

Northwestern University Diversity

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,

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 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-

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

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

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

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

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

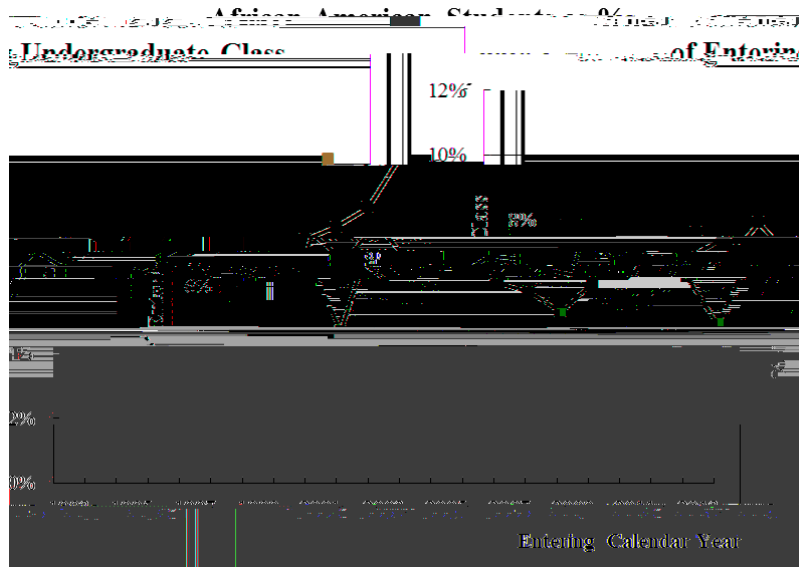
Although Native Americans are an under-represented group among university faculty, their numbers have been too low to draw any meaningful conclusions at Northwestern. None of the new tenure line appointees over the past five years identified themselves as Native American.

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

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.



**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 -

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.

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

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 and Ambe

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

- 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.

**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/equiloop-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/

**Appendix 3:
Selected Campus Resources Related to Diversity and Inclusion**

[AccessibleNU](#)

Gender and Sexuality Resource Center
The G

Appendix 4:

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	
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

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 -

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/

