



The Graduate School  
*Diversity, Equity,  
and Inclusion:*  
*Recent Progress and  
Planned Initiatives*  
2020–21





# A Letter from the Deans

Everyone can expect a learning environment at Northwestern University in which their unique perspectives are appreciated, their contributions are valued, and their experiences are equitable. The goal is for all graduate students and postdoctoral trainees to thrive during their scholarly pursuits and beyond.

The Graduate School (TGS) has a long and enduring commitment to diversity and inclusion, and to recruiting and supporting a diverse community of scholars, which includes Black, Indigenous, People of color (BIPOC) and marginalized groups, such as first-generation, LGBTQ+, women in STEM, and postdoctoral trainees. This has been a particular priority for TGS during the 2020–21 academic year with its many unprecedented challenges.

The past year has confronted us with the COVID-19 pandemic, as well as ongoing racial and social injustices in our society. We understand that for our students and postdoctoral trainees it has been an academic year full of trauma, frustration, and reframing. This past year has demanded radical shifts to how we communicate, interact, survive, and thrive.

In response to these pressing challenges, TGS, our University partners, and most especially our resilient graduate students have worked together to make progress on many fronts. In March 2020, a gathering of TGS student leaders, Coalition NU, presented their concerns about support for underrepresented and underserved graduate students to Northwestern leaders. Since then, we have regularly met with these student leaders and other graduate student groups to continue these conversations, acknowledge the importance and persistence of these issues, and construct a set of short- and long-term goals that TGS will continue to work toward.

What follows is a brief overview of TGS’s recent and ongoing progress in the key areas expressed by students and postdoctoral trainees to Northwestern leaders, as well as an overview of next steps and planned initiatives regarding diversity and inclusion within TGS. We hope this update provides a sense of our collective forward motion over the past year, as many exciting and impactful new programs have been developed during the pandemic period, despite the overall challenges we have all faced.

We also acknowledge that during this past year, intrinsically-connected and longstanding issues of importance to our students and postdoctoral trainees, specifically concerns around policing and community safety, have been brought to the forefront of campus discussions. We will continue to partner with University leaders in addressing these and other concerns not directly covered in this narrative.

This document is not intended to be an exhaustive report or a long-range strategic plan. Rather, it represents an insight into some of the ongoing activities in which TGS, especially our Office of Diversity and Inclusion (ODI), are engaged, in part representing the specific issues and concerns brought forth through continued dialogue. It is meant to be a dynamic plan that will adapt based on the needs of our graduate students and postdoctoral trainees and renew and refresh our intentions for a more inclusive academic environment.

Sincerely,

**Kelly E. Mayo**  
Dean of The Graduate School and  
Associate Provost for Graduate Education

**Damon L. Williams, Jr.**  
Associate Dean for Diversity and Inclusion  
The Graduate School

## Contents

<i>Letter from the Deans</i>	2
<i>Recent &amp; Ongoing Progress</i>	3
<i>Next Steps &amp; Planned Initiatives</i>	11
<i>Summary</i>	13
<i>Appendix</i>	14

# Recent & Ongoing Progress

## Office of Diversity and Inclusion

### What We Heard:

*Prioritize and expand the current investment in The Graduate School's Office of Diversity and Inclusion.*

### What We're Doing:

TGS is committed to supporting and growing the Office of Diversity and Inclusion (ODI). The office is instrumental in diversifying our campus population and building community in support of underrepresented and underserved graduate students and postdoctoral trainees. The office was established in 2014, and it has been an integral part of our TGS mission since its creation. ODI focuses specifically on the recruitment and retention of domestic underrepresented graduate students, and TGS works with multiple campus partners to ensure robust support for all underrepresented and underserved communities. ODI partners with our TGS Academic Affairs unit on biennial Academic Affairs Review meetings with each graduate program to discuss best practices in diversity, equity, and inclusion (DEI) and meets regularly with school and department leadership to engage and help with their anti-racism efforts. In addition, ODI will continue to consult with The Graduate School's [Diversity and Inclusion Advisory Council](#) to foster a community of belonging.

### Staffing

While we continue to advocate for additional resources to support ODI, COVID-19-related financial constraints have impacted all TGS operations. We have maintained strong support for ODI in the current year's budget, and further growth of the office is a priority as resources allow.

In July 2021, Damon Williams was promoted from assistant dean to associate dean for diversity and inclusion to reflect his outstanding support of DEI programs and initiatives and his many continuing contributions to graduate education. This also aligns the leadership for ODI with the other associate dean-level roles within The Graduate School. In addition, we are pleased that a vacant position within ODI was upgraded to the level of assistant director. Rashaad Barnett from the ODI team accepted this role and we will be hiring a new program coordinator.

TGS is committed to bolstering support for ODI by strengthening partnerships with other TGS units and constituents. As such, ODI expanded its number of paid intern/fellows from two to five for the 2020–21 academic year. These students are involved in recruitment and retention initiatives, such as hosting virtual recruitment events, leading Zoom-N-Chat sessions, serving as SRQP group leaders, creating teaching training communities, and assisting with the curriculum for social justice education. These positions come with generous fellowships for the extra time and work and provide important professional development training opportunities.

The incoming PhD students for Fall 2021 include:

**29%**

underrepresented minority (URM) domestic populations <sup>1</sup>

**22%**

first-generation students <sup>2</sup>

**7%**

who identify as LGBTQ+

TGS supported these recruitment efforts with a:

**20%**

increase in application fee waivers (1,180 fee waivers were approved for the 2020–21 application season)

**\$8 million**

annual investment in diversity recruitment, retention, and student funding initiatives

<sup>1</sup> URM students are U.S. citizens or permanent residents who have self-identified as American Indian or Alaska Native, Black, Hispanic, or Pacific Islander. Students identifying with two or more races are considered URM if one of those races is in these populations.

<sup>2</sup> Students who reported no parents or guardians as having completed a bachelor's degree.



# Office of Diversity and Inclusion

## Recruitment

While recruitment and pipeline development activities, such as in-person campus visits and the [Summer Research Opportunity Program \(SROP\)](#) were delivered virtually this past year due to the pandemic, TGS maintained substantial success in recruiting a diverse community of graduate students for the 2021–22 academic year.

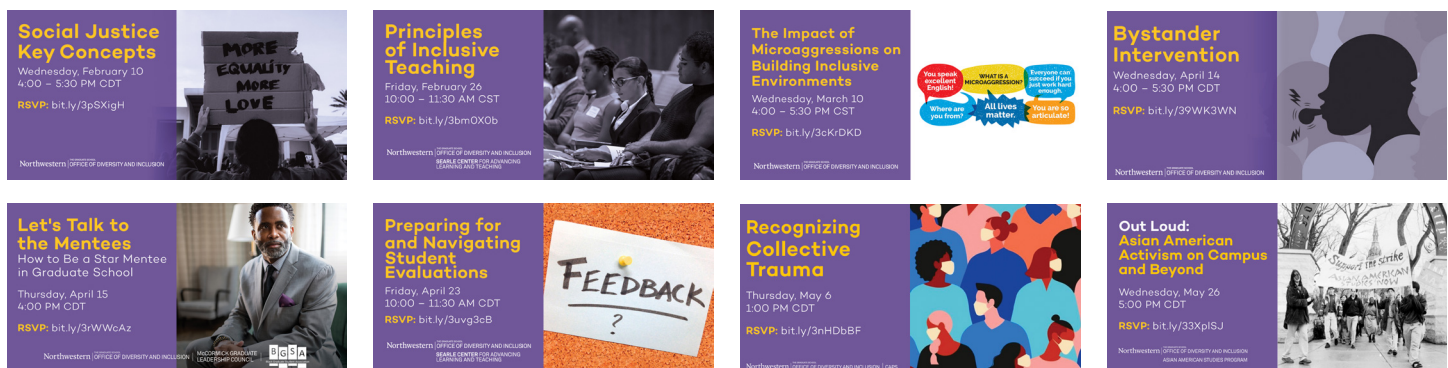
## Programming

TGS has continued to prioritize funding for ODI, diversity recruitment initiatives, and diversity pipeline recruitment development. Due to the pandemic, many programs transitioned to virtual formats, including the Fall Success Symposium and the [Edward Bouchet Honor Society](#) three-minute thesis presentations. In lieu of in-person [diversity celebrations](#), ODI partnered with graduate student affinity groups to host and celebrate cultural diversity with celebrations that featured guest speakers and giveaways. ODI marketed these events through the Inclusive Voice and TGS Wire e-newsletters, as well as on our TGS social media. Below are some examples of these diversity celebrations:



This past year, ODI also launched [Navigating Northwestern](#), a recruitment series through which TGS hosts prospective URM students and students from minority-serving institutions (MSI) through a virtual graduate school information series. In this series, Northwestern graduate students, postdoctoral trainees, and program administrators discuss the expectations, resources, and opportunities of graduate education. In partnership with the NIH's Alliance for Graduate Education and the Professoriate (AGEP) grant, TGS was able to revive the [Diversity Peer Mentor Program](#), which hosted over 60 mentoring pairs for monthly meet-ups, guest speakers on the hidden curriculum and implicit expectations of academia, and professional development opportunities. All mentors are paid a stipend by the Office of Diversity and Inclusion.

During the pandemic, ODI implemented many new programs to ensure equitable resources, provide anti-racism programming, and build a stronger sense of community. A particularly relevant new program was our Zoom-N-Chat series, a virtual safe space for marginalized graduate students led by ODI interns. Below are some Zoom-N-Chat examples:





## Social Justice Programming and Education

### What We Heard:

*There is a need for increased recognition, participation, education, and advocacy on social justice issues, particularly those concerns of underrepresented graduate students.*

### What We're Doing:

In 2020–21, ODI collaborated with campus partners in Social Justice Education (SJE) and the Searle Center for Advancing Learning and Teaching on Social Justice Education and Talking about Teaching workshops. Topics included social justice concepts, principles of inclusive teaching, the impact of microaggressions on building inclusive environments, potential classroom conflicts, bystander/upstander intervention, and student evaluations.

*TGS expects all staff members to participate in unconscious bias training, and Dean Mayo, together with other school and University leaders, participated in several days of facilitated diversity and inclusion training. This facilitated training is being updated for this Fall and will be expanded to include additional TGS leadership.*

ODI has strived to educate faculty, staff, and students through the **Let's Talk Diversity dialogue series**. Led by a guest speaker, each monthly event discusses diversity, equity, and inclusion/sense of belonging topics often of direct relevance to social justice to groups ranging from 80-250 attendees. To the right are some Let's Talk Diversity examples:

**Let's Talk Diversity**  
Dialogue Series

**Fundamentals: Equity in Graduate Admissions**  
with Julia Posselt, PhD  
Assistant Professor of Higher Education  
University of Southern California (USC)

Tuesday, December 8  
3:00 - 4:30 PM CST

Northwestern | THE GRADUATE SCHOOL

**Let's Talk Diversity**  
Dialogue Series

**Working Towards Equity at Northwestern**  
with Tishonda McPherson  
Associate Vice President for Equity  
Northwestern University

Thursday, January 20  
2:00 - 3:00 PM CST

Northwestern | THE GRADUATE SCHOOL

**Let's Talk Diversity**  
Dialogue Series

**From Thriving to Surviving: Recognizing the Impact of Collective Trauma**  
with Kenny Washington, PhD  
Staff Psychologist & Liaison to Black and African American Students  
Counseling and Psychological Services (CAPS)

Thursday, February 18  
2:00 - 3:00 PM CST

Northwestern | THE GRADUATE SCHOOL

**Let's Talk Diversity**  
Dialogue Series

**Countering Impostor Syndrome by Addressing Institutional Triggers**  
with Angelica S. Gutierrez, PhD  
Assistant Professor of Management  
Loyola Marymount University

Thursday, March 18 | 2:00 - 3:00 PM CST

Northwestern | THE GRADUATE SCHOOL

**Let's Talk Diversity**  
Dialogue Series

**Addressing the Needs of Underrepresented Graduate Students through Inclusive Excellence Mentoring Practices**  
with Dr. L. Lewis  
Assistant to the Department of Agricultural Business Education  
and Leadership  
Brandeis University

Thursday, April 15 | 2:00-3:00 PM CDT

Northwestern | THE GRADUATE SCHOOL

**Let's Talk Diversity**  
Dialogue Series

**Fostering Graduate Student Success in Cross-Race Advising Relationships**  
with Dr. Monica Booker  
Faculty and Associate, Black Diversity Consulting and  
Vice-Chancellor for Diversity and Inclusion  
Associate Professor of Practice for Educational Administration  
University of Arkansas-Little Rock

Wednesday, May 5 | 1:00 PM CDT

Northwestern | OFFICE OF DIVERSITY AND INCLUSION





## Graduate Student Organizations

### What We Heard:

*Maintain strong financial support for graduate student organizations, including student affinity groups.*

### What We're Doing:

One way TGS supports underrepresented and underserved communities is through funding [TGS student organizations](#), in particular graduate student affinity groups. All budget allocation requests go through the organization funding process implemented by our TGS Office of Student Life. Each budget request is reviewed by an allocation committee comprised of TGS staff and led by the associate director of student life. Our largest and most established affinity groups have historically received, and continue to receive, the largest allocations from TGS.

Despite significant budget cuts, we have continued to prioritize funding graduate student organizations and expanded the overall budget from \$100,000 in 2019–20 to \$120,000 in 2020–21.

In Summer 2021, ODI launched the Social Justice Mini Grant program to provide individual graduate students or graduate student affinity groups with one-time grants of up to \$2,500.

This program will assist TGS with continuing to create the most inclusive environment for our graduate community by assisting graduate programs and students to work on a sense of belonging and sustainability. TGS again has prioritized funding graduate student organizations as part of our 2021–22 operating budget request.

TGS strives for flexibility within our ODI and Student Life budgets to provide financial assistance and support mid-year funding requests by graduate student organizations. In 2020–21, ODI was able to offer \$25,000 to sponsor events and activities for diversity celebrations by partnering with TGS identity-based student affinity groups. All TGS units, including Communications & Engagement, ODI, and the Office of the Dean endeavor to help student organizations publicize and promote their events within the University. The Office of Student Life specifically has distributed guidance to graduate student organization leaders on how to promote events using our TGS communication methods.

*A Graduate Student Advisory Working (SAW) Group was formed by the TGS Office of Student Life in Fall 2020 and includes approximately 22 representatives from 17 TGS-affiliated student organizations. This group made recommendations to the dean and TGS leadership regarding topics such as TGS support of student organizations, student engagement, mentorship in teaching, the impacts of COVID-19 on graduate students, and Northwestern's return to campus plans. The student representatives would like to continue convening in the upcoming year to further explore important topics of relevance to TGS students.*





## ***Native American and Indigenous Community and Scholarship***

### **What We Heard:**

*Provide support for the Native and Indigenous graduate community at Northwestern.*

### **What We're Doing:**

TGS directly supports its Native and Indigenous graduate community with resources for the Native American and Indigenous Studies [interdisciplinary cluster program](#). TGS also has participated in and co-sponsored the American Indian Science and Engineering Society for recruitment and professional development opportunities for graduate students and postdoctoral trainees. Further, ODI hosted recruitment events in the Fall and Spring Quarters in partnership with the Center for Native American and Indigenous Research (CNAIR) and Graduate Horizons (a consortium focused on increasing the number of Native/Indigenous students in PhD programs). TGS also was pleased to partner with the Indigenous Graduate Student Collective to sponsor the Stories for the 7th Generation event during Native American Heritage Month.



*In May 2021, TGS confirmed with the Center for Native American and Indigenous Research (CNAIR) that plans to build a wigwam in an outdoor space near their office remain in place; however, these plans have been delayed until Spring 2022 due to the COVID-19 pandemic. The Indigenous Graduate Student Collective hosts [virtual teaching lodge](#) programming in the interim.*

TGS will continue to use the [Land Acknowledgment](#) and partner with CNAIR, key faculty, and the larger community on strategies that support our Native and Indigenous graduate community.

# Graduate Student Mental Health

## What We Heard:

Increase advocacy for graduate student mental health care in Counseling and Psychological Services (CAPS).

## What We're Doing:

Graduate student health and wellness are of the utmost importance to TGS and Northwestern. TGS partners closely with Student Affairs, who oversees these areas for all students at Northwestern. In recent years, TGS and Student Affairs have advocated that the University expand the number of Counseling and Psychological Services (CAPS) counselors. CAPS has **hired additional staff**, specifically recognizing the urgent needs on the Chicago campus by providing support to graduate and professional students on that campus. In Fall 2020, TGS also implemented up to two quarters of paid medical leave for funded PhD and MFA students, including for mental health reasons.

*In Spring 2021, ODI partnered with CAPS and the **Center for Awareness, Response & Education (CARE)** to provide programming and safe spaces for graduate students and postdoctoral trainees, such as collective healing and a BIPOC support circle. Dr. Kenneth Washington, staff therapist and liaison to Black/African American students also led a Let's Talk Diversity discussion on recollective trauma.*

CAPS has assured us that they are very intentional about marketing their services to and reaching as many people from all backgrounds as possible. CAPS also works to ensure they staff a variety of professionals, including psychologists, social workers, counselors, and psychiatrists. This past year, Associate Dean Damon Williams served on the interview committee for the new executive director for CAPS, advocating for Black, Indigenous, and People of color (BIPOC) graduate students.

Student Affairs has assured us that CAPS staff members receive continuing education and have ethical and licensure requirements around multicultural competencies. TGS will continue to partner with CAPS to offer support groups and safe spaces for BIPOC and marginalized graduate students.

## Mental Health Resources

Support Resource	Support Audience	Contact Information
Evanston Counseling and Psychological Services (CAPS)	Undergraduate and graduate students on the Evanston campus	<a href="#">Evanston CAPS website</a> 847.491.2151
Chicago Counseling and Psychological Services (CAPS)	Graduate and professional students on the Chicago campus	<a href="#">Chicago CAPS website</a> 847.491.2151
Center for Awareness, Response & Education (CARE)	All Northwestern students	<a href="#">CARE website</a> 847.491.2054
Religious & Spiritual Life (RSL)	Northwestern community	<a href="#">RSL website</a> 847.491.3741 (Evanston) 312.503.8649 (Chicago)
Employee Assistance Program (EAP)	Postdoctoral trainees, faculty, and staff members	<a href="#">EAP website</a> 855.547.1851





## Graduate Students with Children

### What We Heard:

*Advocate for services and financial resources for graduate students who are parents.*

### What We're Doing:

While we recognize that student parents strongly desire on-campus childcare facilities, at this point Northwestern has negotiated discounts with local providers, and TGS offers [quarterly childcare grants](#) to students with children until further decision and investments are made by the University. TGS also offers the [paid parental accommodation for funded students](#) and the [Dependent Care Professional Development Grant](#).

TGS continues to advocate for resources to subsidize the health insurance of dependents, but achieving these goals may be further into the future than we would like due to the escalating costs of student health insurance, particularly in light of the COVID-19 pandemic.

*In partnership with the TGS Child and Family Advisory Board, TGS continually listens to graduate student needs and strives to meet them. In 2019–20, we expanded our **TGS Graduate Student Childcare Grant** to include children ages 7–13 and offered a Summer Quarter grant in both 2020 and 2021 to assist student parents with challenges related to the COVID-19 pandemic. Sixty-four student parents benefited from the childcare grant in 2019–20 and 79 student parents received childcare grants in 2020–21.*



# Graduate Student Health Insurance

## What We Heard:

*Advocate for inclusive and equitable health insurance for graduate students.*

## What We're Doing:

*For funded PhD and MFA students, TGS will provide a competitive base stipend of \$34,176 per year for 2021–22, which will represent an increase of 2% over the previous year; full tuition scholarship; and full subsidy of the NU-SHIP annual premium, which was \$4,170 for 2020–21.*

The Graduate School (TGS) works with the Office of Risk Management and the Student Health Insurance Office to provide health insurance to TGS students. TGS lobbies the University on behalf of the graduate student population in the selection of health insurance policies.

The Northwestern University Student Health Insurance Program (NU-SHIP) negotiates with our insurance providers on an annual basis on behalf of students, including TGS students. In this time of escalating insurance costs due to the COVID-19 pandemic, Northwestern has negotiated a new contract with Aetna to begin in the Fall 2021 Quarter. From a regulatory perspective, this health plan is required to have the same premium for all policyholders. The University has negotiated the very best rates that can be acquired through our provider and routinely compares plans for both efficiencies and quality of care. The health insurance subsidy is only provided to TGS students. (Dependents and spouses may be enrolled in the plan, but a subsidy is not provided.) We have and will continue to advocate for enhanced health care coverage for student dependents.

Routine preventative care is provided outside of Northwestern University Health Services; it is covered at 100% and not subject to a deductible (i.e., zero out-of-pocket costs for students). Northwestern supports the needs of students by following the World Professional Association for Transgender Health (WPATH) regarding care standards, including gender affirmation coverage.

While some particularities of the current plan can often lead to frustrations and confusion, in general, the NU-SHIP plan offers a high quality of care for our graduate students. Please visit [Northwestern's Student Health Insurance](#) page to learn more about health insurance for TGS students.





# Next Steps & Planned Initiatives

This section outlines TGS's plans for future actions related to diversity, equity, and inclusion, specifically in working with underrepresented and underserved student populations. **We have identified the following initiatives as top priorities for 2022 and 2023 in our strategy and budget process:**

## 1. *Expand the TGS Office of Diversity and Inclusion while also filling current vacancies*

TGS has identified a need to increase staffing and support for the Office of Diversity and Inclusion, especially to allow new efforts devoted to retention programming and pipeline development. This was a top priority in our budget request for Fiscal Year (FY) 2022. A vacant position was upgraded to the level of assistant director. Rashaad Barnett from the ODI team accepted this role and we will be hiring a new program coordinator. We will continue to support five TGS diversity and inclusion fellows in partnership with the Alliance for Graduate Education and the Professoriate (AGEP). The diversity fellows will assist with recruitment and retention initiatives, such as [Peer Mentoring](#), [SROP](#), and an ODI Monthly Dinner Series on the Evanston and Chicago campuses. We also will continue to work in close partnership with Northwestern's Chief Diversity Officer, Dr. Robin Means Coleman, and the Office of Institutional Diversity & Inclusion (OIDI).

## 2. *Nurture an inclusive and welcoming environment for incoming graduate students*

ODI implemented three new workshops for first-year students and postdoctoral trainees as part of the [Navigating Northwestern](#) series to assist with the transition to graduate school and Northwestern. These included an opportunity to meet the ODI team, a resource fair, and discussing postdoctoral opportunities. TGS will expand our new student orientation activities to include an interactive diversity, equity, and inclusion workshop on mentoring hosted by Theater Delta for all first-year students, as well as a welcome reception for incoming underrepresented and underserved graduate students. This culture of inclusive excellence will continue to be fostered through regular programming, engagement opportunities, and diversity celebrations throughout the academic year on both campuses, led by the Office of Diversity and Inclusion in partnership with graduate student affinity groups.

## 3. *Increase recruitment of students who are Black, Indigenous, and People of color (BIPOC) and those from other marginalized communities*

TGS will continue to recruit BIPOC and marginalized graduate students by requiring a diversity and inclusion recruitment plan for graduate programs. ODI will introduce a best practices toolkit that will be followed up with training and workshops for directors of graduate studies (DGSes), admissions officers, and program coordinators through our [Navigating Northwestern](#) series. We will host a series of invited faculty speakers to discuss pathways from minority-serving institutions to Northwestern as part of our [Let's Talk Diversity](#) series.

ODI continues to build pathways for marginalized undergraduate students with our signature programs: the [Summer Research Opportunity Program \(SROP\)](#) and [Introduction to Graduation Education at Northwestern \(IGEN\)](#) and works in close partnership with local and regional institutions and with the Big Ten Academic Alliance.

TGS will continue to remove barriers for students during the recruitment and application process by sustaining the application fee waiver program, accepting unofficial GRE scores for applicable programs, and by partnering with the [Inclusive Graduate Education Network](#) to provide Northwestern graduate programs and faculty with a series of trainings on inclusive recruitment topics, such as unconscious bias in admissions, holistic graduate application review, and inclusive excellence recruiting frameworks.

### 4. *Recruit and retain a diverse postdoctoral trainee population*

Enhancing the diversity of our large and growing population of postdoctoral trainees is an important goal. TGS will work with departments and schools to recruit BIPOC and marginalized postdoctoral trainees to Northwestern, and to support the retention of these scholars. We commit to modeling recruitment of postdoctoral trainees based on our successful recruitment initiatives for graduate students.

To aid in this endeavor, Northwestern will co-host an inaugural Chicagoland STEM Postdoc Recruitment Event for underrepresented and minoritized postdoctoral trainees this October in partnership with the University of Chicago and University of Illinois Chicago. The Graduate School's Office of Postdoctoral Affairs is organizing this virtual event with support from graduate faculty volunteers. It will be an opportunity to recruit the best postdoctoral trainees for our labs and research groups while expanding access to improve the pipeline challenge in academia.

### 5. *Increase retention efforts for underrepresented and underserved populations*

TGS will develop programming specifically designed to bolster retention efforts at the school level and with individual graduate programs and departments. ODI's [Diversity Peer Mentor Program](#), in continued partnership with the Alliance for Graduate Education and the Professoriate (AGEP) and Social Justice Education, will include new workshops and training sessions so graduate student leaders can serve as informal support channels for other graduate students. ODI will continue to partner with Social Justice Education, the Office of Equity, and the Office of Community Standards to offer workshops on practicing restorative justice at Northwestern to create more inclusive learning environments for all.

At The Graduate School level, ODI will partner with our TGS Office of Student Life to maintain and strengthen relationships with campus culture centers, Student Enrichment Services, and AccessibleNU to support graduate student concerns and promote a welcoming social and academic environment for all BIPOC and marginalized graduate students.

### 6. *Establish academic and career professional development programs to facilitate the success of underrepresented and underserved graduate students and postdoctoral trainees*

TGS is working to expand its professional development opportunities, including both academic and career development, to ensure we meet the needs of underrepresented and marginalized students. We will reorganize some internal staffing in part to meet this need. We also will continue to develop campus-wide partnerships, such as with Northwestern Career Advancement (NCA). Elements of the academic development portfolio are being newly established and will include aspects such as skills development, internal and external fellowship opportunities, and mentored teaching.

### 7. *Advocate for and facilitate counseling and psychological support for BIPOC and marginalized graduate students*

TGS will continue to advocate and partner with the Office of Counseling and Psychological Services (CAPS), the Center for Awareness, Response and Education (CARE), and the Office of the Dean of Students to create safe spaces and environments for success. We will continue to explore ways to partner with CAPS to ensure they have the capacity and expertise for working with a diverse graduate student and postdoctoral trainee population. We will continue to co-sponsor events, such as the BIPOC support circle, recollective trauma, and collective healing with our Student Affairs colleagues.

### 8. *Advocate for health insurance subsidies for dependents of graduate students*

Graduate students who are parents often face financial and logistical challenges when enrolling their children in NU-SHIP health insurance, which is offered to dependents but is not subsidized. Although TGS requests for this subsidization were unsuccessful in previous budget cycles, we recognize the importance of this issue for our students who are parents, and have had discussions that we hope will lead to an eventual allocation for subsidized dependent health insurance coverage.



# Summary

---

TGS appreciates constructive input from graduate students and postdoctoral trainees, and we plan to continue the dialogue around evolving issues and concerns related to diversity, equity, and inclusion. As stated at the outset, we have a deep and enduring commitment and a responsibility to recruit, retain, and support a diverse community of scholars. We want to be responsive to graduate student and postdoctoral trainee needs and develop the actions and programming that will have a strong and continuing impact.

Our primary goal is for each graduate student and postdoctoral trainee to feel welcomed and have an inclusive and transformative educational experience that enables them to reach their full potential and prepares them for success at Northwestern and beyond. We want students and trainees to use the skills honed in their scholarly pursuits to build better futures for themselves and others as part of the proud legacy and tradition of Northwestern University.



## Stay Connected

For the latest diversity and inclusion initiatives, programming, and year-round events, please see:

- [The diversity section of our TGS website](#)
- The Inclusive Voice e-newsletter
- TGS Wire e-newsletter
- TGS social media channels ([Facebook](#), [Twitter](#), and [Instagram](#))

# The Graduate School Office of Diversity and Inclusion

The Graduate School (TGS) promotes a transformative educational experience for graduate students and postdoctoral trainees at Northwestern University. The Graduate School's Office of Diversity and Inclusion (ODI) focuses on the recruitment and support of underrepresented populations to foster an inclusive environment and facilitate community engagement. The ODI team is committed to the personal and intellectual growth of our diverse student population.

## Diversity and Inclusion Advisory Board

The [Graduate School Diversity & Inclusion Advisory Council \(GS-DAiC\)](#) is responsible for providing the leadership of TGS with feedback and guidance on diversity and inclusion plans and initiatives focused on TGS graduate students, postdoctoral trainees, and other key constituency groups. The membership of the GS-DAC includes representatives of the following constituency groups:

- TGS graduate students
- Faculty and staff
- Postdoctoral trainees
- Alumni
- Employer partners

## Diversity Recruitment Initiatives

[Summer Research Opportunity Program \(SROP\)](#): SROP is an eight-week research experience at Northwestern for sophomores and juniors across all disciplines.

[Introduction to Graduate Education at Northwestern \(IGEN\)](#): IGEN is a two-day visit for 40 STEM+ juniors and seniors to Northwestern's Chicago and Evanston campuses.

## Diversity Recruitment Events

The ODI team attends 35-40 [career fairs, campus visits, and conferences](#) annually to recruit URM students and hosts the [Navigating Northwestern](#) virtual graduate school information series for prospective students from underrepresented and minoritized populations (URM).

## URM Retention Initiatives

The ODI team develops the following initiatives to support underrepresented minority (URM) engagement & retention.

- [Quarterly Diversity Celebrations](#)
- [Fall Success Symposium](#)
- [Bouchet Graduate Honor Society](#)
- [TGS Diversity Peer Mentor Program](#)

## Diverse Graduate Student Association Advising

The ODI team supports and advises the following [student organizations](#), along with the Office of Student Life.

- Alliance of Chicago Minority Students (ACMS)
- Black Graduate Student Association (BGSA)
- Colloquium for Indigeneity and Native American Studies
- Comunidad Latinx
- Queer Pride Graduate Student Association (QPGSA)
- Graduate Women Across Northwestern (GWAN)

## Trainings/Resources

ODI partners with the Office of Social Justice Education and the Searle Center to provide trainings and resources for current graduate students and postdoctoral trainees on diversity, equity, belonging, and social justice topics:

- [Inclusive Teaching Resources](#)
- [Searle Center for Advance Learning and Teaching](#)
- [Let's Talk Diversity Series](#)
- [Social Justice Education \(SJE\)](#)

## Office of Diversity and Inclusion

**Damon L. Williams, Jr.**  
*Associate Dean for Diversity and Inclusion*

**Felix Nunez**  
*SROP Operational Coordinator*

**Josiah Rosario**  
*Diversity Fellow*

**Elizabeth Tsu**  
*Diversity Fellow*

**Rashaad Barnett**  
*Assistant Director, Diversity and Inclusion*

**Raul Marrero**  
*Diversity Fellow*

**Sirenia Sanchez**  
*Diversity Fellow*

**Andrene Wright**  
*Diversity Fellow*