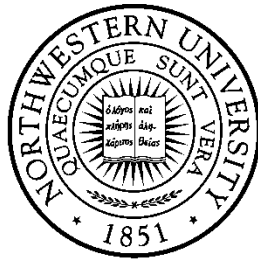


Northwestern University Diversity and Inclusion Report Academic Year 2013-14



NORTHWESTERN
UNIVERSITY

Northwestern University

Diversity and Inclusion Report

Academic Year 2013-14

President Morton Schapiro and Provost Daniel Linzer have issued and broadly communicated the following statement regarding diversity and inclusion:

“Northwestern University is committed to excellent teaching, innovative research, and the personal and intellectual growth of its students in a diverse academic environment. The foundation of this pursuit is made possible only by the distinct collection of students, faculty, and staff that converge at the university. It is through this mutual exchange of ideas, experiences and perspectives that sustains the depth of our learning.

True diversity is defined not only as differences in individual backgrounds, personal identities, intellectual approaches, and demographics; it is also the removal of barriers and the creation of space that allow individuals to fully engage in the life of the university. As individuals of our own unique identities -- be it comprised of faith, race, sexuality, gender, disabilities, socioeconomic class, etc. -- we each offer an irreplaceable opportunity to examine the issues before us from a newly encountered dimension. The commitment to providing these opportunities equally to each and every member of our community is the force behind creating a diverse, ideal Northwestern University.

It is our responsibility to challenge the members of our community (students, faculty, staff, and alumni) to engage differences as strengths in order to improve campus culture and to develop an environment that ensures equality of access, opportunity, participation and representation. Northwestern University reaffirms and renews its commitment to diversity and equity. As a community we have a large length to cover to strengthen and sustain this pledge, but in order to remain ahead of the pace with modern society we will strive to support this enterprise as a piece of the foundation of our institution. And through fostering this ideal we hope to weave together the fabric of our community as dynamic, vibrant, and just—in order to foster the pursuit of each and every individual member of Northwestern University.

Only by exploring issues with people of different backgrounds and viewpoints can we challenge our assumptions, test our ideas and broaden our understanding of the world.”

We Will. The Campaign for Northwestern

In March 2014, pursuant to a university-wide strategic planning process, Northwestern announced “We Will. The Campaign for Northwestern.” It includes the following diversity and inclusion goals:

Campus Community: We will build a vibrant, diverse, and inclusive community on our campuses.

- Northwestern is committed to providing an optimal environment for every member of our community to learn from and collaborate with others. Our vibrancy derives from the breadth of talent, training, and life experience found among our staff, faculty, students, and alumni.

Diversity – in the fullest meaning of the word – enriches all areas of the community and is essential to our mission to cultivate tomorrow’s leaders and global citizens.

- In recent years, we have expanded admissions outreach internationally and in underserved communities, substantially increased financial aid funds, boosted scholarship support for Chicago and Evanston students, and partnered with college access organizations like Posse Foundation and QuestBridge. These efforts have resulted in a Northwestern community that more closely represents the world at large.
- The inclusive community we aspire to means not only having disparate groups share common space – it requires nourishing the connections, traditions, and shared passions that bind us together. This kind of environment helps attract the best students, broadens their horizons, and instills a sense of pride in and fondness for Northwestern that run deep.

Student Experience: We will make a Northwestern education more accessible to the very best students, regardless of their financial resources.

- We believe access to a world-class education should not depend on one’s financial resources – and that a diversity of backgrounds and life experiences benefits every student. These values drive our longstanding commitment to need-blind admission and need-based aid. We are one of few institutions to sustain these policies under recent economic pressure, and President Schapiro, an expert in the economics of higher education, has affirmed and strengthened this promise.
- We make a four-year pledge of financial support to each admitted domestic undergraduate student with need. We reduce or eliminate debt obligations to help students pursue an education based on their true interests rather than income potential. We seek to attract the very best students – undergraduate and graduate – by offering competitive financial aid that puts Northwestern within reach.

Initiatives from the Strategic Plan and Campaign

Results from the University’s strategic planning process and The Campaign for Northwestern are bolstering diversity and inclusion in a number of ways. A few representative initiatives include the following:

- Northwestern has expanded its admissions outreach efforts aimed at attracting an increasingly diverse student population. The initiatives included a new agreement with the Posse Foundation, which brings a diverse “posse” of talented students to campus to serve as a catalyst for increased individual and community development, and Northwestern’s Good Neighbor, Great University program, which provides substantial financial assistance for graduates of Chicago and Evanston public schools.
- Northwestern trustee Michael Sacks and his wife, Cari, donated \$3.6 million to endow Northwestern scholarships for academically talented low-income Chicago Public Schools graduates. The scholarships will allow recipients to graduate from Northwestern without loans.
- The Northwestern Academy, a new program of the School of Education and Social Policy and the city of Chicago, is designed to help low-income high school students from Chicago

Public Schools (CPS) prepare for and gain admittance to selective colleges and universities. Every year about 75 CPS ninth-graders who qualified for but are not enrolled in CPS selective-enrollment schools will be invited to apply to the academy.

- A social inequalities and diversities course distribution requirement has been established for undergraduates in SESP and Medill, and has had extensive development within Weinberg. A number of new courses examining social inequalities and diversities have been offered. Topics discussed included affirmative action in admissions, themed parties at Northwestern, learning from people who are marginalized, and gender diversity in social context.
- The Chicago Collaboration for Women in STEM professional development program, a joint initiative of Northwestern and the University of Chicago, has launched a research networking portal to give women scientists and engineers exposure within the Chicago-area research community. It aims to enhance the recruitment and advancement of women faculty in science, technology, engineering, and mathematics disciplines at the two universities and of women researchers at Argonne and Fermilab national laboratories.
- Northwestern has been chosen as a host institution for the Obama administration's Young African Leaders Initiative (YALI). For five summers the Program of African Studies, working with the Farley Center for Entrepreneurship and Innovation, will host 25 YALI fellows for a six-week program in entrepreneurship and business.

As the President, Provost, Deans, and Vice Presidents talk with alumni and donors about the campaign over the next several years, enhancing diversity and inclusion will be an important theme.

Organizational Support Structure for Diversity and Inclusion

In 2000, then Provost Larry Dumas formed a Faculty Diversity Committee to help him assess Northwestern University's progress in increasing the number of women and members of under-represented minorities on the faculty and to suggest initiatives that might promote progress in this area. In 2012, as a result of the University's most recent strategic planning process, Provost Dan Linzer created the University Diversity Council with the objective of addressing diversity holistically across the organization, including faculty, students, staff, and alumni. The former Faculty Diversity Committee was folded into this broader group.

The University Diversity Council advocates for and monitors efforts to recruit and retain under-represented groups among undergraduate and graduate students, faculty, and staff. It considers diversity of races, cultures, religions, gender identities and expressions, veteran status, and socioeconomic status.

The University is currently conducting a national search to recruit an Associate Provost for Diversity and Inclusion, to succeed Dona Cordero who had served as Assistant Provost for Diversity and Inclusion since the position was first established in 2012. A Northwestern-wide search committee is being led by Lindsay Chase-Lansdale, Associate Provost for Faculty, and Dwight McBride, Associate Provost for Graduate Education, and assisted by the search firm of Witt-Kiefer.

The Assistant/Associate Provost for Diversity and Inclusion chairs the University Diversity Council, comprised of faculty, students, staff, and alumni. The members of the University

Diversity Council are listed in Appendix 1. Lesley-Ann Brown-Henderson and Nsombi Ricketts are serving as interim co-chairs during the current Associate Provost search.

The Council works to identify efforts and strategies to move the University forward. The Council has utilized five working groups focusing on key areas of improvement. The working groups and their objectives are as follows:

- Academics/Education: Enhances the in-class and out-of-class learning opportunities related to social inequalities and diversities for students, faculty, and staff.
- Faculty Recruitment and Retention: Identifies, develops, and makes available the resources to support faculty search committees in the recruitment of under-represented faculty, and identifies and implements strategies to create a more inclusive campus environment for faculty.
- Campus Life: Identifies and implements strategies to create a more inclusive campus environment for staff and students.
- Pipeline: Identifies current outreach and recruitment efforts to under-represented students, and identifies new opportunities.
- Lifetime Connections: Increases the engagement of under-represented alumni to enhance the diversity and inclusion efforts at Northwestern.

The Diversity Leaders Group, composed of individuals with formal responsibility for diversity and inclusion efforts across the university, also exists to strengthen a coordinated approach to addressing institutional issues of diversity and inclusion. This group meets regularly and includes the Assistant/Associate Provost for Diversity and Inclusion, Director of Equal Opportunity and Access – Human Resources, Assistant Dean of Students and Director of AccessibleNU – Student Affairs, Executive Director of Campus Inclusion and Community – Student Affairs, University Chaplain, Director of the Women’s Center, Assistant Dean of Diversity and Inclusion – The Graduate School, Senior Specialist for Student Life –The Graduate School, Director of Diversity and Inclusion - Kellogg, and the Director of Diversity Education and Outreach - Law School. More information is available about the objectives of these campus leaders through the Diversity and Inclusion web sites listed in Appendix 2.

The Campus Inclusion and Community Task Force, composed of undergraduate and graduate/professional students and chaired by the Executive Director of Campus Inclusion and Community, assists with the planning, implementation and evaluation of services and programs for students related to diversity and inclusion.

The Bias Incident Response Team (BIRT) is a group of administrators who are committed to creating a proactive response to instances of hate and bias. When a student reports a bias/hate incident through Respect NU, one of the BIRT members will support the student, connect them with the appropriate resources, and follow up with them until the situation has been resolved.

The Sustained Dialogue methodology has been implemented by the Executive Director of Campus Inclusion and Community as a tool to help undergraduate and graduate students spend time to understand the different perspectives of individuals they otherwise would not meet, and equip students with communication skills necessary for increasingly diverse

academic, social, and work environments. This program has also been piloted for faculty and staff members.

Numerous campus offices and groups are committed to furthering diversity and inclusion along different dimensions. A list of selected campus resources is available in Appendix 3. Many of these organizations run programs and events on a regular basis, and a list of selected diversity initiatives is available in Appendix 4.

The Division of Student Affairs, in collaboration with various departments, strives to support all students throughout their social and academic transition to the Northwestern community. Numerous offices in Student Affairs provide transitional and on-going support services for students. Many of these programs are targeted at specific student populations or students with particular needs, including minority students, disabled students, survivors of sexual assault, low socioeconomic status students, and LGBTQ students.

Northwestern generates University level news announcements about a variety of events and topics on diversity, in order to raise awareness within the campus community and among external constituents. Appendix 5 lists selected recent news articles.

Significant effort has been devoted to identifying and implementing ways to create and support a diverse and inclusive campus community at Northwestern, a community that fosters the personal and intellectual growth of students by bringing together faculty, staff, and students from different backgrounds and perspectives to engage in a mutual exchange of ideas and experiences.

Research and Teaching on Diversity and Inclusion

Faculty and graduate students are contributing to the development of new research and teaching on diversity and inclusion in many departments, programs, and centers of the University. Selected academic programs and centers at Northwestern are listed in Appendix 6. Of particular note, our Latina/o Studies Program, hosted the inaugural International Latina/o Studies Conference, "Imagining the Past, Present and Future," in Chicago in July 2014 with more than 450 panelists.

Northwestern has made widespread efforts to incorporate human and cultural learning into its academic programs. The University Diversity Council believes that a focus on social groups other than the students' own, and on these groups' struggles for recognition and equality, will better prepare students for the world around them.

To complement the existing coursework and off-campus experiences exposing students to issues of diversity and inequality, the Council's Academics/Education working group has drafted a proposal that the schools institute a requirement that all undergraduate students complete a course within a "social inequalities and diversities" curriculum, as well as a co-curricular component, during their first two years at Northwestern. Medill and SESP have approved such a course requirement for their undergraduate majors, and Weinberg has extensive planning underway for its students, including piloting an array of new courses as electives.

Faculty at Northwestern

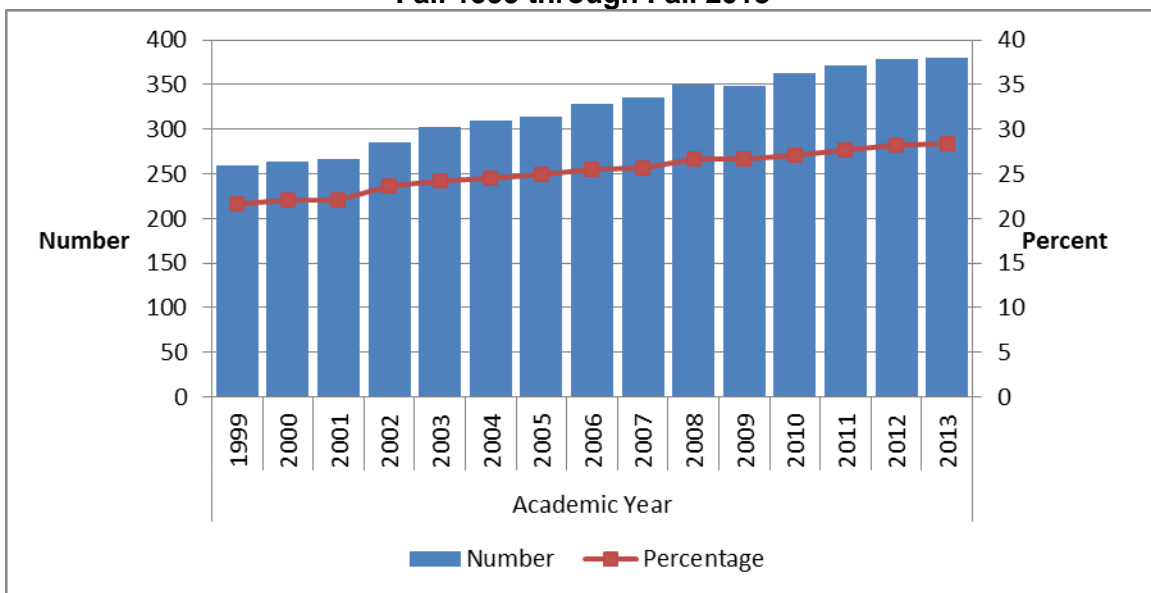
This report provides data through academic year 2013-14 regarding members of under-represented groups on the Northwestern faculty, as well as proportional representation of each

under-represented group as part of the tenure line faculty as a whole. The current data indicate the composition of the faculty in the fall of 2013, during academic year 2013-14. Data are taken from the Faculty and Staff Information System (FASIS) in October-November of each year. In addition to serving as primary information for this report, the faculty data are reviewed and analyzed by The Office of Institutional Research prior to reporting yearly updates to national databases. As a consequence, these diversity reports focus on changes in the faculty that took place in the preceding academic year. A report with data through academic year 2014-15 is planned for issuance in late 2015.

When they join the University, faculty members are asked to list voluntarily their gender and race/ethnicity on their Personnel Data Forms. To the extent that faculty choose not to provide this information, these annual snapshots that form the raw data for this report may misrepresent the full extent of faculty diversity at the University. Furthermore, in accordance with national reporting standards used in this and previous reports, non-U.S. citizens are included in the numbers of under-represented minorities only if they hold permanent residence status in the U.S. The focus on tenure line faculty in this and in previous reports, in part, reflects the fact that this category of faculty is the most similar throughout all Northwestern schools, in contrast to instructional and clinical faculty categories that may be emphasized to a greater extent in one school than in another. It is important to realize that the tenured faculty turns over slowly, as a newly tenured faculty member may serve the University for well over 30 years.

The percentage of women on the tenure-line faculty has increased from 21.7% in Fall 1999 to 28.4% in Fall 2013. The number of women holding tenure line appointments on the faculty rose slightly from 379 in 2012 to 380 in 2013. In relation to the entire tenure line faculty, the percentage of women grew slightly from 28.2% in 2012 to 28.4% in 2013, continuing the slow, progressive rise since 1987 when women represented only 15.7% of tenure line faculty.

**Tenure Line Women Faculty at Northwestern
Number and as Percentage of Tenure Line Faculty
Fall 1999 through Fall 2013**



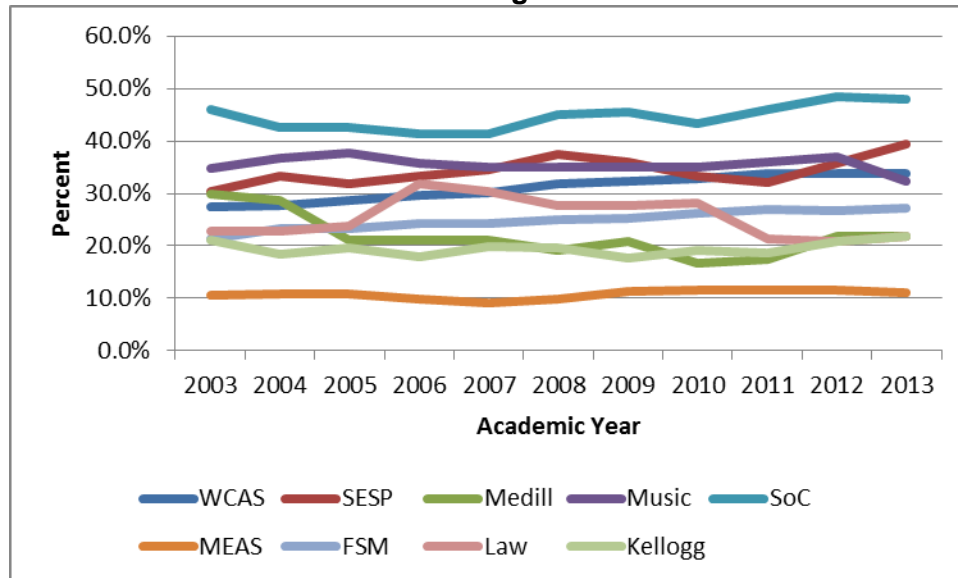
Tenure Line Women Faculty at Northwestern - Fall 1999 through Fall 2013															
Year	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
#	260	263	266	285	302	309	314	328	335	350	349	363	371	379	380
%	21.7	22.1	22.1	23.6	24.2	24.5	24.9	25.5	25.6	26.6	26.6	27.1	27.6	28.2	28.4

The percentage of women on the tenure line faculty and the change over the last ten years varies significantly by school. These differences reflect the national pool of availability by discipline as well as efforts and outcomes within the schools. Women represented 47.9% of tenure line faculty in the School of Communications in Fall 2013, up from 45.3% in Fall 2003. Women made up 39.3% of the tenure line faculty in the School of Education and Social Policy in 2013, increased from 30.4% in 2003. In the McCormick School of Engineering and Applied Sciences, women composed 11.1% of tenure line faculty, up slightly from 10.7% in 2003. In the Feinberg School of Medicine, women represented 27.2% of tenure line faculty in 2013, increased from 21.3% in 2003.

Women as Percentage of Tenure Line Faculty by School -- Fall 2003 through Fall 2013												
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
WCAS	27.4	27.6	28.7	29.7	30.1	31.7	32.3	32.8	33.8	33.8	33.8	
SESP	30.4	33.3	31.8	33.3	34.6	37.5	36.0	33.3	32.1	35.7	39.3	
Medill	30.0	28.6	21.1	21.1	21.1	19.0	20.8	16.7	17.4	21.7	21.7	
Music	34.7	36.7	37.8	35.7	35.0	35.0	35.0	35.0	35.9	36.8	32.4	
SoC	45.3	42.1	42.1	41.5	41.5	45.1	45.6	43.4	46.1	48.4	47.9	
MEAS	10.7	10.8	10.8	9.9	9.0	9.9	11.2	11.5	11.5	11.7	11.1	
FSM	21.3	23.4	23.3	24.2	24.3	25.1	25.2	26.2	26.9	26.7	27.2	
Law	22.7	22.7	23.8	31.8	30.4	27.7	27.7	28.3	21.4	20.9	21.7	
Kellogg	21.2	18.3	19.6	18.0	19.8	19.7	17.7	19.2	18.7	20.7	21.8	

Women Tenure Line Faculty by School -- Fall 2003 through Fall 2013											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
WCAS	112	112	118	126	129	138	140	148	153	153	152
SESP	7	8	7	8	9	9	9	9	9	10	11
Medill	6	6	4	4	4	4	5	4	4	5	5
Music	17	18	17	15	14	14	14	14	14	14	12
SoC	34	32	32	34	34	37	36	36	41	46	46
MEAS	18	18	18	16	15	17	20	20	21	21	20
FSM	73	83	86	89	91	93	87	91	94	93	97
Law	10	10	10	14	14	13	13	13	9	9	10
Kellogg	25	22	22	22	25	25	25	28	26	28	27

**Women as Percentage of Tenure Line Faculty at Northwestern
By Year and by School
Fall 1999 through Fall 2013**

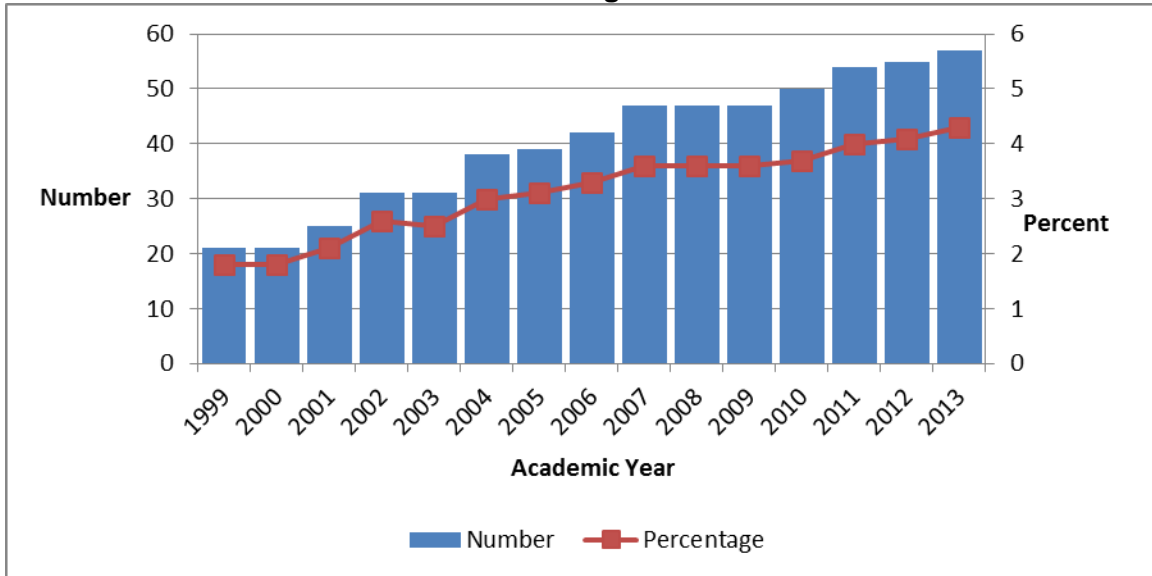


Women are especially under-represented in certain science, technology, engineering and mathematics (STEM) fields. A joint program between Northwestern and the University of Chicago is identifying and addressing problems limiting success in the recruitment and retention of women and minorities in STEM fields at the two institutions.

A key component of this collaboration has been an extensive study conducted by the National Opinion Research Center (NORC), including in-person interviews with faculty members in the biological and physical sciences at Northwestern University and the University of Chicago. The NORC inquiry provides an important window into the culture in our departments and across our campus, and highlights opportunities for us to work together to enhance the work and lives of all faculty. The summary report on Climate in Biological and Physical Sciences Departments was released in February 2014, and provides insights into opportunities for enhancing career development for all faculty in STEM fields. (The summary report is available on the Provost's Office web site.)

Over the period from Fall 1999 to Fall 2013, African Americans on the tenure line faculty increased by 139%, from 1.8% to 4.3%. From Fall 2012 to Fall 2013, the number of African American faculty rose slightly from 55 to 57, as did their proportion in the tenure line faculty, from 4.1% to 4.3%.

**Tenure Line African American Faculty at Northwestern
Number and as Percentage of Tenure Line Faculty
Fall 1999 through Fall 2013**



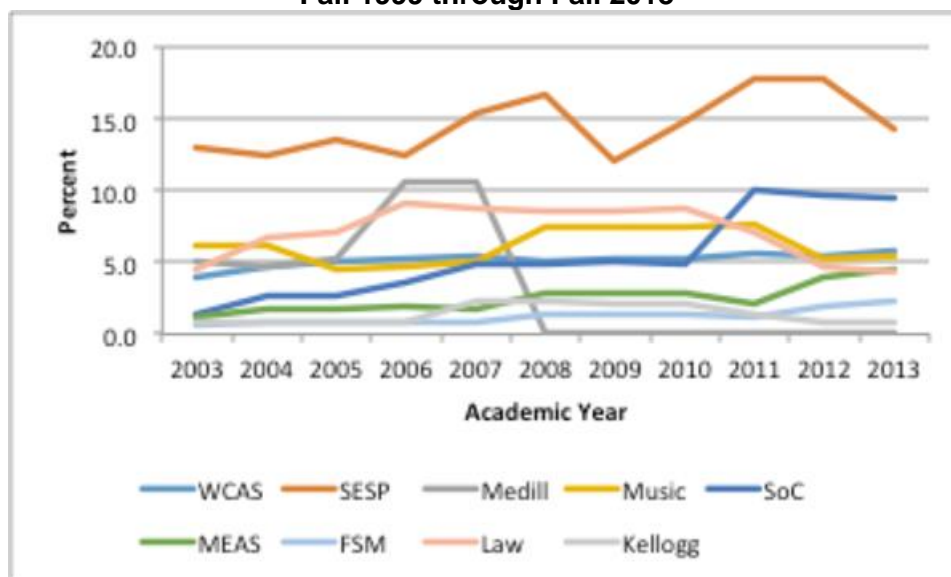
Tenure Line African American Faculty at Northwestern - Fall 1999 through Fall 2013															
Year	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
#	21	21	25	31	31	38	39	42	47	47	47	50	54	55	57
%	1.8	1.8	2.1	2.6	2.5	3.0	3.1	3.3	3.6	3.6	3.6	3.7	4.0	4.1	4.3

The percentage of African Americans on the tenure line faculty and the change over the last ten years varies substantially by school. African Americans represented 14.3% of tenure line faculty in the School of Education and Social Policy in Fall 2013, up from 13.0% in Fall 2003. African Americans made up 10.4% of the tenure line faculty in the School of Communication in 2013, significantly increased from 1.3% in 2003. In the Weinberg College of Arts and Sciences, African Americans composed 5.8% of tenure line faculty, up from 3.9% in 2003. In the Feinberg School of Medicine, African Americans represented 2.2% of tenure line faculty in 2013, increased from 0.6% in 2003.

African American as Percentage of Tenure Line Faculty by School -- Fall 2003 through Fall 2013											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
WCAS	3.9	4.7	5.1	5.2	5.4	5.1	5.3	5.3	5.5	5.5	5.8
SESP	13.0	12.5	13.6	12.5	15.4	16.7	12.0	14.8	17.9	17.9	14.3
Medill	5.0	4.8	5.3	10.5	10.5	-	-	-	-	-	-
Music	6.1	6.1	4.4	4.8	5.0	7.5	7.5	7.5	7.7	5.3	5.4
SoC	1.3	2.6	2.6	3.7	4.9	4.9	5.1	4.8	10.1	10.5	10.4
MEAS	1.2	1.8	1.8	1.2	1.2	1.2	1.1	1.7	1.6	1.7	2.2
FSM	0.6	0.8	0.8	0.8	0.8	1.3	1.4	1.4	1.1	2.0	2.2
Law	4.5	6.8	7.1	9.1	8.7	8.5	8.5	8.7	7.1	4.7	4.3
Kellogg	0.8	0.8	0.9	0.8	2.4	2.4	2.1	2.1	1.4	0.7	0.8

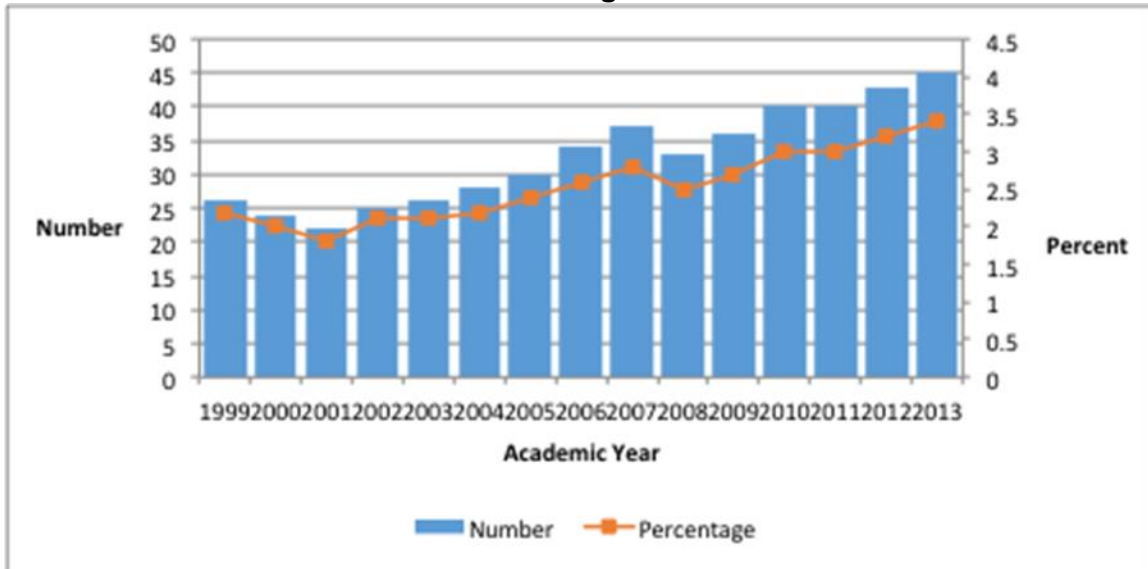
African American Tenure Line Faculty by School -- Fall 2003 through Fall 2013											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
WCAS	16	19	21	22	23	22	23	24	25	25	26
SESP	3	3	3	3	4	4	3	4	5	5	4
Medill	1	1	1	2	2						
Music	3	3	2	2	2	3	3	3	3	2	2
SoC	1	2	2	3	4	4	4	4	9	10	10
MEAS	2	3	3	2	2	2	2	3	3	3	4
FSM	2	3	3	3	3	5	5	5	4	7	8
Law	2	3	3	4	4	4	4	4	3	2	2
Kellogg	1	1	1	1	3	3	3	3	2	1	1

**African Americans as Percentage of Tenure Line Faculty at Northwestern
By Year and by School
Fall 1999 through Fall 2013**



Over the period from Fall 1999 to Fall 2013, Hispanic/Latino faculty on the tenure line faculty have increased by 55%, from 2.2% to 3.4%. From Fall 2012 to Fall 2013, the number of Hispanic/Latino faculty rose slightly from 43 to 45, as did their proportion in the tenure line faculty, from 3.2% to 3.4%.

**Tenure Line Hispanic/Latino Faculty at Northwestern
Number and as Percentage of Tenure Line Faculty
Fall 1999 through Fall 2013**



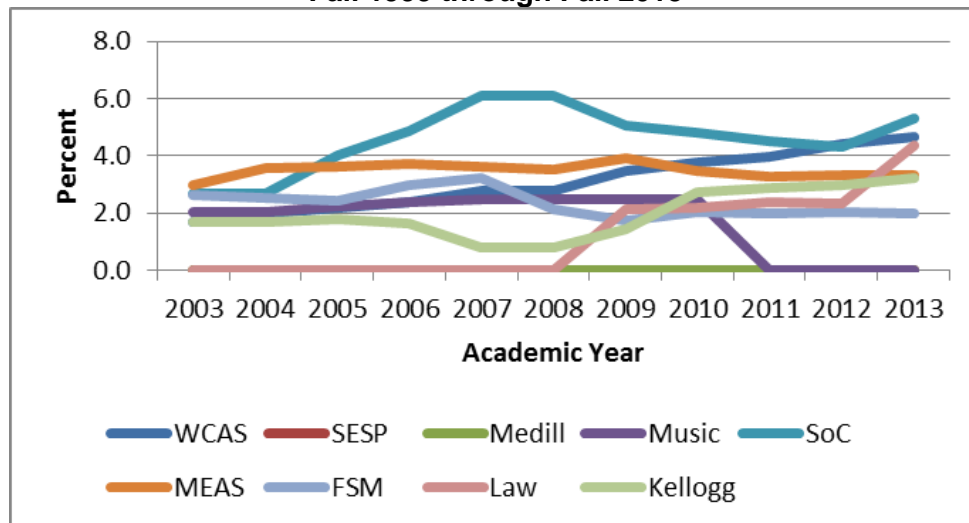
Tenure Line Hispanic/Latino Faculty at Northwestern - Fall 1999 through Fall 2013															
Year	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
#	26	24	22	25	26	28	30	34	37	33	36	40	40	43	45
%	2.2	2.0	1.8	2.1	2.1	2.2	2.4	2.6	2.8	2.5	2.7	3.0	3.0	3.2	3.4

The percentage of Hispanic/Latino faculty on the tenure line faculty and the change over the last ten years varies substantially by school. Hispanic/Latino faculty represented 4.7% of tenure line faculty in the Weinberg College of Arts and Sciences in Fall 2013, up from 1.7% in Fall 2003. Hispanic/Latino faculty made up 5.2% of the tenure line faculty in the School of Communication in 2013, increased from 2.7% in 2003. In the Law School, Hispanic/Latino faculty composed 4.3% of tenure line faculty in 2013, up from 0% in 2003. In the Kellogg School of Management, Hispanic/Latino faculty represented 3.2% of tenure line faculty in 2013, increased from 1.7% in 2003.

Hispanic/Latino as Percentage of Tenure Line Faculty by School -- Fall 2003 through Fall 2013											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
WCAS	1.7	2.0	2.2	2.4	2.8	2.8	3.5	3.8	4.0	4.4	4.7
SESP	-	-	-	-	-	-	-	-	-	-	-
Medill	-	-	-	-	-	-	-	-	-	-	-
Music	2.0	2.0	2.2	2.4	2.5	2.5	2.5	2.5	-	-	-
SoC	2.7	2.6	3.9	4.9	6.1	6.1	5.1	4.8	4.5	5.3	5.2
MEAS	3.0	3.6	3.6	3.7	3.6	3.5	3.9	3.4	3.3	3.3	3.3
FSM	2.6	2.5	2.4	3.0	3.2	2.2	1.7	2.0	2.0	2.0	2.0
Law	-	-	-	-	-	-	2.1	2.2	2.4	2.3	4.3
Kellogg	1.7	1.7	1.8	1.6	0.8	0.8	1.4	2.7	2.9	3.0	3.2

Hispanic/Latino Tenure Line Faculty by School -- Fall 2003 to Fall 2013											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
WCAS	7	8	9	10	12	12	15	17	18	20	21
SESP											
Medill											
Music	1	1	1	1	1	1	1	1			
SoC	2	2	3	4	5	5	4	4	4	5	5
MEAS	5	6	6	6	6	6	7	6	6	6	6
FSM	9	9	9	11	12	8	6	7	7	7	7
Law							1	1	1	1	2
Kellogg	2	2	2	2	1	1	2	4	4	4	4

**Hispanics/Latinos as Percentage of Tenure Line Faculty at Northwestern
By Year and by School
Fall 1999 through Fall 2013**



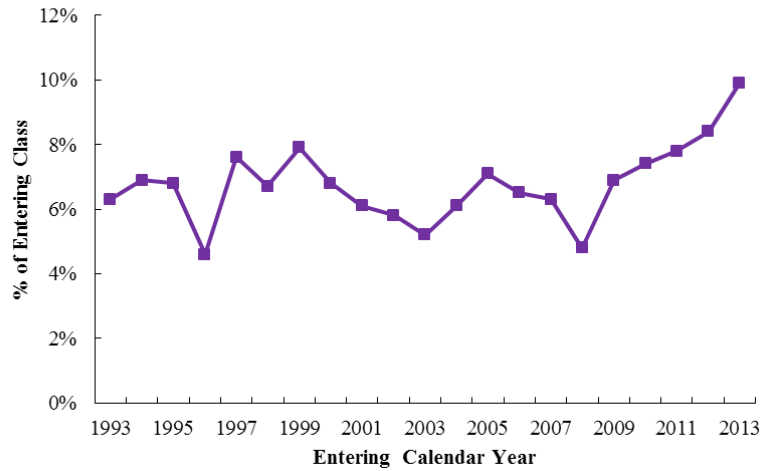
Although Native Americans are an under-represented group among university faculty, their numbers have been too low to draw any meaningful conclusions at Northwestern. None of the new tenure line appointees over the past five years identified themselves as Native American.

The recent work of the Native American Outreach and Inclusion Task Force is focused on identifying and acting on opportunities to diversity the Northwestern community, including along the faculty dimension. Currently, faculty leaders within Weinberg are exploring the feasibility of establishing an Indigenous Research Center with a focus on producing interdisciplinary research to serve the needs of indigenous populations, both locally and globally. More detailed information is available on the Native American Inclusion Initiative web site at www.northwestern.edu/provost/initiatives/native-american-inclusion.html.

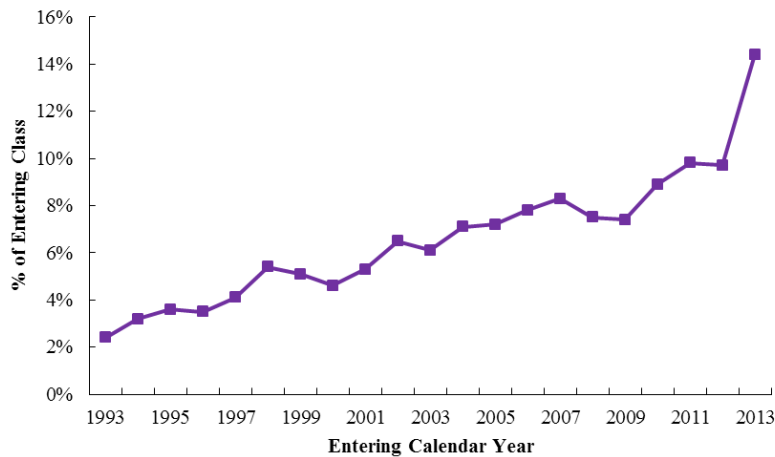
Undergraduate Students at Northwestern

In Fall 2013, the incoming freshman class was the most diverse in Northwestern's history on several measures. African American students composed 9.9% of the entering class, and Hispanic/Latino students made up 14.4% of the class. Both are records for Northwestern.

**African-American Students as %
of Entering Undergraduate Class**



**Hispanic/Latino Students as %
of Entering Undergraduate Class**



Admissions Statistics for Entering Undergraduate Class - African-American Students

	1993	2008	2009	2010	2011	2012	2013
% of applications	4.8%	5.6%	6.6%	7.5%	7.6%	8.0%	8.8%
% of entering students	6.3%	4.8%	6.9%	7.4%	7.8%	8.4%	9.9%

Admissions Statistics for Entering Undergraduate Class - Hispanic/Latino Students

	1993	2008	2009	2010	2011	2012	2013
% of applications	3.6%	5.3%	7.6%	8.6%	8.9%	10.3%	11.7%
% of entering students	2.4%	7.5%	7.4%	8.9%	9.8%	9.7%	14.4%

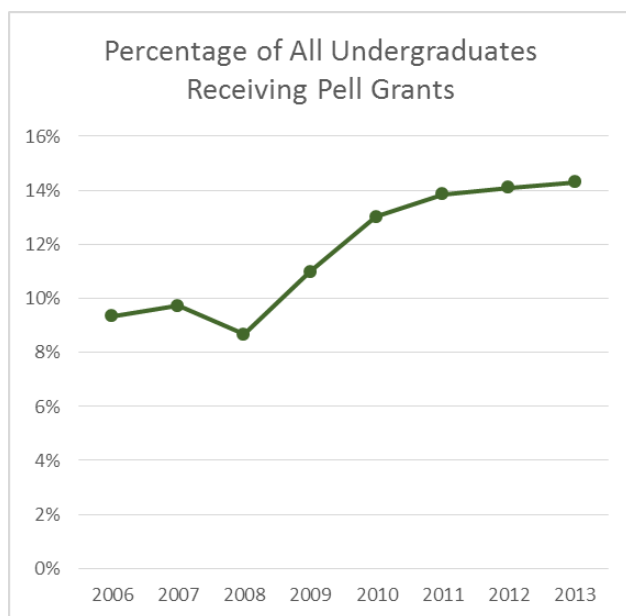
In the undergraduate student body as a whole, African American students increased to 6.2% in 2013, up from 6.0% in 2012 and 5.8% in 2011. More dramatically, Hispanic/Latino students increased to 10.5% in 2013, compared to 8.9% in 2012 and 8.4% in 2011.

Students categorized as Native American have declined since 2010, when the introduction of a new multi racial category drew in students with a combination of Native American and other race/ethnic heritage. In Fall 2013, 6 undergraduate students reported as American Indian, and another 65 undergraduate students included American Indian as one of their multiple races. As indicated above, the Native American Outreach and Inclusion task force recommendations have suggested a number of additional directions for enhancements in recruiting and retaining students of Native American heritage.

Undergraduate Student Enrollment by Ethnicity														
Number and Percentage of Total Known Domestic Enrollment														
Fall 2004 through Fall 2013														
Year	African American	%	Hispanic /Latino	%	American Indian	%	Pacific Islander	%	Asian American	%	Multi Racial	%	Minority	%
2004	498	6.3%	484	6.1%	28	0.4%	NA	NA	1,424	18.0%	NA	NA	2,434	30.8%
2005	494	6.4%	506	6.6%	17	0.2%	NA	NA	1,415	18.4%	NA	NA	2,432	31.7%
2006	527	6.7%	554	7.1%	12	0.2%	NA	NA	1,395	17.8%	NA	NA	2,488	31.7%
2007	515	6.8%	574	7.6%	10	0.1%	NA	NA	1,417	18.7%	NA	NA	2,516	33.2%
2008	489	6.4%	575	7.5%	9	0.1%	NA	NA	1,561	20.4%	NA	NA	2,634	34.4%
2009	510	6.5%	606	7.8%	12	0.2%	NA	NA	1,684	21.6%	NA	NA	2,812	36.1%
2010	467	5.8%	648	8.1%	13	0.2%	4	0.0%	1,736	21.7%	176	2.2%	3,044	38.0%
2011	476	5.8%	686	8.4%	9	0.1%	4	0.0%	1,672	20.5%	291	3.6%	3,138	38.4%
2012	495	6.0%	733	8.9%	9	0.1%	3	0.0%	1,604	19.6%	377	4.6%	3,221	39.3%
2013	502	6.2%	855	10.5%	6	0.1%	0	0.0%	1,509	18.6%	419	5.2%	3,291	40.5%

Notes: Known Domestic Enrollment excludes students reported as non-resident aliens or unknown race/ethnicity. Two-part race/ethnicity question for domestic students started in 2010. Degree seeking students only

Increasingly, Northwestern has been addressing low-income status and first generation college attendance as additional measures of undergraduate student diversity. From Fall 2006 to Fall 2013, the percentage of undergraduate students receiving Pell Grants, based on family low-income status, has increased from 9.3% to 14.3%. Currently, the University is developing programs to continue to increase this percentage over the next five years. This plan includes augmenting financial aid resources and on-campus supports to ensure a high quality educational experience for these students.



Pell Grant recipients as % of all Undergraduate Students								
Fall of Each Year								
	2006	2007	2008	2009	2010	2011	2012	2013
Recipients	9.3%	9.7%	8.7%	11.0%	13.0%	13.8%	14.1%	14.3%

The Office of Undergraduate Admissions has been enhancing outreach and recruitment efforts to diverse prospective students in a variety of ways. Some examples are provided below. These efforts are intended to raise the awareness of high-achieving minority and low-income students about educational opportunities and the benefits of campus life at Northwestern.

QuestBridge

Northwestern is one of thirty partner schools with this non-profit organization that targets high-achieving, low-income high school students for college placement. Northwestern has more QuestBridge students than any of the other partner colleges. Along with Stanford and Princeton, we host a QB summer conference for several hundred students and their families.

Posse

Beginning in 2013 for at least five years, Northwestern will have ten or eleven Posse students from Los Angeles on campus. Posse identifies public high school students with extraordinary

academic and leadership potential that may have been overlooked by the traditional college selection processes.

College Greenlight

Northwestern has partnered with Cappex, a company that links high school students with colleges, to gain greater access to the members of over 450 community based organizations around the country. Combined these CBOs give us access to over 10,000 students.

Student Outreach

Current Northwestern students in the Council of Latino Admission Volunteers for Education (CLAVE) and Ambassadors (an admission office sponsored African-American student recruitment organization) volunteer their time to call prospective students to promote Northwestern, as well as answer questions about the student experience. They also correspond via e-mail with prospective and admitted students, and visit their high schools during university breaks.

Chicago Public Schools Senior Overnight Program

Students from several Chicago Public Schools are brought to campus for a two-day, overnight experience. Their guidance counselors nominate students based on academic criteria and references.

Group Visits

The Office of Admissions welcomes and sponsors visits to campus by high schools and community based organizations. Examples include: Urban Prep, Chicago Quest, CSBI, and Daniel Murphy Scholars. Last year, Northwestern hosted 33 Chicago high schools and Community Based Organizations.

High School Visits

Admission officers are visiting high schools across the country, with special emphasis on schools with high minority, college bound populations.

Graduate and Professional Students at Northwestern

Efforts to recruit graduate and professional students are broadly distributed across the schools and departments of Northwestern, given the widely varying degree types and subject fields. Policies for providing fellowships, scholarships, and loans are also highly variable.

In 2014, The Graduate School created an Office of Diversity and Inclusion and recruited an Assistant Dean to lead their diversity and inclusion strategy. Additional information about ongoing and new outreach efforts can be found in The Graduate School's 2014 Report on Diversity, available at www.tgs.northwestern.edu/diversity/. Each of the professional schools (Feinberg, Kellogg, Law) also has a director of diversity and inclusion and develops programs intended to recruit and retain under-represented students.

The number of African American graduate and professional students has been increasing over the last decade, but the percentage of African American students dropped slightly to 5.9% in 2013 from 6.6% in 2012. Hispanic/Latino graduate and professional students increased to 7.8% in 2013 from 7.2% in 2012. In Fall 2013, 21 graduate/professional students reported as American Indian, and another 35 graduate/professional students included American Indian as one of their multiple races. Representation of all minorities increased to 31.7% in 2013 from 31.2% in 2012.

Graduate and Professional Student Enrollment by Ethnicity														
Number and Percentage of Total Known Domestic Enrollment														
Fall 2004 through Fall 2013														
Year	African American	%	Hispanic /Latino	%	American Indian	%	Pacific Islander	%	Asian American	%	Multi Racial	%	Minority	%
2004	312	5.4%	248	4.3%	15	0.3%	NA	NA	898	15.4%	NA	NA	1,473	25.3%
2005	338	5.9%	254	4.5%	16	0.3%	NA	NA	867	15.2%	NA	NA	1,475	25.8%
2006	365	6.2%	259	4.4%	27	0.5%	NA	NA	918	15.6%	NA	NA	1,569	26.7%
2007	390	6.4%	302	4.9%	24	0.4%	NA	NA	952	15.6%	NA	NA	1,668	27.3%
2008	397	6.6%	314	5.2%	18	0.3%	NA	NA	927	15.5%	NA	NA	1,656	27.7%
2009	405	6.6%	352	5.8%	23	0.4%	NA	NA	955	15.6%	NA	NA	1,735	28.4%
2010	473	6.5%	484	6.7%	18	0.2%	5	0.1%	1,109	15.3%	82	1.1%	2,171	30.0%
2011	491	6.4%	539	7.1%	19	0.2%	12	0.2%	1,081	14.1%	124	1.6%	2,266	29.6%
2012	539	6.6%	591	7.2%	18	0.2%	13	0.2%	1,202	14.7%	190	2.3%	2,553	31.2%
2013	497	5.9%	660	7.8%	21	0.2%	11	0.1%	1,271	15.1%	217	2.6%	2,677	31.7%

Notes: Known Domestic Enrollment excludes students reported as non-resident aliens or unknown race/ethnicity. Two-part race/ethnicity question for domestic students started in 2010. Degree seeking students only

Northwestern Alumni Community

Alumni relations staff and alumni volunteer leaders across the University are working to develop additional channels to connect with diverse alumni communities. Currently, our alumni clubs include the following groups organized around diversity and inclusion:

- Council of One Hundred (Women Leaders)
- Gay and Lesbian Management Alumni
- Hispanic Business Alumni
- Kellogg Black Alumni Club
- Kellogg Executive Women's Network
- Latino Alumni of NU
- NU Asian and Asian American Alumni
- NU Black Alumni
- NU Gay and Lesbian Alumni
- NU Muslim Alumni

These alumni clubs may be engaged in connecting with admitted and current students, as well as sharing their experience at Northwestern with prospective students in their communities. They also work to enrich connections among alumni on a national basis.

Conclusion

Northwestern has made progress toward greater representation of women and minorities among tenure-line faculty, undergraduate students, and graduate/ professional students over the past decade. Representation of Pell-eligible low-income undergraduate students has also improved.

While the numbers provide convenient metrics for monitoring progress, efforts to improve conditions for diversity at Northwestern cannot be based on numbers alone. Our broadening

diversity and inclusion initiatives seek to emphasize qualitative factors which contribute to a welcoming, inclusive and intellectually stimulating environment for a wide range of individuals.

Northwestern University reaffirms and renews its commitment to diversity and equity. As a community we have a large length to cover to strengthen and sustain this pledge, but in order to remain ahead of the pace with modern society we will strive to support this enterprise as a piece of the foundation of our institution.

We look forward to sharing Northwestern University's Diversity and Inclusion Report for 2014-15 with the community in late 2015.

Appendix 1: University Diversity Council Members

Interim Co-Chairs:

Lesley-Ann Brown-Henderson, Executive Director, Campus Inclusion & Community
Nsombi Ricketts, Assistant Dean of Diversity and Inclusion, The Graduate School

- Frances Aparicio, Professor, WCAS Spanish & Portuguese
- Shannon Bartlett, Director, Diversity Education & Outreach, School of Law
- Pam Beemer, Associate Vice President of Human Resources
- Pablo Boczkowski, Professor, SoC Communication Studies
- Sarah Brown, Senior EEO Specialist, Human Resources
- Mercedes Carnethon, Associate Professor, Feinberg Department of Preventive Medicine
- Nim Chinniah, Executive Vice President
- Susan Corwith, Associate Director, SESP Center for Talent Development
- Darren Davis, Police Commander, University Police
- Angela Edwards-Campbell, Director, Diversity and Inclusion; Kellogg School of Management
- Victor L. Goines, Professor, Music Performance Studies
- Catherine Grimsted, Assistant Provost for Faculty
- E. Patrick Johnson, Professor, SoC Performance Studies
- Marianna Kepka, Assistant Provost for Academic Administration
- Carole LaBonne, Professor, WCAS Molecular Biosciences
- Lindsay Chase-Lansdale, Associate Provost for Faculty, Professor, SESP Human Development and Social Policy
- Greg Light, Director of Searle Center for Teaching Excellence
- Daniel Linzer, Provost
- Alison May, Assistant Dean of Students; Director, AccessibleNU
- Dwight McBride, Associate Provost for Graduate Education, Professor, WCAS African American Studies
- Rick McGee, Associate Dean for Faculty Recruitment and Development, Professor, Feinberg Medical Education
- Richard I. Morimoto, Professor, Molecular Biosciences
- Renee Redd, Director, Women's Center
- Austin Romero, ASG Diversity and Inclusion Vice President
- Monica Russel y Rodríguez, Associate Dean, Senior Lecturer, WCAS Anthropology
- Roberto Sanabria, Director, Equal Opportunity and Access, Human Resources
- Joan Slavin, Director, Office of Sexual Harassment Prevention; Title IX Coordinator
- Timothy Stevens, University Chaplain
- Patricia Telles-Irvin, Vice President of Student Affairs
- Penny Warren, Senior Specialist for Student Life, The Graduate School
- Christopher Watson, Dean of Undergraduate Admissions
- Julia Watson, ASG President
- Laura Wayland, Executive Director for Alumni Engagement and Northwestern Alumni Association
- Clyde Yancy, Vice Dean, Diversity & Inclusion, Feinberg; Professor, Medicine
- Harvey Young, Associate Professor, Theatre
- Ava Youngblood, President/CEO of Youngblood Executive Search and Northwestern alum
- Ji-Yeon Yuh, Associate Professor, WCAS History; Director, Asian American Studies

**Appendix 2:
Selected Web Sites at the University on Diversity and Inclusion**

Diversity and Inclusion at Northwestern
www.northwestern.edu/diversity/

Feinberg School of Medicine Diversity
www.feinberg.northwestern.edu/diversity/

The Graduate School Diversity
www.tgs.northwestern.edu/diversity/

Human Resources Diversity
www.northwestern.edu/hr/equopp-access/diversity/

Kellogg School of Management Diversity and Inclusion
www.kellogg.northwestern.edu/about/diversity-inclusion.aspx

Law School Diversity
www.law.northwestern.edu/about/leadership/dean/diversity/

Student Campus Inclusion and Community
www.northwestern.edu/inclusion/

Study Abroad Diversity
www.northwestern.edu/studyabroad/guide/identity-and-diversity/

Supplier Diversity
www.northwestern.edu/userservices/purchasing/programs_initiatives/supplier-diversity.html

Weinberg College of Arts & Sciences Diversity
www.weinberg.northwestern.edu/faculty/diversity.html

Appendix 3: Selected Campus Resources Related to Diversity and Inclusion

AccessibleNU

Northwestern University and the Office of Services for Students with Disabilities (SSD) are committed to providing a supportive and challenging environment for all undergraduate, graduate, professional school, and continuing studies students with disabilities who attend the University. Additionally, the University and SSD work to provide students with disabilities a learning and community environment that affords them full participation, equal access, and reasonable accommodation of their disabilities.

www.northwestern.edu/accessiblenu/

Department of Campus Inclusion and Community

The mission of the Department of Campus Inclusion and Community is to work collaboratively with the entire university community to create opportunities for dialogue, experiential learning, leadership development, multicultural education, social justice training, and advocacy aimed at fostering an inclusive learning environment for all students.

www.northwestern.edu/inclusion/about-us/

Feinberg School of Medicine Office of Diversity

We work with Feinberg students, residents, staff and faculty to further our mission of achieving a campus environment of belonging and inclusion for all.

www.feinberg.northwestern.edu/diversity/

The Graduate School Office of Diversity and Inclusion

The Graduate School Office of Diversity and Inclusion promotes diversity in Northwestern's graduate student population by helping to recruit a diverse student body and by providing support services to those students.

www.tgs.northwestern.edu/diversity/

International Office

Our goal is to help the international students, scholars, and Northwestern faculty and staff, navigate the many complexities associated with student- and employment-based visa classifications within the Northwestern community.

www.northwestern.edu/international/

Kellogg School of Management Office of Diversity and Inclusion

Our faculty, students and administrators find boundless opportunities to interact with peers from around the world and every imaginable background. They learn from each other in classrooms and seminars, through meetings, club activities, conferences, and on global study trips. They forge lifelong bonds with others who share their intellectual curiosity and their desire to make a meaningful difference.

www.kellogg.northwestern.edu/about/diversity-inclusion.aspx

LGBTQA Campus Advisory Network

The Lesbian, Gay, Bisexual, Transgender, Queer and Ally Campus Advisory Network (formerly known as the LGBT Support Network) is an interoffice/department committee.

www.northwestern.edu/diversity/campus-resources/lgbtqa-campus-advisory-network.html

Gender and Sexuality Resource Center

The Gender and Sexuality Resource Center works to provide a safe space and act as hub for organizations, resources, services, and programs of interest to the LGBT and Allied community at Northwestern.

www.northwestern.edu/studentaffairs/gsrc/

Multicultural Student Affairs

Multicultural Student Affairs is committed to fostering an inclusive environment that promotes identity development, intercultural exchange, academic excellence, and leadership.

www.northwestern.edu/msa/

Northwestern Law School Office of Diversity Education and Outreach

The mission of the Office of Diversity Education and Outreach is to offer support and guidance for minority students as they meet the challenges of becoming lawyers. Through outreach targeted to every phase of law school and career -- from applying for admission to joining alumni networks -- the Office of Diversity Education and Outreach develops, supports, and maintains the interrelationships that foster student achievement and produce satisfied graduates.

www.law.northwestern.edu/law-school-life/student-services/diversity/

Office of Equal Opportunity & Access

The Office of Equal Opportunity and Access, within Human Resources, provides leadership and resources that promote the University's commitment to diversity, inclusion and accessibility.

www.northwestern.edu/hr/about/divisions/equal-opportunity-access.html

Religious & Spiritual Life

The primary mission of the Office of the University Chaplains is to promote spiritual growth and nurture at Northwestern University. Spiritual maturity is enhanced by critical dialogue and community with members of one's own tradition and through encounter with differing traditions.

www.northwestern.edu/religious-life/

Supplier Diversity Program

The University is committed to developing mutually beneficial relationships with small, minority-owned, women-owned, disadvantaged, veteran-owned, HUBzone, and local business enterprises. The Supplier Diversity Program is Northwestern's initiative to create opportunities for vendors to market their products to the University and to encourage University departments and schools to offer opportunities to such vendors.

www.northwestern.edu/userservices/purchasing/programs_initiatives/supplier-diversity.html

The Women's Center

The Northwestern University Women's Center is dedicated to fostering a campus climate that promotes equity and enriches the personal, professional and academic lives of all members of the University community, particularly women students, staff and faculty.

www.northwestern.edu/womenscenter/

**Appendix 4:
Selected Diversity Initiatives at Northwestern**

Program	Time Frame	Sponsor
Martin Luther King Commemoration	January	Office of the Provost
Black History Month	February	Multicultural Student Affairs
Women's History Month	March	The Women's Center
Black Jewish Freedom Seder	April	Fiedler Hillel at Northwestern University
Luncheon for new junior under-represented faculty	April/May	Office of the Provost
Black Women's Retreat	Spring	The Women's Center and Multicultural Student Affairs
Asian American Pacific Islander Heritage Month	May	Multicultural Student Affairs
Summer Research Opportunities Program	Summer	The Graduate School
EXCEL Program	Summer	McCormick School of Engineering & Applied Science
Hispanic Heritage Celebration Month	September	Multicultural Student Affairs
Disabilities Awareness Month	October	AccessibleNU
LGBT History Month	October	Gender Sexuality Resource Center
Welcome Reception for New Women Faculty	October	Office of the Provost and The Women's Center
International Education Week	November	International Office
Annual Women's Staff Holiday Luncheon	December	The Women's Center
International Graduate Student Orientation	Annual	International Office
Diversity purchasing symposium	Every 1-2 years	University Services

Safe Space Training	On-going	LGBT Resource Center
CLIMB Program	On-going	Feinberg Associate Dean for Faculty Recruitment and Development
Take Back The Night	On-going	The Women's Center
Posse Program	On-going	Office of the Provost
NU participation in diversity job fairs	On-going	Office of Human Resources
Staffing initiative to attract and hire more veterans to Northwestern	On-going	Office of Human Resources
Reception for under-represented faculty and staff	On-going	Office of Human Resources

Appendix 5: Selected Northwestern News on Diversity and Inclusion

- Norris Center to add gender open restrooms -July 17, 2014
- Northwestern to Co-Sponsor Inaugural Latina/o Studies Conference. -July 7, 2014
- Northwestern Academy for Chicago Public Schools kicks off with aim to help prepare low-income students for success at selective colleges. -June 26, 2014
- Northwestern Joins Newberry Consortium for American Indian Studies -June 17, 2014
- Class of 2018 to be most diverse in Northwestern history -May 30, 2014
- Symposium to remember renowned scholar's work on black politics and popular culture - May 14, 2014
- Northwestern, Hospital Honored For LGBTQ Contributions -April 22, 2014
- Native American Outreach and Inclusion Task Force Begins Work -April 21, 2014
- Leading Historian to Lecture: Darlene Clark Hine will discuss Black Chicago Renaissance -April 16, 2014
- In TEDx Talks, Diversity of Voice -April 14, 2014
- Claude Steele's 'Whistling Vivaldi' Is Next One Book Selection -April 4, 2014
- New course to analyze history of diversity efforts at Northwestern -February 16, 2014
- MLK Keynote Speaker: 'More Work to Do' -January 28, 2014
- Former chair of NAACP closes MLK celebration with keynote address -January 27, 2014
- Celebrating Black History -January 24, 2014
- Thaddeus Tukes hopes to improve communication as ASG's top diversity official - January 21, 2014
- Nobel Peace Prize winner shares thoughts about MLK at community vigil -January 20, 2014
- Students and faculty plan week of events to commemorate Martin Luther King Jr. - January 20, 2014
- Northwestern professor offers Native American studies class amid John Evans debate - January 14, 2014
- Civil Rights Activist, Scientist Take Podiums for MLK Celebration -December 17, 2013
- University Chosen to Host Young African Leaders Initiative -December 17, 2013
- Remembering Nelson Mandela -December 6, 2013
- Expanding Access for Chicago Public School Students to Top Colleges -December 3, 2013
- Message from President Schapiro on Nelson Mandela -December 6, 2013
- Civil Rights & Social Justice: Calling all Voices - January 22, 2014
- A History of Chicago's African American Theatre & Dance -November 20, 2013
- Diversity on Campus Should Take Many Forms -November 15, 2013
- Second John Evans Committee to be Formed -November 11, 2013
- Nikki Giovanni Addresses Black Community -October 19, 2013
- New ASG diversity head seeks a more inclusive Northwestern -November 1, 2013
- "Performance Encounters" Launch Party -December 4, 2013
- Chicago hip-hop artists to perform, discuss magic of songwriting with art critics - November 13, 2013
- Beth Richie ~ Arrested Justice: Race, Gender Violence & the Carceral State -November 14, 2013
- An invisible minority: The low-income experience at Northwestern -October 29, 2013

- Hispanic Heritage Month -October 17, 2013
- 'Power and Privilege: A Call to Action' Series Begins Oct. 22 -October 15, 2013
- QUENCH (queers + lunch) with Dean Dwight McBride, Ph.D. - November 13, 2013
- Isabel Wilkerson discussion of The Warmth of Other Suns - November 7, 2013
- Veterans and Individuals with Disabilities Job Fair - October 14, 2013
- Community Welcome Reception - October 1, 2013

Appendix 6: Selected Academic Programs and Centers Related to Diversity and Inclusion

African American Studies Department

Founded in 1972, the Department of African American Studies at Northwestern is a vibrant place for intellectual exchange, pedagogical innovation, and community engagement. As you explore our website, you will notice our department's diasporic focus and its engagement with questions of race and blackness as they manifest all over the globe.

www.afam.northwestern.edu/

Asian American Studies Program

Asian American Studies offers a program of study that gives access to the long and rich histories, culture, and politics of Asians in the United States. The program consists of core faculty, postdoctoral fellows, graduate students and lecturers who offer over 20 courses.

www.asianamerican.northwestern.edu/

Buehler Center on Aging, Health and Society

The mission of the Buehler Center is to improve the quality of life and quality of care for older adults, the terminally ill, and other vulnerable populations through education and research.

www.aging.northwestern.edu/

Buffett Institute for Global Studies

The Buffett Institute for Global Studies sponsors and facilitates collaborative interdisciplinary scholarship on crucial problems facing the world. Our activities promote dialogue on international affairs enriching the educational program at Northwestern. Working with a variety of organizations and communities, we contribute to preparing exemplary global citizens.

www.buffett.northwestern.edu

Center on Social Disparities and Health

Our mission is: (1) To bring together the social, life, and biomedical sciences to understand the origins, consequences, and policy solutions for contemporary health inequalities in the United States; and (2) to examine how broad social, race/ethnic, and economic disparities "get under the skin" and affect human development and physical health.

www.ipr.northwestern.edu/research-areas/social-disparities-health/

Center for African American History

The Center for African American History (CAAH) draws together scholars from across the disciplines to promote the study of all aspects of African American history and the history of the African Diaspora.

www.caah.northwestern.edu

Center for Executive Women

Established in June of 2001 at the Kellogg School of Management, the Kellogg CEW is dedicated to helping senior-level women advance to top executive and board positions.

www.kellogg.northwestern.edu/research/cew/

Center for Global Culture and Communication

The Center for Global Culture and Communication (CGCC) is an interdepartmental forum for bringing together School of Communication faculty and students to address the emerging importance of globalization in communication studies.

www.communication.northwestern.edu/global_communication/

Center for Healthcare Equity

The Program for Healthcare Equity is dedicated to eliminating disparities in health care and improving the quality of care for all individuals. Our goal is for every person to get the highest quality of health care possible, regardless of age, gender, race, ethnicity, cultural beliefs, language socioeconomic status or health literacy.

www.feinberg.northwestern.edu/sites/chs/research/programs/equity.html

Diversity Science at Northwestern

Interests in diversity among faculty and students in Northwestern's Department of Psychology take many forms. We seek to promote diversity and cultural competence in research, teaching, professional training, and representation among faculty and students.

www.psychology.northwestern.edu/about/diversity/

Gender and Sexuality Studies Program

We ask questions about gender and sexuality in the U.S., transnationally, and in history, and answer them using research and teaching tools from across the humanities and social sciences, as well as from feminist, masculinity, LGBT and queer studies.

www.gendersexuality.northwestern.edu/

Latina/o Studies Program

Our nationally renowned faculty members are engaging in dynamic and cutting-edge scholarship and teaching about U.S. Latino/as. We are building bridges among ourselves, as any Latino/a community embraces heterogeneous identities, socioeconomic status, racial, national, and generational differences, among others.

www.latinostudies.northwestern.edu/

Poverty, Race and Inequality

Issues of inequality, poverty, and racism are consistent threads woven throughout Institute for Policy Research faculty initiatives. To examine these pernicious problems, faculty researchers cast a wide net, tackling a variety of topics that shed light on gaps in race, socioeconomic status, opportunity, and housing.

www.ipr.northwestern.edu/research-areas/poverty-race-inequality/

Program of African Studies

The Program of African Studies at Northwestern has achieved international prominence for fostering the production of innovative scholarship, the training of hundreds of African specialists, and the development of new ways of thinking about the African world.

www.africanstudies.northwestern.edu/

Women's Health Research Institute

The mission of the Women's Health Research Institute is to accelerate the rate of discovery in the sciences that impact women's health and well-being and to increase the research and education portfolio in women's health at Northwestern University and its clinical affiliates.

www.womenshealth.northwestern.edu