The Affirmative Action and Diversity Resources Advisory Committee (AADRAC) is charged with advising the Office of Affirmative Action and Diversity Resources and with contributing to initiatives, programming, and policy development which facilitate the inclusion of the existing and increasing diversity of the workforce and educational environment at Northern Illinois University. To meet the charge of the committee, meetings are scheduled on a monthly basis throughout the academic year.

Membership of the committee is broad and represents several constituency groups from across campus to be inclusive of commissions, committees, and functional areas. One challenge that the committee has experienced over the past few years is electing officers prior to the end of the academic year, due, in part, to the membership of the committee not becoming finalized until the start of the new academic year after final appointments have been made to (or by) the various commissions, committees, and functional units represented on the AADRAC. While the AADRAC by-laws state that new officers shall be elected by the last regularly scheduled meeting of the academic year, this did not occur in May of 2013. A Chair and Vice-Chair were appointed; the Secretary position went unfilled.

The AADRAC was asked by institutional leadership to provide feedback on a variety of items over the course of the year. Following is an example of highlighted topics which were address over the course of the academic year:

**SELECTED TOPICS ADDRESSED DURING 2013-2014**

**Diversity Directory**
- The AADR staff has worked diligently to implement the diversity directory which was discussed at length with the AADRA during 2012-2013.
- The diversity directory was reviewed by multiple constituencies and endorsed by members of the AADRAC.

**Affirmative Action Training**
- Affirmative action trainings (discussed in 2012-2013 report) were piloted by the AADR. Feedback was sought from members regarding aspects of the trainings and AADRAC members disseminated information about the trainings to constituencies across campus.

**Chief Diversity Officer**
- The AADRAC consulted with multiple entities regarding the announcement to hire a Chief Diversity Office in the upcoming academic year.
- The Interim Provost and Executive Vice President met with the AADRAC to discuss the anticipated search process for the Chief Diversity Officer.
- An ongoing topic for the AADRAC has been the recommendation to revisit and update the Diversity Plan (1998), and sharing of this information with the future Chief Diversity Officer was recommended.

**Retention of Diversity Faculty, Staff, and Students**
- Conversation occurred monthly regarding ways in which AADR may contribute toward retention efforts of diversity faculty, staff, and students.
Examples of suggestions include: support for diversity training and professional development, disability related accommodations, mentor programs, and service credit for diversity related initiatives.

The AADRAC identifies through monthly meetings matters that may impact AADR and/or the institution as informed through campus, regional, state, and national perspectives related to diversity and affirmative action. Conversations at monthly meetings included topics such as the impact of retirements on diversity; the state of the NIU campus climate regarding international students; ways to engage students, faculty, and staff in diversity related initiatives; and how various diversity related resources may best align with a Chief Diversity Officer.

Also, through monthly dialogue, the AADRAC identified proposed recommendations for AADR to consider moving forward. Following are the proposed recommendations:

**RECOMMENDATIONS**

- Review existing by-laws to ensure ongoing alignment with institutional expectations and interests, as well as accurate and thorough representation of functional areas which have undergone staffing or organizational changes recently.
- Collaborate with future Chief Diversity Officer to identify “next steps” for the AADR.
- Identify action items for the AADRAC to address.
- Plan and provide Women’s Conference II.
- Implement a campus climate survey.
- Consistently disseminate information to constituencies represented on the AADR and the campus community regarding the Chief Diversity Officer search.