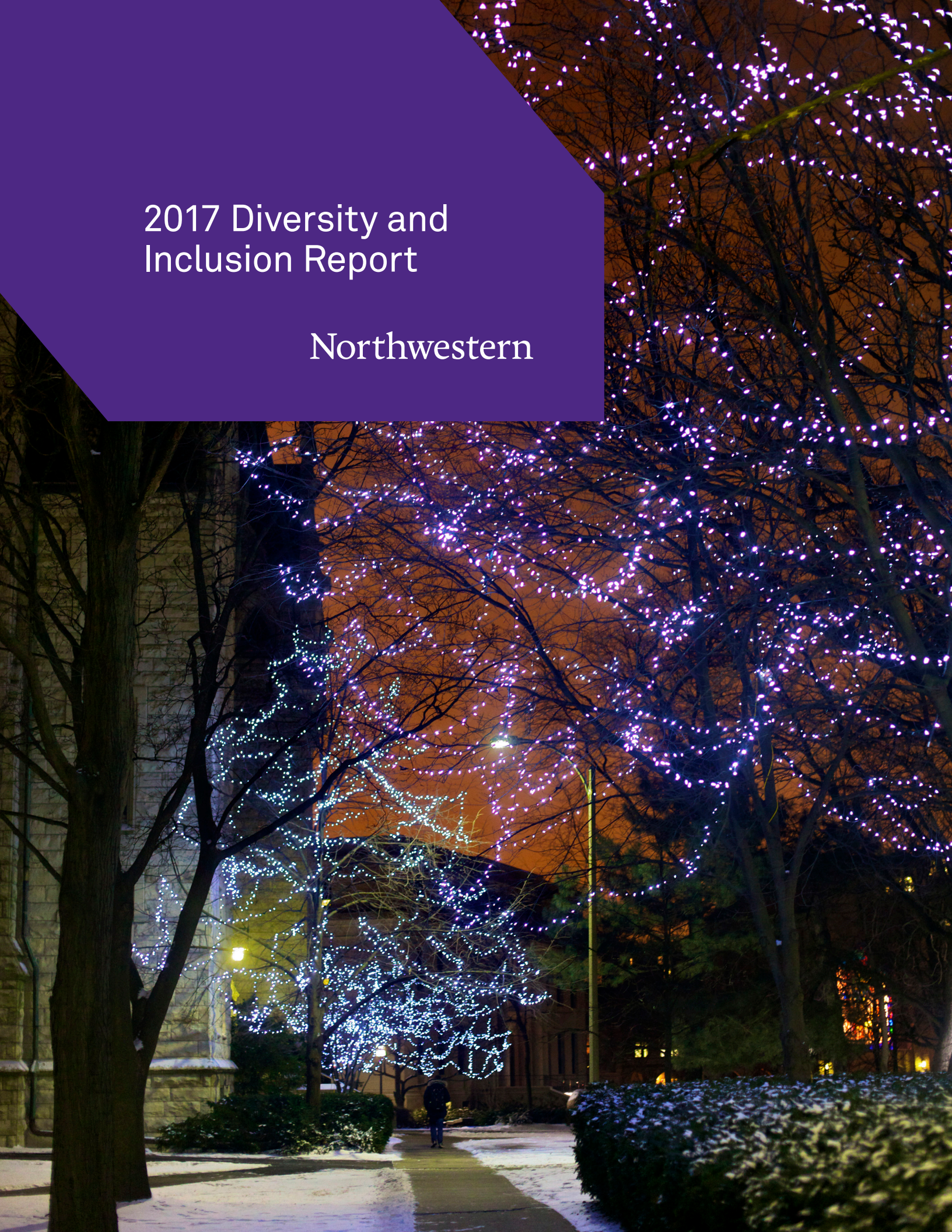


2017 Diversity and Inclusion Report

Northwestern





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NOTE: Faculty and staff data was sourced from the myHR system. Faculty data was included for all schools except the School of Professional Studies, Northwestern in Qatar, and The Graduate School. Undergraduate student data was sourced from the Student Enterprise Systems. The Office of Institutional Research provided the faculty, staff, and undergraduate student data from these systems, with the exception of the LGBTQ+ student data. The Office of Student Affairs Assessment provided undergraduate LGBTQ+ data. All graduate and professional student data was provided by the respective schools. Alumni data was sourced from CatTracks and provided by the Office of Alumni Relations and Development. The Graduate School provided the postdoctoral fellows data.

Greetings from the Office of Institutional Diversity and Inclusion,



It is with great pleasure that I share with you Northwestern University's Diversity and Inclusion Report for academic year 2017 (AY17). Since 2015, the [Office of Institutional Diversity and Inclusion \(OIDI\)](#) has worked to create and sustain a diverse, inclusive, and welcoming environment for all Northwestern students, faculty, staff, and alumni. OIDI partners with colleagues across the University to achieve this mission in alignment with our four strategic pillars: Access, Equity, Enrichment, and Wellbeing. This year's newly

streamlined and interactive Report highlights our work and progress made toward realizing a more diverse and inclusive Northwestern.

AY2017 OIDI Highlights

- Expanded programming to increase engagement with our constituent groups, including our six Leadership Partners: [Diversity Leaders Group](#), [University Diversity Council](#), [Executive Advisory Group](#), [Native American Leadership Council](#), [Native American and Indigenous Peoples Steering Group](#), and [Multicultural Alumni Council](#)
- Hosted first-ever receptions for underrepresented minority faculty in fall 2016 and spring 2017
- Partnered with [Nicholas Pearce, PhD](#), clinical associate professor of management and organizations at Kellogg, to provide an Inspired Leadership summer workshop for campus diversity partners
- Assumed oversight of University-wide [Native American and Indigenous initiatives](#)
- Hired additional staff: [Nsombi B. Ricketts](#), assistant provost for diversity and inclusion; [Jasmine Gurneau](#), senior program coordinator of Native American and Indigenous initiatives; and [Sekile Nzinga-Johnson, PhD](#), director of the Women's Center

I hope you enjoy the 2017 Diversity and Inclusion Report. If you have any questions or would like to be involved in our efforts, please contact us at diversity@northwestern.edu.

Sincerely,

Jabbar R. Bennett, PhD

Associate Provost and Chief Diversity Officer

Associate Professor of Medicine, Feinberg School of Medicine



Nsombi B. Ricketts



Jasmine Gurneau



Sekile Nzinga-Johnson

ACCESS



ACCESS refers to the recruitment and support of students, faculty, and staff from historically underserved and underrepresented populations.

Undergraduate Students

Northwestern has made significant strides in increasing the diversity of our undergraduate student population. The [Office of Undergraduate Admission](#) has been enhancing outreach and recruitment efforts to high-achieving under-represented minority and low-income prospective students in a variety of ways. In fall 2016, Northwestern welcomed its most diverse undergraduate class to date.

Northwestern continues to advance its initiative to have 20 percent Pell Grant-eligible students in an incoming undergraduate class by 2020. As part of that effort, Northwestern joined in 2017 the [American Talent Initiative](#), which expands access and opportunity for talented low- and moderate-income students to attend college. Northwestern also has one of the largest [QuestBridge Scholars](#) chapters. QuestBridge is a non-profit organization that targets high-achieving, low-income high school students for college placement.

In fall 2016, the Office of Undergraduate Admission attended the [American Indian Science and Engineering Society \(AISES\)](#) Conference with the aim of increasing the representation of undergraduate American Indians, Alaska Natives, Native Hawaiians, Pacific Islanders, First Nations, and other indigenous peoples of North America in science, technology, engineering, and math (STEM) studies at Northwestern. Events were also hosted throughout the year to increase awareness about Northwestern to local Native communities. In summer 2017, Northwestern attended two week-long [College Horizons](#) workshops to demystify the college application process for Native students. A recruitment brochure was also created about the Native American and Indigenous community on campus.

Northwestern's inaugural cohort of [Posse Scholars](#) graduated in June 2017. Each year, Northwestern enrolls ten Posse Scholars from the greater Los Angeles area. Posse identifies public high school students with extraordinary academic and leadership potential who may have been overlooked by traditional college selection processes.

Undergraduate Class of 2020

1.2%

American Indian/Native American

20%

Asian American/Pacific Islander

8.5%

Black/African American

13.6%

Hispanic/Latinx

10%

International

46%

White

11%

First-Generation College

10.5%

LGBTQ+

17.4%

Pell Grant Recipients



AISES 2016 Conference



Posse Scholars Class of 2017

The Graduate School

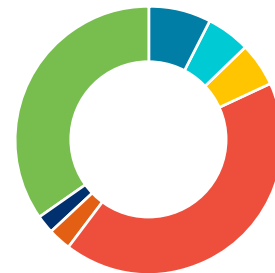
The Graduate School (TGS) has seen its underrepresented graduate student populations grow to record numbers since the establishment of the [TGS Office of Diversity and Inclusion](#) in 2014. [Damon L. Williams, Jr.](#), joined TGS in spring 2017 as the new assistant dean of diversity and inclusion. [Dana Bozeman](#) also joined TGS in spring 2017 as the new associate director of graduate student engagement.

In fall 2016, TGS hosted the 5th annual [Introduction to Graduate Education at Northwestern \(IGEN\)](#) with 42 students attending from 30 institutions. The [TGS Peer Mentor Program](#) was also launched to enrich the first-year experience of underrepresented minority graduate students.

Northwestern was the 15th institution inducted into the [Bouchet Graduate Honor Society \(BGHS\)](#) at Yale University in spring 2017. BGHS acknowledges outstanding scholarly achievement and promotes diversity and excellence in doctoral education to current underrepresented graduate students.

In summer 2017, TGS sponsored the 32nd annual [Summer Research Opportunity Program \(SROP\)](#) and hosted 36 visiting undergraduate students and 4 [Mellon Mays Undergraduate Fellows](#) from Northwestern. TGS also launched a new partnership with the [Institute for Recruitment of Teachers \(IRT\)](#), which is an initiative to increase the number of underrepresented doctoral students in the social sciences and humanities.

GRADUATE SCHOOL AY17



- American Indian/Native American 0.1%
- Asian American/Pacific Islander 7.5%
- Black/African American 5.2%
- Hispanic/Latinx 5.3%
- International 42.2%
- Multiracial 3.0%
- Unknown 2.1%
- White 34.6%
-
- LGBTQ+ 8.4%



Damon L. Williams, Jr.



Dana Bozeman

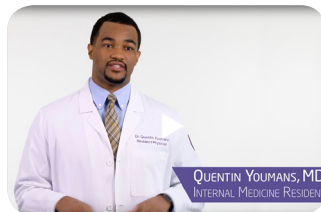


(from right) Former TGS Dean Dwight A. McBride and former TGS staff Nsombi B. Ricketts, Noelle Wakefield, and Aireale Joi Rodgers with Bouchet certificate

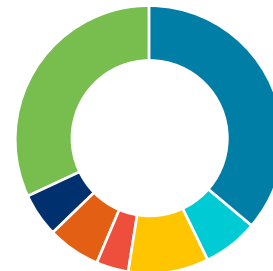
Feinberg School of Medicine

During the 2017 academic year, the [Feinberg School of Medicine Office of Diversity and Inclusion](#) created a series of videos that highlight members of the Feinberg and Northwestern Medicine community:

- Julie Barton, '88 MD, '92 GME, clinical assistant professor of obstetrics and gynecology
- Quentin Youmans, '15 MD, resident in internal medicine
- Sharlay Butler, MD, resident in obstetrics and gynecology



FEINBERG AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 36.8%
 Black/African American 6.7%
 Hispanic/Latinx 9.8%
 International 3.7%
 Multiracial 6.1%
 Unknown 4.9%
 White 31.9%

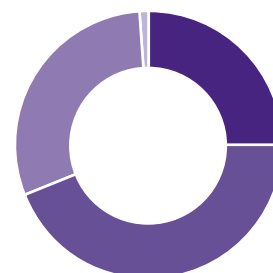
 LGBTQ+ 5%

Kellogg School of Management

The [Kellogg School of Management Office of Diversity and Inclusion](#) enhanced their online presence to internal and external stakeholders by revamping its diversity and inclusion web pages. Kellogg is increasing its outreach to prospective LGBTQ students by attending conferences and events such as the [Reaching Out MBA \(ROMBA\)](#) Conference and “CHeck uS out” events. Kellogg and the [Pride@Kellogg](#) student club also host an LGBTQ Preview Day.

Each year, Kellogg also hosts Diversity Preview Day and Women’s Preview Day as part of their admissions programming. Each event provides student perspectives, information about academic and career services, and an opportunity to connect with underrepresented minority and women students.

KELLOGG AY17



US Minority 25%
 White 44%
 International 30%
 Unknown 1%

Pritzker School of Law

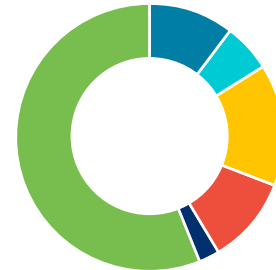
Hosted by the [Pritzker School of Law Office of Diversity Education and Outreach](#), the Diverse Admitted Student Open House is held immediately preceding Admitted Students Weekend in the first week of April. The Open House includes small interactive group sessions with faculty and students as well as social gatherings that include alumni. The Office also conducts Diverse Student Orientation each fall, dedicated to fulfilling three primary objectives:

- Introduce incoming diverse students to one another
- Build a sense of community among incoming diverse students
- Give incoming diverse students an overview of common educational and professional challenges that they may experience



Student panel at Pritzker's Diverse Admitted Student Open House

PRITZKER AY17



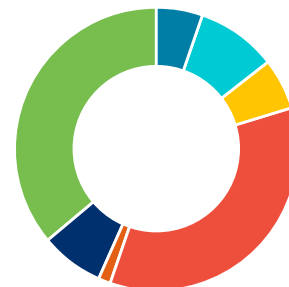
American Indian/Native American 0.5%
 Asian American/Pacific Islander 10.0%
 Black/African American 5.6%
 Hispanic/Latinx 14.4%
 International 10.2%
 Multiracial 0.2%
 Unknown 2.3%
 White 54.9%

 LGBTQ+ 7.6%

Medill School of Journalism, Media, Integrated Marketing Communications

The [Medill School of Journalism, Media, Integrated Marketing Communications](#) annually visits Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs) as part of its ongoing recruitment efforts. During the 2017 academic year, Medill recruited at seven of these institutions, attended the [National Association of Black Journalists \(NABJ\)](#) Conference, and had a presence at the Excellence in Journalism event with the [National Association of Hispanic Journalists \(NAHJ\)](#) and the [Native American Journalists Association \(NAJA\)](#).

MEDILL AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 5.5%
 Black/African American 9.0%
 Hispanic/Latinx 5.8%
 International 35%
 Multiracial 1.5%
 Unknown 7.3%
 White 35.9%

 LGBTQ+ (not captured)

Staff

In summer 2017, HR Talent Acquisition, the Office of Equity, and the Office of Institutional Diversity and Inclusion hosted a Veterans Career Workshop to promote the recruitment of US military veterans throughout the University. The workshop included training on how to translate military experience into civilian jobs, one-on-one resume critiques and mock interviews, and an opportunity to network with hiring contacts from schools and units across the University.

In partnership with Talent Acquisition, the Office of Equity has entered into an agreement with the [Professional Diversity Network \(PDN\)](#) to increase our diversity recruitment advertising efforts. PDN is comprised of seven culturally distinct websites that provide diverse communities with a trusted professional network, is more engaging and welcoming than a typical job board, and pairs diverse talent with employers to build a more diverse workforce.

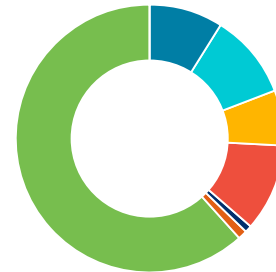


Caroline Onagan, Director of Talent Acquisition, at Veterans Career Workshop



Sarah Brown, Senior Director in the Office of Equity, at Veterans Career Workshop

BENEFITS-ELIGIBLE STAFF AY17

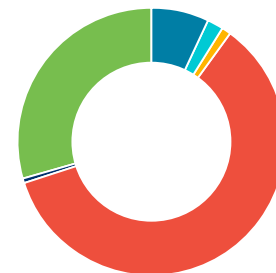


American Indian/Native American 0.1%
 Asian American/Pacific Islander 9.2%
 Black/African American 10.1%
 Hispanic/Latinx 6.9%
 International 10.2%
 Unknown 0.9%
 Multiracial 1.1%
 White 61.6%

Postdoctoral Community

The [Office of Postdoctoral Affairs \(OPA\)](#) in The Graduate School is a central resource for postdoctoral training at Northwestern. OPA partners with units across the University to advance funding and professional development opportunities for our postdocs. Northwestern is one of fourteen institutions participating in the Professorial Advancement Initiative (PAI) as part of the \$1.2 million award. Funded by the National Science Foundation, the PAI is an [Alliance for Graduate Education and Professoriate Transformation \(AGEP-T\)](#) project with the goal to double the rate at which Big Ten Academic Alliance institutions hire underrepresented minority (URM) faculty in the science, technology, engineering, and mathematics (STEM) fields. The [Big Ten Academic Alliance PAI](#) takes a two-pronged approach to achieve its faculty diversity goal, both by creating a pool of URM postdocs who are well prepared and trained to enter the academy as tenure-track faculty members and by educating mentors, faculty, and faculty search committees about unconscious bias and diversity hiring.

POSTDOCTORAL FELLOWS AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 7.2%
 Black/African American 1.7%
 Hispanic/Latinx 1.3%
 International 60%
 Unknown 0.6%
 Multiracial (not captured)
 White 29%

Faculty

Faculty recruitment remains a high priority for Northwestern. Therefore, a new system was created and implemented to allow for uniform tracking of applicants for faculty positions. The [Faculty Recruiting System](#), released in summer 2017 and with phased updates planned through 2018, is a University-wide portal for faculty applications and search committee review. This tool allows for an online application and review process for faculty searches, as well as an enhanced capability to gather voluntary diversity information from applicants. Aggregate information about the diversity of applicant pools can be made available to search committees under certain circumstances to support efforts to advertise faculty positions to a broad and diverse audience.

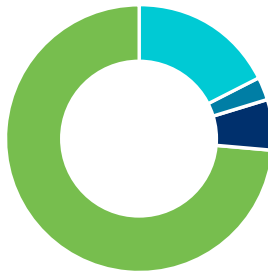
TENURE-LINE FACULTY BY SCHOOL

WEINBERG AY17



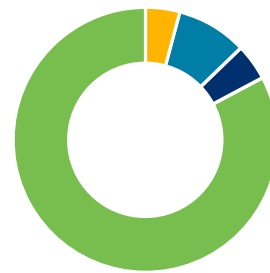
American Indian/Native American 0.2%
 Asian American/Pacific Islander 7.4%
 Black/African American 6.2%
 Hispanic/Latinx 5.2%
 International 2.1%
 Multiracial 2.1%
 Unknown 0.4%
 White 76.5%

EDUCATION AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 2.9%
 Black/African American 17.6%
 Hispanic/Latinx 0.0%
 International 0.0%
 Multiracial 0.0%
 Unknown 5.9%
 White 73.5%

MEDILL AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 8.7%
 Black/African American 0.0%
 Hispanic/Latinx 4.3%
 International 0.0%
 Multiracial 0.0%
 Unknown 4.3%
 White 82.6%

TENURE-LINE FACULTY BY SCHOOL

BIENEN AY17



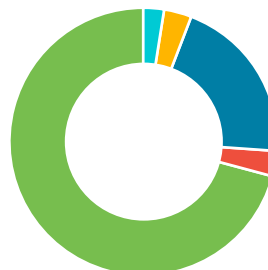
American Indian/Native American 0.0%
 Asian American/Pacific Islander 10.3%
 Black/African American 5.1%
 Hispanic/Latinx 0.0%
 International 0.0%
 Multiracial 0.0%
 Unknown 2.6%
 White 82.1%

COMMUNICATION AY17



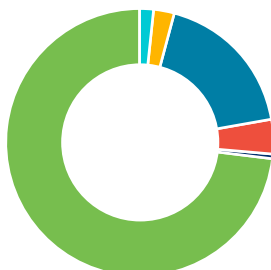
American Indian/Native American 0.0%
 Asian American/Pacific Islander 5.3%
 Black/African American 6.3%
 Hispanic/Latinx 6.3%
 International 4.2%
 Multiracial 2.1%
 Unknown 3.2%
 White 72.6%

McCORMICK AY17



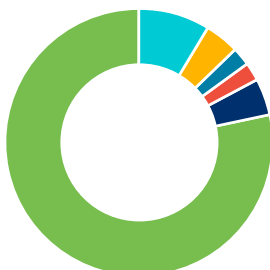
American Indian/Native American 0.0%
 Asian American/Pacific Islander 20.2%
 Black/African American 2.7%
 Hispanic/Latinx 3.3%
 International 2.7%
 Multiracial 0.0%
 Unknown 0.5%
 White 70.5%

FEINBERG AY17



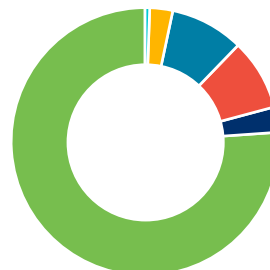
American Indian/Native American 0.0%
 Asian American/Pacific Islander 17.9%
 Black/African American 1.9%
 Hispanic/Latinx 2.5%
 International 4.1%
 Multiracial 0.0%
 Unknown 0.8%
 White 72.8%

PRITZKER AY17



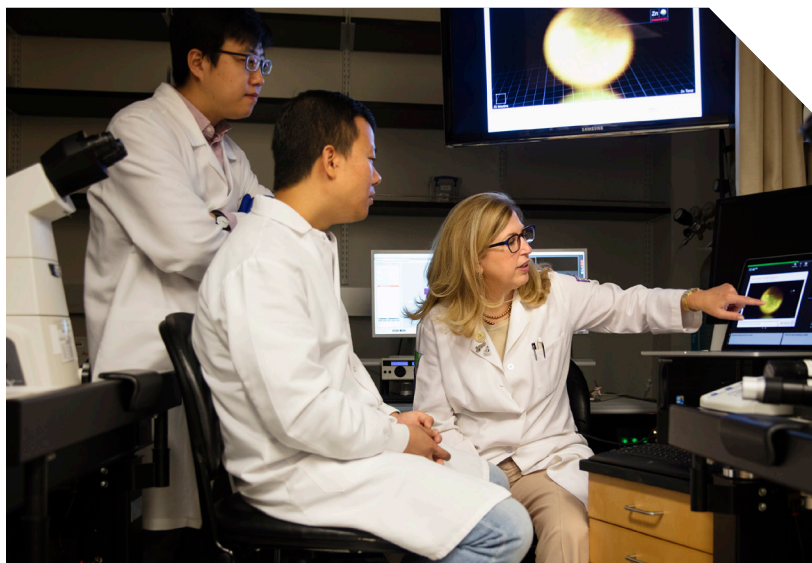
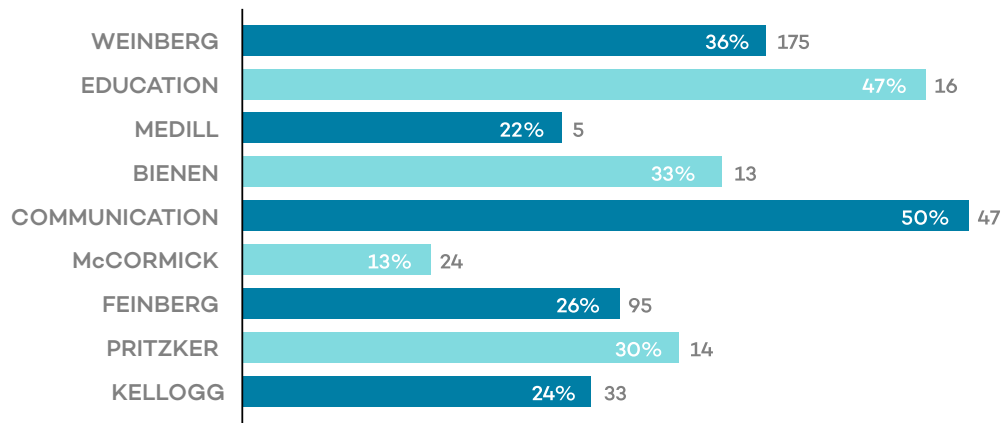
American Indian/Native American 0.0%
 Asian American/Pacific Islander 2.2%
 Black/African American 8.7%
 Hispanic/Latinx 4.3%
 International 2.2%
 Multiracial 0.0%
 Unknown 4.3%
 White 78.3%

KELLOGG AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 8.7%
 Black/African American 0.7%
 Hispanic/Latinx 2.9%
 International 8.7%
 Multiracial 0.0%
 Unknown 2.9%
 White 76.1%

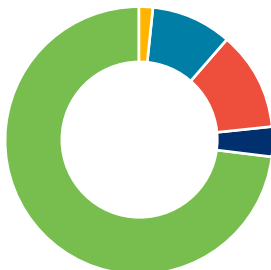
TENURE-LINE WOMEN FACULTY AY17



TGS Dean and Feinberg Professor Teresa K. Woodruff working with postdocs

CLINICAL/INSTRUCTIONAL FACULTY BY SCHOOL

WEINBERG AY17



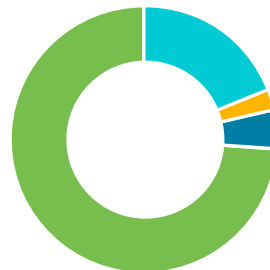
American Indian/Native American 0.0%
 Asian American/Pacific Islander 9.6%
 Black/African American 0.0%
 Hispanic/Latinx 1.8%
 International 12.0%
 Multiracial 0.0%
 Unknown 3.6%
 White 72.9%

EDUCATION AY17



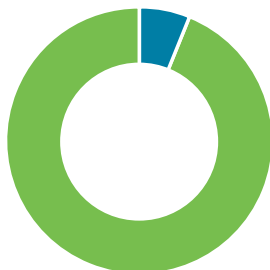
American Indian/Native American 0.0%
 Asian American/Pacific Islander 0.0%
 Black/African American 20%
 Hispanic/Latinx 0.0%
 International 0.0%
 Multiracial 0.0%
 Unknown 20%
 White 60%

MEDILL AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 4.8%
 Black/African American 19.0%
 Hispanic/Latinx 2.4%
 International 0.0%
 Multiracial 0.0%
 Unknown 0.0%
 White 73.8%

BIENEN AY17



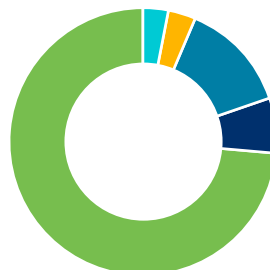
American Indian/Native American 0.0%
 Asian American/Pacific Islander 6.3%
 Black/African American 0.0%
 Hispanic/Latinx 0.0%
 International 0.0%
 Multiracial 0.0%
 Unknown 0.0%
 White 93.8%

COMMUNICATION AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 0.0%
 Black/African American 2.8%
 Hispanic/Latinx 4.2%
 International 1.4%
 Multiracial 2.8%
 Unknown 2.8%
 White 86.1%

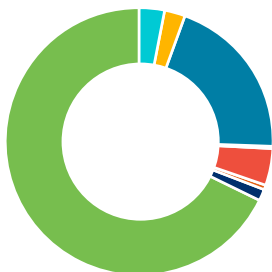
McCORMICK AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 13.3%
 Black/African American 3.3%
 Hispanic/Latinx 3.3%
 International 0.0%
 Multiracial 0.0%
 Unknown 6.7%
 White 73.3%

CLINICAL/INSTRUCTIONAL FACULTY BY SCHOOL

FEINBERG AY17



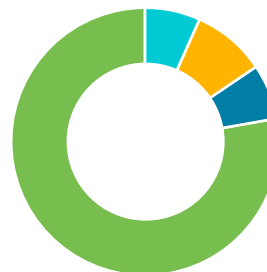
American Indian/Native American 0.1%
 Asian American/Pacific Islander 20.1%
 Black/African American 3.3%
 Hispanic/Latinx 2.5%
 International 4.5%
 Multiracial 0.6%
 Unknown 1.4%
 White 67.6%

PRITZKER AY17



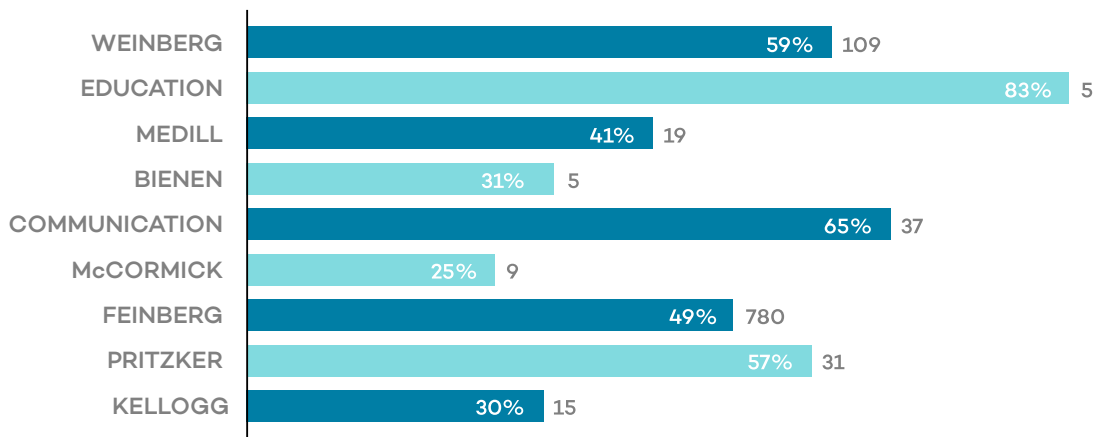
American Indian/Native American 0.0%
 Asian American/Pacific Islander 1.8%
 Black/African American 3.6%
 Hispanic/Latinx 3.6%
 International 0.0%
 Multiracial 0.0%
 Unknown 1.8%
 White 89.1%

KELLOGG AY17



American Indian/Native American 0.0%
 Asian American/Pacific Islander 6.7%
 Black/African American 6.7%
 Hispanic/Latinx 8.9%
 International 0.0%
 Multiracial 0.0%
 Unknown 0.0%
 White 77.8%

CLINICAL/INSTRUCTIONAL WOMEN FACULTY AY17



SES FOCUS

Student Enrichment Services (SES)

Student Enrichment Services (SES) was established in 2014 under the leadership of [Kourtney Cockrell](#), director, to support low-income and first-generation students. In 2016, SES hired two additional full-time staff members. [Sharitza Rivera](#) joined as assistant director and is responsible for developing, managing, and assessing the [Compass Peer Mentor Program](#). In addition to Compass, she works individually with students, assisting them with accessing resources, connecting them with mental health support, and building social capital. [Christina Smith](#), SES administrative assistant, manages the SES One Form, administers enrichment funding, and assists with management of the [Student Emergency and Essential Needs Fund \(SEEN\)](#). In addition to these tasks, she provides event support and works alongside the director on special projects such as the Knight Start-Up Fund and Commencement resources.

Alumni Relations and Development and Donor Support: SES has helped to secure nearly \$1.9 million since the office opened in November 2014. These funds have transformed the student experience by providing access to funding for emergency and essential needs, removing financial barriers to accessing the full Northwestern experience, and providing important resources like laptops and winter gear to our most vulnerable students.

Compass Peer Mentor Program: Through the generous support of the Kimberly Querrey gift, Compass has doubled in size, from 20 students included in academic year 2016 to 41 students in academic year 2017 (32 mentees and 9 mentors). An Institutional Review Board (IRB) research study on the program is being conducted through professor [Mesmin Destin](#)'s team in the [School of Education and Social Policy](#).

Advocacy: In partnership with Student Affairs Dining and the campus religious centers, SES established the [Purple Pantry](#) during AY17 for the Thanksgiving holiday and spring break. Forty-six students took advantage of the food resources available. This was the first year that Dining Services provided meals for free during the Thanksgiving and spring breaks as part of the regular meal plan. This policy change met a significant need for our students who would otherwise struggle to afford food and meals during these break periods.

SES One Form: In partnership with the Central Budget Office, SES launched [One Form](#) in February 2017. The SES One Form allows students to apply for multiple funding opportunities through one standard application. One Form began with 10 partner funds and grew to include 19 funds by June 1, 2017. 738 students completed applications in AY17.



Kourtney Cockrell



Sharitza Rivera



Christina Smith

\$1.9m

SECURED

in ARD and donor support

738

APPLICATIONS

One Form

41

STUDENTS

Compass Mentor Program

EQUITY

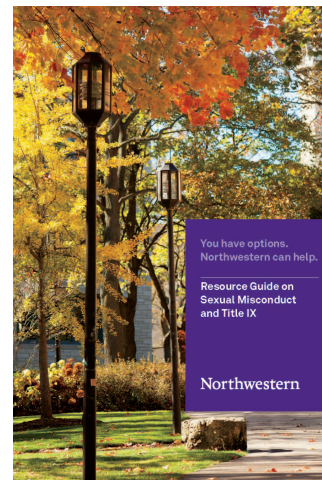


EQUITY is the guarantee of fair treatment and equal access to opportunities for all students, faculty, and staff.

The Office of Equity

In AY17, the University's Title IX Office and Office of Equal Opportunity and Access were integrated into the Office of Equity. This new office is responsible for prevention education; addressing complaints related to discrimination, harassment, sexual misconduct, and retaliation; and managing diversity in hiring, affirmative action, and employee disability accommodation. The Office also publishes an annual [Resource Guide on Sexual Misconduct and Title IX](#), which is distributed widely across campus to faculty, staff and students.

[Kate Harrington-Rosen](#) joined the Office of Equity in summer 2017 as the equity outreach and education specialist. Kate's primary focus is on Title IX outreach and training programs for students. She is also helping to develop equity and diversity training for staff and faculty.



Resource Guide on Sexual Misconduct and Title IX

Transition Programs Plus Council

To offer greater educational opportunities to a broader range of students, Northwestern has expanded its recruitment and enrollment of first generation college, low-socioeconomic status, and international students. The [Transition Programs Plus Council](#) is a working group created in 2014 to develop a coordinated strategy to support the transition and ongoing success of these incoming first-year students. This support includes academic enrichment, community-building efforts, financial assistance, and other topics that can impact a student's higher education experience. The Council is led by [Ron Braeutigam](#), associate provost for undergraduate education, and [Patricia Telles-Irvin](#), vice president for student affairs.

Several [pre-enrollment programs](#) address the transition needs of first-year students. Participants develop a sense of belonging at the institution; increase academic preparedness; create bonds with peers, faculty and staff; and connect with campus resources.

Summer 2017 Pre-Enrollment Program Participation

55

students in [Bridge](#)

33

students in [Bridge II](#)

23

students in [Bio&ChemExcel](#)

18

students in [EXCEL](#)

42

students in [Summer Academic Workshop \(SAW\)](#)

20

students in [SESP Leadership Institute](#)

Black Student Experience

The [Black Student Experience Report](#) was published in summer 2016, outlining 14 themes and associated recommendations for initiatives that Northwestern should pursue to improve the undergraduate Black student experience. In winter 2016, the report and recommendations were presented to University leaders and three priorities were established:

1. **Increase** the number of Black students, faculty, and staff
2. **Create** an Academic Support Hub in a physical location on campus
3. **Get to know** and listen to Black students regularly, not just in times of crisis

Three implementation-focused steering committees were established to address these priorities. These groups and their activities will be overseen by [Patricia Telles-Irvin](#), vice president for student affairs; [Jabbar R. Bennett](#), associate provost and chief diversity officer; [Ron Braeutigam](#), associate provost for undergraduate education; [Lindsay Chase-Lansdale](#), vice provost for academics; [Pam Beemer](#), vice president and chief human resources officer; and [Amit Prachand](#), assistant vice president, information and analytics. The steering committees will convene over the next year to set strategy, develop an action plan, and move forward with implementation.

International Community

The [International Office](#) strives to enrich the academic and cultural experience of Northwestern's international students, visitors, employees, and families. The Office offers a variety of programs each year to support and enhance the experiences of Northwestern's international community members. Since 2014, the Office has presented overseas orientations to incoming international students and their parents in South Korea, China, and India. The Office hosts orientation events for incoming international graduate students as well as undergraduate students and their families. During summer 2017, the Office hosted over 600 students and parents during their orientations.

During AY17, the Office had over 2500 advising visits for maintaining F-1/J-1 visa status, with the most common topics being work authorization, overseas travel, and document extension. The Office also hosted monthly work authorization workshops on Curricular Practical Training (CPT) and Optional Practical Training (OPT), open to all students, plus targeted CPT and OPT workshops to a variety of schools and programs—including Pritzker, Feinberg, Medill IMC, McCormick Master's students, and undergraduates. The Office also liaises with Social Security Administration and DMV offices to ensure students are prepared before visiting campus.



Orientation for international students and family members

The International Office and [Counseling and Psychological Services \(CAPS\)](#) also partnered to produce [Discovering USA](#), a new lunch and discussion series for international graduate students. The series is designed to help new students meaningfully transition to life in the United States, network, understand campus resources, promote positive mental health, and best position themselves for academic success. Eight weekly sessions took place during fall 2016 and included professor and current-student panels, cross-cultural friendship, winter survival, and stress management. Winter 2017 sessions focused on campus resources, and those in spring 2017 focused on issues of identity.

The [Northwestern Alumni Association \(NAA\)](#) launched the [Northwestern Mentorship Program](#) in fall 2016. More than 250 program mentors are international alumni, and the NAA aims to increase involvement of current international undergraduate students.

Accessibility

During AY17, [AccessibleNU \(ANU\)](#) partnered with the [Searle Center for Advancing Learning and Teaching](#) and received funding from the [Alumnae of Northwestern University](#) to work with a faculty member from each undergraduate school for its Universal Design for Learning (UDL) pilot. ANU and the Searle Center met with faculty members throughout the summer to rework their syllabi to incorporate curricular design elements that would effectively build in accommodations and take into consideration the wide range of learning needs that students have. AccessibleNU also hired [Aggie McGrane](#), associate director, and [Sam Milgrom](#), testing coordinator and administrative assistant, in fall 2016.

In 2017, the Accessibility Council developed eleven recommendations for improving physical, technological, and other forms of disability access across the institution. Updates on the recommendations will be included in the 2018 report.



Aggie McGrane

Provost's Advisory Council on Women Faculty

Launched in fall 2016, the [Provost's Advisory Council on Women Faculty](#) supports women and women-identified faculty with a focus on faculty development and leadership, work-life issues and policies, and pipeline advancement in order to foster gender equity and even greater career success. The Council is comprised of 50 faculty members from across the University and is committed to:

- **Learning** from and building upon the significant activities of various women faculty groups that are already occurring in schools across the University
- **Expanding** our programs for building community and highlighting the scholarship of women and women-identified faculty
- **Fostering** successful career trajectories of women faculty and enhancing pipeline programs
- **Strengthening** leadership training and opportunities

The Council brings an evidence-based perspective to understanding the experiences of women faculty at Northwestern and utilizes recent scholarship on women and gender in academia to guide our work. The Council created three working groups to conduct research and formulate findings and recommendations on three priority areas:

1. **Faculty Development and Leadership** benchmarks essential skills, training, and experiences for women faculty leaders.
2. **Pipeline Advancement** focuses on understanding the advancement of women faculty from hiring to tenure and beyond.
3. **Work Life** conducts outreach to better understand the needs of all faculty in supporting work-life issues and to assess the current implementation and communication around existing work-life policies.



Sam Milgrom

NAII FOCUS

Native American and Indigenous Initiatives (NAII)

Northwestern receives \$1.5 million dollar grant to establish Center for Native American and Indigenous Research (CNAIR)

In fall 2016, Northwestern University received a \$1.5 million grant from the Andrew W. Mellon Foundation to support the establishment of the [Center for Native American and Indigenous Research \(CNAIR\)](#). Three faculty were hired to support the establishment of the Center. [Beth Red Bird, PhD](#), [Doug Kiel, PhD](#), and [Hi'iilei Julia Kawehipua'akaha'opulani Hobart, PhD](#), joined Weinberg College in fall 2016.

Northwestern creates Native American and Indigenous Peoples Steering Group

The Native American and Indigenous Peoples Steering Group was created in 2016 to support programming and projects to increase campus-wide interest in and understanding of Native American and Indigenous topics and issues. This steering group published an [Update on the Recommendations of the Native American Outreach and Inclusion Task Force](#) for AY17.

Northwestern hosts inaugural CAICC Urban Native American Education Conference

Northwestern is an official member of the Chicago American Indian Community Collaborative (CAICC)—a network of Chicago-area organizations and programs that aim to enrich the lives of Native Americans. In spring 2017, CAICC hosted its first Urban American Indian Education Conference on Northwestern's campus, with over 70 attendees.

Native Student Engagement

Several programs, workshops, and events were held throughout AY17 to support Native American and Indigenous students. Highlights include a NoDAPL (Dakota Access Pipeline protests) panel, Steven Paul Judd workshop, a lunch for first-year Native American undergraduates, a Sewing Circle with Seneca artist Marie Watt, celebrations for American Indian Day and Indigenous Peoples Day, a commemoration of the Sand Creek Massacre, an Art Walk, a mental health panel, and a talk with photographer Matika Wilbur.

Northwestern sponsored students from the [Native American and Indigenous Student Alliance \(NAISA\)](#) to attend the 18th Annual Sand Creek Massacre Spiritual Healing Run/Walk in Colorado. The students were honored for their continued work commemorating the Massacre and Northwestern University's role in this tragedy.

\$1.5m

GRANT

to establish CNAIR

70+

ATTENDEES

Urban American Indian
Education Conference



Northwestern student panelists at CAICC Conference



Singers at 2017 Native American Community Dinner

ENRICHMENT

A woman in a white and red ruffled dress is dancing in a room. She is smiling and has her arms raised. In the background, there are several flags hanging from the ceiling. The room has wood-paneled walls and large windows.

ENRICHMENT refers to education and training aimed at developing cultural competence and creating an environment which embraces differences.

Undergraduate Students

Social Justice Education (SJE) partners with Northwestern's undergraduate student community to create cocurricular educational opportunities that foster self-exploration, facilitate conversations across difference, and support actions that create social change on campus. SJE welcomed **Robert Brown** in fall 2016 as the inaugural director of the office. In AY17, SJE continued to support **Sustained Dialogue**, a student-facilitated program that encourages conversation across lines of difference with other Northwestern students. Deconstructing Whiteness also became a signature SJE program for White students to discuss how to do anti-racist work.

SJE also coordinates the **Peer Inclusion Educators (PIE)** program, where peer facilitators lead 26 **social justice education workshops** on topics related to social identity, student activism, social justice key concepts, and microaggressions. The office more broadly was able to engage over 2,700 students this year through various workshops focused on identity, power, and privilege. The PIE program has also been revamped and achieved great success by training 29 student facilitators and holding approximately 24 workshops in the winter and spring quarters.



Robert Brown

Graduate and Professional Students

During fall 2016, **The Graduate School (TGS) Office of Diversity and Inclusion** hosted two inclusion workshops for TGS students and faculty. During TGS Orientation, an interactive workshop on inclusive mentoring relationships was facilitated by Theater Delta for all incoming graduate students. Julie Posselt, PhD, author of *Inside Graduate Admissions: Merit, Diversity and Faculty Gatekeeping*, also facilitated an inclusive admissions workshop for directors of graduate study and admissions chairs.

In winter 2017, TGS facilitated a Diversity and Inclusion Town Hall for underrepresented minority (URM) graduate students to share concerns with senior administrators. In spring 2017, Vanderbilt University faculty members Keivan Stassun, PhD, and Ebony McGee, PhD, facilitated trainings for TGS staff, faculty, and students on diversifying STEM programs and Imposter Syndrome.

The Feinberg School of Medicine Office of Diversity and Inclusion implemented a **Sustained Dialogue Program** for students. This inaugural program is aimed at engaging students in dialogue about difficult topics. The Office also hosted a Welcome Back BBQ for underrepresented students.

The Pritzker School of Law Office of Diversity Education and Outreach created and implemented a Diversity Advisory Board (DAB). The Board consists of 26 student members. DAB's seven committees advise the Office on student needs, concerns, and state of mind. Each committee is led by a student chairperson.

Broad efforts at Pritzker during AY17 included a diversity climate survey and a resource guide for diverse students. With diverse student leaders and the Student Services team, the Office of Diversity Education and Outreach organized and implemented weekly diversity office hours. The office hours are an opportunity for students to come together and have both formal and informal conversations about issues of diversity at Pritzker Law and in the world.

In 2017, **the Medill School of Journalism, Media, Integrated Marketing Communications** hosted the **Native American Journalist Association's (NAJA) Milestone Achievement Award** winner, Patty Talahongva. Talahongva spoke to students and the Northwestern community about her lifetime of service and contributions to the field of journalism.

In winter 2017, the **McCormick School of Engineering** established the Professional Diversity Consortium. This group provides a space for new graduate and undergraduate students of color to come together for professional development and mentoring opportunities.

Kellogg School of Management hosts its **MOSAIC week** each year during winter quarter, providing opportunities for students to learn about unfamiliar cultures. The week-long program provides engagement opportunities for Kellogg students on both the Evanston and Chicago campuses.

Faculty and Staff Initiatives

Support for Faculty Excellence

The [Office of the Provost](#) launched the [Provost's Initiative in Support for Faculty Excellence](#) in 2015 to heighten the success of Northwestern's faculty and to enhance the environments in which they are empowered to do their best work. Three key aspects of the Initiative were salaries, resources, and services; diversity and inclusion; and work/family and community intersections. Phase I of the Initiative was completed in May 2017 under the leadership of former Provost Dan Linzer and the [Faculty Advisory Committee](#). A central part of this initiative was the 2015 [Faculty Perspectives Survey](#). Phase II will be guided by [Provost Jonathan Holloway's](#) vision and leadership, and an update will be included in future reports.

Faculty Diversity and Excellence Group

The [Faculty Diversity and Excellence Group](#) is comprised of tenure-line and instructional/clinical faculty members from across the University as well as representatives from the [Faculty Senate](#), the [Organization of Women Faculty](#), and the [Feinberg Medical School Women Faculty Organization](#). The group has been instrumental in helping to shape multiple priorities and initiatives, which are centered around four main areas:

- Community Building
- Faculty Searches and Hiring
- Faculty Awards and Grants
- Women Faculty

The work of this group culminated with a spring 2017 reception to honor the inaugural recipients of the Daniel I. Linzer Diversity [Awards](#) and [Grants](#), recognizing innovative faculty efforts to build a more diverse, inclusive, and equitable climate on campus. The programs are aimed at enhancing diversity across the spectrum, including race, gender, religion, socioeconomic status, age, and political affiliation. Inaugural award recipients were professor [E. Patrick Johnson](#) and professor emeritus [Loren Ghiglione](#).



Former Provost Dan Linzer with 2017 Faculty Diversity Award recipients E. Patrick Johnson (left) and Loren Ghiglione (right)

Weinberg College of Arts and Sciences Staff Advisory Board

The [Weinberg Staff Advisory Board](#) is comprised of staff members from across the disciplines who act as a liaison between the administration and Weinberg College staff in an effort to further a positive and enriching University environment and work-life balance. Formed during the 2017 academic year, the Board includes a diversity and inclusion committee, which works to promote a diverse and inclusive campus community among Weinberg staff. Their initial focus has been to create programming that explores diversity and inclusion topics, as well as advocate for ways in which the College can support and grow a more diverse community.

Department of Safety and Security

In winter 2017, the [Department of Safety and Security](#) committed to increasing diversity within the University police department. As a result, the unit altered its recruitment, hiring, and staff development programs. The initiative has made strides that have placed them above national averages in terms of minority representation.

\$5,000

AWARDED

to two faculty members
for improving campus climate

\$154,788

IN GRANTS

awarded to support twelve initiatives
to enhance campus diversity

Women’s Center

The Women’s Center continues to lead and cosponsor significant programming on campus around gender equity and inclusion. The Women’s Center is staffed by new Director [Sekile Nzinga-Johnson, PhD](#), Director of Programs [Alecia Wartowski, JD](#), Associate Director [Njoki Kamau](#), and Administrative Coordinator [Suzie Campbell](#). The Center hosts and facilitates:

- “How to be a powerful negotiator” workshop on salary negotiations for women
- “Women Interviewing” workshop
- “Heartsong,” an eight-week program for women in transition
- New mom’s group

During AY17, the Women’s Center continued some long-term collaborations and built several new ones. With increased activism both nationally and on campus, students, faculty, and staff looked for ways to engage in activism around gender equity and create new conversations about how to better participate in a democracy. The Center regularly provides space for people to process national events, including the 2016 presidential election and the 2017 Women’s March. The Center also has a coaching program that supports students, faculty and staff.

The Women’s Center’s [Change Makers Program](#) graduated its fourth cohort in spring 2017. Change Makers are a part of a growing Northwestern community of committed individuals dedicated to building a more inclusive campus environment.

Change Makers explore social identities and apply that understanding and cultural competency to create more inclusive classrooms, departments, and centers. In AY17, the Center’s fourth cohort consisted of 33 staff and 18 faculty who participated in a series of facilitated dialogues spanning over 30 hours over the course of 8 months. The Women’s Center continues to support 180 current and alumni Change Makers to create inclusive change on campus. In spring 2017, 50 Change Makers across all cohorts participated in a one-day conference to build additional skills and momentum around creating change.

AY17 CHANGE MAKERS

33
STAFF

18
FACULTY

Additionally, a faculty Change Maker alum received a [Provost’s Grant for Innovation in Diversity and Equity](#) to bring six faculty to the 2017 [National Intergroup Dialogue Institute](#) at the University of Michigan. This group now works collaboratively with the [Searle Center for Advancing Teaching and Learning](#), the [Office of the Provost](#), and others to build more inclusive classrooms.



Change Makers explore social identities and apply that understanding and cultural competency to create more inclusive classrooms, departments, and centers.

Searle Center for Advancing Learning and Teaching

In August 2016, [Bennett Goldberg, PhD](#), was hired as the new director of the [Searle Center for Advancing Learning and Teaching](#) and assistant provost for learning and teaching. The Searle Center hosted an inaugural [Inclusive Teaching Forum \(ITF\)](#)—*From Conversations to Practice*—in winter 2017. This half-day program focused on inclusive teaching and learning at Northwestern. Discussions centered on putting inclusion and equity into practice in the classroom and approaches for ensuring Northwestern’s learning environments are welcoming and supportive for all students. The event drew over 90 faculty, staff, and student participants.



Bennett Goldberg

The Searle Center also conducted numerous workshops for students, faculty and staff during the 2017 academic year, including:

- **Intergroup Dialogue Workshop for Faculty and Staff:** 24 faculty and staff spent two days in intergroup dialogue training, exploring social identity and issues of oppression in higher education.
- **Inclusive Teaching, Department of Religious Studies:** This faculty workshop used case studies to focus on positionality and privilege. Discussions revolved around inclusive teaching practice, strategies for engaging all students, and interrupting oppression.
- **Creating Inclusive Learning, School of Professional Studies:** Using case studies in course climate, this faculty workshop explored power and positionality in the classroom.
- **Inclusive Advising Workshop for Weinberg College advisors:** Presented in partnership with Social Justice Education, this two-hour workshop occurred at a spring retreat of all Weinberg advisors, engaging the 24 advisors in discussions of diversity, race, social justice, and power and positionality in advising and in learning and teaching.
- **Undergraduate peer-leader training in diversity and inclusion:** Geared toward creating inclusive climates in group-study, tutoring, and coaching situations, this training engaged 100 academic peer leaders in diversity and inclusion activities, including readings with reflection and workshops on social identity and disabilities.
- **Teaching Certificate Program:** A seminar on equity and inclusion focused on inclusive course design and teaching practices.
- **New Teaching Assistant Conference:** During training, facilitators were required to consider inclusion in the development of their workshops. One of the 34 workshops at the conference specifically focused on managing course climate.
- **Graduate and Postdoctoral Workshops:** Among these graduate student peer-led workshops were sessions on Promoting Active Learning in STEM (Winter 2017), Building an Inclusive Learning Community (Winter 2017), and Negotiating Student-Student and Student-Teacher Conflict at Northwestern (Spring 2017)
- **Mentored Discussions of Teaching (CIRTL at Northwestern):** Diversity and inclusion were considered in faculty-led discussions around inclusive teaching in STEM.

Cultural Initiatives

Martin Luther King Jr. (MLK) Commemoration

Dr. Mae Jemison, the first woman of color to go into space, delivered the keynote address during Northwestern’s 2017 [MLK Commemoration](#).



Native American and Indigenous Art

Efforts to increase representation of Indigenous artwork on campus were made through permanent displays at the Multicultural Center, the Women’s Center, and the Norris University Center. Several campus galleries displayed temporary exhibits of Native American and Indigenous artwork, including the Block Museum, the Dittmar Gallery, and the Norris Galleria.

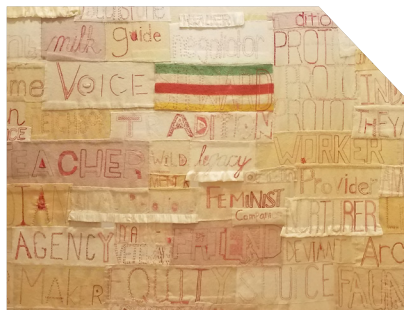


Native American artwork currently displayed in the Women’s Center

The Mary and Leigh Block Museum of Art

The [Mary and Leigh Block Museum of Art](#) developed and partnered on programming that spoke to topics of equity, social change, and racial justice. In spring 2017, the Block partnered with the Department of Art History to curate an exhibit commemorating the 50th anniversary of the [Wall of Respect](#), a huge mural painted “guerrilla-style” on the wall of a decaying building on the South Side of Chicago by the Organization of Black American Culture. This mural inspired a community mural movement that continues to resonate to this day.

The Block also hosted an [Equity Sewing Circle with artist Marie Watt](#), with over 140 community members joining for hands-on participation in one of Watt’s quilt projects while also taking part in conversation on the theme of equity. Partners included [Northwestern’s Native American and Indigenous Peoples Steering Group](#), [Native American and Indigenous Student Alliance](#), [Colloquium on Indigeneity and Native American Studies](#), [Multicultural Student Affairs](#), and [Neighborhood and Community Relations](#).



Equity Sewing Circle

Engagement with Native American Communities

During AY17, Northwestern students interviewed members of the Chicago Native American community, visited the Oneida and Menominee reservations in Wisconsin as well as historical sites around Chicago. Students also tapped maple trees on the Evanston campus as part of undergraduate courses with content related to Native American and Indigenous Studies.

During winter 2017, the [Colloquium on Indigeneity and Native American Studies \(CINAS\)](#) hosted the short-term residency of Robert Sullivan, Māori (Ngāpuhi and Kai Tahu tribes) poet and head of creative writing at Manukau Institute of Technology in Auckland, New Zealand. During his stay, Sullivan held a poetry reading, attended graduate student working groups, and held lectures on campus.

Established in fall 2016, [Archive Chicagoua](#) is a collaborative project between Northwestern and two Chicago organizations— the [American Indian Association of Illinois](#) and the [American Indian Center](#). The project’s goal is to create spaces and practices for protecting materials that tell histories of Native American people and organizations in the Chicago area.

Academic Initiatives

The [Native American and Indigenous Studies \(NAIS\) Cluster](#) was approved during AY17 in order to create space for the intellectual exchange and study in the theories and topics of NAIS. An interdisciplinary field encompassing such areas as history, law, literature, political science, medicine, environmental studies, and more, NAIS examines Native cultural expressions, legal and political issues, and lived experiences across time, place, and disciplinary categories. NAIS produces scholarship, creative expressions, and praxis that are theoretically informed and engaged with or responsive to tribal nations and communities and that seek to understand and transform political, pedagogical, and institutional structures grounded in settler colonialism (the dispossession and elimination of Native people).

Norris Mini Courses

Through [Norris Mini Courses](#), Cherokee language classes were taught fall, winter, and spring quarters during AY17. Language lessons were interwoven with Cherokee philosophical thought throughout to help students formulate ideas in Cherokee.

Alternative Student Breaks

Northwestern Alternative Student Breaks (ASB) has visited the Cheyenne River Reservation twice in the last 5 years to participate in volunteer work. In an ASB-facilitated course in fall 2016, students explored topics such as history and culture of the Lakota, settler colonialism in the US, laws, treaties, and more before visiting the site in the first week of Winter Break.

University Libraries

During the 2017 academic year, diversity and inclusion was a priority in the [University Libraries'](#) acquisitions program, with special funds applied for purchasing multiple new databases that document African American and Native American histories and experiences. New additions include:

- [Archives Unbound: American Indian Studies](#)
- [American Indian Movement and Native American Radicalism](#)
- [Contemporary Newspapers of the North American Indian](#)
- [Indian Claims Insight](#)
- [North American Indian Thought and Culture](#)
- [Papers from the Society of American Indians](#)

During the 2017 academic year Library staff offered 15 trainings open to all staff and student workers on macroaggressions and microaggressions, unconscious bias, sexual misconduct, safety, and reporting.

To support Northwestern's initiative to have 20 percent of an incoming undergraduate class be Pell Grant-eligible, the Library's Task Force was established to evaluate ways to support first-generation students and students that face financial constraints while in school. In spring 2017, the Libraries worked with [Associated Student Government \(ASG\)](#) to pilot purchasing expensive textbooks for undergraduate

courses with high enrollment and promoted other ways faculty can lessen the cost of course materials.

The [Herskovits Library of African Studies](#) hosted a variety of events with their awarded Title VI grant, including "[Black Women as Giants: A Celebration of Gwendolyn Brooks](#)" and meetings of the [Africana Librarians Council](#) and Cooperative Africana Materials Project (CAMP). Erik Ponder from University Libraries, the [Program of African Studies](#), and [Neighborhood and Community Relations](#) created the Evanston Township High School Collaborative Program, a unique interactive educational experience for 70 world history and humanities 10th grade students.

The University Libraries also welcomed [Charla Wilson](#) in summer 2017 as the inaugural [Archivist for the Black Experience](#).



Charla Wilson

Sexualities Project at Northwestern

The [Sexualities Project at Northwestern \(SPAN\)](#) is a multi-pronged, critical, and interdisciplinary initiative to promote research and education on sexuality, sexual orientation, and health in social context. With a strong focus on sexual and other forms of diversity, SPAN funds research by Northwestern faculty members; provides continuing postdoctoral fellowships; and awards dissertation fellowships, summer research grants, and conference travel support to Northwestern graduate students. In AY17, SPAN provided funding to faculty and graduate students conducting sexuality-studies research in 22 departments and programs throughout the University. SPAN also organizes a range of educational activities related to sexuality studies. SPAN held a winter quarter faculty and student reading group on the topic of [“Thinking with Difference: Critical Race Theories of and the Erotic”](#) and involved participants from eight departments and programs at Northwestern. In winter 2017, SPAN’s annual workshop, [“Stigma: Deviance, Criminality, and Sexualities,”](#) brought a diverse group of scholars from Australia, Canada, and the US to Northwestern.

In spring 2017, [Kathryn Macapagal, PhD](#), of the Institute for Sexual and Gender Minority Health and Wellbeing was [awarded a SPAN grant](#) for the abstract “Hookup app use and sexual behavior among

adolescent men who have sex with men.” Working as principal investigator, Macapagal—with [David Moskowitz, PhD](#), [Jeremy Birnholtz, PhD](#), and [Brian Mustanski, PhD](#), as co-investigators—will research how the use of these apps will pose various ethical, legal, and sexual health concerns.

Institute for Sexual and Gender Minority Health and Wellbeing

The [Institute for Sexual and Gender Minority Health and Wellbeing \(ISGMH\)](#) is the first University-wide institute in the country focused exclusively on research to improve the health of the sexual and gender minority (SGM) community. During AY17, ISGMH established a [Current Issues in LGBTQ Health lecture series](#). In spring 2017, ISGMH partnered with the [Center on Halsted](#) to host the fifth annual [National LGBTQ Health Conference](#) with over 250 attendees. ISGMH also hosted over 120 guests at its [second Annual Symposium](#) titled “The State of LGBTQ Youth Health and Wellbeing: Strengthening Schools and Families to Build Resilience.”

[Brian Mustanski, PhD](#), ISGMH director, was awarded \$9.3 million from the National Institute on Minority Health and Health Disparities for the [Sexual Minority Adolescent Risk Taking \(SMART\) Project](#). ISGMH received an additional \$7.9 million in awards during AY17. Key grants and awards included:

- [NIMH and NIAID funding for Project PRIDE](#)
- [R01 for 2GETHER RCT led by Michael Newcomb, PhD](#)
- [HIV Cure Grant through Gilead Sciences Inc.](#)
- [Community Collaborative Award for George Greene, PhD, and the Chicago Women’s AIDS Project Community-Academic Partnership](#)
- [NIH R21 grant to Patrick Janulis, PhD](#)
- [CDPH Infrastructure Building Grant to Gregory Phillips, PhD](#)



Francesca Gaiba, PhD, associate director of ISGMH and Public Voices Thought Leadership Fellow, discusses ISGMH’s multi-stall gender open restroom.

\$9.3m
AWARDED

from National Institute on Minority Health and Health Disparities

\$7.9m
AWARDED

to ISGMH in AY17

ALUMNI FOCUS

In spring 2016, OIDI launched the [Multicultural Alumni Council](#), consisting of presidents from diverse alumni organizations. The purpose of the group is to engage alumni in diversity, equity, and inclusion efforts across the University. OIDI convenes the Council twice annually, with the following objectives:

- To enhance awareness of ongoing work to address needs of multicultural students, faculty, and staff
- To strengthen involvement of national alumni clubs in institutional efforts
- To explore partnerships among national alumni clubs and OIDI

Council members consist of leadership from the following organizations:

- [Latino Alumni of Northwestern \(LANU\)](#)
- [Northwestern Alumni Association \(NAA\)](#)
- [Northwestern University Muslim Alumni \(NUMA\)](#)
- [NU Asian and Asian American Alumni \(NU-A5\)](#)
- [Northwestern University Black Alumni Association \(NUBAA\)](#)
- [NU Gay and Lesbian Alumni \(NUGALA\)](#)



Associate Provost Bennett with AY17 Multicultural Alumni Council

268,554

ACTIVE ALUMNI AY17

9,559

AFRICAN AMERICAN

493

AMERICAN INDIAN

19,673

ASIAN AMERICAN

108,878

WHITE

19,166

INTERNATIONAL

6,245

HISPANIC

29

NATIVE HAWAIIAN/
OTHER PACIFIC ISLANDER

104,511

OTHER/NOT INDICATED

WELLBEING



WELLBEING refers to supporting holistic personal development and building community.

Student Wellness

Counseling and Psychological Services (CAPS) offers a set of core mental health services to students, including brief individual therapy, group therapy, crisis intervention, and referrals to off-campus community providers as well as outreach and educational programming on a variety of topics. During AY17, CAPS served over 2,800 students and conducted (or provided) 1,060 crisis appointments. During this time, almost 44 percent of the students CAPS served self-identified as Asian/Asian American, Multiracial, African American/Black, Hispanic/Latinx, or Native Hawaiian/Pacific Islander. The percentage of underrepresented students seeking services from CAPS has risen steadily over the last 4 to 5 years. CAPS staff have observed prominent themes from African American and Hispanic/Latinx students around lacking a sense of belonging, desire for more professors of color, and feeling like Northwestern is not a racially diverse institution. Over the last several years, CAPS has strategically enhanced its services and programs to reach underrepresented student populations in an effort to reduce the stigma students experience in seeking mental health services.

These efforts have resulted in steady increases in the percentages of underrepresented students accessing CAPS services. Highlighted efforts include:

- Designating primary staff liaisons to the various offices under [Campus Inclusion and Community](#).
- The [Let's Talk](#) program, an outreach initiative wherein CAPS staff provide office hours at various campus locations. The program allows students to talk about a variety of topics in environments that are more comfortable and familiar to them. CAPS offered hours at [Multicultural Student Affairs](#), [the Black House](#), and [the International Office](#).
- Expanding staff to be more representative of the racial diversity of Northwestern's student population. Hired in 2017, [Olivia Hoskins, PhD](#), has expertise in Black/African American mental health issues and concerns. In addition, [Kanika Wadhwa](#) joined the staff as the women's advocacy and wellness specialist.
- Starting the [Graduate Students of Color Wellness and Support Group](#).



Kanika Wadhwa

CAPS FY17

2,800
STUDENTS SERVED

44%
SELF-IDENTIFIED
MINORITY STUDENTS SERVED

1,060
CRISIS
APPOINTMENTS



Olivia Hoskins

Multicultural Student Affairs

The [Office of Multicultural Student Affairs \(MSA\)](#), within Campus Inclusion and Community, launched For Us, By Us (FUBU), in fall 2016. This new initiative is in response to recommendations stemming from a University-wide assessment of the experiences and satisfaction of African American/Black undergraduate students at Northwestern. FUBU provides an ongoing space for courageous conversations by Black women about Black women and for Black women. This initiative received the [2017 Student Affairs Social Justice Award](#). MSA also had record-breaking attendance at the Journey of our Years (JOY) and Latinx [Senior Congratulatory Celebrations](#) in 2017.

Student Affairs in partnership with OIDI hosted various dialogue events throughout the year. [Community Dialogues](#) are quarterly conversations between students, faculty, staff, and senior administrators at Northwestern. Topics during AY17 included faculty-student interactions in the classroom, undergraduate financial support, the student experience, DACA, Title IX, the travel ban, and freedom of expression. Crucial Conversations Over Dinner were also hosted quarterly by [Patricia Telles-Irvin](#), vice president for student affairs, and [Jabbar R. Bennett](#), associate provost and chief diversity officer. Small groups of undergraduate students were invited to join in intimate dialogue about pressing topics, such as interfaith engagement and religious literacy, the [Black Student Experience Task Force](#), and mental health.

Religious and Spiritual Life

An Interfaith Strategic Plan was launched in AY17 under the leadership of [Tahera Ahmad](#), director of interfaith engagement and associate chaplain. The plan held inaugural programs such as the Wildcat Interfaith Month in which spiritual practices of minority traditions were recognized. The interfaith strategic plan was designed to build competency, foster community, and further collaboration among students at Northwestern. The plan also includes an annual [Fall Faith Fest](#) during which [President Morton Schapiro](#)

recognizes students from diverse backgrounds for their contributions to their own spiritual communities as well as the overall Northwestern community.

A new Multi-Belief Space was dedicated in fall 2017 under the leadership of [Eric Budzynski](#), associate for religious life and chapel music, and Chaplain Ahmad. The new room was established with an inclusive vision to foster interfaith spaces for students from various traditions. A new lounge was also designed in

Neighborhood and Community Relations

Northwestern is committed to welcoming the Evanston community to our campus to engage in a wide variety of educational, athletic, and cultural activities. The [Office of Neighborhood and Community Relations \(NCR\)](#) provides a quarterly [newsletter](#) and monthly [Event Guide](#), showcasing community engagement opportunities, with a specific focus on targeting populations who have historically had limited access to Northwestern's resources. In addition, NCR hosts an annual [Community Picnic](#) each summer welcoming thousands of guests and their families to enjoy local catering and entertainment.



(from left) Executive Vice President Nim Chinniah, NCR Executive Director Alan Anderson, former NCR staff member Carol Chen, President Morton Schapiro, and Evanston Mayor Steve Hagerty

[Religious and Spiritual Life](#) to create an inclusive space for students, faculty, and staff.



Associate Chaplain Tahera Ahmad at Fall Faith Fest

Black Professionals Network

The [Black Professionals Network \(BPN\)](#) at Northwestern was established in 2016 to build community through open dialogue, leadership, and mentorship. BPN has implemented a host of events and programming, including Colleague Connection, Journey Narratives, professional development workshops, and monthly networking lunches. BPN is open to all staff who identify as Black/African American.

Unidos: Latinx Professional Coalition

[Northwestern Unidos: Latinx Professionals Coalition](#) provides a space for staff of Latin American ancestry to develop opportunities for engagement as it relates to their professional experience at Northwestern. During AY17, Unidos established its official charter and by-laws, elected its inaugural board, launched a [Facebook group account](#), and established regular monthly gatherings for Latinx staff.

LGBTQ+ Staff and Faculty Affinity Group

The [LGBTQ+ Staff and Faculty Affinity Group](#) launched in fall 2016 with a breakfast event for over 40 attendees. Throughout the rest of AY17, the group held numerous gatherings to create space for LGBTQ+ faculty and staff to network, socialize, and build community.

Student Affairs Parent Affinity Group

The Student Affairs Parent Affinity Group was developed as a space to facilitate support, promote parent advocacy in the workplace, and offer opportunities to build fellowship among working parents. The group is open to all current Northwestern Student Affairs employees with full-time, part-time, or temporary status who self-identify as a parent, guardian, or potential parent-to-be.

Northwestern University Staff Advisory Council

The [Northwestern University Staff Advisory Council \(NUSAC\)](#) participates, assists, and advises in the decision-making processes affecting staff. The NUSAC president serves on the [University Diversity Council \(UDC\)](#) and collaborates with Human Resources and the Benefits Office to answer questions related to lactation spaces, education benefits, and staff equity. The Council hosts brown bag events and annual staff mixers and cohosted the first Chicago Campus Picnic in summer 2017.



Associate Provost Bennett and Assistant Provost Ricketts with BPN and Unidos Leadership

Enhancing Work/Life and Family Resources

In fall 2016, the [Office of Work/Life and Family Resources](#) in Human Resources implemented the recommendations of the [Graduate Students with Children Task Force](#). [Lesley Lundeen](#) was hired as the The Graduate School (TGS) Family Resource Liaison and has been instrumental in assisting graduate student parents with navigating academic and family responsibilities. During the first quarter in her role, Lesley met with 54 pregnant or parenting students. In the first year of the TGS portable childcare grant, 66 graduate students benefited from the grant. In addition, graduate student parents can now pay for dependent health insurance monthly, rather than having to pay a lump sum.



In partnership with [Facilities Management](#), access to [lactation rooms](#) on campus has significantly improved. The number of lactation rooms on campus have nearly doubled over the last two years, from nine to seventeen, across both campuses. Additionally, the [Adult/Senior Care Programs](#) were enhanced to include adult back-up care reimbursement and on-site support.



Lesley Lundeen

Learning and Organization Development

[Learning and Organization Development](#) in Human Resources has partnered with external vendors as well as internal subject matter experts to strengthen the diversity and inclusion programs offered through the [Leadership Development Curricula](#). These programs build crucial skills that enable Northwestern staff members at all levels (individual contributors, managers, unit leaders) to contribute to and influence an inclusive and equitable culture.

In AY17, 273 Northwestern staff members participated in Learning and Organization Development's programs that centered around diversity and inclusion, immersing themselves in activities and discussions about various topics:

- Recognizing and understanding the impact of unconscious biases
- Handling conversations in a persuasive and nonabrasive manner, while creating a safe space for others to share their honest opinions
- Creating safe spaces that support people of all gender identities and sexualities
- Leveraging the power of difference in teams

Centrally funded offerings in AY17 included:

- [Crucial Conversations®](#) for individual contributors
- [Root®: Unconscious Bias](#) for managers
- [Art of Interviewing and Unconscious Bias in Hiring](#) for managers
- [Staff Leadership: Beyond Diversity: Accelerating Inclusion and Leading for Equity](#) for unit leaders
- [LGBTQ Ally Training](#) for faculty and staff



Thank you for reading the 2017 Diversity and Inclusion Report. If you have any questions or comments, please contact the [Office of Institutional Diversity and Inclusion \(OIDI\)](#) at diversity@northwestern.edu.

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DIVERSITY & INCLUSION

For continued updates on diversity and inclusion efforts at Northwestern, connect with OIDI on [Facebook](#) and [LinkedIn](#).