

# 2019–20

# Diversity and Inclusion

# Initiatives





## Summary

This document provides an overview of our progress in recruiting and retaining diverse graduate students, highlights our diversity and inclusion initiatives, and introduces you to members of The Graduate School (TGS) community who are collaborating on our efforts. We encourage you to learn more about program-specific statistics on our [interactive student metrics dashboard](#), which provides detailed information on admissions, enrollment, retention, completion, and career outcomes.

In 2019, TGS began publishing data on graduate students and postdoctoral trainees who have self-identified as lesbian, gay, bisexual, pansexual, transgender, genderqueer, queer, intersexed, agender, or asexual (LGBTQIA+). In addition, 2019 marks the first year we began publishing data on first-generation students, defined as individuals for whom neither parents nor guardians completed an undergraduate degree. This information will aid us in our future efforts to recruit and retain LGBTQIA+ and first-generation college students.

As of fall 2019, TGS PhD enrollment comprises 46% female students, 37% international students, and 22% domestic underrepresented minority (URM) students.<sup>1</sup> Eight percent of enrolled PhD students self-identified in their applications as being affiliated with the LGBTQIA+ community. Additionally, 11% of enrolled PhD students are categorized as first-generation students from their applications. At the master's level, enrollment comprises 63% female students, 30% international students, and 24% domestic URM students. In addition, 6% of master's students self-identify as part of the LGBTQIA+ community and 16% are categorized as first-generation students. These statistics suggest that our recruitment efforts—such as the Summer Research Opportunity Program (SROP), Introduction to Graduate Education at Northwestern (IGEN), and application fee waivers—are effective.

The Graduate School's Diversity and Inclusion graduate student support (tuition, stipend, and health insurance subsidy for underrepresented domestic PhD and MFA students) increased by 35% from FY2017 to FY2020. These funds directly aid in the recruitment and retention of diverse graduate students. Across all PhD programs, URM attrition of the 2015–16 cohort is 16%, an 11 percentage point reduction over the last decade.<sup>2</sup> We are continuing to reinforce our efforts to recruit and retain a diverse population of graduate students and postdoctoral trainees.

<sup>1</sup> Underrepresented Minority (URM) students are defined as United States citizens or permanent residents who have identified themselves as African American/Black, American Indian or Alaska Native, Hispanic/Latinx, or Pacific Islander. Students identifying with two or more races are considered URM if one of those races are in these categories.

<sup>2</sup> Attrition rate is the percentage of students who leave the program without a PhD within three years. It is calculated as: Number of students leaving without a PhD within three years / total entering cohort. Because students who leave their PhD program typically do so before their fourth year, the three-year attrition rate allows for a consistent measure across programs.

## TGS Diversity Statement

A diverse student population is a key element of the educational experience of students in The Graduate School (TGS). Diversity presents itself in many different forms such as socioeconomic status, race and ethnicity, religion, gender identity, gender expression, sexual orientation, nationality or place of origin, disability, unique work or life experience, etc. It is the goal of TGS to cultivate an environment that values diverse backgrounds, approaches, and perspectives—all essential elements for true academic excellence.



## The Office of Diversity and Inclusion (ODI)

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. ODI is committed to the personal and intellectual growth of our diverse student population. ODI partners with the University's [Office of Institutional Diversity and Inclusion \(OIDI\)](#) and the [Office of Equity](#), among others, to provide a transformative educational experience for graduate students and postdoctoral trainees at Northwestern.

### **Damon L. Williams, Jr.**

Assistant Dean of Diversity  
and Inclusion  
The Graduate School

### **Erica Knight**

Senior Program Coordinator  
The Graduate School

### **Rashaad Barnett**

Program Coordinator  
The Graduate School

### **Felix Nunez '15 PhD**

SROP Co-Director  
Postdoctoral Trainee, Neurology

### **Liliana Hernandez Gonzalez**

Diversity and Inclusion Graduate Intern  
PhD Candidate, Civil &  
Environmental Engineering

### **Ivan Hernandez**

Diversity and Inclusion Graduate Intern  
PhD Candidate, Social Psychology

## History and Future of ODI

The Office of Diversity and Inclusion (ODI) was established in 2014, and it has been an integral part of TGS since its creation. The original staffing levels of this office have been consistently maintained while The Graduate School has shifted from the language of "minority affairs" to language emphasizing diversity, equity, and inclusion across underrepresented and underserved graduate student populations. In 2018, ODI convened the first [TGS Diversity and Inclusion Advisory Council](#) to provide the dean and school leaders with feedback and guidance on diversity and inclusion plans. Council members consist of faculty, staff, graduate alumni, graduate students, postdoctoral trainees, and external partners. In upcoming years, The Graduate School aims to continue expanding efforts to include additional recruitment and retention resources serving LGBTQIA+ students, first-generation and low-income students, DACA students, veterans, students with disabilities, and women in STEM fields. TGS has submitted a budget request for additional resources and a new staff position for the office for the 2020–21 academic year and will continue to advocate for additional resources and support.



## URM Retention Initiatives

### Diversity Celebrations

- Fall: URM Welcome Reception (Evanston campus)
- Summer: Summertime Chi (Chicago campus)

### ODI Dinner Series (Evanston and Chicago Campuses)

The ODI Dinner series is a collective think tank where URM students are invited to take part in conversations and network with students outside of their cohort. Sample topics include academic freedom, emotional intelligence, mental health, and conversations with the dean.

### Edward A. Bouchet Honor Society

Named for Edward Alexander Bouchet, the first African American doctoral recipient in the United States, the Edward A. Bouchet Honor Society recognizes outstanding scholarly achievement and promotes diversity and excellence in doctoral education and the professoriate. The Bouchet Society seeks to develop a network of preeminent scholars who exemplify academic and personal excellence, foster environments of support, and serve as examples of scholarship, leadership, character, service, and advocacy for students who have been traditionally underrepresented in the academy.

### Recipients

#### 2018

**Alicia McGeachy '18 PhD**  
Chemistry

**Nisan Hubbard '19 PhD**  
Interdisciplinary  
Biological Sciences  
Graduate Program (IBiS)

**Adelita Mendoza '17 PhD**  
IBiS

**Krystal Villanosa '18 PhD**  
Learning Sciences

**Felix Nunez '15 PhD**  
Neuroscience  
(Postdoctoral Trainee)

#### 2019

**Julissa Muniz**  
Learning Sciences

**Ivan Hernandez**  
Social Psychology

**Schnaude Dorizan**  
Neuroscience

**Liliana Hernandez  
Gonzalez**  
Civil & Environmental  
Engineering

**Julian Glover**  
African American Studies

#### 2020

**Ariel Dotts**  
Driskill Graduate Program  
in Life Sciences (DGP)

**Maxwell Edmonds**  
Medical Scientist Training  
Program (MSTP)

**Jabari Evans**  
Media, Technology, and  
Society

**Nicolas Watkins**  
Chemistry

**Antoineen White**  
IBiS

## Dwight A. McBride Award

Named for Dwight A. McBride, PhD, former Northwestern University Daniel Hale Williams Professor of African American Studies, English & Performance Studies, Dean of The Graduate School, and Associate Provost for Graduate Education from 2010 to 2017, these awards recognize one outstanding TGS student and one postdoctoral trainee who go above and beyond in any or all of the areas of diversity, service, and engagement—the strategic priorities McBride worked to foster in the graduate community at Northwestern. These awards recognize those who work to create an environment that is welcome to all.

### Recipients

#### 2018

Student Award:  
**Andrea d'Aquino**  
Chemistry

#### 2019

Student Award:  
**Abha Gosavi**  
Chemical and Biological Engineering

Postdoctoral Trainee Award:  
**Colleen Zaccard, PhD**  
Physiology

#### 2020

Student Award:  
**Ivan Hernandez**  
Social Psychology

Postdoctoral Trainee Award:  
**Anastasia Manesis, PhD**  
Chemistry

## Signature Events

### Introduction to Graduate Education at Northwestern (IGEN)

The Graduate School (TGS) hosts the annual Introduction to Graduate Education at Northwestern (IGEN) for diverse rising undergraduate juniors and seniors interested in doctoral study in a STEM or quantitative discipline. For the last three years, TGS has hosted more than 90 underrepresented students from a diverse set of institutions, including 30 students in 2019. TGS also invited faculty-student advisers to participate in the IGEN program for the first time in 2019. As a result, faculty members from The University of Central Florida, Morgan State University, and the University of Puerto Rico, Humacao, to name a few, accompanied their students on the visit. Participants toured the oncofertility lab of Teresa K. Woodruff, dean of The Graduate School, and met with current graduate students and faculty members in their programs of interest. IGEN's closing ceremony speaker—Mayda M. Velasco, PhD, professor in the Department of Physics & Astronomy and the director of the International COFI Institute (Instituto de Cosmología y Física de las Américas)—encouraged scholars to be bold, daring, and take calculated risks in pursuing their ambitions.

### HSI Pathways to the Professoriate

Supported by a \$5.1 million grant from the Andrew W. Mellon Foundation, HSI Pathways to Professoriate prepares students from Hispanic Serving Institutions (HSIs) for PhD programs over five years. In October of 2019, TGS welcomed more than 20 undergraduate students from partner HSI Pathways institutions, including The University of Texas at El Paso, California State University, Northridge, and Florida International University. Students toured the Evanston campus and met with the dean, program administrators, faculty members, and graduate students to discuss graduate education, best practices for applying to graduate school, and Northwestern's social science and humanities programs. Six Northwestern faculty members were selected as HSI Pathways mentors to support the research development and graduate school preparation of students in the program: Jesús Escobar, PhD, Geraldo Cadava, PhD, Emily Maguire, PhD, John Marquez, PhD, Ramón Rivera-Servera, PhD, and José Medina, PhD. Three former HSI Pathways Scholars are currently enrolled in various graduate programs in TGS.

### Summer Research Opportunity Program (SROP)

The Summer Research Opportunity Program (SROP) is an eight-week competitive research experience at Northwestern for sophomores and juniors from colleges and universities across the United States. All fields of research at Northwestern are open to SROP participants, including the social sciences and humanities, physical sciences, chemical and biological sciences, technology, math, and engineering fields. The 2019 SROP cohort included high-achieving scholars from the nation's premier Minority Serving Institutions (MSIs), neighboring research-intensive institutions, and local and regional institutions. Northwestern is the only institution to offer early admission for seniors through its Early Admission Decision Process (EADP). Over the last three years, we have seen more than 50% of our SROP seniors offered EADP. Additionally, many SROP participants presented their research at national conferences, such as the Annual Biomedical Research Conference for Minority Students and Society for Advancement of Chicanos/Hispanics and Native Americans in Science.

100%

of 2019 SROP participants who applied to Northwestern through the Early Admission Decision Program were accepted

## TGS General and Affinity Groups

The Graduate School's Office of Student Life, led by Associate Director **Lauren-Ashley Buchanan, PhD**, is dedicated to ensuring that graduate students have the resources and support necessary to accomplish their academic and professional goals. Through funding, advising, and publicizing TGS-affiliated student organizations, Student Life provides the necessary tools for graduate student leaders to build and sustain community. As our community grows and develops, The Office of Student Life advocates for the expanding needs of the TGS community and balances existing resources.

### General:

[Chicago Graduate Student Association \(CGSA\)](#)

[Graduate Leadership and Advocacy Council \(GLAC\)](#)

[Graduate Student Association \(GSA\)](#)

### Affinity:

[Alliance of Chicago Minority Students \(ACMS\)](#)

[Black Graduate Student Association \(BGSA\)](#)

[Chinese Student and Scholar Association \(CSSA\)](#)

[Comunidad Latinx \(CLX\)](#)

[Graduate International Student Association \(G-ISA\)](#)

[Graduate Out in Science Technology Engineering and Mathematics \(GoSTEM\)](#)

[Indian Graduate Student and Scholar Association \(IGSAA\)](#)

[Iranian Students Association](#)

[Queer Pride Graduate Student Association \(QPGSA\)](#)

[Society for Advancement of Chicanos/Hispanics and Native Americans in STEM \(SACNAS\)](#)

## Recruitment Partnerships and Consortia

A diverse student body starts with a diverse applicant pool. At The Graduate School (TGS), we are making a determined effort to increase diversity among our applicants. We are partnering with diversity-focused organizations to help us identify and connect with prospects from underrepresented groups, including:

- Graduate Horizons
- Hispanic Association of Colleges and Universities (HACU)
- Hispanic Serving Institution Pathways (HSI Pathways)
- Institute for the Recruitment of Teachers (IRT)
- Mellon Mays Scholars Program
- McNair Scholars Program
- National Consortium for Graduate Education for Minorities in Science (GEM)
- National Organization for the Professional Advancement of Black Chemists and Chemical Engineers
- The United Negro College Fund
- Thurgood Marshall College Fund

Additionally, TGS staff members attend a large number of regional and national events and conferences to recruit students throughout the US and Puerto Rico. Below is a partial list:

- American Indian Science and Engineering Society (AISES)
- Annual Biomedical Research Conference for Minority Students (ABRCMS)
- Black Doctoral Network
- Emerging Researchers National Conference in STEM
- National Society of Black Engineers (NSBE)
- Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)
- The PhD Project

24

Campus visits

45+

Recruitment events  
in 2019–20

5,000+

Prospective students  
contacted

## Fee Waivers

Demonstrating our ongoing commitment to diversifying the applicant pool, The Graduate School (TGS) Office of Admissions and Recruitment granted 1,020\* application fee waivers for the 2020 cycle. Due to the increased recruitment efforts of TGS, an unprecedented amount of nearly \$100,000 in fee waivers were granted.



\* As of March 13, 2020



## Outreach and Support

### Emergency Loans

The Graduate School (TGS) realizes that many students may face financial difficulty during graduate education, especially first-generation, low-income students. Short-term, emergency loans are available through the Evanston Office of Graduate Financial Aid. TGS includes information regarding emergency loans on our [website](#).

### First-Generation Graduate Students

The Office of Diversity and Inclusion (ODI) actively recruits first-generation college students through a host of pipeline programs including McNair, Thurgood Marshall, UNCF, and Leadership Alliance to name a few. Since 2017, ODI has seen a surge of first-generation applicants to The Graduate School. Once enrolled, ODI provides first-generation students with various resources and personnel to assist them throughout their graduate student matriculation. In partnership with The Office of Student Enrichment Services, Office of Student Life, and Counseling and Psychological Services, ODI provides a wide variety of programming and initiatives specifically for first-generation students.

### Graduate Students with Families

ODI partners with the [Office of Well-being](#) to support graduate students with families. Resources include assistance with understanding Title IX protections for pregnant and parenting students, securing childcare, health insurance options, and work/life integration guidance. TGS offers [childcare grants](#) to eligible students with children. In 2020, this grant was expanded to cover childcare for children up until the age of 13.

### LGBTQIA+

TGS continues to be a steadfast supporter of the LGBTQIA+ community through participation and recruitment at [oSTEM](#), [Evanston Pride Parade](#), and [Spirit Day](#). TGS sponsored a float for the Chicago Pride Parade in partnership with the Office of Diversity and Inclusion in the School of Medicine. In addition, Assistant Dean Damon L. Williams, Jr. was a member of Northwestern's Gender Queer Non-Binary Task force in 2018-19.

### Native American/Alaskan Native/Indigenous Graduate Community

ODI works in tandem with the Office of Institutional Diversity & Inclusion (OIDI) to ensure equity for the Native American and Indigenous community. Members of ODI and OIDI participate yearly in [Graduate Horizons](#), a competitive graduate school admission bootcamp for Native college students and graduates. TGS supports the Native American and Indigenous Studies interdisciplinary cluster program with annual student programming budget, cluster director stipend, and competitive research awards. 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.

### Undocumented/DACA Graduate Students

TGS welcomes students who have DACA status, are undocumented, or have undocumented family members to our diverse educational community. TGS is committed to providing funding support for all graduate students so that they may focus on the pursuit of their education while at Northwestern.

The Graduate School's Admissions and Recruitment, Diversity and Inclusion, and Financial Aid offices partner with the Office of Student Enrichment Services (SES) who oversees the coordination of resources and services available for students who have DACA status, are undocumented, or have undocumented family members.

### Veterans

Recognizing the service that veterans make to this country, Northwestern University is a proud member of the [Yellow Ribbon Program](#), which provides funding to veterans to pursue graduate study.

## Advocacy and Collaboration

The Graduate School (TGS) collaborates with Student Affairs and a variety of campus partners to help address the needs of the graduate student community. Recent examples include advocating on behalf of graduate students in the areas of mental health services, health insurance policies, and campus spaces.

## Counseling and Psychological Services (CAPS)

Graduate student health and well-being are of the utmost importance to Northwestern. Both TGS and Student Affairs have advocated for expanding the number of Counseling and Psychological Services (CAPS) counselors. In 2020, CAPS received approval to hire five additional counselors, three of whom will be based on the Chicago campus to support to graduate and professional students. CAPS intentionally advertises and recruits candidates with a wide range of experiences and backgrounds and works to ensure that their psychologists, social workers, counselors, and psychiatrists continue their ethical education and licensure requirements around multicultural competencies.

## Health Insurance

The Northwestern University Student Health Insurance Program (NU-SHIP) negotiates with insurance providers on an annual basis on behalf of graduate and undergraduate students. 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. At present, dependents and spouses may be enrolled in the plan, but a subsidy is not provided. TGS continues to advocate to University leadership for a subsidy expansion; however, the financial resources needed are not currently available.

## Campus Places and Spaces

TGS aims to procure a dedicated space for the graduate population and its needs. In addition to [TGS Commons](#), graduate students are welcome and encouraged to use spaces on campus such as the Multicultural Student Center, the Black House, and the Women's Center. TGS regularly hosts and co-hosts events within these campus spaces. In addition, the Center for Native American and Indigenous Research (CNAIR) recently announced plans to build a wigwam in an outdoor space near their office. Beyond communal spaces on campus, part of The Graduate School's and University's strategic plans include assessing and improving graduate student housing.

## AccessibleNU

Northwestern University is committed to providing a supportive environment for all faculty, staff, and students with disabilities. The University works to provide all individuals with disabilities a learning and community environment that affords them full participation, equal access, and reasonable accommodation of their disabilities. The majority of accommodations, services, and auxiliary aids provided to graduate students are coordinated by [Accessible NU](#), which is part of the Dean of Students Office.





# Overall Demographics

## PhD Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	9,991	10,326	10,658	+3%	+7%
Admits	1,360 (14%)	1,447 (14%)	1,358 (13%)	-6%	0%
Matriculants	533 (39%)	550 (38%)	519 (38%)	-6%	-3%

## Master's Admissions

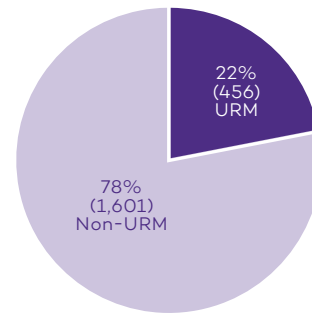
	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	5,151	5,475	6,451	+18%	+25%
Admits	1,611 (31%)	1,581 (29%)	2,079 (32%)	+31%	+29%
Matriculants	631 (39%)	612 (39%)	769 (37%)	+26%	+22%

# URM PhD

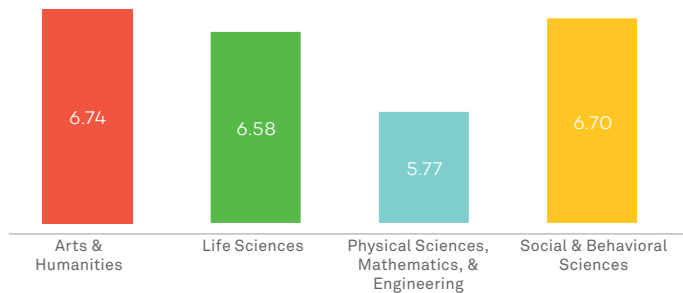
## URM PhD Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	872	1,020	1,045	+2%	+20%
Admits	176 (20%)	223 (22%)	203 (19%)	-9%	+15%
Matriculants	82 (47%)	83 (37%)	75 (37%)	-10%	-9%

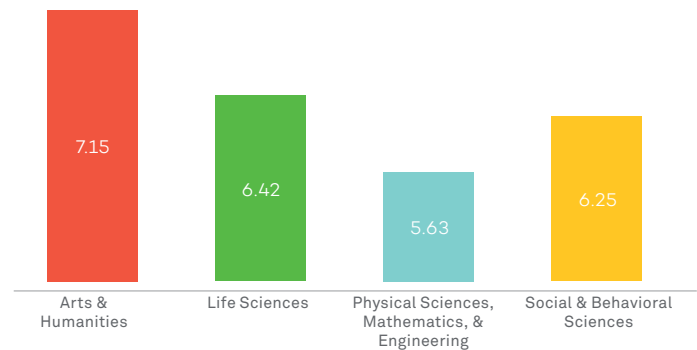
## Domestic URM PhD Enrollment: Fall 2019



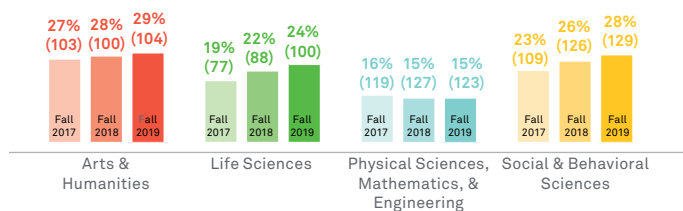
## URM PhD Time to Degree 3-Year Aggregate Average: Summer 2016 – Spring 2019



## Non-URM PhD Time to Degree 3-Year Aggregate Average: Summer 2016 – Spring 2019



## Domestic URM PhD Enrollment by Broad Field Category



## Female URM PhD Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	453	574	572	0%	+26%
Admits	94 (21%)	117 (20%)	115 (20%)	-2%	+22%
Matriculants	43 (46%)	41 (35%)	48 (42%)	+17%	+12%

## Male URM PhD Admissions

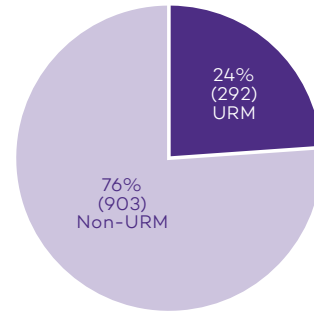
	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	403	433	461	+6%	+14%
Admits	80 (20%)	104 (24%)	87 (19%)	-16%	+9%
Matriculants	37 (46%)	41 (39%)	26 (30%)	-37%	-12%

# URM Master's

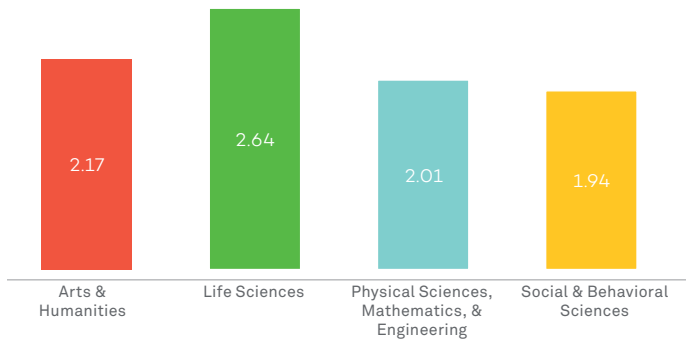
## URM Master's Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	331	440	590	+34%	+78%
Admits	140 (42%)	178 (40%)	224 (38%)	+26%	+60%
Matriculants	85 (61%)	104 (58%)	110 (49%)	+6%	+29%

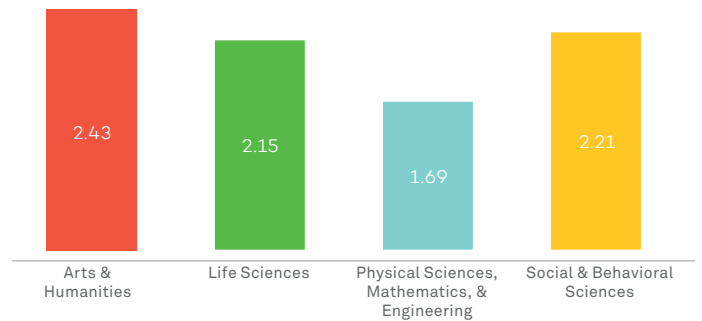
## Domestic URM Master's Enrollment: Fall 2019



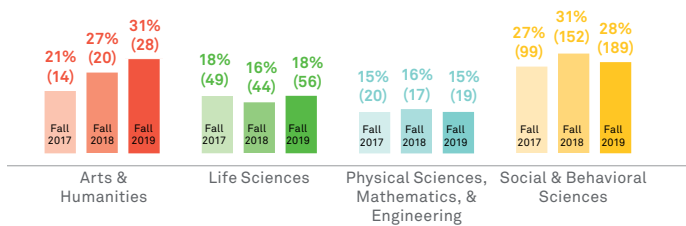
## URM Master's Time to Degree 3-Year Aggregate Average: Summer 2016 – Spring 2019



## Non-URM Master's Time to Degree 3-Year Aggregate Average: Summer 2016 – Spring 2019

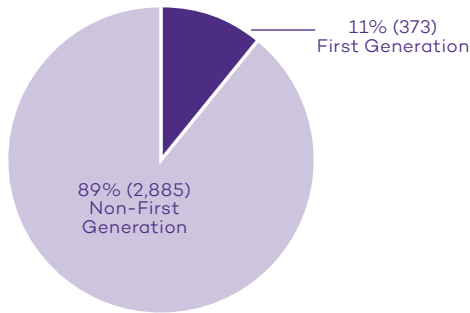


## URM Master's Enrollment by Broad Field Category



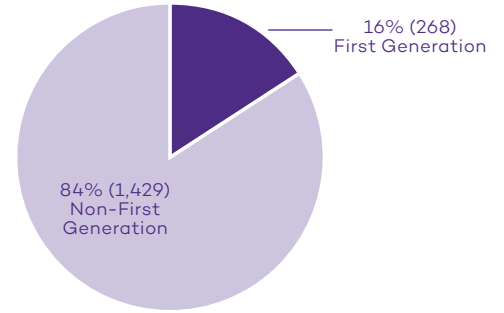
## PhD First Generation

### PhD First Generation Enrollment: Fall 2019



## Master's First Generation

### Master's First Generation Enrollment: Fall 2019



## PhD LGBTQIA+

### LGBTQIA+ PhD Admissions

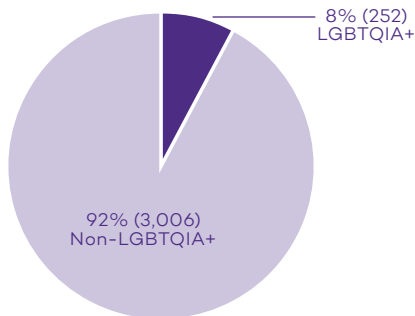
	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	917	1,138	1,281	+13%	+40%
Admits	151 (16%)	170 (15%)	169 (13%)	-1%	+12%
Matriculants	55 (36%)	74 (44%)	68 (40%)	-8%	+24%

## Master's LGBTQIA+

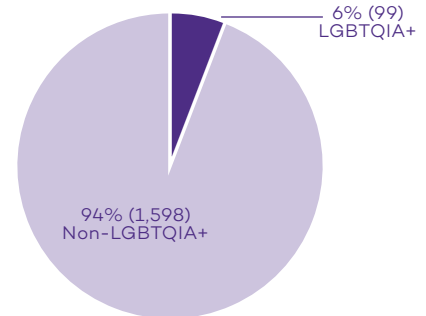
### LGBTQIA+ Master's Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	230	275	440	+60%	+91%
Admits	64 (29%)	67 (24%)	111 (25%)	+66%	+73%
Matriculants	30 (47%)	40 (60%)	54 (49%)	+35%	+80%

### LGBTQIA+ PhD Enrollment: Fall 2019



### LGBTQIA+ Master's Enrollment : Fall 2019



## PhD Female

### Female PhD Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	4,101	4,492	4,699	+5%	+15%
Admits	625 (15%)	670 (15%)	644 (14%)	-4%	+3%
Matriculants	245 (39%)	260 (39%)	250 (39%)	-4%	+2%

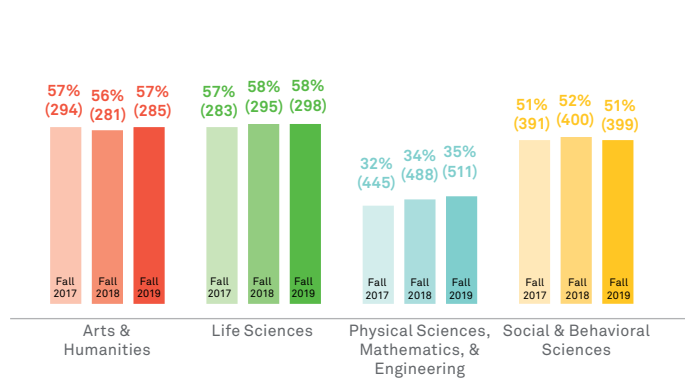
## Master's Female

### Female Master's Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	2,080	2,394	3,011	+26%	+45%
Admits	729 (35%)	842 (35%)	1,090 (36%)	+29%	+50%
Matriculants	348 (48%)	390 (46%)	461 (42%)	+18%	+32%

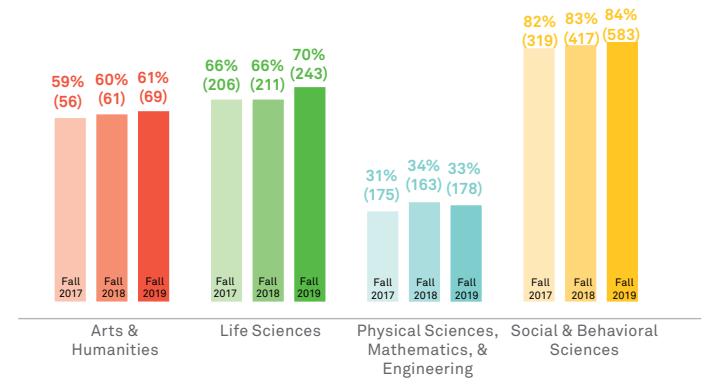
## PhD Female Cont.

### Female PhD Enrollment by Broad Field Category

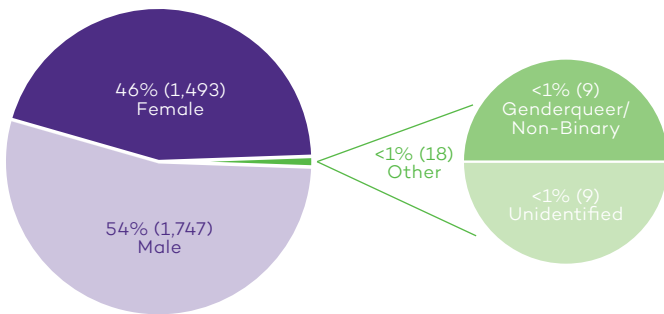


## Master's Female Cont.

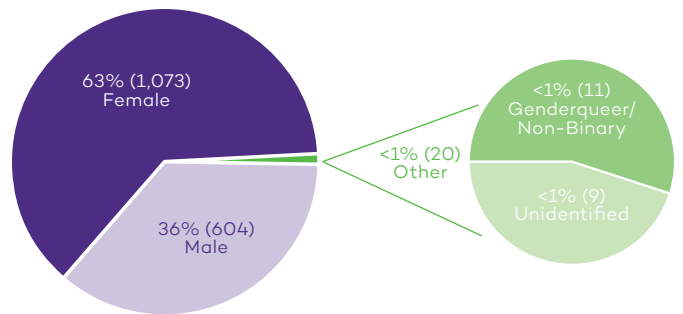
### Female Master's Enrollment by Broad Field Category



### Female PhD Enrollment: Fall 2019



### Female Master's Enrollment: Fall 2019



## PhD International

### International PhD Admissions

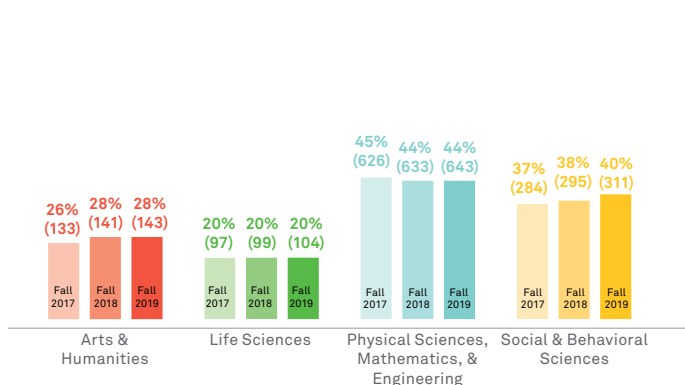
	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	5,255	5,121	5,321	+4%	+1%
Admits	484 (9%)	478 (9%)	482 (9%)	+1%	0%
Matriculants	190 (39%)	202 (42%)	197 (41%)	-2%	+4%

## Master's International

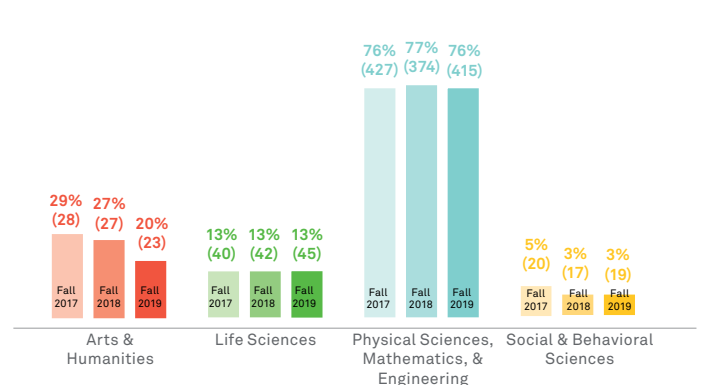
### International Master's Admissions

	2017-18	2018-19	2019-20	1 Yr Change	2 Yr Change
Applications	3,491	3,496	3,876	+11%	+11%
Admits	968 (28%)	829 (24%)	1,134 (29%)	+37%	+17%
Matriculants	263 (27%)	203 (24%)	291 (26%)	+43%	+11%

### International PhD Enrollment by Broad Field Category



### International Master's Enrollment by Broad Field Category





## Highlights

The Graduate School's Office of Diversity and Inclusion's (ODI) signature programs and retention initiatives have a high success rate in recruiting and retaining underrepresented graduate students. These efforts have resulted in a more inclusive graduate student community within the disciplines and programs that are supported by TGS. In the 2019–20 academic year, enrolled students from underrepresented populations made up the largest percentage of the overall graduate student population in the history of TGS.

Significant increases in applications, admits, and matriculants within TGS over the 2018–19 academic year resulted in one of the most diverse graduate student and postdoctoral populations to date. Specifically, TGS saw a 19% increase in domestic underrepresented minority (URM) applicants, a 20% increase in URM admits, and a 21% increase in URM matriculations.

Retention programming continued with the inaugural ODI Dinner Series for all domestic URM graduate students and postdoctoral trainees. Each month, students have an opportunity to network with one another on the Evanston and Chicago campuses. Aligned with our TGS Year of Well-Being, students participated in a mental health exercise facilitated by Counseling and Psychological Services and a fireside chat with Associate Provost of Graduate Education and Dean Teresa K. Woodruff led by Assistant Dean Damon J. Williams, Jr.

The popular Donuts & Diversity series also continued on both campuses for students and postdoctoral trainees to drop in, enjoy a snack, and network with the ODI team, TGS staff, and other members of the graduate and postdoctoral community.

## Financial Snapshot

- As part of the University's fiscal management strategy, the total amount of student association support was reduced in 2018 and 2019. The overall goal was to keep the funding allocation as flat as possible while also accommodating new student organizations. The largest and most established graduate student affinity groups have historically and continue to receive the largest allocations from TGS. A new resource request was submitted to Central Administration seeking to **substantially increase the funding available for graduate student associations for the 2020–21 academic year.**
- The compound annual growth rate of Diversity and Inclusion graduate student support has **grown by 10%** in the past three fiscal years (FY). This represents a **35% increase** from FY2017 to FY2020 of Diversity and Inclusion graduate student support. Further increases are anticipated in this area in FY2021.

## Future Goals

- Pending support from the Central Budget Office, **TGS aims to create additional opportunities for URM recruitment in the social and behavioral sciences, the arts, and the humanities.** This would increase the ODI team's recruiting presence for students from Minority Serving Institutions, HBCUs, HSIs, and Tribal Colleges in ways similar to the Mellon-funded HSI Pathways program.
- Going forward, TGS strives to **increase support for Diversity and Inclusion retention programming and potentially add a new staff position** to concentrate on these efforts.