docs, and graduate students
- **Graduate student involvement:** chairs heads and involvement in committees, research safari, lab tours, participating and organizing panels, fundraising, picking up students....



Stellar STEM Weekend Outreach

- Immersive weekend of astronomy for Native American middle school girls
- Included a trip to the Adler Planetarium, a sleepover under the stars in Dearborn Observatory, and a Cultural Exchange Dinner
- Hosted seven Ojibwe girls in September
- Upcoming event with Lakota girls in March
- Founded by NU undergrad alumna who recruited help from faculty, staff, and other students to be hands on during that weekend
- Sponsored by NU Center for Native American and Indigenous Research and the Office of Institutional Diversity and Inclusion



Quickly Growing Department

- E&I Committee is active with 8 members
- PAGSC founded in 2016
- Quals
- Founding of CIERA and CFP
- Creation of the Astronomy PhD
- Growing department

Excited for Future Ideas

Share them with us in person or here:
https://sites.northwestern.edu/pagsc/comment_box/