The University Diversity Council welcomed new members Jill Johnson, Director of Planning and Program Initiatives, Department of Safety and Security; and Sarah Wake, Associate General Counsel and Interim Associate Vice President for Equity, Office of General Counsel.

**Admissions Presentations**

**Medill School of Journalism, Media, Integrated Marketing Communications**
Julie Collins, Associate Director of Graduate Admissions and Financial Aid in the Medill School presented data on the incoming class of graduate students for their full-time journalism (MSJ) and integrated media communications (IMC) programs. The data presented was preliminary and the numbers will likely shift by fall. Medill staff will also be reviewing MS and IMC application requirements and their impact on various populations of applicants.

Overall admissions and enrollment trends include:
- International applicants continue to increase with enrollment remaining flat
- Hispanic/Latino application and enrollment rates remain flat
- African American applications are increasing with enrollment remaining flat
- Medill is focusing on increasing enrollment of Native American and Alaskan Native students
• As students increasingly identify outside of the gender binary, Medill is paying attention to the increase in applicants who select ‘No Response’ for gender

The Graduate School (TGS)
Damon L. Williams, Assistant Dean for Diversity and Inclusion, TGS, and Nick Alena, Director of Admissions and Recruitment, TGS, shared a high-level overview of the applications, admissions, and acceptances of TGS PhD students as of May 2, 2018. TGS has 62 PhD programs, with the Fall 2018 cohort having the highest number of applications since 2012. New student enrollment for Fall 2018 is currently seeing a 2% increase over last year at this time with around 560 incoming PhD students. Female-identified applications have increased by 10% as compared to this time last year. Additionally, underrepresented minority (URM) applications have increased by 17%, with the URM admit rate increasing by 24%, as compared to this time last year. The Summer Research Opportunity Program (SROP) and the Big Ten Academic Alliance have been impactful on increasing the diversity of TGS students. Through the National GEM Consortium, Northwestern will matriculate 16 URM graduate engineering students this fall.

Kellogg School of Management
Chris Alemán, Assistant Director of Admissions at Kellogg, shared admissions highlights from Kellogg’s full-time MBA Program. The full-time program has 4 different tracks. The 2-year MBA program is the largest and attracts the most underrepresented minority students. The fall 2019 incoming class was comprised of 43% women, which is the highest in Kellogg’s history. The proportion of LGBT-identified students continues to increase, and Veteran student numbers remain flat. There is steep competition with peer schools for underrepresented minority students. Kellogg has been successful in increasing the diversity of their students by having:
• a diversity admissions and outreach team
• strong student support
• a relationship management model
• partnerships with Management Leadership for Tomorrow (MLT), Posse Scholars, Reaching Out MBA (ROMBA), Diversity MBA Admissions Conference (DMAC), National Society of Hispanic MBAs, National Black MBA Association, and the Forté Foundation
• various activities, including receptions, brunches, emails and calls

Office of Institutional Diversity and Inclusion (OIDI) updates

50th Anniversary Commemoration of the Bursar's Office Takeover
Associate Provost and Chief Diversity Officer Jabbar R. Bennett updated the committee on the commemoration of the 50th anniversary of the Bursar’s Office Takeover. The campus celebration on May 3-4 brought faculty, staff, students and alumni together in conversation and dialogue related to the 1968 takeover of the Bursar’s Office. Jabbar is grateful for the work of the Commemoration Planning Committee, where over 45 programs related to the theme of the takeover were supported throughout the academic year. The Northwestern Black Alumni Association (NUBAA) hosted extensive programming on May 4-6, with some alumni who participated in the 1968 takeover attending.

Diversity, Equity and Inclusion Strategic Planning
Assistant Provost for Diversity and Inclusion Nsombi B. Ricketts shared that Korn Ferry Hay Group (KFHG) has been selected as the consultant for the Diversity, Equity and Inclusion (DEI) Strategic Plan. They have partnered with Northwestern previously, and a Northwestern alumnus and a Kellogg Executive MBA student are part of KFHG project team. The Diversity Leaders Group (DLG) and the UDC will be closely engaged during the planning process. There will be a core planning group that many UDC members will participate on, and feedback will be incorporated into every step of the process. OIDI will also be hosting another DEI leadership workshop for campus partners this summer, which will include a planning retreat with KFHG.

Gender-Queer/Non-Binary/Transgender Support Task Force
A Gender-Queer/Non-Binary/Transgender Support Task Force will be convened beginning in the fall, and will include faculty, staff, students and alumni from across the institution. The Northwestern University Gay and Lesbian Alumni Association (NUGALA) will also be engaged and community member feedback will be incorporated into every step of this process.

The Task Force’s key priorities will be to:
1. Identity key challenges
2. Review existing data
3. Submit a report with findings and recommendations to Provost Holloway, Vice President Telles-Irvin, and Vice President Beemer.

Open Discussion for AY19

During AY18, OIDI worked to explore and enhance the experience of Veteran and military-connected faculty, staff and students at Northwestern; advance the implementation of Black Student Experience Task Force recommendations; lead the Black/Underrepresented Minority (URM) Premed/Pre-Health Student Success Initiative and Black Chicago Tomorrow Initiative; and explore how to better engage prospective students. There will
also be initiatives exploring the undergraduate student lifecycle, and pre-matriculation and post-graduation of first-generation and URM students.

**AY19 Considerations and Questions from Council Members**

**Access**
- Barriers that exist from high school graduation to entering Northwestern, with a particular focus on Pell-eligible students.
  - Additional information on and communication around who prospective students are would be helpful.
- There are increasing issues experienced by faculty who need visas.
- From the staff survey, Northwestern has an opportunity to make sure staff are more representative of our student populations.

**Equity**
- With the increase of women and LGBTQ students, are our supports increasing for maternity leave, childcare, and parents/graduate students?
- At Medill, there have been student parents who needed to take time off from coursework to take care of children, but they did not have financial resources to support them.
- Weinberg looks for ways to incorporate best practices for diverse hiring, and the Dean’s Office now asks for diversity letters as part of the faculty search application process. It would be great to formalize this into the overall search process.
- The proportion of URM, Pell-eligible, first-generation students, etc. that AccessibleNU supports matches the proportion of these populations across the university.
- Food insecurity is an issue, especially with graduate students.

**Enrichment**
- The same people are asked to participate in and lead diversity efforts. How can faculty and staff influence others who may not be on the same page?
  - OIDI and Learning and Organization Development are currently working on developing diversity and inclusion training for faculty and staff.

**Wellbeing**
- How are graduate students considered in the work of the Black Student Experience Task Force?
  - The majority of data the Task Force has is around undergraduates, which drives many of these initiatives. The recent student climate survey will provide an opportunity to include graduate student data.
• There is a strong need for mental health support for graduate students. As students of color and first-generation students go on to graduate school, they have less resources.

• There is a need to explore health insurance for first-generation and lower-income students.

• International students are sometimes overlooked. International student numbers keep increasing, and their issues are unique and do not fit into traditional URM categories.

• Alumni Relations is considering a campaign to be more authentic in how they communicate about what’s happening on campus with alumni, and would like to see increased alumni engagement around mentoring, donations, help navigating college, etc.