The Affirmative Action and Diversity Resources Advisory Committee (AADRAC) held 7 meetings during the 2012-2013 academic year. Membership of the committee is broad and represents several constituency groups from across campus to be inclusive of committees, departments, and commissions. The current membership list can be found at http://www.niu.edu/u_council/committees/2013-14/AADR.shtml#membership. The goal of the AADRAC is to work collaboratively to enhance the mission of the university and the department of Affirmative Action and Diversity Resources within Human Resources. Additionally, the AADRAC strives to support institutional goals such as Vision 20/20 and support departmental and college goals surrounding access and inclusion for all.

**TOPICS ADDRESSED DURING MEETINGS**

**Affirmative Action Training**
- Staff from AADR shared information about trainings that they are developing and implementing. These included trainings on sexual harassment, discrimination, and aspects related to Affirmative Action. Feedback was sought from members regarding aspects of the trainings.

**Diversity in the HLC**
- Various members shared information related to the inclusion and representation of diversity in the Higher Learning Commission accreditation process. Information was submitted and disseminated from various constituencies, to representatives of the HLC process.

**Diversity Plan**
- An ongoing agenda item was that of the 1998 Diversity Plan that was heavily discussed during the previous academic year. The discussion of the diversity plan and related issues, such as a Chief Diversity Officer, were put on hold upon the search process for the new President.

**Diversity Speaker**
- There was discussion around the interest in bringing a “big name” diversity speaker to campus. Discussion included concerns about the sustainability of momentum that one speaker could bring versus year long, campus wide programming. Feedback was sought from members regarding the development of a year-long campus wide training program.

**Search “Tool-Kit”**
- AADR staff members shared information about the creation and implementation of a search “tool-kit” to assist campus members with having an inclusive, diverse search process. Additional information is scheduled to be shared with members over the summer and into the fall.

**SELECTED ACCOMPLISHMENTS**

- Provided feedback on multiple AADR initiatives over course of the year.
- Worked collaboratively with committee members to disseminate AADR related information across campus.
- Facilitated dialogue amongst members regarding the definition of diversity at NIU and various ways to model access and inclusion.