



Office of the  
Deputy Provost for  
Research  
and  
Minority Issues

Diversity Initiatives Inventory 2014-15

# Table of Contents

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<b>1. Introduction.....</b>	<b>1</b>
Purpose of the Inventory.....	2
Office of the Deputy Provost for Research and Minority Issues.....	3
Diversity Statement from President Zimmer.....	4
<b>2. University Offices.....</b>	<b>6</b>
Career Advancement.....	7
Graduate Admissions.....	9
Human Resources.....	11
Office of Civic Engagement.....	12
Office of Business Diversity.....	18
<b>3. Office of the Provost.....</b>	<b>19</b>
Graduate Student Affairs.....	20
Office of the Associate Provost for Affirmative Action.....	21
Office of the Associate Provost for Program Development.....	22
Office of the Deputy Provost for Research and Minority Issues.....	23
Urban Education Institute.....	28
<b>4. Divisions, Professional Schools, and Institutes.....</b>	<b>30</b>
Chicago Booth.....	31
Divinity School.....	33
Division of Biological Sciences.....	35
Division of Humanities.....	42
Division of Physical Sciences.....	44
Division of Social Sciences.....	47
Graham School of Continuing Liberal and Professional Studies.....	51
Harris School of Public Policy Studies.....	52
Institute for Molecular Engineering.....	54
Law School.....	56
Oriental Institute.....	61
Pritzker School of Medicine.....	63
School of Social Service Administration.....	66
The College.....	71

## Table of Contents

---

<b>5. Identity-Based Centers.....</b>	<b>81</b>
Center for the Art of East Asia .....	82
Center for Latin American Studies.....	83
Center for the Study of Gender and Sexuality.....	85
Center for the Study of Race, Politics, & Culture .....	86
Katz Center for Mexican Studies .....	89
<b>6. Campus and Student Life.....</b>	<b>90</b>
Center for Leadership and Involvement.....	91
(Formerly the Office of the Reynolds Club & Student Activities) .....	91
College Housing.....	92
Health Promotion and Wellness .....	93
International House of Chicago .....	94
Office of International Affairs .....	97
Office of LGBTQ Student Life .....	99
Office of Multicultural Student Affairs.....	101
Spiritual Life.....	104
Student Counseling Service.....	107
Student Disability Services .....	108
Student Health Service .....	109
University Community Service Center.....	110
<b>7. Campus-Wide Committees and Teams .....</b>	<b>111</b>
Bias Response Team.....	112
Diversity Leadership Council.....	113
RISE (Respect-Intervene-Speak-Engage) .....	114
Vice President’s Advisory Council on Diversity and Inclusion .....	115

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## **Introduction**

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Purpose of the Inventory

Office of the Deputy Provost for Research and Minority Issues

Diversity Statement from President Zimmer

## Purpose of the Inventory

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Recognizing that entities across the institution are working on a range of diversity-related efforts, the development of this Diversity Initiatives Inventory was created with the following purposes:

1. To provide a comprehensive overview of diversity initiatives being implemented across the institution.
2. To identify internal best practices and discuss success strategies that may be modified and applicable to other units.
3. To foster increased collaborations across departments working toward similar goals.
4. To assist with institutional strategic planning initiatives.

It is important that we are all aware of the diversity efforts being done by different areas as we seek to collectively enhance our community. While it is unrealistic to offer an “exhaustive” list that captures every initiative conducted by each unit, it is our hope that this document captures most of the “major” efforts across the institution.

This manual is intended to serve as a “working” document with ongoing additions and edits throughout the year. Please feel free to contact Tamara Johnson, Director of Faculty Diversity Initiatives, at: [tamarajohnson@uchicago.edu](mailto:tamarajohnson@uchicago.edu) with any updates you would like included.

## Office of the Deputy Provost for Research and Minority Issues

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The Office of the Deputy Provost for Research and Minority Issues was created in 2005 on the recommendation of the Provost's Initiative on Minority Issues (frequently referred to as PIMI), a task force Provost Saller established to focus on issues related to diversity at the University of Chicago. Saller indicated that if the University hoped to be a leader and example of innovation in the areas of race and diversity, "we need a senior-level administrator to oversee, cultivate, and maintain our momentum" in attracting a more representative body of faculty and students, as well as improving the environment for faculty and students of color presently at the University.

The PIMI taskforce specifically highlighted five areas for the University to act on to ensure social and intellectual diversity at the University: (1) recruiting and retaining faculty of color, (2) improving the institutional communication on diversity, (3) improving student services for students of color, (4) developing curricula around issues of race, and (5) developing diversity training for students, faculty, and staff.

Currently, the office works toward monitoring and improving the University's approaches to recruiting and retaining minority faculty, students, and to a lesser extent, staff. The Office also coordinates and promotes research, teaching, and programming initiatives that address diversity and ameliorate inequality on campus and in the broader community. Since its inception, the Office of the Deputy Provost for Research and Minority Issues has expanded its staffing and now includes an Administrative Assistant, Special Assistant, Director of Graduate Diversity Recruitment, Director of Summer Diversity Initiatives, and Director of Faculty Diversity Initiatives.

## Diversity Statement from President Zimmer

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The University of Chicago is distinctive in many respects, but perhaps in none more so than our singular commitment to rigorous inquiry that demands multiple and often competing perspectives.

The nature of questions being asked and the perspectives being engaged are often a function of the diversity of experiences and outlooks of those participating. Diversity for the University is therefore particularly germane to our core perspective. We must ensure that our scholarly community is composed of a rich mix of individuals who, through their own distinctive viewpoints, contribute to the intellectually challenging culture of the University.

For over 100 years, our commitment to diversity has shaped the course of research and education at the University and has contributed to groundbreaking work in a variety of disciplines. The University has always been open to women as well as men. The first doctorate earned by a black woman in the United States was awarded in 1921 at the University of Chicago. We were among the first major non-historically black universities to tenure a black faculty member. Contributions by Asian American scholars in the 1920's were essential to the University's landmark research in sociology. At a time when other elite institutions discriminated against Jews, the University refused to set quotas. The University has long been a magnet for students from Mexico and South America. Since the founding of the Center for Gender Studies in 1996, the University has become a major center for research and graduate training in fields that examine issues of gender and sexuality. Throughout its history, the University has benefited when there has been a wide range of views represented on campus.

Our commitment to diversity affects our relationship to the community as well. As a large educational institution and employer, we have commitments and opportunities due to our location on the south side of Chicago. Our students and members of the community forge ties through programs supported by the University Community Service Center. Community residents contribute their knowledge and skills to the University as members of the faculty and staff. The University of Chicago Medical Center is working in partnership with other health care providers to build a strong health care network for south side residents.

## **Diversity Statement from President Zimmer [Continued]**

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The Center for Urban School Improvement and its charter schools have worked with the community to develop schools that have improved the education of children in the neighborhood. Both the University and the community are made stronger by a mutual exchange of ideas and resources.

A commitment to diversity is central to our mission of discovery. The way the University has been organized and has evolved over the years, the intensity of our intellectual culture, the resulting education that is so engaging and powerful, and the nature of the contributions the University has made to scholarship and to society are all derived from our focus on inquiry. We have an obligation to see that the greatest variety of perspectives is brought to bear on the issues before us as scholars and citizens. We therefore celebrate our tradition of inclusion and recognize that our success as an institution depends on its ongoing renewal.

## *University Offices*

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*Career Advancement*

*Graduate Admissions*

*Human Resources*

*Office of Civic Engagement*

*Office of Business Diversity*

## Career Advancement

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1212 E. 59<sup>th</sup> Street | Chicago, IL 60637 | 773.702.7040 | <https://careeradvancement.uchicago.edu/>

### Metcalfe Internship Program in Beijing

The Jeff Metcalfe Internship Program was established in honor of Harold “Jeff” Metcalfe (AM ’53), who served as both Dean of Students at the Graduate School of Business and Director of Athletics during his tenure at UChicago. Metcalfe interns explore career fields and gain substantive work experiences, which makes them more attractive to employers for internships and jobs. The program also allows Metcalfe interns to network with employer mentors, fellow interns, and program alumni. More information is available at:

<https://careeradvancement.uchicago.edu/jobs-internships-research/about-metcalfe-program>

### Collaborations with the Office of Multicultural Student Affairs

Career Advancement collaborates with the Office of Multicultural Student Affairs (OMSA) throughout the year on a variety of initiatives, including:

1. *Meet and Greet*: During O-Week, career services introduces the incoming class to the office and specific resources pertinent to first-year students.
2. *Walk-in Hours and Programming*: Walk-in hours held at OMSA provide additional opportunities for students to connect with Career Advancement staff and to support students’ career exploration and preparation.
3. *UChicago Careers in Law*: Held at OMSA, this pre-professional program creates an opportunity for students to meet admissions officers from Chicagoland law schools and hear from current law students. More information is available at:

<https://careeradvancement.uchicago.edu/uchicago-careers-in/law>

### Registered Student Organizations

Career Advancement works closely with registered student organizations (RSOs) to help promote career/employer-related recruitment events. Among these are Women in Business, various cultural organizations and, depending on the employers’ targeted population, any other RSOs that have a representation of this population. Additionally, Career Advancement collaborates with the Office of International Affairs and LGBTQ Student Life to promote employer events, internships, and full-time opportunities.

## **Career Advancement [Continued]**

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### **UChicago Careers in Public and Social Service**

Students with an interest in bettering our world find the University of Chicago's rigorous liberal arts education and strong interdisciplinary programs to be excellent preparation for careers in the public and social service fields. The UChicago Careers in Public and Social Service (UCIPSS) program guides students interested in careers in the nonprofit and government sectors. A noncompetitive program that students may join at any time throughout their College years, UCIPSS offers career exploration and skill-building workshops, internships and experiential learning opportunities, mentorship, and on-campus employer information sessions and recruitment. More information is available at:

<https://collegeadmissions.uchicago.edu/academics/planning/publicsocial>

### **Undergraduate Recruitment**

In collaboration with OMSA, Career Advancement helps connect employers with diverse on-campus students and organizations. Employers engage in a range of activities, including: information sessions/talks at OMSA, women's leadership and campus diversity summits, diversity externship programs, and mentorship. These initiatives are aimed at creating more accessibility to opportunities at top-level firms and helping students establish a connection with companies early on during their undergraduate careers.

### **Veterans Recruitment**

Career Advancement works closely with the Veterans Outreach Committee to promote career opportunities for veterans of the armed forces. Additionally, the office promotes recruitment events for veterans such as career fairs hosted by Veterans Recruiting Program in partnership with the White House Joining Forces initiative and the Google Student Veterans Summit.

## Graduate Admissions

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1101 E. 58<sup>th</sup> Street | Chicago, IL 60637 | 773.834.8223 | <http://gradadmissions.uchicago.edu/>

### Chicago Metropolitan Exchange Program

Chicago Metropolitan Exchange Program (CMEP) week is an opportunity for prospective graduate students to meet and network with faculty, staff members, and students at the three institutions participating in this program – Northwestern University, the University of Chicago, and the University of Illinois at Chicago. Graduate Enrollment takes the lead in coordinating this event for McNair programs directly with the partner institutions and campus stakeholders. More information is available at: <http://cmepweek.uchicago.edu/>

### Discover UChicago – Biological Sciences Division

This initiative is a project of the Biological Sciences Division, with the support of the Provost's Office. Graduate Enrollment has been involved from early on to ensure the success of this program, partially in hopes of determining the model's usefulness for implementation in other units. Specific ways we have worked with the Biological Sciences Division (BSD) include design and printing of postcards and flyers and an initial mailing to target programs and departments; design and hosting of a webpage for the program; and creating a system within "Apply-BSD" to allow applicants and recommenders to submit applications and supporting materials.

### Outreach

In our communications and outreach, Graduate Admissions is working to ensure that students of diverse backgrounds are well represented. Examples of this include our monthly newsletter to all prospects, of which every third issue is specifically focused on diverse voices in the University ("Synthesis"), updates to our website ([gradadmissions.uchicago.edu](http://gradadmissions.uchicago.edu)) and a recruiting publication ("This is Chicago") which are being revised to include more diverse perspectives and imagery, as well as profiles of students and alumni from underrepresented backgrounds.

## Graduate Admissions [Continued]

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### Recruitment Travel

Graduate Enrollment is undertaking a robust schedule of fall recruitment travel, targeting institutions of interest broadly and including those which serve a large proportion of underrepresented students. The events that we will attend include visits to 30+ colleges and universities, a number of Idealist fairs, participation in the Ivy+ Puerto Rico trip, the California Diversity Forum, and selected regional Mellon Mays Undergraduate Fellows conferences, in addition to our participation at McNair conferences. More information is available at:

<http://gradadmissions.uchicago.edu/events/index.shtml>

### Diversity Training

1. EEO/Affirmative Action

This program provides HR professionals an overview/review of Affirmative Action and the University's EEO obligations as a federal contractor. Details about anti-discrimination and an outline of UChicago's related policies are also highlighted.

2. Respect in the Workplace: Diversity/Inclusion

HR professionals across campus review the University's diversity statement and HR's role in leading these efforts. Participants receive information regarding the following topics during this training: a clear definition of diversity and inclusion; best practices based on current research; an understanding of the benefits of diversity and inclusion; content related to bias, stereotypes, and tolerance; and diversity resources available at the University.

3. Respect in the Workplace: Harassment Prevention

This training equips HR professionals with information and resources to prevent and respond to cases of harassment in the workplace.

## **Office of Civic Engagement**

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.702.1234 | <http://www.uchicago.edu/community/>

### **Arts & Culture**

In partnership with the Arts + Public Life initiative (APL), the Office of Civic Engagement (OCE) has been working to deepen engagement between the University, local artists, and cultural institutions, and attract public and private investment along Garfield Boulevard. Through new development and the adaptive reuse of vacant properties for arts and cultural activity on the block between MLK Drive and Prairie Avenue along Garfield Boulevard, the University seeks to leverage arts and culture to bolster the local economy and workforce and strengthen the bonds of community in Washington Park and the greater mid-south side. More information is available at: <http://arts.uchicago.edu/artsandpubliclife>

### **Chicago Innovation Exchange**

The Chicago Innovative Exchange (CIE), a collaboration between a broad range of University partners, is a new center which aims to help scholars and entrepreneurs translate their ideas and new technologies into startup businesses and products. The CIE will provide space for proof-of-concept work, business incubation, collaboration opportunities, and programming for new ventures by UChicago faculty and students, as well as entrepreneurs from outside the University. Blending local talent and leadership into the CIE will lead to greater diversity of ideas, essential for innovation. The center will also serve as a technology anchor and provide a gathering place for students, faculty, and community members on 53<sup>rd</sup> Street. More information is available at: <https://innovation.uchicago.edu/page/chicago-innovation-exchange>

### **Civic Leadership Academy**

For Chicago to be a global leader in the 21<sup>st</sup> century, management and leadership development training is critical to our rising professionals as they face challenges of the future. To meet this need, OCE has developed the Civic Leadership Academy (CLA), a non-profit and local Chicago government capacity-building certificate program targeting emerging leaders from the non-profit and local government sectors. The CLA's Advisory Board will bring together a set of leaders from Chicago's non-profit, government, civic, and corporate communities, each representing their own diverse perspectives, backgrounds, and constituencies.

## **Office of Civic Engagement [Continued]**

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### **Collegiate Scholars Program**

The Collegiate Scholars Program (CSP) is a three-year program that prepares talented Chicago Public Schools students in grades 10-12 for admission and success at the nation's top colleges and universities. The program is shaped around a core curriculum of humanities, social science, math, and science courses during the summer months taught by University of Chicago faculty and Ph.D. candidates, and enrichment activities geared toward college readiness, cultural awareness, and civic engagement during the academic year. More information is available at: <http://collegiatescholars.uchicago.edu/>

### **College Bridge Program**

The College Bridge Program at the University of Chicago is an opportunity for advanced high school students from the Chicago Public School system to challenge themselves by enrolling in a rigorous university course. Tuition, fees, and textbooks are fully funded by the Office of Civic Engagement. College Bridge consists of two programs: Academic Year Bridge and Summer Bridge. Eligible students can apply to either program or both programs and courses available range from biology to history to the humanities. More information is available at: <http://collegebridge.uchicago.edu/>

### **Community Programs Accelerator**

This initiative aims to support the success of non-profits whose work benefits neighborhoods in the mid-south side. Through partnerships with industry practitioners and connections to University resources, this new initiative will provide technical assistance to help develop and strengthen community-based organizations. It will also foster connections between these organizations, promoting a strong network of non-profits in the mid-south side. More information is available at: <http://communityprograms.uchicago.edu/>

## **Office of Civic Engagement [Continued]**

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### **Development on 53<sup>rd</sup> Street**

The Office of Civic Engagement, along with key strategic University and civic partners, continues to advance its strategy and implement plans to transform 53rd Street into a vibrant retail, commercial, and entertainment district. Revitalization along this vital Hyde Park corridor benefits mid-south side businesses and residents by generating new economic activity and creating new employment opportunities. This effort has generated significant momentum and has been supported by a memorandum of understanding (MOU) with the City of Chicago, active community engagement, and a series of private partnerships. More information is available at: <http://fiftythird.uchicago.edu/2009/05/13/development-revitalizing-53rd-street>

### **Employer Assisted Housing Program**

The Employee Assisted Housing Program (EAHP) – a partnership between OCE, Residential Services, and University of Chicago Medical (UCM), supports the University's ongoing commitment to strengthening mid-south side communities. The EAHP provides financial incentives for UChicago and UCM employees to purchase homes in mid-south side neighborhoods, helping to drive revitalization of the local economy and ultimately attracting new businesses and creating employment opportunities for residents.

### **GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs)**

The University of Chicago, along with other education and community-based organizations, form the Chicago GEAR UP Alliance, which partners with the Chicago Public Schools' Office of High School Program's Department of Postsecondary Education to leverage its members' talent and knowledge to raise student achievement and increase access to and participation in postsecondary education for Chicago students. GEAR UP is a program funded by the U.S. Department of Education. The University of Chicago currently works with Dunbar and Kenwood Academy high schools as part of the Chicago GEAR UP Alliance, providing a full range of GEAR UP activities at both sites. More information is available at: <http://nsp.uchicago.edu/partnerships/gearup.shtml>

## Office of Civic Engagement [Continued]

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### IMPACT Leadership Development Program

This collaboration between OCE and the Chicago Urban League is focused on developing the leadership skills of emerging African American professionals in the city of Chicago in partnership with Chicago Booth.

### Jumpstart

Jumpstart is a national nonprofit organization which helps 3-6 year olds learn to read and write. At the University of Chicago, Jumpstart partners with the Neighborhood Schools Program to train college and graduate students to run their own literacy program for 3-6 year olds in Woodlawn preschools. College students in the Jumpstart program work closely with preschool teachers and families to support Woodlawn schools, to master current education practices, and to strengthen south side communities.

### Neighborhood Schools Program

The Neighborhood Schools Program (NSP) matches University student interests with local school needs, serves as a University-wide resource for all who wish to engage the Neighborhood Schools, and creates opportunities for students and residents from our neighboring communities to engage with the University. More information is available at:

<http://nsp.uchicago.edu/>

### Office of Special Programs/Upward Bound

The federally-funded Upward Bound program has been completed by many prominent Chicagoans before going on to successful college and professional careers. The program includes Saturday School, after-school tutoring during the week, a robust summer program, college tours, and a host of other programs aimed at preparing Chicago high school students from grades 9 to 12 for collegiate study. More information is available at: <http://osp-cp.uchicago.edu/page/trio>

## **Office of Civic Engagement [Continued]**

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### **Research Conferences and Summits**

As part of its role in transforming cities through evidence-based research, OCE frequently leads and collaborates with partners on the local, state, regional, and national level for research conferences and summits.

### **Research Labs/Centers**

Over the last decade, the University has worked to build upon a strong University infrastructure to support research on issues unique to urban areas. We are diligently working to increase collaborations between OCE and the University's urban-focused labs and research centers, including the Crime Lab and Urban Education Lab.

### **Reva and David Logan Center for the Arts**

The Reva and David Logan Center for the Arts focuses on expanding access to the arts through ongoing programs, primarily led by local artists, for youth, adults, and families, and catalyzing community partnerships to build engaging programs, diverse audiences, and lasting relationships. Between APL and OCE's further development of Garfield Boulevard, APL's Arts Incubator, and the work of the Logan Center, the University's arts and cultural assets and activities straddle significant dividing lines of race, class, and culture that run throughout Chicago. More information is available at: <http://arts.uchicago.edu/reva-and-david-logan-center-arts>

### **University of Chicago Board of Trustees External Relations Committee**

One of the key charges of the External Relations Committee (ERC) of the University of Chicago Board of Trustees is, among other responsibilities, to support the University's efforts, in partnership with civic and community organizations and elected officials, to enhance the quality of life in its surrounding communities, the city, and the state. OCE plays a key leadership role on this committee.

## Office of Civic Engagement [Continued]

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### UChicago Local

UChicago Local is a University of Chicago initiative designed to support local businesses and job seekers in the mid-south side neighborhoods. The program includes strategies such as leveraging the purchasing power of the University (procurement, faculty, staff, and students) to support local businesses and advancing local hiring practices across the University, Medical Center, vendor network, and neighborhood businesses.

## Office of Business Diversity

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6054 S. Drexel Avenue | Suite 445 | Chicago, IL 60637 | 773.702.2553 | <http://businessdiversity.uchicago.edu/>

### **Direct Connect Program**

This program affords minority and women-owned businesses an opportunity to market their products and services to our purchasing decision makers. Business owners have access to venues that allow them to meet one-on-one with our purchasing team.

### **Economic Impact Program - Major Capital Projects**

This program provides access to opportunities for certified Minority and Women-Owned Business Enterprises (M/WBE), as well as opportunities for minority and female journey-workers, apprentices, and laborers, Chicago residents, and residents surrounding the campus.

### **Professional Services Symposium**

This annual event brings together best in class minority and women-owned professional service firms to network and begin building relationships with senior leadership at the University. In addition to a networking reception, the attendees participate in one-on-one business presentations.

### **South Side Business Development Initiative**

This initiative is collaborative undertaking between the Office of Business Diversity, the Chicago Booth Polsky Center for Entrepreneurship, and the Law School Institute for Justice Clinic on Entrepreneurship that seeks to enhance the sustainability of minority and women-owned businesses located on the south side of Chicago.

## *Office of the Provost*

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*Graduate Student Affairs*

*Office of the Associate Provost for Affirmative Action*

*Office of the Associate Provost for Program Development*

*Office of the Deputy Provost for Research and Minority Issues*

*Urban Education Institute*

## **Graduate Student Affairs**

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.702.0871 [http://grad.uchicago.edu/grad\\_community/graduate\\_student\\_affairs/](http://grad.uchicago.edu/grad_community/graduate_student_affairs/)

### **Graduate Innovation Grants**

The Graduate Innovation Grant was created to facilitate student-generated programs and services that support University of Chicago graduate students. These grants are intended to provide seed money and administrative/logistical support for launching ideas that encourage graduate students' academic progress, professional development, or professional growth. Many of the grants fund programs focused specifically on supporting diversity efforts for students of color, students with disabilities, women, etc. More information is available at:

[http://grad.uchicago.edu/fellowships\\_funding/featured\\_fellowships/graduate\\_student\\_innovation\\_grant/](http://grad.uchicago.edu/fellowships_funding/featured_fellowships/graduate_student_innovation_grant/)

### **Graduate Student Professional Development and Student Life Programs**

GSA offers year-round programming that fosters UChicago graduate students' timely degree completion and prepares them for professional success in a variety of careers. GSA staff meet regularly with graduate-focused counterparts in the Office of Multicultural Student Affairs (OMSA) to collaborate on a range of programs that support the academic, personal, and professional development of graduate students of color. Past programs planned in partnership with OMSA/LGBTQ Student Life include: GradUCon, LGBTQ graduate mixer, Frugal Grad, and the "Getting Started In..." career exploration series.

### **Fellowship Advising and Funding**

Graduate Student Affairs (GSA) provides fellowship resources for all UChicago graduate students including individual advising and fellowship statement editing. GSA works with the Office of Multicultural Student Affairs to identify internal and external fellowship opportunities specifically targeted to graduate students of color and to run fellowship workshops on making successful grant applications. More information is available at:

[http://grad.uchicago.edu/fellowships\\_funding/](http://grad.uchicago.edu/fellowships_funding/)

## **Office of the Associate Provost for Affirmative Action**

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.702.5671

### **Veterans Outreach Initiative**

Since 2009, the University has actively participated in efforts to engage and attract veteran students and staff to the University of Chicago, including broad participation in the Yellow Ribbon Program. We continue to explore ways to recognize veterans' contributions, foster a welcoming environment, and encourage talented veterans to apply for positions for which their experience/skills are a good match. Past projects have included an exhibit of personal stories contributed by University of Chicago veterans and facilitated discussions about best practices for outreach, recruitment and retention of veteran employees.

## Office of the Associate Provost for Program Development

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.702.8806 | <http://women.uchicago.edu>

### Academic Leadership Program

Annually, 4-5 faculty are appointed as fellows to this year-long program sponsored by the Committee on Institutional Cooperation (CIC). There is a particular focus on engaging women and faculty of color in the opportunity to capitalize on professional development opportunities that are highly relevant and effective.

### Chicago Collaboration for Women in STEM

Northwestern University and the University of Chicago have entered into a three-year partnership for the advancement of women faculty in science, technology, engineering, and mathematics (STEM). Through joint programs and research projects, this collaboration aims to: identify local obstacles to success in the sciences, encourage women to be deliberate and purposeful in planning their careers, increase awareness of leadership possibilities and women's networks, and develop model programs and policies for the academy.

### Women's Leadership Council

The Council's charge is to identify impediments to the recruitment and retention of the most highly qualified female academics and promote policies and practices that will help the University make a sustained effort to address and overcome them. Twelve women faculty representing the divisions and schools who serve on the Council advise in the implementation of the University's commitment to become the institution of choice for outstanding women scholars in all fields of study. More information is available at:

<http://women.uchicago.edu/page/wlcmain>

## **Office of the Deputy Provost for Research and Minority Issues**

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.834.3681 | <http://diversity.uchicago.edu/>

### **Cox-Just Prize**

The Cox-Just Prize is a \$500 annual award presented to the undergraduate whose senior thesis is recommended for departmental honors, best exemplifying the aspirations and achievements of Oliver Cromwell Cox and Ernest Everett Just, graduates of the Division of Social Sciences and the Division of Biological Sciences, respectively. Successful nominees typically have a thesis that focuses on issues of diversity and inequality and/or a personal background that includes overcoming disadvantage and adversity. More information is available at:

<https://cox-justprize.uchicago.edu/>

### **External Graduate Diversity Director-Led Recruitment Initiatives**

This effort is focused on directly recruiting underrepresented minority students; building and maintaining relationships with prospective students, their mentors, and admissions personnel; and demonstrating the University of Chicago's continued commitment to diversity. The GDR director's tripartite recruitment strategy consists of engaging an external pool of prospective highly-talented students during school visits, and research conferences. More information regarding the recruitment calendar is available at:

<http://gradadmissions.uchicago.edu/events/index.shtml>

### **Faculty of Color Dinner with the Provost**

Annually, faculty of color are invited to a dinner with the Provost. This program was created to provide underrepresented faculty and opportunity to meet with the Provost in a space that affords fellowship and an opportunity for dialogue.

### **Faculty Women of Color Quarterly Brunch**

A collaboration between the Office of the Provost and the Center for the Study of Race, Politics, & Culture, the goal of this initiative is to increase the professional and social connections between and among junior and senior faculty women of color and provide a supportive venue to discuss their professional experiences.

## **Office of the Deputy Provost for Research and Minority Issues**

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### **Faculty-Led Graduate Student Recruitment**

The goal of this initiative is to engender faculty responsibility in the sustainability of pipeline and post-baccalaureate programs that include hosting and retaining students. The Office of Graduate Diversity Recruitment aids this process by providing guidance and, when necessary, managing diversity grant proposal development.

### **GEM Consortium**

The University of Chicago is a member of the GEM Consortium, a national network of universities and employers that partner to promote the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce. More information is available at: <https://www.gemfellowship.org/about>

### **National Name Exchange**

The National Name Exchange is a consortium of 55 nationally-known universities which annually collect and exchange the names of their talented and underrepresented ethnic minority students in an effort to increase the enrollment of traditionally underrepresented populations in graduate education. The Exchange seeks to: increase the number of qualified minority students accepted into graduate school; improve student access to information on graduate school opportunities; work towards personalizing the recruitment effort by designating a National Name Exchange institutional representative to facilitate information exchange between the institution and prospective students; and assist graduate schools in identifying qualified minority candidates for consideration for graduate study.

### **Tenure-Track Faculty Men of Color Lunch**

During the fall and spring quarters, the Deputy Provost for Research and Minority Issues extends an invitation to all tenure-track, underrepresented men of color for an informal lunch. This provides an opportunity to establish connections with other males in similar stages of their careers and discuss questions, challenges, success strategies, etc.

## **Office of the Deputy Provost for Research and Minority Issues**

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.834.3681 | <http://diversity.uchicago.edu/>

### **Joint Pipeline Initiatives and Committee**

The purpose of this collaboration is to increase the yield of diverse participants who select the University of Chicago for graduate and professional study. Best practices are shared and committee members work toward creating a sustained sense of community among students, in efforts to enhance the excellence and diversity of our individual programs.

### **Leadership Alliance**

Leadership Alliance is a consortium of 32 institutes of higher education whose goal is to develop underrepresented students into leaders for academia, business, and the public sector.

Leadership Alliance provides summer research opportunities for undergraduates that are trained, mentored and integrated into ongoing research programs. Their research will culminate in an oral or poster presentation at the Alliance's national symposium. More information is available at: <http://leadershipalliance.uchicago.edu/>

### **Mellon Mays Undergraduate Fellowship Summer Program**

The Mellon Mays Undergraduate Fellowship (MMUF) Program is an initiative created to increase diversity in the faculty ranks of colleges and universities. The primary goals include:

- (1) identifying, supporting and mentoring highly qualified undergraduates and encouraging these students to pursue a Ph.D. in fields where diversity has not been historically present and
- (2) increasing the number of faculty from underrepresented groups at colleges and universities throughout the country and abroad to bring a wider range of experiences and perspectives to teaching and scholarship. More information is available at: <https://mellonmays.uchicago.edu/>

## **Office of the Deputy Provost for Research and Minority Issues**

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.834.3681 | <http://diversity.uchicago.edu/>

### **Provost's Career Enhancement Postdoctoral Scholarship**

The Provost's Career Enhancement Postdoctoral Scholarship (PCEPS) awards four 2-year postdoctoral scholarships to promising junior scholars in all fields. Successful candidates are selected on the basis of academic achievement, scholarly promise, potential to add to the diversity of the University community, and the likelihood that the individual may become a qualified and competitive candidate for a faculty position at the University of Chicago upon the completion of the Scholarship. In addition to pursuing their research, scholars teach one quarter-long course in their field for each year in which they hold a postdoctoral scholarship. More information is available at: <http://provostpostdoc.uchicago.edu>

### **Provost's Working Group on Faculty Search and Recruitment**

This task force is a collaboration involving six academic departments, the Office of the Deputy Provost for Research and Minority Issues, and the Office of the Associate Provost for Program Development. Representatives with a demonstrated commitment to the values of diversity are appointed for a two-year term as the "champion" for their respective department and work toward leading the efforts to recruit the most talented, diverse faculty to the University.

### **Student Diversity Recruitment Task Force**

The Office of Graduate Diversity Recruitment sponsors a task force that is composed of college and graduate students from across the campus community who are interested in diversity at UChicago. The goal of this task force is to assist with the development of strategies that encourage students from underrepresented backgrounds to apply to and attend UChicago.

### **UChicago Weekend**

In collaboration with Graduate Admissions, UChicago Weekend provides an opportunity to introduce admitted students (primarily underrepresented minorities) to current students and faculty, and to help them envision their lives as UChicago graduate or professional students. More information is available at: <https://uchicagoweekend.uchicago.edu/>

## Office of the Deputy Provost for Research and Minority Issues

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5801 S. Ellis Avenue | Chicago, IL 60637 | 773.834.3681 | <http://diversity.uchicago.edu/>

### UCPROMISE Study

The UCPROMISE study primarily focuses on the results from a longitudinal survey that gathers information on the academic and professional outcomes of individuals who participated in pipeline programs at the Pritzker School of Medicine from 1990 to 2011. These programs served to identify qualified and interested underrepresented, minority students and improve their chances of successfully competing in the medical school admission process; and, if accepted, increase their success in the medical school curriculum.

## **Urban Education Institute**

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1313 E. 60th Street | Chicago, IL 60637 | 773.702.2797 | <http://uei.uchicago.edu/>

### **University of Chicago Charter School**

This Charter School is a pre-k through 12 pathway to college. There are four campuses of the UChicago Charter School, located in neighborhoods across the south side, proximate to the University. The UChicago Charter School is non-selective (admitting students by lottery) and enrolls approximately 1,700 low-income African American children. UChicago Charter School has higher college enrollment than both the Chicago Public Schools and national averages. More information is available at: <http://www.uei-schools.org/>

### **University of Chicago Consortium on Chicago School Research**

The University of Chicago Consortium on Chicago School Research (UChicago CCSR) leads the Urban Education Institute's applied research effort, informing practice, policy, and the public about schooling in Chicago. Since its founding in 1990, UChicago CCSR has undertaken research to document, analyze, and assess Chicago's school reform efforts. This is a national model for undertaking research to track the progress of urban school systems, partnering closely with district leaders, creating and administering longitudinal surveys of schools, and creating indicators and methods to deepen understanding of school reform and improve educational practice. More information is available at: <http://ccsr.uchicago.edu/>

### **University of Chicago Urban Teacher Education Program**

The University of Chicago Urban Teacher Education Program (UChicago UTEP) is a two-year graduate program accredited by the Illinois State Board of Education. This program prepares exemplary teachers for Chicago Public Schools while empirically testing a model for urban teacher preparation and support. Students enroll in rigorous course work and receive intensive clinical preparation over a 15-month period. Graduates receive three years of in-classroom coaching upon entry into the Chicago Schools. More information is available at: <http://utep.uchicago.edu/>

## Urban Education Institute [Continued]

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1313 E. 60th Street | Chicago, IL 60637 | 773.702.2797 | <http://uei.uchicago.edu/>

### UChicago Impact

UChicago Impact provides schools, school systems, and states with the highest quality research-based diagnostic tools and training designed to produce reliably excellent schooling. UChicago Impact tools and training are derived from knowledge culled across UEI from applied research, teacher training, and the day-to-day operation of effective schools. All UChicago Impact products are research and practice based, designed to improve instruction, leadership, and college readiness, and to accelerate academic achievement. UChicago Impact has worked in 39 cities and 20 states, including in some of the highest performing school systems and charter management organizations nationwide. More information is available at:

<http://uchicagoimpact.org/>

## **Divisions, Professional Schools, and Institutes**

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Chicago Booth

Divinity School

Division of Biological Sciences

Division of Humanities

Division of Physical Sciences

Division of Social Sciences

Graham School of Continuing Liberal and Professional Studies

Harris School of Public Policy Studies

Institute for Molecular Engineering

Law School

Oriental Institute

Pritzker School of Medicine

School of Social Service Administration

The College

## Chicago Booth

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5807 S. Ellis Avenue | Chicago, IL 60637 | 773.702.7743 | <http://www.chicagobooth.edu/>

### Booth Women Connect Conference

This conference is designed to connect women within the business community while focusing on proven strategies for success. The conference features accomplished Booth alumnae and other distinguished speakers, as they share experiences and insights into navigating a wide array of career challenges. More information is available at:

<http://www.chicagobooth.edu/bwcc/>

### Chicago Booth Women's Network

The Chicago Booth Women's Network is dedicated to connecting all the women of Booth and celebrating their professional and personal achievements. Through our regular, worldwide event series, monthly newsletter, and LinkedIn and Facebook groups, we provide a forum for alumnae to exchange news and professional information. Additional regional events are driven by local alumnae volunteers and center on career development, admissions support, and social networking. More information is available at:

<http://www.chicagobooth.edu/alumni/clubs/womens-network>

### Chicago Booth Women's Network Women's Week

Chicago Booth co-hosts Women's Week events with the Chicago Booth Women's Network each year. Informal receptions are designed to allow attendees to see Chicago Booth from a woman's perspective through meaningful conversations and connections with our successful alumnae. All women who would like to expand their network, are considering business school, or simply want to learn more about the MBA in general, are encouraged to attend.

### Forté Foundation

Forté Foundation is a non-profit consortium of leading companies and top business schools working together to launch women into fulfilling, significant careers through access to business education, opportunities, and a community of successful women. The goal is to help women pursue leadership careers in business and on increasing their access to business education and business networks.

## Chicago Booth [Continued]

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5807 S. Ellis Avenue | Chicago, IL 60637 | 773.702.7743 | <http://www.chicagobooth.edu/>

### **Partnerships**

Chicago Booth recognizes the value of standing with other organizations interested in promoting the value of an MBA within the minority community. To that end, some of the established partnerships include: National Black MBA Association, National Society of Hispanic MBA's, Management Leadership of Tomorrow, The Robert Toigo Foundation, Sponsors for Educational Opportunity, and Riordan MBA Fellows. More information is available at:

<http://www.chicagobooth.edu/programs/full-time/student-experience/diversity/minorities>

### **Recruitment: Prospective Underrepresented Minority Students**

Chicago Booth Admissions staff regularly attend the annual meetings of the National Black MBA Association (NBMBAA) and the National Society of Hispanic MBAs (NSHMBA), and host events for minorities on and off campus. Prospective students are invited and encouraged to meet and connect with Chicago Booth Admissions staff, Diversity Affairs staff, current students, and alumni.

### **Recruitment: Prospective Lesbian, Gay, Bisexual and Transgender Students**

Booth hosts and participates in various admission-related events designed to identify and encourage talented LGBT prospective students to apply for admission to Chicago Booth. Chicago Booth's Admissions works closely with Diversity Affairs and OUTreach. OUTreach is an active Chicago Booth student group working to advance social and professional opportunities for gay, lesbian, bisexual, and transgender members of the Chicago Booth community, as well as to foster a more diverse environment at the University of Chicago. The staff of Diversity Affairs also attends the annual Reaching Out Conference to assist in the recruitment of LGBTQ students and sponsors a reception to connect alumni with current and prospective Chicago Booth students.

## Divinity School

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1025 E. 58<sup>th</sup> Street | Swift Hall | Chicago, IL 60637 | 773.702.8200 | <http://divinity.uchicago.edu>

### Diversity Committee

The Divinity School's Diversity Committee is comprised of faculty representatives and the Dean of Students. The Committee engages faculty and various Divinity School student groups to ensure open communication, education, and feedback and plan a range of events for the Divinity School community. The Committee also works to identify networks and pipelines, helping to identify potential candidates for faculty searches and promote greater diversity in the applicant pool.

### Educational Sessions

The Divinity School faculty holds educational sessions to learn more about handling "hot topics" in the classroom. This is a continuing series and has involved resources and expertise from various areas of the University.

### "How to Be a Colleague" Series

Each year, our "How to Be a Colleague" Series begins with a faculty/student panel during the Divinity School Orientation, discussing how studying, working, and being in community with persons of diverse backgrounds and ideas can enrich the work and professionalization of all students. Throughout the academic year, a "How to Be a Colleague" program is scheduled quarterly and has included education and discussion of topics such as microaggressions. All sessions are designed jointly by faculty, staff and students.

### Recruiting Consortium

The Divinity School participates in a recruiting consortium of peer schools: Yale Divinity School, Harvard Divinity School, Duke Divinity School, Union Theological Seminary, Emory University-Candler School of Theology. The Joint Recruiting Information Session (JRIS) group holds information sessions in New York City, Washington, DC, California, Atlanta, North Carolina, including institutions with populations of underrepresented minorities and historically black colleges and universities.

## **Divinity School [Continued]**

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1025 E. 58<sup>th</sup> Street | Swift Hall | Chicago, IL 60637 | 773.702.8200 | <http://divinity.uchicago.edu>

### **UChicago Weekend**

The Divinity School participates in UChicago Weekend for underrepresented minority students admitted to Ph.D. programs (and Divinity master's programs) each spring. Events are designed in a cluster with the Division of the Humanities and the Division of the Social Sciences to highlight the inherent UChicago's interdisciplinary approach to education and research across the Divinity School and these Divisions.

### **Recognized Student Groups**

The Divinity School has several student organizations that focus on diverse populations (e.g., people of color, women, LGBTQ, international students, etc.). These groups are recognized by the Divinity Students Association and budgetary support is provided throughout the academic year.

## *Division of Biological Sciences*

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*Biological Sciences Collegiate Division*

*Office of Diversity and Inclusion*

*Office of Graduate and Postdoctoral Affairs*

*University of Chicago Medicine – Department of Diversity, Inclusion and Equity*

### **Molecular Genetics and Cell Biology Research Experience for Undergraduates**

This program is designed for students who are interested in attending graduate school and pursuing science careers. MGCB Summer Internships allow students to devote themselves to research projects, working in collaboration with graduate students or postdoctoral fellows to address important problems in biology. Interns have full access to the advanced instrumentation available in the host laboratories as well as in a large set of superb core facilities, including advanced light and electron microscopy, next generation DNA sequencing, and a wide range of biophysical approaches. More information is available at:

<http://mgcb.bsd.uchicago.edu/reu/>

### **Post-Baccalaureate Research Education Program**

PREP (Post-Baccalaureate Research Education Program) is an opportunity for members of groups underrepresented in the biomedical or behavioral sciences who hold a recent bachelor's degree in science to work as lab technicians for a year at the University of Chicago. More information is available at: <http://bsdprep.uchicago.edu/>

### **Research Experiences for Undergraduates**

Research Experiences for Undergraduates (REU) programs are supported by the Conte Center for Computational Neuropsychiatric Genomics and the National Institute on Drug Abuse (NIDA) Center of Excellence. This program offer members of underrepresented minority groups and women the opportunity to gain research experience working in a laboratory or research group. REU participants attend journal clubs, lab meetings, working lunches, and seminars. At the end of the summer, there is an REU Symposium for students to discuss their projects. More information is available at: <http://www.contechicago.org/REU> and

[www.ratgenes.org](http://www.ratgenes.org)

## Office of Diversity and Inclusion

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5841 S. Maryland Avenue | MC 100 | Chicago, IL 60637 | 773.702-3557 | <http://bsddiversity.uchicago.edu/>

### Diversity Dialogues

Diversity Dialogues are a monthly brown bag lunchtime conversation held the 4<sup>th</sup> Thursday of each month. Discussion topics vary and include the following themes – leadership and personal development, health and wellness, working in an academic medical center, gender and sexuality, and diversity. The guided discussions are facilitated by members of the UCMBSD faculty, staff, and trainees and by researchers from across the University. More information is available at: <http://bsddiversity.uchicago.edu/page/signature-events-and-programs>

### Diversity and Inclusion Awards

The Distinguished Leader in Diversity and Inclusion Awards were created to honor faculty who have made outstanding contributions toward fostering a more diverse and inclusive community within the Biological Sciences Division. The award honors faculty who have increased the number of underrepresented minorities in our faculty, graduate and training programs; increased the number of women faculty in academic leadership; or whose clinical work has addressed health disparities by ensuring equitable, high-quality care and optimal health outcomes for diverse populations.

### Diversity and Inclusion Strategic Plan

The University of Chicago Medicine and Biological Sciences Division (UCMBSD) embarked upon an enterprise-wide diversity strategic planning process. The strategic plan, to be implemented over the next five years will help us better reflect the communities we serve; transform us into a culturally and linguistically competent organization ensuring equitable care and outcomes for all groups; and provide leadership pathways for faculty and staff at all levels of our organization. We embrace a broad definition of diversity including but not limited to race, ethnicity, gender, sexual orientation, and ability and seek to create an environment and culture that embraces diversity across our three mission areas: research, patient care, and education.

### **Diversity and Inclusion Strategic Plan Committees**

Many members of our Division and the University of Chicago are involved in implementing the strategic plan. Much of the work of implementation will occur in five cross-cutting committees:

1. Departmental Diversity Liaisons: Serve as resources on diversity issues and ensure larger diversity initiatives are integrated into/tailored to their departments.
2. Medical Center Committee: Oversees activities related to increasing cultural and linguistic competency and improving patient outcomes.
3. Human Resource Committee: Ensures that our policies and procedures use best practices and communicate our commitment to diversity and inclusion in all of our hiring practices.
4. Leadership Development Committee: Develops leadership training opportunities for faculty and professional staff.
5. Trainee Committee: Works across all educational programs and schools to ensure we recruit and graduate a diverse set of fellows, residents, graduate and medical students and ensures that our trainees are engaged and supported.

### **Diversity Research and Small Grants Program**

The Diversity Research and Small Grants Program offers up to \$1,000 to advance diversity and inclusion in our three-fold mission of research, clinical care, and education. Supported projects must advance the following priorities: increasing the number of underrepresented minorities in our faculty, training programs, management, professional staff, and administrative leadership; increasing the number of women faculty in academic leadership; building a culture of high employee engagement and inclusion; building a culturally and linguistically competent organization; and ensuring equitable, high-quality care and optimal outcomes for all patient populations. The small grants are awarded to encourage graduate students, post docs, house staff, residents, assistant professors, nurses, and other staff to engage in basic, clinical, or translational health disparities research and present their work nationally and internationally.

More information is available at: <http://bsddiversity.uchicago.edu/page/LGBT>

## Office of Diversity and Inclusion [Continued]

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5841 S. Maryland Avenue | MC 100 | Chicago, IL 60637 | 773.702-3557 | <http://bsddiversity.uchicago.edu/>

### **Diversity Speaker Series**

This annual Series offers an opportunity for UCMBSD faculty, administrators, residents, medical students, post docs, and staff to meet and interact with regionally and nationally recognized leaders in diversity, cultural competency in academic medicine, LGBT health and related issues, and public health. More information is available at:

<http://bsddiversity.uchicago.edu/page/signature-events-and-programs>

### **Facilitated Conversations on Ethnic Minority, Sexual Minority, and Female Academics**

Periodically we convene small groups of faculty to discuss the experiences of ethnic minority, sexual minority, and female academics. These conversations take several forms including, focus groups, exit interviews, reading/journal groups, and facilitator-led discussions.

### **LGBT Resource Group**

The LGBT Resource Group is inclusive and comprised of LGBT and non-LGBT faculty, staff and trainees. We work to provide all community members, regardless of sexual orientation, with the opportunity to support and better understand the needs and challenges faced by LGBTQ students, faculty, staff, and patients. More information is available at:

<http://bsddiversity.uchicago.edu/page/LGBT>

### **Women's Network**

The Women's Network is a faculty women's networking and resource group. The group meets quarterly and offers professional development, speakers, and resources to advance female faculty in UCMBSD.

## Office of Graduate and Postdoctoral Affairs

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924 E. 57<sup>th</sup> Street | Chicago, IL 60637 | 773.834.2100 | <http://gradprograms.bsd.uchicago.edu/>

### Discover UChicago Weekend

This is an opportunity for talented undergraduates or other individuals preparing for graduate school to explore graduate education in the Biological Science Division (BSD). The weekend will include graduate admissions workshops, research presentations by faculty and students and informal socials.

### Graduate Minority Committee

The Graduate Minority Committee (GMC) works to enhance diversity in the Biological Sciences Division by providing a central office that coordinates the following functions: (1) promote social, cultural, and scientific interactions, (2) increase awareness of minority issues, (3) provide administrative student support, educational programs, and mentorship, (4) ensure and increase availability of funds for minority programs, and (5) improve student recruitment strategies through networking with established regional and national underrepresented minority-serving organizations as well as by enhancing our programs' visibility. More information is available at: <http://gradprograms.bsd.uchicago.edu/gmc.html>

### Post-Baccalaureate Research Education Program

The Post-Baccalaureate Research Education Program (PREP) is an opportunity for members of groups underrepresented in the biomedical or behavioral sciences who hold a recent bachelor's degree in science to work as lab technicians for a year at the University of Chicago. In addition to employment, PREP Scholars participate in academic activities designed to help them prepare for successful application to a Ph.D. program. More information is available at:

<http://bsdprep.uchicago.edu/>

### Recruitment Travel Awards

Students may apply for travel funding to combine attending a scientific meeting with recruiting graduate students. There are two opportunities to apply for the Recruitment Travel Award, in early winter and late summer, to coincide with scientific meetings that occur all year long. The application includes a justification for attending the meeting as well as specific recruitment opportunities offered at the target meeting.

### **Diversity and Inclusion Strategic Plan**

UChicago Medicine (UCM) launched the Diversity, Inclusion and Equity Department in 2013 to implement the initial 5 Year Enterprise-wide Diversity and Inclusion Strategy at the Medical Center. We are now leveraging an unprecedented level of commitment from leadership to build momentum around the three work streams identified in the D&I Strategic Plan:

1. **Workforce**: Aims to recruit, promote and develop an organization that is representative of our patients, students and community.
2. **Inclusion**: Seeks to build and sustain an environment that encourages engagement, promotes respect and values differences between people and ideas.
3. **Equity**: Strives to transform us to a culturally and linguistically competent organization without variation in patient outcomes across populations as measured by stratified performance metrics.

To support strategy execution, Diversity, Inclusion and Equity conducted an organizational assessment of culturally and linguistically appropriate services, developed a multi-year Cultural Competence Training Strategy and formed a health equity focused Medical Center Committee.

### **Medical Center Committee**

The Medical Center Committee's objective is to transform UCM to a culturally and linguistically competent organization without variation in patient outcomes across populations as measured by stratified performance metrics. Thirty multi-disciplinary leaders and staff use their knowledge, influence and relationships to ensure organizational implementation and accountability. The members and additional stakeholders serve on three sub-committees:

1. **Policy**: Aims to advance culturally and linguistically appropriate services and practices through policy changes
2. **Education & Training**: informs and supports the success of the cultural competence training strategy
3. **Data**: Recommends policy for collection, stratification and reporting of performance measures.

## **Division of Humanities**

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1115 E. 58<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8512 | <http://humanities.uchicago.edu/>

### **Civic Knowledge Project**

The Civic Knowledge Project (CKP) is a community connections program within the Division of the Humanities at the University of Chicago. The CKP seeks to develop and strengthen community connections, helping to overcome the social, economic, and racial divisions among the various knowledge communities on the south side of Chicago. More information is available at: <http://civicknowledge.uchicago.edu/>

### **Center for East Asian Studies**

The Center for East Asian Studies (CEAS) serves as a hub for communication and collaboration across campus, Chicago and suburbs, and the United States for events and programs related to East Asia. Each year CEAS sponsors or promotes a wide variety of public programs including academic conferences, film screenings, distinguished lectures, performances, exhibitions, and symposia featuring speakers or topics related to East Asia. These frequently include trans-regional and cross-disciplinary examinations of issues relating to literature, performing arts, history, language, religion, law, politics, and environment, among others. All programs are free and open to the public and our audiences include scholars, students, and community members. More information is available at: <http://ceas.uchicago.edu/>

### **Center for East European and Russian/Eurasian Studies**

The Center for East European and Russian/Eurasian Studies (CEERES) is a resource for anyone interested in the vast and diverse region of the world that includes Russia/Eurasia and Eastern/Central Europe, including the Baltic States, the Balkans, the Caucasus, and Central Asia. In addition to enhancing the intellectual climate for our own faculty and students, CEERES is actively engaged in outreach to the Chicago community, producing programming for K-12, post-secondary, local, national and international media, business and general public audiences. We sponsor events both on campus and at other Chicago venues, including lectures, films, art exhibits, conferences, music and dance performances, teacher-training workshops, and events for students studying the languages and cultures of the CEERES region. More information is available at: <http://ceeres.uchicago.edu/>

## Division of Humanities [Continued]

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1115 E. 58<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8512 | <http://humanities.uchicago.edu/>

### South Asia Language and Area Centers

The South Asia Language and Area Center (SALAC) supports those interested in South Asia, which includes India, Pakistan, Bangladesh, Sri Lanka and Nepal. The center's outreach work includes participation in two annual teacher-training workshops with global themes attended by k-12 instructors in Chicago's schools, and SALAC works with local high school teachers to offer classroom talks, as well as helping to organize a variety of activities with South Asia-related content. Outside of the classroom, SALAC works with local non-profits that focus on the arts, as well as supporting a range of performances, film screenings and exhibitions. These and SALAC's many other outreach endeavors reach not only a diverse South Asian community, but students, teachers and community members from a variety of backgrounds. More information is available at: [http://www.uchicago.edu/research/center/south asia language and area center/](http://www.uchicago.edu/research/center/south%20asia%20language%20and%20area%20center/)

### Center for Middle Eastern Studies

The Center for Middle Eastern Studies (CMES) works to educate students and the general public in the languages and civilizations of the Middle East. The Center's extensive array of outreach programming includes frequent teacher training workshops, sponsorship of cultural programming such as film festivals and Arabic language theater, and support of area studies and foreign language instruction at community colleges and K-12 institutions. CMES works closely with the Center for Arabic Language and Culture (CALC) at Lindblom Math and Science Academy in Chicago's West Englewood neighborhood. CALC primarily serves over 3000 students of Arabic in Chicago Public Schools. More information is available at:

<http://cmes.uchicago.edu/>

## **Division of Physical Sciences**

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5747 S. Ellis Avenue | Chicago, IL 60637 | 773.702.7950 | <http://physical-sciences.uchicago.edu/>

### **Diversity Committee**

The Diversity Committee is focused on recruiting and retaining a diverse population of graduate students and post-docs in the Physical Sciences Division.

### **Materials Research Science and Engineering After School Science Clubs**

Designed to support inner-city youth, Materials Research Science and Engineering (MRSEC) runs science clubs in four local elementary schools with two focused on general science/center research and the other two on programming/ robotics. Led by our post-docs and graduate students, these voluntary clubs explore key concepts critical to future explorations of materials and materials processing and enables small-group mentoring of students who are highly interested in science. Clubs include Andrew Carnegie Science Club, Murray Language Academy Science Club, and Python/ Robotics Club at Carter G. Woodson and Kenwood Academy.

### **Materials Research Science and Engineering Center Lindblom Math and Science Academy**

Summer research experiences are an important experience for students interested in pursuing careers in science. We provide an opportunity for high school students to learn about scientific research first-hand in Material Research Science and Engineering Center (MRSEC) labs. Students from Lindblom Math and Science Academy participate in a 7-week summer internship conducting research under the guidance of graduate students and post-docs. More information is available at: <http://mrsec.uchicago.edu/education>

### **Physics Research Experience for Undergraduates (REU)**

The University of Chicago Summer Research Experiences for Undergraduates (REU) Program in Physics, supported by the National Science Foundation, offers undergraduate members from underrepresented minority groups and women the opportunity to gain research experience working in the laboratory or research group of a Physics department faculty member. More information is available at: <http://physics.uchicago.edu/research/undergraduate/reu.html>

## **Division of Physical Sciences [Continued]**

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5747 S. Ellis Avenue | Chicago, IL 60637 | 773.702.7950 | <http://physical-sciences.uchicago.edu/>

### **Polk Brothers-UChicago Program in Mathematics for Chicago Public Schools Teachers**

This is a collaboration with the Polk Brothers Foundation, which seeks to improve the quality of life for the people of Chicago to reduce the impact of poverty and provide residents with better access to quality education, preventive health care, and basic human services. The UChicago Math Department offers three mathematics courses free of charge for Chicago Public School and Charter School teachers. More information is available at:

<http://cemse.uchicago.edu/news/2014-04-23-polk-brothers-2014/>

### **Science, Mathematics and Research Training**

Science, Mathematics and Research Training (SMART) is a summer outreach program designed to share education and research resources with underrepresented minority students in high schools in the Hyde Park area. The program consists of a series of lectures and experiments, laboratory tours and demonstrations, as well as tours to museums, observatories and Argonne National Laboratories. More information is available at:

<http://ultracold.uchicago.edu/SMART2014>

### **Sesame Program**

The Sesame Program at the University of Chicago offers a variety of mathematics and science courses that place a strong emphasis on content and the conceptual foundations of the subject, along with strategies and pedagogical techniques for bringing this content into the classroom. Our goal is to provide knowledgeable teachers who can deliver the subject matter to middle grade students in a highly effective way. Teachers are given letter-grades upon completion of the course that appear on official University of Chicago transcripts that can be submitted to the Illinois State Board of Education for credit toward an Illinois Middle School Mathematics or Science Endorsement. More information is available at:

<http://www.math.uchicago.edu/sesame/home.html>

## **Division of Physical Sciences [Continued]**

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5747 S. Ellis Avenue | Chicago, IL 60637 | 773.702.7950 | <http://physical-sciences.uchicago.edu/>

### **Space Explorers Program (k-12)**

Founded in 1991 the Space Explorers Program connects local, underrepresented minority students with the University research community. By immersing these middle and high school students in the process of doing science, we hope to increase their interests and abilities in science and math and help them to succeed in high school and beyond. Graduates of the Space Explorers matriculate in college as science majors at a rate that is five times better than is predicted by combined national and Chicago Public Schools statistics. The Space Explorers Program offers a multi-year, multidimensional commitment from the members of the Institute. Students participate in weekly hands-on, in-depth laboratory sessions, residential science institutes at Yerkes Observatory in Williams Bay, Wisconsin, visits to research labs, and enrichment field trips. More information is available at:

<http://cfcp.uchicago.edu/education/explorers/>

### **Women In Science Committee**

This Committee was formed to develop and implement strategies to enhance the representation and advancement of women at the graduate, postdoctoral and faculty levels in the Physical Sciences Division. Our vision is a Division where all faculty, academic staff, and graduate students find a thriving, supportive intellectual community that is committed to help each member realize his or her full potential. More information is available at:

<http://psd.uchicago.edu/about/womenpsd/>

### **Young Scholars Program**

The aim of the Young Scholars Program (YSP) is to strengthen the participants' mathematical powers through a deep experience in mathematical thought and effort. The intention is to broaden and enrich students' understanding of mathematics rather than to accelerate them through the standard elementary or high school mathematics curriculum. The Program consists of: the Saturday School-Year program, a twelve-session series throughout the school-year; and the Summer Program, a four-week day-camp that requires an application and is significantly more selective. There is no charge for either program. More information is available at: <http://www.math.uchicago.edu/ysp/about.shtml>

## Division of Social Sciences

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116 E. 59<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8576 | <http://socialsciences.uchicago.edu/>

### **Black Youth Project**

The Black Youth Project (BYP) is based on three basic concepts: knowledge, voice, and action. BYP produces research about the ideas, attitudes, decision making, and lived experiences of black youth, especially as it relates to their political and civic engagement. Unlike any other organization, BYP also provides a web platform to amplify the perspectives of young black people daily without censorship or control. Informed with culturally-specific knowledge, BYP works to mobilize black youth and their allies to make positive change and build the world within which they want to live. More information is available at:

<http://www.blackyouthproject.com/>

### **Chicago Heights Early Childhood Center/COG-X**

The Chicago Heights Early Childhood Center (CHECC) is a series of comprehensive early childhood programs in Chicago Heights, IL. CHECC was created in an effort to understand: how to design a preschool program that has a lasting impact, how to increase parental investment in children's development and schools, and which key skills should children acquire in early childhood in order to improve their long term educational achievement. CHECC is a collaboration between the University of Chicago, the Education Innovation Laboratory at Harvard University, and Chicago Heights School District 170. This project was made possible by a generous grant from the Kenneth and Anne Griffin Foundation.

### **CivX Program**

Organized by the Master of Arts Program in the Social Sciences, CivX offers nonprofits and civic institutions in Chicago an opportunity to address a mission critical problem in a new way. As a consulting engagement, CivX will focus a team of select graduate students on an identified problem. Research is conducted with the communities we serve, prototype potential solutions, and a study is run to validate the benefits of adopting the solution. At the end, organizations have new approach to a critical problem and data to back it up. More information is available at: <http://mapss.uchicago.edu/recruit/mapss/civx/>

## **Division of Social Sciences [Continued]**

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1116 E. 59<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8576 | <http://socialsciences.uchicago.edu/>

### **Dean's Committee on the Status of Women**

The Division has convened a committee to investigate and assess the status and experiences of its women faculty. The Committee evaluates data and presents findings and recommendations to the Dean.

### **Dean's Taskforce**

A Taskforce advises the Dean of Students on programs and initiatives to support underrepresented minority students. This taskforce of advanced scholars has helped the Dean understand particular issues students of color face in the Division, as well as helps plan professionalization workshops and social functions for students of color.

### **High Performance Brain Academy**

The Center for Cognitive Social Neuroscience (CCSN) is dedicated to increase social and cognitive neuroscience awareness through outreach. In collaboration with the Research Computing Center (RCC), the Center for Cognitive and CCSN offers a summer program for underserved high-school students at the University of Chicago to teach them high performance neuroimaging in social sciences from an experimenter viewpoint.

### **Institute for Education Sciences Pre-Doctoral Training Grant**

The University of Chicago is one of only five universities nationwide to receive funding from the Institute for Education Sciences (IES) in 2014. The IES mission is to discover and disseminate rigorous and relevant evidence on which to ground education practice and policy through its new and ambitious Pre-Doctoral Interdisciplinary Training Program in the Educational Sciences by addressing a question of great national significance: How can we improve the contribution of schooling to the long-term employment success of children growing up in the nation's cities? Our program builds upon prior, highly successful IES Training Programs at the University starting in 2005 that have produced assistant professors, post-doctoral fellows, analysts at research firms, and educational researchers. Our students have won an array of awards, including the national IES Outstanding Pre-Doctoral Fellow Award. More information is available at: <https://coe.uchicago.edu/page/pre>

## **Division of Social Sciences [Continued]**

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1116 E. 59th Street | Chicago, IL 60637 | 773.702.8576 | <http://socialsciences.uchicago.edu/>

### **Neubauer Collegium for Culture and Society**

The Neubauer Collegium for Culture and Society at the University of Chicago is an ambitious initiative launched by the Division of the Humanities and the Division of the Social Sciences designed to expand the boundaries of humanistic inquiry and focus resources on questions that transcend any single individual, discipline, or methodology. The Neubauer Collegium supports innovative collaborative research projects of University of Chicago faculty, while pioneering efforts to engage a wider public in humanistic scholarship. The Neubauer Collegium also serves as a destination for outstanding visiting scholars in the humanities and humanistic social sciences from around the nation and the world, who come to collaborate with their peers at the University of Chicago. More information is available at:

<http://arts.uchicago.edu/academics/academic-research-programs/neubauer-collegium-culture-and-society>

### **Student Programming Funding**

The Division provides some funding for social gatherings coordinated by underrepresented minority students in Ph.D. programs, with an emphasis on networking and professionalization. Usually these events are small receptions or dinners, with expenses under \$1000 each, one per quarter, and depend very much on the initiative of a small cadre of interested/motivated students. The Division also contributes small amounts to events for students with disabilities.

### **Summer Research Program in Association with Leadership Alliance**

The Division sponsors 1-3 underrepresented minority students, juniors from various colleges, to participate over the summer in a set of workshops and mentored research designed to hone projects that they will complete their senior year. Students across the nation are invited to apply for the summer research program through Leadership Alliance, and matched with appropriate participating institutions. The Division contributes funding to defray the costs for hosting students interested in the social sciences and designates advanced graduate students to serve as mentors, along with selected faculty members who help guide the projects.

## **Division of Social Sciences [Continued]**

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1116 E. 59th Street | Chicago, IL 60637 | 773.702.8576 | <http://socialsciences.uchicago.edu/>

### **The Think Tank**

The Think Tank is a mobile neuroscience lab and education station aiming to accelerate diverse participation in Science, Technology, Engineering, and Mathematics (STEM) fields. The Street Science program brings the mobile lab to museums and public events for sidewalk talks and live demonstrations. Citizens get to learn of the latest life-changing discoveries and try on brainwave-reading headsets, allowing them to paint, create music, and control robots using only their minds. The School Science program is a multi-week curriculum for high school students in which they explore careers in science and the nature of scientific inquiry. The most motivated high school students from School Science are selected for The Think Tank Fellows program, a two-year mentored apprenticeship in world-class University of Chicago labs. More information is available at: <http://thinktank.uchicago.edu/>

### **UC Weekend**

In collaboration with the Office of the Provost and other University entities, including the Humanities, the Divinity School, Harris School of Public Policy, and the School of Social Services Administration, the Division provides resources and invites underrepresented minority applicants who have been admitted to doctoral programs to a special 2-day event with programming that emphasizes the experience of students of color at UChicago.

## Graham School of Continuing Liberal and Professional Studies

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1427 E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773. 702.1722 | <http://grahamschool.uchicago.edu/>

### Research in the Biological Sciences (RIBS)

This is a four-week intensive training program designed to expose students to a broad range of molecular, microbiological, and cell biological techniques currently used in research laboratories. Students are immersed in the research experience, giving them a taste of "life at the bench." On a space available basis, several students are invited back the following year to work in the lab of a University of Chicago research scientist. More information is available at: <https://summer.uchicago.edu/highschool/ribs>

### Yellow Ribbon Program

The University of Chicago proudly participates in the Post-9/11 Yellow Ribbon Program to help enhance financial support to veterans of the armed forces. This benefit is available to assist servicemen and women in earning a Master of Science in Threat and Response Management (MScTRM) in under two years. The Yellow Ribbon Program is a provision of the law that created the Post-9/11 GI Bill. The Yellow Ribbon Program is available for Institutions of Higher Learning (degree granting institutions) in the U.S. or at a branch of such institution located outside the U.S. More information is available at:

<https://grahamschool.uchicago.edu/credit/master-science-threat-response-management/yellow-ribbon>

## Harris School of Public Policy Studies

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1155 E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8400 | <http://harrisschool.uchicago.edu/>

### Bright Leaders, Bright Futures: Start the Spark Conference

This is a three-day program at the University of Chicago designed to engage Chicago metro-area undergraduate students in a discussion of a variety of policy topics. Participants will be introduced to topics in the field of public service through hands-on workshops guided by the expertise of University faculty and distinguished professionals, while also learning how to navigate the graduate school application process and other areas of career development. More information is available at: <http://harrisschool.uchicago.edu/content/bright-leaders-bright-futures-start-spark>

### Urban Revitalization Project: Gary, Indiana

This practicum is part of a broader collaboration between the Harris School and the City of Gary, Indiana, that is being led by former Mayor Daley. Students in the practicum conduct research, analyze data, compile information, and develop and present proposed strategies and policy recommendations to officials from the City of Gary on a specific set of urban policy challenges. More information is available at: <http://harrisschool.uchicago.edu/course-description/50600/urban-revitalization-project-gary-indiana>

### Public Policy and International Affairs Fellowship Program

The goal of the Public Policy and International Affairs (PPIA) Fellowship Program is to help students achieve a master's or joint degree, typically in public policy, public administration, international affairs or a related field. The organization does this through the intensive study provided by participation in a Junior Summer Institute (JSI), through partnerships with universities across the country, and through an alumni network that provides opportunities to connect with nearly 4000 individuals who share the same interest in public service. More information is available at: <http://www.ppiaprogram.org/ppia/what-we-do/junior-summer-institutes/>

## Harris School of Public Policy Studies [Continued]

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1155 E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8400 | <http://harrisschool.uchicago.edu/>

### Brownsville, TX, Urban Design

A Harris School practicum where seven students and a professor partner with Cannon Design to do a 10-week research project into some of Brownsville's specific, serious problems that the city didn't have to pay for, but which can be applied to actual solutions. Seven topics were presented to address some of the problems: Improving Education and Health Outcomes, Expanding Early Head Start, Improving College Graduation Rates, Encouraging Biking, Addressing Obesity, Improving Air Quality, Raising Incomes, and Establishing a Downtown Arts Incubator.

## **Institute for Molecular Engineering**

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5555 S. Ellis Avenue | Chicago, IL 60637 | 773.834.2001 | <http://ime.uchicago.edu/>

### **Leadership Alliance Summer Research Internship**

The Institute for Molecular Engineering (IME) hosts undergraduate summer research interns who are usually rising juniors or seniors majoring in science, technology, engineering, and mathematics (STEM) fields. The Leadership Alliance is a national consortium of 32 higher education institutions aiming at developing underrepresented minority students into leaders for the future. IME is committed to host, train, and mentor three Leadership Alliance interns and provide them valuable experience in academic research and application. More information is available at: <http://leadershipalliance.uchicago.edu>

### **National GEM Consortium**

IME participates in the University Associate Fellowship program of the National GEM Consortium. GEM is a network of universities and companies who share the goal of increasing the participation of underrepresented groups in science and engineering graduate education. Joining forces between the educators and the employees, this program impacts the nation's technical pipeline by "deepening and diversifying the nation's talent pool." More information is available at: [www.gemfellowship.org](http://www.gemfellowship.org)

### **Partnership with Expanding Your Horizons**

For the past two years, several of our female IME researchers have worked with the Expanding Your Horizons (EYH) outreach program by conducting hands-on workshops for more than 30 middle school girls and providing a short introduction to engineering science. Through role models and hands-on activities for middle and high school girls, EYH helps participants recognize their potential and pursue opportunities in science, technology, engineering, and mathematics.

### **Thomas F. Rosenbaum and Katherine T. Faber Graduate Fellowship for Women**

Established in 2014, this fellowship provides the support for summer research opportunities to top-ranked women graduate students before their matriculation.

## Institute for Molecular Engineering [Continued]

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5555 S. Ellis Avenue | Chicago, IL 60637 | 773.834.2001 | <http://ime.uchicago.edu/>

### Yellow Ribbon Program

The Institute for Molecular Engineering at the University of Chicago participates in the Post 9/11- Yellow Ribbon Program to help enhance financial support to Veterans of the armed forces. This benefit assists servicemen and women who gain admission to our program by offering additional funding in partnership with the U.S. Department of Veterans Affairs Yellow Ribbon Enhancement Program.

## Law School

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111E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.9494 | <http://www.law.uchicago.edu/>

### Admissions

Each year, the first day of Admitted Students Weekend is dedicated to diversity programming and is primarily organized/hosted by each of the affinity student organizations. Some of our diverse student organizations outreach to students of color during the admissions process and the Admissions Office is also very active with helping the Black Law Student Association host diverse middle and high school students at the Law School during the spring quarter.

Additionally, the Admissions Office supports the Council on Legal Education Opportunity (CLEO) Achieving Success in the Application Process (ASAP) Prelaw Seminars by counseling diverse students thinking of attending law school and participating in a summer pre-law fair and is in the preliminary stages of planning a minority pre-law open house.

### Annual Diversity Reception

Each fall the Office of the Dean of Students sponsors a Diversity Reception where diverse student organizations have tables to display their organizations in our Green Lounge. The entire student body has an opportunity to learn more about the various diverse student organizations and is addressed by a local law firm partner who provides funding for the program. The partner discusses the importance of diversity and inclusion in the legal profession.

### Career Services

The Law School's Office of Career Services (OCS) coordinates with legal employers to keep students well-informed on diversity scholarships and fellowships and conducts additional research to identify as many opportunities as possible. The diversity fellowships, scholarships, other job opportunities are primarily disseminated via OCS's weekly eBulletin. Since many of these opportunities are targeted for students' first year and second year summer employment, OCS compiles the diversity opportunities into detailed spreadsheets so students may quickly reference the opportunities that are relevant to their current job search.

## Law School [Continued]

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111E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.9494 | <http://www.law.uchicago.edu/>

### **Civil Rights and Police Accountability Project**

The Civil Rights and Police Accountability Project (PAP) is one of the nation's leading law civil rights clinics focusing on issues of criminal justice. Through the lens of live-client work, students examine how and where litigation fits into broader efforts to improve police accountability and ultimately the criminal justice system. Students provide legal services to indigent victims of police abuse in federal and state courts. They litigate civil rights cases at each level of the court system from trial through appeals. More information is available at: <http://www.law.uchicago.edu/clinics/mandel/police>

### **Diversity Month Celebration**

The Office of the Dean of Students coordinates a month-long celebration of diversity each January. During the month of January student organizations are provided funding to host programs that discuss or support diverse issues and students. Examples of past programs include: "Why Diversity Matters," Practicing Criminal Defense as a Person of Color, the Evolving Role of Religion, and Diversity in Public Interest Law. The Office of the Dean of Students also hosts Diversity Breakfasts for the entire student body and a smaller breakfast for leaders of diverse student organizations. Lastly, there are several social programs during Fridays in January with a focus on diversity. More information is available at: <http://www.law.uchicago.edu/news/law-school-celebrates-diversity-month-broad-array-speakers>

### **Diversity Programming During Orientation**

During orientation, diverse incoming first-year law students attend a welcome reception and panel hosted by multicultural student organizations and co-sponsored by the Office of the Dean of Students and a local law firm. All incoming first-year students also participate in a program on diversity and inclusion. The session is moderated by a diversity consultant and introduces students to key concepts, provides students an opportunity to examine the benefits of embracing diversity, increases their awareness of their own and others' cultural backgrounds, and examines the barriers to embracing diversity while offering ways to overcome such barriers.

## Law School [Continued]

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111E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.9494 | <http://www.law.uchicago.edu/>

### Employment Discrimination Project

This clinic focuses primarily on pre-trial litigation and handles a number of individual cases and class actions. In individual cases, the clinic seeks to obtain relief for clients from race, sex, national origin, and handicap discrimination in the work place. In the class actions, the Clinic represents groups of employees in employment and civil rights actions in federal court. More information is available at: <http://www.law.uchicago.edu/clinics/mandel/employment>

### Exoneration Project

By investigating and petitioning courts to reverse wrongful convictions, our Exoneration Project is dedicated to restoring justice. Our project represents innocent individuals who have been wrongly convicted. Students working on the project assist in every aspect of representation including selecting cases, investigating and developing evidence, as well as in-court litigation of post-conviction petitions, petitions for DNA testing, and federal habeas petitions.

More information is available at: <http://www.law.uchicago.edu/clinics/exoneration>

### Housing Initiative

The Housing Initiative is a transactional clinic in which students provide legal representation to community-based housing developers, tenant groups, and other parties involved in affordable housing development. Some of our work also involves community organizing and legislative and policy advocacy around affordable housing and public housing issues. More information is available at: <http://www.law.uchicago.edu/clinics/mandel/housing>

### Immigrant Child Advocacy Project

This is a national initiative that provides protection advocates to unaccompanied immigrant children in federal custody. More information is available at: <http://www-news.uchicago.edu/releases/o6/o6o822.immigrationchildren.shtml>

## Law School [Continued]

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111E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.9494 | <http://www.law.uchicago.edu/>

### JumpStart Preparatory Program

The Law School participates in the Chicago Consortium of Diversity Professionals programming for diverse students, including the JumpStart Program. The JumpStart Program is a unique program for incoming law students from the six Chicago area law schools. It is designed to assist diverse law students navigate the law school process in order to become successful professionals. The three-day program helps students confront the challenges that all students face during their first year of law school. The program is designed to engage students in a series of interconnected segments that expand upon the crucial components of law school success and satisfaction and optimize career planning. Members of the Law School's administrative staff were crucial to the 2014 program's success.

### Keystone Program

Keystone programming, offered through the Office of the Dean of Students, is a leadership and professional development program designed to help students prepare for their legal careers. Selected programs focus specifically on women and gender issues. An example of a past program is a lunch talk titled, "What Every Woman Lawyer Should Know." For information on the Keystone Program please visit: <http://www.law.uchicago.edu/Keystone>

### Mentoring Programs

The Office of the Dean of Students and Office of External Affairs support mentoring programs for four of our diverse student organizations: The Black Law Students Association, the Latino/a Law Students Association, OutLaw (a student organization that supports LGBTQ students) and the Women's Mentoring Program. Each organization works with our offices to facilitate and support mentoring relationships between students and diverse attorneys in the Chicago community.

## Law School [Continued]

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111E. 60<sup>th</sup> Street | Chicago, IL 60637 | 773.702.9494 | <http://www.law.uchicago.edu/>

### Scholarships

The Law School collaborates with law firms and bar associations to implement and encourage diversity scholarships. Each year we have worked with the Women's Bar Foundation and large law firms in the area to facilitate scholarship opportunities for diverse students. In addition, the Law School provides a comprehensive, though not exhaustive, list of external scholarships available to assist with the financial challenges associated with attendance. More information is available at:

<http://www.law.uchicago.edu/prospective/financialaid/howtofund/scholarships/otheroutside>

## Oriental Institute

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1155 E. 58<sup>th</sup> Street | Suite 235 | Chicago, IL 60637 | 773.834.8098 | <http://oi.uchicago.edu/>

### After School Program: Telling My Family's Story (Oral History Project)

This after school program was launched as a pilot program, targeting 6-7<sup>th</sup> grade middle school students. The *Telling My Family's Story* project took place at two Chicago Public Schools – Ellen Mitchell Elementary School and John W. Garry Elementary School. Through hands-on media production, students learn about the contributions and work life of people from the ancient Middle East and Egypt and make connection to today's society.

### Catherine J. Dueñas Transportation Scholarship Fund

This scholarship was created in recognition of Cathy Dueñas, who served the Institute for 29 years as a Volunteer and Volunteer Coordinator. The fund offers local schools assistance in securing bus transportation to make field trips possible. A contribution of \$150 will underwrite the cost of one school bus, making it possible for 50 students to visit the museum. Priority is given to schools with a majority Latino student demographic. More information is available at: <http://oi.uchicago.edu/sites/oi.uchicago.edu/files/uploads/shared/docs/Bus Fund How to Apply Final.pdf>

### Epic Wednesdays

Evenings of literature and related activities are highlighted during Epic Wednesdays. An example of an event is a poetry reading by Dr. Haki R. Madhubuti, a leading poet, founder and President of Third World Press, whose portrait is included in the *Our Work: Modern Jobs – Ancient Origins* special exhibit.

### Galilee Prehistory Project

During the 2012 and 2013 field seasons, five high school students from the Rowe-Clark Math & Science Academy in Chicago accompanied by their mentors, spent five weeks excavating alongside undergraduate and graduate students from the U.S. and abroad. More information is available at: <http://oi.uchicago.edu/support/galilee-prehistory-project-marj-rabba-israel>

## **Oriental Institute [Continued]**

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1155 E. 58<sup>th</sup> Street | Suite 235 | Chicago, IL 60637 | 773.834.8098 | <http://oi.uchicago.edu/>

### **Rowe-Clark Summer Intern Program**

This program brings minority students to the Oriental Institute from the Rowe-Clark Magnet School to intern in our Publications Department. These students will gain exposure to the process of producing publications from scholarly works of the Oriental Institute/UChicago faculty.

### **School Group Visitations to Oriental Institute Museum**

The Oriental Museum offers tours and programs to schools in the surrounding areas, with over 300 schools visits to the museum annually. More information is available at:

<http://oi.uchicago.edu/visit/tours>

### **Teacher Advisory Council**

The Teacher Advisory Council is composed of eight practicing teachers from various disciplines and grade levels throughout the Chicago Metropolitan area, ranging from West Town, Jefferson Park, McKinley Park, Hyde Park, Humboldt Park, Avondale, Oak Park, and Arlington Heights. The Council forms a group of ambassadors for the Oriental Institute in the Chicago-area and serves as consultants to advise the Institute on the development of its educator resources and future k-12 programs.

### **“Women and Girls in the Ancient World: Their Story, Our Story”**

In collaboration with the University of Chicago Lab School and the DuSable Museum, the Oriental Institute delivers this educational program to provide a historical perspective related to the role of women and girls in the ancient world.

### **We Are What We Eat: Teaching the Science and Archaeology of Ancient Food**

This workshop offers participants an opportunity to join a University of Chicago archaeologist for a thematic guided tour through the galleries of the Oriental Institute Museum to discover the science and archaeology of ancient food. Participants are taught the significance of food to better understand social structure, belief systems, and daily practices that still influence us today.

## **Pritzker School of Medicine**

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924 E. 57<sup>th</sup> Street | Suite 104 | Chicago, IL 60637 | 773.702.1939 | <http://pritzker.uchicago.edu/>

### **Bowman Society Lecture Series**

The Bowman Society seeks to honor Dr. James E. Bowman's legacy by bringing the University community together to focus attention on scholarship that is important to the health care of minority communities and provide support and career development to individuals at all levels of training in order to support multicultural diversity in the Biological Sciences Division. More information is available at: <http://pritzker.uchicago.edu/about/diversity/bowman.shtml>

### **Chicago Academic Medicine Program**

The Chicago Academic Medicine Program (CAMP) is a non-residential, 6-week summer program for undergraduate students who have completed their freshman or sophomore year in college or who are graduating from high school in the spring and have been accepted into college. A stipend is provided to assist with summer earnings. The Pritzker School of Medicine Office of Multicultural Affairs developed CAMP to help multicultural and disadvantaged students build the knowledge base and academic skills necessary for success in a premedical program. More information is available at:

<http://pritzker.uchicago.edu/about/diversity/pipeline/camp.shtml>

### **Health Care Disparities Curriculum**

Health Care Disparities: Equity and Advocacy is a unique experiential program that all first-year incoming Pritzker students attend during the summer quarter to help further their understanding of disparities which exist within the healthcare field. Students attend lectures taught by leaders from the area and University, as well as spend time visiting local free clinics, community centers, emergency rooms, and hospitals to gain a first-hand perspective of healthcare inequalities. More information is available at:

[http://pritzker.uchicago.edu/md/curriculum/courses/firstyear/Health\\_Care\\_Disparities.shtml](http://pritzker.uchicago.edu/md/curriculum/courses/firstyear/Health_Care_Disparities.shtml)

## **Pritzker School of Medicine [Continued]**

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924 E. 57<sup>th</sup> Street | Suite 104 | Chicago, IL 60637 | 773.702.1939 | <http://pritzker.uchicago.edu/>

### **Minority Visiting Clerkship Program**

Co-sponsored by The Pritzker School of Medicine Office of Multicultural Affairs, the Committee on Diversity and Inclusion and the Departments of Medicine, Pediatrics and Surgery, the MVCP provides support for qualified, underrepresented fourth-year students to gain knowledge of academic training programs for internship and residency at the University of Chicago Medical Center.

### **Pritzker School of Medicine Experience in Research**

The Pritzker School of Medicine Experience in Research (PSOMER) program is an 8-week residential research, education, and mentoring experience with University of Chicago faculty. PSOMER is open to college students who are rising juniors and graduating seniors. Applicants must be U.S. citizens or have Permanent Resident status. The program seeks high-achieving students from disadvantaged backgrounds, African American/Black, Hispanic, American Indian, Alaska Native, Native Hawaiian or other groups that have shown to be underrepresented in the health-related sciences and medicine. The projects will range from basic science laboratory to clinical research projects. More information is available at: <http://pritzker.uchicago.edu/about/diversity/pipeline/psomer.shtml>

### **REACH Loan Repayment**

The Repayment for Education to Alumni in Community Health (REACH) Program provides a \$40,000 annual stipend (in addition to salary) to graduates of the Pritzker School of Medicine who return after residency to practice primary care at a Federally Qualified Health Center (FQHC) on the south side of Chicago. REACH faculty are given opportunities for professional development in clinical care, teaching, and research. More information is available at: <http://uhi.uchospitals.edu/encouraging-doctors-practice-south-side>

## **Pritzker School of Medicine [Continued]**

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924 E. 57<sup>th</sup> Street | Suite 104 | Chicago, IL 60637 | 773.702.1939 | <http://pritzker.uchicago.edu/>

### **Training Early Achievers for Careers in Health (TEACH) Research**

This program provides opportunities for talented Chicago Public Schools high school students to gain exposure in health-related research in a summer experience at the University of Chicago. Students are recruited from the University of Chicago Collegiate Scholars Program, a three-year enrichment program for high achieving and talented Chicago Public Schools students. TEACH is designed to prepare the students for academic success at the best colleges and universities. More information is available at:

<http://chess.uchicago.edu/training/teach.html>

### **Student National Medical Association and Latino Medical Student Association**

The University of Chicago-Pritzker School of Medicine is committed to supporting chapters of Student National Medical Association (SNMA) and Latino Medical Student Association (LMSA) on our campus. These student groups provide a voice and advocacy for underrepresented medical students and house staff. Both groups promote volunteerism within underrepresented communities and recruitment and retention efforts for underrepresented students and house staff.

## **School of Social Service Administration**

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969 E. 60<sup>th</sup> St. | Chicago, IL 60637 | 773.702.1250 | <http://www.ssa.uchicago.edu/>

### **African American Dance Workshop**

Annually, the African American Student Association hosts a Post-Midterm African American Dance Workshop as a stress reliever for students.

### **Alumni Association Board**

The Board sets the direction and oversees activities of the Alumni Association. Representing the diverse interests, backgrounds and talents of over 8,000 SSA alumni worldwide, the Alumni Association encourages graduates to partake in professional development and networking opportunities, while volunteering to share their own expertise with other alumni, students and social work practitioners and colleagues. Subgroups of the Board are focused on African American and Latino interests that not only contribute informally to the culture at SSA but also to the curriculum and alumni advancement. Alumni are encouraged to serve as field instructors, career mentors, students of professional development and guests at lectures and symposia. More information at: <http://ssa.uchicago.edu/meet-alumni-board>

### **Curriculum Policy Committee**

Members of this committee are appointed to the committee each year by the Dean to represent the Core curriculum, including the Diversity curriculum. Each year, the structure and organization of the curriculum is reviewed and recommendations are taken to the faculty for discussion and a vote. Tasks can include items such as defining the required criteria for courses to meet the diversity requirement.

### **Diverse Student Organizations**

Student groups play an important role at SSA. Graduate students form and run these groups dedicated to affirming and modeling respect for diversity and difference. Students learn about the array of opportunities during orientation via the SSA website and email notifications. More information is available at: <http://ssa.uchicago.edu/clubs-organizations>

## **School of Social Service Administration [Continued]**

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969 E. 60<sup>th</sup> St. | Chicago, IL 60637 | 773.702.1250 | <http://www.ssa.uchicago.edu/>

### **Educational Resources**

Scholarships are determined on the basis of merit through a faculty review process and demonstrated financial need. SSA awards full and partial tuition scholarships to over 95% of incoming students. Along with these scholarships, SSA awards Research Assistantships to highly rated applicants from underrepresented populations. These students work closely with SSA faculty members on their research projects and receive an additional \$5,000 for the first year of study. Students are also encouraged to apply for University assistantships available through the Office of Multicultural Student Affairs and the Office of LGBTQ Student Life.

### **Excellence in Field Education Project**

As part of SSA's on-going efforts to enhance the field education program, this project has generated a series of bi-monthly gatherings aimed at sharing ideas that will enhance student competencies in working with diverse populations and in multi-cultural settings. This project creates an endowment designed to generate financial resources for the field education program.

### **Field Education Settings and Clientele**

Field placements settings reflect the diverse settings in which social workers are employed. The selected agencies and their diverse community contexts have an essential role in the professional development of students. SSA specifically recruits field placements at agencies that are in good standing within the profession and offer exposure to a range of learning opportunities for mastering the social work competencies in accordance with the student's stage of learning. Attention to diversity is demonstrated by the broad effort to recruit field placements in the greater Chicago metropolitan diverse communities, client populations, and service delivery systems. Field placements offer broad exposure to students in diverse arenas across racial, socio-economic, gender, ethnic, and disability status.

## **School of Social Service Administration [Continued]**

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969 E. 60<sup>th</sup> St. | Chicago, IL 60637 | 773.702.1250 | <http://www.ssa.uchicago.edu/>

### **Field Instructor Training and Workshops**

Field Instructor training includes discussion and/or role-playing exercises focus on issues of diversity in supervision; individual consultation with Field Consultants around issues of diversity is available to Field Instructors during the placement. One past example of a training session was facilitated by faculty was titled, “Parental racial identity, “colorblindness,” and origin stories: Sources of risk and resilience for transracially placed children.”

### **Multicultural Potluck Dinner**

Each year, the Latino Student Association, the African American Student Association and the Pan-Asian Student Association host a collective potluck open to all SSA students.

### **Orientation**

The School develops a diversity component each year for orientation.

### **Pastora San Juan Cafferty Lecture on Race and Ethnicity in American Life**

This Lecture was established in 2005 as a forum for prominent social theorists, business executives, community leaders, philanthropists, and politicians to convene and discuss the issues critical to a well-functioning and secure society. More information is available at:

<http://www.ssa.uchicago.edu/cafferty-lecture>

### **Recruitment: Faculty**

SSA continually makes intentional efforts to hire qualified minority candidates for faculty positions. Advertising and recruitment strategies by the SSA Faculty Search Committee include recruitment notices on the websites of the Hispanic Outlook in Higher Education and Insight into Diversity and current faculty capitalizing on their professional networks to seek potential minority candidates.

## **School of Social Service Administration [Continued]**

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969 E. 60<sup>th</sup> St. | Chicago, IL 60637 | 773.702.1250 | <http://www.ssa.uchicago.edu/>

### **Recruitment : Students**

Within the last three years SSA representatives participated in a range of events, such as: recruiting events at Historically Black Colleges and Universities (HBCU's), the California Diversity Forum in Graduate Education, the National Association of Black Social Workers, and the McNair Annual Research Conference, to name a few.

### **Research Projects and Initiatives**

Our ever deepening partnerships with the neighbors in our community serves to enhance the quality of life and economic development of Chicago's south side, the city of Chicago, and beyond to national and international levels. Examples of research projects and/or initiatives that SSA faculty/student participate with include: University of Chicago Crime Lab, Consortium for Chicago School Research, South Side Health and Vitality Studies, and the Employment Instability, Family Well-being and Social Policy Network.

### **SHINE Conference**

This annual conference was established in 2011 to conduct innovative multidisciplinary problem-solving research to reduce the disproportionate impact of STIs and HIV on vulnerable populations. The network focuses specifically on populations for whom few effective HIV/STI interventions currently exist, such as men who have sex with men, criminal justice-affected populations, minority youth, and young couples. More information is available at:

<http://ssascholars.uchicago.edu/shine/>

### **Social Justice Address**

Established in 2012, SSA invites a speaker during its October Reunion Weekend to speak on a topic of social justice. Gun violence, community organizing, and issues with health disparities have been presented. More information is available at: <http://www.ssa.uchicago.edu/friday-october-24-o>

## School of Social Service Administration [Continued]

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969 E. 60<sup>th</sup> St. | Chicago, IL 60637 | 773.702.1250 | <http://www.ssa.uchicago.edu/>

### Speakers and Conferences

SSA invites a variety of speakers from across the University, the nation, and the world to discuss issues of diversity.

### Visiting Committee

The Visiting Committee builds bridges between the School and the professional and civic communities. Members are distinguished alumni and other well-known professionals, civic leaders, and philanthropists who help the School reach wider, more diverse audiences beyond social service fields that include business and civic leaders and grant-makers. Visiting Committee outreach helps the School to develop and finance off-campus programs and lectures that share knowledge and new solutions aimed at strengthening practice in social services as well as deepening an understanding of societal problems. More information is available at: <http://ssa.uchicago.edu/visiting-committee>

*Academics & Advising*

*College Admissions*

*College Dean of Students*

*College Programming Office*

*Study Abroad*

## Academics & Advising

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5801 S. Ellis | Chicago, IL 60637 | 773.702.7040 | <http://college.uchicago.edu/academics-advising>

### Chicago Multicultural Connection

Chicago Multicultural Connection (CMC) is a career-focused mentoring program that seeks to assist multicultural students with identifying post-graduate options. CMC facilitates workshops and social events that promote networking and help prepare students for the transition from college life to employment, graduate school, or professional school. More information is available at: <http://omsa.uchicago.edu/news/chicago-multicultural-connection-mentoring-program-kickoff>

### Odyssey Scholarships

Odyssey Scholarship funds are awarded to students on the basis of financial need and underwrite a portion of the recipient's University grant. More information is available at: <https://odyssey.uchicago.edu/>

## College Admissions

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1101 E. 58<sup>th</sup> Street | Rosenwald Hall 105 | Chicago, IL 60637 | 773.702.8650 | <http://collegeadmissions.uchicago.edu/>

### **Cohort Based College Fairs**

In addition to attending local college fairs, we recognize the importance of attending large cohort-based college fairs that attract many multicultural students and their families. Past fairs attended have included: New Futuro, Hispanic Scholarship Fund, National Hispanic Institute College Fair, 100 Black Men of Chicago College Fair, Black College Expo, and Korea Daily's Annual College Fair.

### **Columbus Day Fly-In for High-Achieving Underrepresented Applicants**

In an attempt to target high-achieving underrepresented students, we host a fly-in program for prospective African American and Hispanic/Latino students in conjunction with the Columbus Day Open House event.

### **Community Based Organization Outreach**

For many years our admissions counselors have partnered with Community Based Organizations (CBO's) across the country on many college access events such as college-readiness workshops, panel discussions, essay writing workshops and case studies. As a result of our partnerships, many students have become interested in UChicago as an option for college. To create more of a pipeline to CBO's, last year we began sending out a CBO online newsletter, which is currently being sent to 75 CBO's throughout the country including but not limited to: College Summit (DC), Making Waves Academy (CA), Chicago Scholars (IL), College Possible (MN), and Prep for Prep (NY).

### **Counselor Programs**

Guidance counselors are some of the most impactful people in a high school student's college search. We offer several opportunities for guidance counselors to visit UChicago, including a program each spring where we fly-in counselors from a variety of high schools across the country.

## College Admissions [Continued]

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1101 E. 58<sup>th</sup> Street | Rosenwald Hall 105 | Chicago, IL 60637 | 773.702.8650 | <http://collegeadmissions.uchicago.edu/>

### Counselor Travel

Counselor travel is a very important way that Admissions reaches out to prospective applicants. Admissions counselors visit high schools throughout the country and world each year during the spring, fall, and summer. Counselors also host information sessions for students and their parents and attend college fairs. To ensure that we are reaching multicultural students, counselors utilize a CollegeBoard service that helps us identify high schools that serve talented multicultural students.

### Destination UChicago Admitted Student Fly-In

Our key yield tool for multicultural students is the Destination UChicago Admitted Student Fly-In. This program is an all-expense paid opportunity extended to a select group of primarily underrepresented admitted students to visit our campus during one of our admitted student overnight programs in the spring. In addition to attending classes, taking tours of campus and staying in the dorms, our multicultural admitted students also have several opportunities to engage with the Office of Multicultural Student Affairs and our multicultural student organizations.

### Diversity Brochure

The “Share Your Voice” publication highlights culture and community on our campus. This brochure is mailed to all our admitted multicultural students along with a letter from the Assistant Vice President for Student Life and Associate Dean of the College.

### Enrollment Deposit Waivers

Waivers are offered as an additional financial support to our incoming students. The waivers reduce the pressure of upfront fees and allow students that need one to secure their place in the class. Admissions counselors can nominate students for deposit fee waivers during the application review process and admitted students may also request a waiver if the deposit fee presents a hardship for their family.

## College Admissions [Continued]

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1101 E. 58<sup>th</sup> Street | Rosenwald Hall 105 | Chicago, IL 60637 | 773.702.8650 | <http://collegeadmissions.uchicago.edu/>

### **Financial Aid Outreach**

Recognizing that financial aid plays an important part in a student's college decision, we partner with our colleagues in Financial Aid to target multicultural students for additional financial aid outreach. Two points of contact are made, the first is in February to answer any questions that students may have, the second is in late March to admitted multicultural students who have yet to confirm their attendance with us or submit their financial aid documents.

### **Multicultural Phone-a-Thon**

To ensure that our admitted multicultural students have the opportunity to receive answers to all of their questions about the College, we host a multicultural phone-a-thon. Our office works with the Multicultural Students Advisory Committee (MSAC), a group of current students interested in providing support to prospective and admitted multicultural students. Current students call our admitted multicultural students over the course of two evenings to welcome them to campus and address any questions they may have.

### **Office of Multicultural Student Affairs Welcome Letter**

To let students know that we welcome and celebrate all identities, a welcome letter from the Director of OMSA is mailed to all admitted multicultural students.

### **Personalized Outreach from the Vice President for Enrollment and Student Advancement**

In hopes of making one last attempt to yield our underrepresented multicultural admitted students, in late April, our VP for Student Enrollment and Student Advancement sends a personalized note to undecided multicultural students.

## College Admissions [Continued]

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1101 E. 58<sup>th</sup> Street | Rosenwald Hall 105 | Chicago, IL 60637 | 773.702.8650 | <http://collegeadmissions.uchicago.edu/>

### UChicago Promise

UChicago Promise is the University of Chicago's pledge to help increase college access and readiness for Chicago high school students. It marks a strong investment in the University's long-standing commitment to providing opportunity for Chicago's students, offering additional resources and support for those interested in attending the University of Chicago or other selective, liberal arts colleges. More information is available at:

<http://promise.uchicago.edu/>

### University Trustee Diversity-Themed Outreach

We enlisted the help of College alumna and University Trustee, Myrtle Potter, to lend her voice and story to a letter that highlights the diversity of thought and experience that exists on our campus. This letter is mailed to all admitted African American/Black students.

## College Dean of Students

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116 E. 59<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8609 | <https://college.uchicago.edu/advising/welcome-dean-students-college>

### Chicago Academic Achievement Program

The aim of the Chicago Academic Achievement Program (CAAP) is to support students in their transition to the College. They receive an early introduction to the core curriculum, a strong support network of staff and fellow students, and access to important campus resources. Students who benefit most from CAAP are often those whose parents have not completed a bachelor's degree; students who will receive need-based aid; students from very small towns; students who have never visited campus; and students whose high schools had few or no options for International Baccalaureate (IB) Higher Level and/or Advanced Placement (AP) exam preparation. More information is available at: <http://caap.uchicago.edu/>

### College Bridge Program

College Bridge at the University of Chicago is an opportunity for advanced high school students from the Chicago Public School system to challenge themselves by enrolling in University courses. College Bridge consists of two programs: Academic Year Bridge and Summer Bridge. Courses available range from biology to history to the humanities. Subjects open to Bridge students vary depending on the courses offered for the quarter and student preparedness. All student advising and program administration are offered by a College Dean of Students staff member. More information is available at: <https://collegebridge.uchicago.edu/academic-year-bridge> and <https://collegebridge.uchicago.edu/summer-bridge>

### College Dean of Students Advising Survey

This survey is used to annually assess student satisfaction and engagement with the College advising system. One set of questions asks students if they feel that their advisers are “aware of and sensitive to” issues affecting diverse cohorts on campus including racialized groups, low-income groups, and the LGBTQ community. Another question asks students if they feel that their advisers are invested in fostering an environment that is generally “open and welcoming” to all students. Demographic data is collected and analyzed in order to be sure that levels of satisfaction with advising are high across all student populations.

## College Dean of Students [Continued]

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116 E. 59<sup>th</sup> Street | Chicago, IL 60637 | 773.702.8609 | <https://college.uchicago.edu/advising/welcome-dean-students-college>

### College Dean of Students Diversity Committee

The aim of this committee is to identify issues of concern among the undergraduate population related to diversity (race, sexuality, gender, religion, ethnicity, and class), to increase awareness among the advising staff of the impact of those issues on our students, *and* to develop resources, programming, and advising strategies designed to address those issues.

### Committee on Supporting Low-Income and First Generation Students

The aim of this committee is to identify challenges facing low-income and first-generation students, develop strategies for identifying and supporting students who struggle with issues of class on our campus, connect students with appropriate resources, and foster supportive cohorts.

### Dean of Students Faculty Breakfast Series

Over the academic year, faculty are invited to join advisers in a discussion of their research, their academic trajectory, their educational background, and their engagement with undergraduate students. The range of speakers that are selected for this series always includes faculty who are researching issues of race, gender, sexuality, class, religion and ethnicity. Where relevant, speakers are especially encouraged to discuss their backgrounds as students of color, as first-generation college students, and/or as a member of an underrepresented group in a particular field of study.

### SAFE SPACE Workshop

The aim of this workshop is to provide the advising staff a basic foundation of knowledge of LGBTQ issues in order for them to be more effective allies and advocates for LGBTQ students and students questioning their sexuality and or gender identity.

### Diversity Training for Student Staff

During the week prior to Orientation, Orientation Leaders, Assistant Resident Heads, and Student Directors who serve as Chicago Life Meeting facilitators all receive diversity training. This two-hour general facilitation skills training session is followed by a four to five-hour long training session, specifically designed to prepare students to lead their small group of new students during the *RISE* meeting discussions and activities.

### Orientation

In part two of a three-part informational and introductory meeting series during the new college student orientation, the *RISE to the Challenge* Chicago Life Meeting provides an opportunity for students to engage in conversations about their individual identities and how, as new members of the University community, they contribute to a healthy, diverse, and inclusive campus atmosphere. Students also learn about valuable campus resources related to civility, diversity, and community standards. Small group discussions and activities with the new students are facilitated by upper-class student Orientation Leaders, Assistant Resident Heads, and Orientation Student Directors.

## *Study Abroad*

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116 E. 59th Street | Chicago, IL 60637 | 773.702.9442 | <http://study-abroad.uchicago.edu/>

### **Study Abroad Programs**

UChicago Study Abroad encourages students to expand their education through diverse intellectual perspectives, active participation in a new culture, and critical, first-hand engagement with local and global challenges. Through quarter-long, academic year, and summer programs, Chicago students gain cultural fluency and hone language skills, while studying civilization at its center or focusing on a particular theme. There are a range of programs, including: Civilization Programs, Language Programs, Thematic Programs, and Direct Enrollment Programs. More information is available at:

<http://study-abroad.uchicago.edu/programs>

### **Summer International Travel Grants**

Each year the College awards approximately 100 Summer International Travel Grants (SITG) to support outstanding undergraduates for intensive language study or research abroad. More information is available at:

<http://study-abroad.uchicago.edu/programs/byType/summer-grants>

## **Identity-Based Centers**

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*Center for the Art of East Asia*

*Center for Latin American Studies*

*Center for the Study of Gender and Sexuality*

*Center for the Study of Race, Politics, & Culture*

*Katz Center for Mexican Studies*

## Center for the Art of East Asia

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5540 S. Greenwood Avenue | Chicago, IL 60637 | 773.834.1060 | <http://lucian.uchicago.edu/blogs/caea/>

### Annual Symposium

The Center for the Art of East Asia organizes an annual symposium that brings together new scholarship on East Asian art visual culture and encourages new perspectives, interdisciplinary communication, and collaboration. More information is available at:

<http://lucian.uchicago.edu/blogs/caea/activities/conferences/>

### Exhibitions

Exhibitions at the Smart Museum of Art at the University of Chicago frequently feature Art of East Asia and may be curated by faculty and graduate students. More information is available at: <http://lucian.uchicago.edu/blogs/caea/activities/exhibitions/>

### Museum Trips

The Center has sponsored a number of trips around the country, taking groups of graduate students to visit museums with important collections of Asian art to provide opportunities to meet with museum curators and other staff to understand their vital roles. More information is available at: <http://lucian.uchicago.edu/blogs/caea/activities/museum-trips/>

### Teatimes

Teatime was designed to provide students of East Asian art history with a more informal setting to discuss their work-in-progress, share photos from research trips, or discuss other resources and opportunities. More information is available at:

<http://lucian.uchicago.edu/blogs/caea/activities/teatimes/>

## Center for Latin American Studies

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5848 S. University Avenue | Kelly Hall 117 | Chicago, IL 60637 | 773.8420 | <http://clas.uchicago.edu/>

### Center for Latin American Studies Tinker Field Research Grant

This grant supports master's, doctoral, and professional school students conducting preliminary fieldwork in Latin America or Iberia. More information is available at:

<https://clas.uchicago.edu/page/tinker#overlay-context=page/grants>

### Conferences and Lectures

The Center for Latin American Studies sponsors academic conferences, lectures, and events to advance innovative research on Latin America and foster dialogue across disciplinary and professional fields. More information is available at:

<http://clas.uchicago.edu/outreach/researchconferences.shtml>

### Foreign Language Acquisition Grant

The Foreign Language Acquisition Grant (FLAG) awards summer international travel grants to support undergraduate language study or research abroad. More information is available at:

[https://clas.uchicago.edu/grants/language\\_acquisition.shtml](https://clas.uchicago.edu/grants/language_acquisition.shtml)

### Foreign Language and Area Studies Fellowships

Foreign Language and Area Studies Fellowships are awards for students concentrating in modern foreign language and international or area studies. More information is available at:

[https://clas.uchicago.edu/grants/area\\_studies.shtml](https://clas.uchicago.edu/grants/area_studies.shtml)

### Latin American Briefing Series

The Latin American Briefing Series brings influential academic experts, policymakers, and business leaders together at the University of Chicago to explore emerging current affairs that will shape future social, political, and economic trends in Latin America. More information is available at: [http://clas.uchicago.edu/outreach/la\\_briefing.shtml](http://clas.uchicago.edu/outreach/la_briefing.shtml)

## Center for Latin American Studies [Continued]

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5848 S. University Avenue | Kelly Hall 117 | Chicago, IL 60637 | 773.8420 | <http://clas.uchicago.edu/>

### Undergraduate International Travel Grants

F. Champion Ward Third Year International Travel Grants support students conducting summer research outside the U.S. for the B.A. thesis. More information is available at:

<http://study-abroad.uchicago.edu/programs/byType/summer-grants>

## Center for the Study of Gender and Sexuality

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5733 S. University Avenue | Chicago, IL 60637 | 773.702.9936 | <http://gendersexuality.uchicago.edu/>

### Dissertation Fellowships

The goal of these fellowships is to enable outstanding doctoral students interested in the study of race and ethnicity an opportunity to devote their full energies to the completion of the dissertation. More information is available at:

[http://csrpc.uchicago.edu/fellowships\\_and\\_funding/](http://csrpc.uchicago.edu/fellowships_and_funding/)

### Fellowships & Grants

The Center offers a range of fellowships and grants including funding for research in the social sciences, dissertation fellowship competitions, and a residential fellowship competition. More information is available at: <http://gendersexuality.uchicago.edu/fellowships/fellowships.shtml>

### Feminist/Queer Praxis

The Feminist/Queer Praxis (formerly Feminist Lives and Queer Trajectories) series brings artists, activists, scholars, and professionals to CSGS to talk about their work in the world as people committed to queer and feminist values and action. More information is available at:

<http://gendersexuality.uchicago.edu/academic/workshops.shtml>

### Gender and Sexuality Studies Workshops

The Gender and Sexuality Studies Workshop (GSSW) provides participants with an interdisciplinary forum for the development of critical perspectives on gender and sexuality. The workshop discusses pre-circulated papers written by University of Chicago graduate students, faculty, and visiting scholars, as well as provides a forum for lectures and job talks. Attendees are expected to read the paper in advance of the workshop meeting; papers are made available on the GSSW Blog or via our email list. More information is available at:

<http://gendersexuality.uchicago.edu/events/workshops.shtml>

## Center for the Study of Race, Politics, & Culture

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5733 S. University Avenue | Chicago, IL 60637 | 773.702.8063 | <http://csrpc.uchicago.edu/>

### Arts + Public Life/CSRPC Artist in Residence Program

CSRPC's long-standing artist-in-residence program has evolved into an ongoing collaboration with the University's Arts + Public Life (APL) Initiative. Beginning in 2011, CSRPC and APL have hosted Chicago-based artists whose artistic practices engage matters of race and ethnicity. This program awards a ten-month residency to outstanding Chicago-based artists and collaboratives and provides opportunities to: (1) draw on the University of Chicago's resources, critical faculty, and student body to develop, advance, and disseminate their work; (2) deepen individual practices through critique, public engagement, skills and knowledge sharing; and (3) create a space where personal inquiry and collaborative relationships can flourish. More information is available at: <http://arts.uchicago.edu/artsandpubliclife/artists-programs/residencies>

### Conferences, Symposia, and Public Programs

Annually, the Center provides support to faculty affiliates for conferences and symposia on topics related to their research interests. These small conferences are meant to bring together academics, policy-makers, students, and community members from across the globe around specific issues with the hope of initiating important discussions and collaborative efforts that might be sustained over an extended period.

### Dissertation Fellowship

The goal of this fellowship is to enable an outstanding doctoral student interested in the study of race and ethnicity to devote his/her full energies to the completion of the dissertation. University of Chicago doctoral students who have completed all requirements for the Ph.D. except the dissertation, including formal admission to candidacy are eligible to apply. Any dissertation that has as a central focus on issues related to race or racialized groups will be considered. Special consideration is given to projects that attend to the intersection of race or ethnicity with other identities such as gender, class, sexuality, and nationality. More information is available at: <http://csrpc.uchicago.edu/fellowships and funding/>

## Center for the Study of Race, Politics, & Culture [Continued]

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5733 S. University Avenue | Chicago, IL 60637 | 773.702.8063 | <http://csrpc.uchicago.edu/>

### Dissertation Fellowship Co-Sponsored by the Center for the Study of Gender and Sexuality

University of Chicago doctoral candidates from all disciplines who are working in the intersection of the topics of race and ethnicity and gender and/or sexuality studies are encouraged to apply. University of Chicago doctoral students who have completed all requirements for the Ph.D. except the dissertation, including formal admission to candidacy, and all field work. Residency at CSRPC/CSGS during the main three academic quarters is essential. More information is available at: <http://csrpc.uchicago.edu/fellowships and funding/>

### Faculty Research Projects

The Center and affiliates conduct a range of diverse research projects, including: the Chicago Democracy Project, Race and Capitalism; the Black Youth Project; South Side Home Movie and the Project.

### Graduate Student Research and Travel Grants

Research and travel grants are offered to support the efforts of outstanding graduate students interested in the study of race and ethnicity. More information is available at: <http://csrpc.uchicago.edu/fellowships and funding/>

### Graduate Student Teaching Opportunities

The College and the Center for the Study of Race, Politics and Culture accept applications from advanced graduate students to teach one undergraduate course of their own design on topics related to race and ethnic studies. Courses in any related topic or theme may be proposed. The Center is especially interested in courses that posit race and processes of racialization in comparative and transnational frameworks; highlight the intersection of race and ethnicity with other identities (gender, class, sexuality, and nationality); and/or interrogate social and identity cleavages within racialized communities. More information is available at <http://csrpc.uchicago.edu/fellowships and funding/>

## Center for the Study of Race, Politics, & Culture [Continued]

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5733 S. University Avenue | Chicago, IL 60637 | 773.702.8063 | <http://csrpc.uchicago.edu/>

### Public Programs

The Center supports and sponsors a number of public programs geared towards promoting an investigation of the ties between race, ethnicity and culture. These events are often co-sponsored with University of Chicago Registered Student Organizations (RSOs), other campus centers, and academic units, as well as community-based institutions. More information on upcoming events can be found here: <http://csrpc.uchicago.edu/events/>

### Race Workshops

With the conviction that intellectuals have a responsibility to help clarify discourses of racial difference, we convened this workshop to provide a forum for faculty and graduate students at the University of Chicago and area institutions to explore the problems of race and racial ideologies in the modern era. The issues we examine traverse academic and policy divisions as well as disciplinary and national boundaries. More information is available at:

[http://csrpc.uchicago.edu/race workshops/](http://csrpc.uchicago.edu/race%20workshops/)

### Reproduction of Race and Racial Ideologies Workshop

With the conviction that intellectuals have a responsibility to help clarify discourses of racial difference, this workshop provides a forum for faculty and graduate students at the University of Chicago and area institutions to explore the problems of race and racial ideologies in the modern era. Issues examined traverse academic and policy divisions as well as disciplinary and national boundaries. More information is available at:

[http://csrpc.uchicago.edu/race workshops/](http://csrpc.uchicago.edu/race%20workshops/)

### Residential Fellowships

University of Chicago doctoral candidates from all disciplines are encouraged to apply for this research fund of \$1000. Recipients of the fellowship are expected to be in-residence during the award year, actively participate in the Reproduction of Race and Racial Ideologies Workshop and other activities sponsored by the Race Center, and acknowledge the support of CSRPC in the dissertation and/or any research publications that may result from this fellowship. More information is available at: [http://csrpc.uchicago.edu/fellowships and funding/](http://csrpc.uchicago.edu/fellowships%20and%20funding/)

## **Katz Center for Mexican Studies**

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5848 S. University Ave. | Chicago, IL 60637 | 773.834.1987 | <http://mexicanstudies.uchicago.edu/page/aboutkatz>

### **Academic Conferences**

The Katz Center hosts conferences that bring together scholars and practitioners from the United States and Mexico to discuss relevant issues. Previous conferences have discussed themes ranging from democracy in Mexico to the historical evolution of Mexico City. More information is available at: <http://mexicanstudies.uchicago.edu/page/conferences>

### **Academic Exchange Programs**

The Katz Center for Mexican Studies has established different exchange programs with renowned Mexican academic institutions, in order to continue Professor Katz's endeavor of creating a fruitful dialogue between Mexico and the United States. More information is available at: <http://mexicanstudies.uchicago.edu/page/colégio-de-mexico>

### **Mexican Studies Seminar**

The Mexican Studies Seminar invites visiting and UChicago scholars to present their work in an informal atmosphere, providing Mexican studies faculty and students with the opportunity to debate and discuss scholarly research and inquiry on Mexico from a diverse range of disciplinary perspectives. More information is available at: <http://mexicanstudies.uchicago.edu/page/seminar-series>

## *Campus and Student Life*

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*Center for Leadership and Involvement*

*College Housing*

*Health Promotion and Wellness*

*International House of Chicago*

*Office of International Affairs*

*Office of LGBTQ Student Life*

*Office of Multicultural Student Affairs*

*Spiritual Life*

*Student Counseling Service*

*Student Disability Services*

*University Community Service Center*

Center for Leadership and Involvement (Formerly the Office of the Reynolds Club & Student Activities)

5706 S. University Avenue | Chicago, Illinois 60637 | 773.702.8787 | <https://studentactivities.uchicago.edu/>

### **Student Organization Reapplication Training**

Student Organization Reapplication Training (SORT) is provided to student organization leaders at the University of Chicago. Students who participate in SORT learn to identify useful strategies for managing their student organizations. They also participate in thoughtful exploration and dialogue of the importance of creating inclusive communities during and after their time at the University of Chicago. More information is available at:

<https://studentactivities.uchicago.edu/rso-training>

### **Discover Chicago Programming Series**

Discover Chicago is designed to provide opportunities for University of Chicago students to explore the City of Chicago at little or no cost. Events typically occur in the late afternoon or early evening to accommodate student schedules. Past trips have included sporting events, museums, tours of local neighborhoods, theater productions, comedy shows, etc. More information is available at: <https://studentactivities.uchicago.edu/discover-chicago>

### **Bridge Builder Award**

Awarded annually, the Bridge Builder Award recognizes students who have worked to establish or support connections between student groups or individuals. The areas of collaboration can include collaborative events, exploration of diverse cultures, education about issues that have challenged the campus, or other multicultural offerings. This award is typically awarded to three students every year during the May Student Leader Award celebration.

### **RSO Community Values Statement**

This statement, authored by leaders of Recognized Student Organizations (RSOs) and Reynolds Club staff, lists the values that all RSOs agree to uphold within their organizations. The statement focuses on the tenants of respect, accessibility, and active inclusivity that all RSO leaders sign, on behalf of their organizations each year during the registration process. More information is available at:

<http://csl.uchicago.edu/sites/default/files/upload/ORCSARSO%20Community%20Values%20Statementfinal%20%281%29%20.pdf>

## **College Housing**

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6030 S. Ellis Avenue | Suite 266 | Chicago, IL 60637 | 773.702.7366 | <http://housing.uchicago.edu/>

### **Training**

Resident Assistants participate in a training session coordinated by the College Programming Office in which the topics include co-facilitation skills and preparation for leading the RISE meeting discussions and activities.

### **UChicago MLK Celebration Program**

Resident Heads organize students in the College Houses to attend the lecture during the Dr. Martin Luther King Jr. celebration. This event is attended by members of the University community including students, faculty, staff, alumni and local community members.

### **MLK Day Dialogue Program**

Coordinated by the MLK Day Committee, College Houses hosted their own dialogue program in their House Lounges or Resident Heads apartment. The program included a reading of excerpts from Dr. King's speech, an excerpt of Deval Patricks' book and a guided discussion.

### **MLK Day of Service**

College Houses organize groups of students to participate in a variety of service learning opportunities in honor of MLK. UCSC coordinates the location sites.

## **Health Promotion and Wellness**

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950 E. 61<sup>st</sup> Street | Suite 300A | Chicago, IL 60637 | 773.702.8247 | <http://wellness.uchicago.edu>

### **Peer Health Advocates Recruitment**

Health Promotion and Wellness is committed to developing diverse peer education groups through targeted recruitment efforts and selection. More information is available at:

<http://wellness.uchicago.edu/page/peer-health-advocate-program>

### **Peer Health Advocates and UChicago Body Project Training**

During quarterly retreats, members of these peer education groups participate in activities and discussions about social identity, privilege, and how both affect their work on campus. Students are also provided with educational resources related to these issues throughout the year.

Additionally, Health Promotion and Wellness is in the process of making this type of training mandatory for all of our student groups.

### **Student Group Statement of Diversity and Inclusion**

All Health Promotion and Wellness Student Groups are given our “Statement on Diversity and Inclusion” in their application materials. Diversity is also discussed during the onboarding and training of the Peer Health Advocates and UChicago Body Project.

### **UChicago Body Project**

The UChicago Body Project is committed to empowering students to love and accept their bodies by providing safe spaces to discuss issues related to body image and ultimately creating a more body-positive campus environment. Peer-led discussions of unrealistic beauty standards often focus on issues related to cultural expectations and gender norms. More information is available at: <http://wellness.uchicago.edu/page/uchicago-body-project>

## International House of Chicago

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1414 E. 59th Street | Chicago, IL 60637 | 773-753-2281 | <http://ihouse.uchicago.edu>

### Community Fellowship Program

Nine outstanding residents are selected each year to serve as Community Fellows. In reflecting the diversity of International House, Community Fellows are from various countries and are enrolled in a broad spectrum of academic programs. Community Fellows collaborate with other student program assistants and also work closely with the College Housing staff to create a cohesive, interconnected residential community among graduate and undergraduate residents. Traditional and individual residential community activities coordinated by Community Fellows include: Weekly Resident Social Hours, Traditional Sunday Supper, Thanksgiving Homestay Program, Festival of Nations, Annual Spring Play and civic engagement opportunities. More information is available at:

[http://ihouse.uchicago.edu/living/community\\_building/community\\_fellows\\_team/](http://ihouse.uchicago.edu/living/community_building/community_fellows_team/)

### English Language Institute

The English Language Institute (ELI) offers University students, international and domestic students, and their family members, as well as persons from the wider community the opportunity to build English language skills and to increase understanding and enjoyment of life in the United States. ELI academic year courses and workshops include:

pronunciation/accents reduction, presentation skills, effective listening and study skills, academic and professional writing for ESL students and the American classroom, and communication strategies. Classes are offered both at International House and at the University's downtown Gleacher Center. Specialized workshops and courses are also held in conjunction with the Graham School of Continuing Liberal and Professional Studies. In addition to the academic-year programs, the English Language Institute sponsors a Pre-Matriculation English as a Second Language Program for incoming international graduate students and coordinated over 500 hours of one-on-one and small group tutoring. More information is available at: [http://ihouse.uchicago.edu/learn\\_english/](http://ihouse.uchicago.edu/learn_english/)

## **International House of Chicago [Continued]**

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1414 E. 59th Street | Chicago, IL 60637 | 773-753-2281 | <http://ihouse.uchicago.edu>

### **Global Voices Program**

Since 1932, programs such as our Global Voices Lecture and Performing Arts Series have provided Chicago's citizens, universities, cultural institutions and community groups meaningful engagement with master artists, scholars and leading figures from the world stage. Today, International House continues to build on its historic and educational position as it strengthens and expands its role as presenter and cosponsor of innovative, internationally focused programs. During the 2013- 2014 academic year, 123 public programs involving 138 strategic community and university partnerships were held and attended by approximately 35,000 individuals. More information is available at: <http://ihouse.uchicago.edu/events/>

### **Global Voices—Jeff Metcalf Internship Program**

Each year, as part of the Global Voices—Jeff Metcalf Internship Program, twelve students from the College are provided professional training in public programming, event management, marketing, and public relations. Founded in 1997 to honor Harold “Jeff” Metcalf, AM’53, and former member of the I-House Board of Governors, the Metcalf Internship Program makes it possible for undergraduates to receive the highly competitive and prestigious enrichment opportunities that they must have as a stepping stone to future employment. International House is pleased to be a part of this program. More information is available at: [http://ihouse.uchicago.edu/admissions/fellowships/fellowship\\_opportunities/metcalf\\_internships/](http://ihouse.uchicago.edu/admissions/fellowships/fellowship_opportunities/metcalf_internships/)

### **Global Voices Community Co-sponsorship Program**

Through the Global Voices Community Co-sponsorship Program, International House offers its conference venues, performance space and professional support to educational and cultural organizations across the Chicago area as part of an ongoing effort to foster culturally authentic programs and to raise awareness of important contemporary global issues. More information is available at: [http://ihouse.uchicago.edu/sponsorships\\_venues/](http://ihouse.uchicago.edu/sponsorships_venues/)

## **International House of Chicago [Continued]**

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1414 E. 59th Street | Chicago, IL 60637 | 773.753.2281 | <http://ihouse.uchicago.edu>

### **International House Residential Fellowship Program**

The Residential Fellowship Program provides support to students from all areas of the University including the undergraduate College. Fellows come from around the world and are selected based on academic merit, leadership abilities, community activities, and their ability to contribute to the diversity in the House. Graduate and Collegiate Fellows live in the House and are expected to participate in a wide-array of programs and activities. Residential Fellows are awarded \$1,000 to \$3,000 to offset the expenses of living at International House.

### **International House Residential Fellowship Program Endowed Awards**

Included in the aforementioned Fellowship Program are the following endowed awards:

1. Gioh Fang and T.S. Ma Fellowships: This fund provides residential fellowships at International House for academically qualified students at the University of Chicago. Special consideration is given to students from China.
2. George H. Watkins Residential Fellowships: This fund provides residential fellowships at International House for academically qualified Mexican graduate students or students from Spanish-speaking countries attending the University of Chicago.
3. Min-Sun and Anita B. Chen Residential Fellowship Fund: This fund is used to provide a residential fellowship for a doctoral candidate in history or sociology.

More information is available at:

[http://ihouse.uchicago.edu/admissions/fellowships/fellowship\\_opportunities/residential\\_fellowships/](http://ihouse.uchicago.edu/admissions/fellowships/fellowship_opportunities/residential_fellowships/)

### **International House Residents' Council**

The Residents' Council (RC) is an opportunity for resident members to lend their leadership ability, insight, experience, and talents to assist with the improvement of the entire International House community. Members of the RC communicate perspectives and concerns of residents, connect International House residents with important resources on campus, and play an important role in developing initiatives that enhance the residential community. More information is available at:

[http://ihouse.uchicago.edu/living/opportunities\\_to\\_lead/residents\\_council/](http://ihouse.uchicago.edu/living/opportunities_to_lead/residents_council/)

## **Office of International Affairs**

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1414 E. 59th Street | Room 291 | Chicago, IL 60637 | 773.702.7752 | <http://internationalaffairs.uchicago.edu/>

### **International Spouses and Partners Group**

To provide the spouses and partners of international students, faculty, staff, and postdoctoral researchers with opportunities for networking, exploration of the cultural life of the city, opportunities for community involvement, and advisement on options for employment, the Office of International Affairs (OIA) offers a series of events for international spouses and partners throughout the year. Primary collaboration partners include the University Community Service Center, Career Advancement, the Dual Career Office, and the Family Resource Center. Childcare is offered free of charge on site for all events. More information is available at: <https://internationalaffairs.uchicago.edu/page/spouses-and-partners-international-students-scholars-and-employees>

### **International Women's Day**

Observed on March 8<sup>th</sup> in more than 100 countries annually, International Women's Day celebrates the economic, political, and social achievements of women. The Office of International Affairs celebrates this day with a series of events leading up to March 8<sup>th</sup>, collaborating with many partners across the University. Past celebrations have included exhibits, opening receptions, workshops, keynote speakers, and film screenings. More information is available at: <https://iwd.sites.uchicago.edu/page/history-o>

### **Monthly Coffee Hour and Monthly Coffee Hour Workshop**

The Monthly Coffee Hour is an opportunity for all members of the University's international community to gather socially around a cultural topic, such as holiday traditions in the U.S., sports, preparing for winter in Chicago, and more. The Monthly Coffee Hour Workshop follows approximately one week later and provides a full-fledged presentation/workshop on a topic of some complexity, such as academic integrity, renting in the U.S., rights and responsibilities of international students (non-discrimination policies and laws). More information is available at: <https://internationalaffairs.uchicago.edu/page/international-coffee-hour>

## **Office of International Affairs [Continued]**

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1414 E. 59th Street | Room 291 | Chicago, IL 60637 | 773.702.7752 | <http://internationalaffairs.uchicago.edu/>

### **Quarterly Social Events and Excursions**

Beginning with an Ice Cream Social in October and continuing with an Ice Skating Party in January, Spring Carnival in May, and Summer Picnic in July, members of the University's international community gather for family-friendly events offering food, entertainment and opportunities to meet others with whom they have much in common. Excursions to Lincoln Park Zoo, White Sox Baseball games, and the Chicago Jazz Festival provide guided opportunities to explore the cultural life of Chicago and the U.S. More information is available at: <https://www.facebook.com/ucoia>

### **Support for Undocumented Students**

Since the University publicly stated in 2010 that, in accordance with the law, the University admits and enrolls undocumented students and uses private funds to provide financial aid to support their studies, and named the director of the Office of International Affairs as contact person for undocumented students, the office has worked with the University of Chicago Coalition for Immigrant Rights (UCCIR) and with colleagues across the University to improve services for undocumented students, often collaborating with the Office of Multicultural Student Affairs in programming and support.

## **Office of LGBTQ Student Life**

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5710 S. Woodlawn Avenue | Chicago, IL 60637 | 773.702.5710 | <http://lgbtq.uchicago.edu/>

### **LGBTQ Mentoring Program**

The Office of LGBTQ Student Life mentoring program fosters relationships between College, graduate and professional students, and faculty/staff/graduate/professional students that will offer support, guidance, and resources to LGBTQ students at the University of Chicago. The mentors provide support for students who are in the process of coming out and expose students to the diverse lives of adult LGBTQ community members. The mentors act as resources and role models to students as they explore issues related to identity. More information is available at: <http://lgbtq.uchicago.edu/mentoring>

### **LGBTQ Student Life Advisory Board**

The LGBTQ Student Life Advisory Board informs the Office of LGBTQ Student Life Director and the University administration of the needs, problems, and issues currently facing LGBTQ students, and provides advisement regarding programming. The board also provides an opportunity for collaboration between registered student organizations and serves as means to create a more unified LGBTQ campus community. The LGBTQ Student Life Advisory Board is open to all College and graduate and professional students across the University. More information is available at: <https://lgbtq.uchicago.edu/content/student-advisory-board>

### **Identity-Based Student Groups**

LGBTQ Student Life offers student groups based around various identities, including: gay/bisexual/queer men, lesbian/bisexual/queer women, and transgender students. These groups are intended to provide a comfortable, safe space where each of the respective identities can find students like themselves and share, discuss, and bond as a group around their identity. More information is available at: <https://lgbtq.uchicago.edu/page/qgroups-lgbtq-student-groups>

## Office of LGBTQ Student Life [Continued]

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5710 S. Woodlawn Avenue | Chicago, IL 60637 | 773.702.5710 | <http://lgbtq.uchicago.edu/>

### Queer 101 Orientation

Queer 101 is an orientation reception for incoming students during O-Week. There are two sessions, one for College students and another for graduate/professional students. Students have the opportunity to meet fellow incoming students and current LGBTQ student leaders. More information is available at: <https://lgbtq.uchicago.edu/orientation>

### Rainbow Graduation

Annually, the University of Chicago's Office of LGBTQ Student Life celebrates the achievements of lesbian, gay, bisexual, transgender, queer, and ally graduates from across the University during the spring quarter. More information is available at: <http://rainbowgrad.uchicago.edu>

### Safe Space Training

The LGBTQ Student Life Safe Space program is an extensive LGBTQ allyship training that includes self-reflective exercises, dialogue, and interactive activities to help participants understand the challenges that many LGBTQ students experience. After the training, participants will receive a Safe Space sticker to place on their door to let the LGBTQ community know that their area is a "safe space" to be open about themselves without fear of criticism or hatred. More information is available at: <https://lgbtq.uchicago.edu/safespace>

## **Office of Multicultural Student Affairs**

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5710 S. Woodlawn Avenue | Chicago, IL 60637 | 773.834.4672 | <http://omsa.uchicago.edu/>

### **Campus Dialogue Fund**

The Campus Dialogue Fund provides \$15,000 annually to bring speakers that address diversity issues relevant to the campus, such as social justice, oppression, human and civil rights.

Speakers are proposed by the Campus Dialogue Committee or other groups of students. The Campus Dialogue Fund is an initiative of Campus and Student Life administered by the Office of Multicultural Student Affairs (OMSA). More information is available at:

<http://csl.uchicago.edu/diversity-inclusion/initiatives/campus-dialogue-fund>

### **Emerging Minds Project**

Emerging Minds Project (EMP) is a sustained dialogue group that engages students in meaningful and challenging conversations about social justice, identity and diversity. Covering a range of topics, from race and religion to ability status and social class – each cohort discusses all of the “isms” while learning how to be culturally competent leaders. More information is available at: <https://omsa.uchicago.edu/page/emerging-minds-project>

### **Grants and Scholarships**

OMSA has a number of academic and financial resources specifically crafted to support the needs of multicultural students. Grant opportunities are made possible through the generous support of donors. More information is available at: <http://omsa.uchicago.edu/page/omsa-grants-and-funding-opportunities>

### **Heritage Series**

The Heritage Series celebrates the communities we serve throughout the academic year, addressing current events as they impact our multicultural communities.

## **Office of Multicultural Student Affairs [Continued]**

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5710 S. Woodlawn Avenue | Chicago, IL 60637 | 773.834.4672 | <http://omsa.uchicago.edu/>

### **Howard Zinn Reading Group**

In honor of nationally-recognized heritage months, OMSA hosts a discussion led by a graduate student and faculty member on Howard Zinn's *A People's History of the United States*, which uses a critical lens to examine the often omitted voices of communities of color in U.S. history. Groups meet on a quarterly basis to review the chapters provided by OMSA. Participants of all sessions will receive the latest edition of the book at the end of the academic year. More information is available at: <https://omsa.uchicago.edu/zinn>

### **OMSA Graduation Celebration**

OMSA celebrates the achievements of all graduating students of color in the College, graduate programs and professional schools from across the University. This event allows students to invite family and friends to join them in recognizing the many achievements across the multicultural community at the University and recognize the impact our graduates have on the advancement of our communities at-large. More information is available at:

<https://omsa.uchicago.edu/graduation>

### **Student Advisory Board**

The OMSA Advisory Board exists to support our mission by advocating for African American, Asian American, Latina/o, Native American, multiracial and undocumented students at the University. Board members regularly engage with administrators across campus. More information is available at: <https://omsa.uchicago.edu/page/omsa-involvement-opportunities>

### **Student Allocation Board**

The OMSA Allocation Board is designed to provide support for cultural student organization programming which aligns with the mission of OMSA. Members of the Allocation Board review student group proposals four times each quarter. Board participants are members of a peer group that work collectively, represent student constituents, and are interested in enhancing members' leadership skills.

## Office of Multicultural Student Affairs [Continued]

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5710 S. Woodlawn Avenue | Chicago, IL 60637 | 773.834.4672 | <http://omsa.uchicago.edu/>

### UChicago Allies Program

A collaborative and interdisciplinary program, UChicago Allies explores and reflects on the understanding of core identities, encourages participants to challenge and question dominant discourse, share personal experiences and listen to those of others, and actively engage in building a community of allies and coalitions. More information is available at:

<https://omsa.uchicago.edu/ally>

### UChicago MLK Celebration

Annually, the University of Chicago celebrates diversity and the legacy of Dr. Martin Luther King Jr. at the campus-wide MLK Celebration. This celebration consists of several programs for students, faculty, staff, alumni and community members. More information is available at:

<https://omsa.uchicago.edu/MLK>

## **Spiritual Life**

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5850 S. Woodlawn Avenue | Chicago, Illinois 60637 | 773.702.2100 | <http://spirit.uchicago.edu/>

### **Interfaith Ally Training**

Interfaith Ally Training is available to all members of the UChicago community. This training offers foundational knowledge of selected religious traditions and techniques for how to practice religious literacy with your friends and colleagues, ultimately creating more welcoming spaces, better understandings, and stronger interfaith engagement for campus and beyond.

### **Interfaith Community Service**

An interfaith community service opportunity in the Chicago area provides students the chance to engage in questions around meaning. A conversation immediately follows to afford students time to reflect on how their faith influences their interest in community service and the meaning of interfaith service.

### **Logistical and Funding Support**

Spiritual Life provides logistical and/or financial support for programs that bring together diverse religious groups to further interfaith cooperation and engagement on campus. On-going support is also provided to all religious and spiritual student groups on campus.

### **Religious Advisors Monthly Roundtable**

This Roundtable is a monthly meeting of nearly 30 religious advisors that includes advisor training, presentations from key colleagues across the university, facilitated conversations on important student issues around religious/spiritual identity and support, and opportunities for inter-religious program planning and collaboration.

### **Sacred Spaces Tour**

An excursion planned by Spiritual Life, Sacred Spaces Tour invites students to envision themselves as citizens/participants in a global community by enriching their religious literacy and experience of the world's religions.

## **Spiritual Life [Continued]**

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5850 S. Woodlawn Avenue | Chicago, Illinois 60637 | 773.702.2100 | <http://spirit.uchicago.edu/>

### **Social Justice Panel**

This is a panel of religious leaders from the community and beyond, that focuses on the role of faith-based communities in addressing a social justice issue. Our first panel included Rev. Michael Pfleger, Rami Nashashibi, Marcenia Richards and was moderated by the Divinity Dean of Students.

### **Spirit Café**

Spirit Café is a living room program that engages members of the UChicago community in interfaith dialogue. Past topics have included identity, community and women.

### **Spirit Library**

A collection of sacred texts and readings from numerous traditions, including books on religious literacy and pluralism, that are available for anyone in the UChicago community to borrow and further their own knowledge and understanding of religion and spirituality.

### **Spirit Week**

Co-sponsored by several departments and offices across campus, spirit week includes 7-10 days of programs and events that feature topics around religious inquiry, interdisciplinary discourse in the context of religion, religious and spiritual diversity, wellness programs such as meditation, mindfulness and yoga, and interfaith cooperation, collaboration and celebration.

### **Spiritual Life Council**

The Spiritual Life Council is a place for students of all faiths, religions, traditions, and beliefs to form relationships with their fellow members for the purposes of learning, teaching, and serving the Council and the UChicago community. It is the student advisory board for the University of Chicago. The Council serves several functions, including: representing the interests of the diverse spiritual and philosophical traditions at the University of Chicago, presenting relevant student concerns to the Spiritual Life Office, fostering cooperation and coordination between students of different spiritual and philosophical traditions, and serving as representatives of Spiritual Life at campus, community, and national events.

## **Spiritual Life [Continued]**

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5850 S. Woodlawn Avenue | Chicago, Illinois 60637 | 773.702.2100 | <http://spirit.uchicago.edu/>

### **Taste of Series**

This Series is a religious literacy program designed to provide an introduction to specific traditions through a food that holds meaning within a particular tradition and connect students to Chicago and the diverse religious communities within. Examples of past programs include: A Taste of American Islam, A Taste of the Goddess, and A Taste of Baha'i.

## Student Counseling Service

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5737 S. University Avenue | Chicago, Illinois 60637 | 773.702.9800 | <http://counseling.uchicago.edu/>

### Diversity Committee

The Student Counseling Service (SCS) has a 10-member human diversity committee that meets quarterly to formally discuss issues of culture, oppression, and their relationship to the student experience at the University of Chicago. This committee selects topics and organizes educational programming for SCS clinicians designed to promote growth around issues pertaining to diversity. Over the last seven years, programming has focused on topics including: religion, race, nationality, gender identity, economic diversity, and sexual orientation. More information is available at: <https://counseling.uchicago.edu/page/diversity-committee>

### Let's Talk

In efforts to increase access and decrease barriers, SCS offers a “Let’s Talk” program that provides confidential drop-in mental health counseling services staffed by SCS clinicians. The “Let’s Talk” locations, the International House, OMSA, and Rockefeller Chapel, were chosen specifically to encourage use of services by students who feel comfortable in and/or are drawn to diverse settings. More information is available at:

<https://counseling.uchicago.edu/page/let%E2%80%99s-talk>

## **Student Disability Services**

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5801 S. Ellis Avenue | Room 234 | Chicago, IL 60637 | 773.702-8473 | <http://disabilities.uchicago.edu/>

### **Student Advisory Board**

The Student Disability Services Student Advisory Board meets three times during the academic year and is comprised of graduate and undergraduate students. The Board informs the Student Disability Services administration of the needs and interests of University of Chicago students with disabilities, articulates current challenges and issues, provides opportunities for collaboration between registered student organizations, and serves as a means to create a more inclusive campus community. More information is available at:

<http://disabilities.uchicago.edu/page/student-advisory-board-o>

### **The University-Wide Access Committee**

The mission of the University Wide Access Committee (UWAC) is to review University accessibility from a programmatic and systemic perspective. In that regard, the committee works with Student Disability Services to modify and develop policies which promote independence and autonomy among students with disabilities, thereby accessibility by design rather than by exception. The committee meets four times each calendar year and is comprised of University administrators and faculty. More information is available at:

<http://disabilities.uchicago.edu/advisory-boards-and-committees>

## Student Health Service

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960 E. 59th Street | Chicago, Illinois 60637 | 773.702.4156 | <http://studenthealth.uchicago.edu>

### Preferred Language Screening

All students seeking services through the Student Health Services are screened during their initial visit to determine preferred language. If a student prefers to use a language other than English, arrangements for a medical translator are made available during the students' medical appointment to facilitate communication between the health care provider and student.

## University Community Service Center

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5525 S. Ellis Avenue | Suite 160 | Chicago, IL 60637 | 773.753-4483 | <http://ucsc.uchicago.edu/>

### Chicago Bound

Chicago Bound is a student-led pre-orientation program sponsored by the University Community Service Center (UCSC) and the Institute of Politics for 40 incoming first-year students to promote community awareness and civic engagement. It involves participating in service projects with local organizations, visiting diverse neighborhoods, learning about urban issues, and meeting with community residents and leaders. More information is available at:

<https://ucsc.sites.uchicago.edu/page/chicago-bound>

### Chicago Studies

Chicago Studies is a program in partnership with the College that incorporates opportunities for students to engage academically and experientially in the city of Chicago. Faculty may draw on the services and expertise of UCSC to create experiences in the city that are relevant to a particular course using Chicago Course Connections. Independent of particular courses, UCSC also facilitates students and faculty access to resources and events in the city about the city.

More information is available at: <http://chicagostudies.uchicago.edu/>

### MLK Day of Service

UCSC host its annual MLK Day of Service, which aims to challenge students to think critically about systemic societal issues and find ways to contribute to the public good. The event includes a combination of direct service for three hours in the morning and then reflection with community partners during a luncheon in the afternoon. In total, more than 250 student volunteers serve on projects at 15 community-based organizations across Chicago, contributing a total of 650 service hours.

### Seeds of Justice

A community-building and leadership development program for 20 selected first-year students. Through weekly meetings and community explorations, students increase their awareness of the complexity of social justice issues in Chicago and explore different strategies to address these inequities. More information is available at: <https://ucsc.uchicago.edu/page/seeds-justice>

## *Campus-Wide Committees and Teams*

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Bias Response Team

Diversity Leadership Council

RISE (Respect-Intervene-Speak-Engage)

Vice President's Advisory Council on Diversity and Inclusion

## Bias Response Team

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Campus and Student Life | <http://csl.uchicago.edu/get-help/bias-response-team>

The Bias Response Team (BRT) is made up of administrators who are available to support and guide students seeking assistance in determining how to handle a bias incident. Members of the Bias Response Team assist the Vice President of Campus Life and Student Services in documenting and reporting incidents that occur on campus.

Individuals can call 773-834-HELP (4357) 24 hours a day, seven days a week and a Bias Response Team Member will promptly review all bias incident reports. Reports are kept as confidential as possible. For all reports containing contact information, the Bias Response Team member will contact the reporting person and if desired, will meet with them to discuss the incident in detail and explore a plan for resolution. During this meeting, the reporting person can expect to obtain information about related University policies, procedures, and resources.

## Diversity Leadership Council

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Office of the Provost | <http://diversity.uchicago.edu/dlc/>

The Diversity Leadership Council (DLC) was appointed by President Robert Zimmer in September 2007 as part of recommendations arising from the Provost's Initiative on Minority Issues. This Council is a group of senior administrators from a broad cross-section of the University, including academic divisions, professional schools, the Medical Center, and administrative functions, who are deeply committed to fostering a diverse and inclusive campus community.

The DLC was established on the premise that the diversity of our nonacademic staff is one of the University of Chicago's greatest assets; that the diversity of the City of Chicago has helped make the University into the world-class institution it is today; and that success in achieving our core academic mission depends on recognizing and contributing to diversity in all aspects of campus and community life. The DLC serves as an advisory body to the President and Officers of the University, and as a mentor and resource to academic and administrative units. Our focus is to help ensure that the University's relationship with our nonacademic employees, with our surrounding neighborhoods, and with our business partners appropriately reflect the University's commitment to diversity as part of its core mission.

***Diversity Leadership Awards*** (a sub-committee of the DLC), was created to recognize University staff and alumni who display leadership in fostering diversity on campus/within the surrounding community, advancing social justice and equality in our community and society. Additionally, a newly created award category acknowledges the important contributions of our faculty.

The Diversity Leadership Council receives all nominations and selects award recipients. The awards are presented annually during the President's MLK Reception. More information is available at: <http://diversity.uchicago.edu/dla/>

## RISE (Respect-Intervene-Speak-Engage)

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Campus and Student Life | <http://csl.uchicago.edu/diversity-inclusion/rise>

RISE represents our shared commitment to the values of respect and free expression as a University community. RISE encourages the University community to reflect on and to challenge assumptions about the roles of class, race, gender identity, sexual orientation, religion, nationality, disability, and other aspects of identity. Through RISE, we will examine our differences – recognizing both the tensions they create and the fundamental role those differences play in creating the rich and free exchange of ideas that is a hallmark of this University. It will continue to help shape how members of our community think about the world and provide a foundation for our students as they enter life after the University.

This effort is led by a steering committee that includes faculty, staff, undergraduate students, graduate students, and alumni.

## Vice President's Advisory Council on Diversity and Inclusion

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Campus and Student Life | <http://csl.uchicago.edu/diversity-inclusion/dialogue/vice-presidents-advisory-council>

The Vice President's Advisory Council on Diversity and Inclusion has been created to directly engage student perspectives in order to inform our work together on issues of diversity and the student experience. The Vice President will rely heavily on this Council to advise and help shape key diversity initiatives, review existing programs, and provide student perspective in these critically important areas. The Council meets monthly during the academic year.

## Office of the Deputy Provost for Research and Minority Issues

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