

Contained below is everything we know about Northwestern University with respect to DEI personnel, DEI communications, free speech attitudes and campus policies (e.g. due process, speech codes, etc.). Specifically:

1. **DEI personnel:** Northwestern ranks #3 (out of 65 universities) on DEI personnel to student ratio.
2. **DEI-related communications (via Twitter):** Northwestern significantly increased its usage of DEI and “social justice” language since 2020 (similar to other universities).
3. **Overall speech climate:** FIRE ranked Northwestern one of the worst in the country for overall free speech climate (#197 out of 203 universities).
4. **Support for Disruptive Action in Response to a Campus Speech:** Northwestern students are some of the worst in the country when it comes to support for disruption, ranking #187 out of 203 universities.
5. **Tolerance for Controversial Speakers:** Northwestern students are extremely tolerant of speakers that are offensive to conservatives (ranking #16 out of 203 universities) but extremely intolerant of speakers that are offensive to liberals (ranking #140 out of 203 universities).
6. **Perceptions of Administrative Support for Free Speech:** Northwestern is, once again, near the bottom, ranking #152 out of 203 universities.
7. **Perceptions of Campus Speech Climate among Students:** NU is ranked much lower on student “comfort” than other universities (ranked #156 out of 203).
8. **Due Process Protections:** Northwestern receives an F, D and B on its due process protections for “Sexual Misconduct,” “Non-sexual Misconduct,” and “Title IX” accusations, respectively.
9. **Campus Speech Codes:** Northwestern has been given the speech code rating “Red” by FIRE (its lowest ranking). A “red” light university has at least one policy that both clearly and substantially restricts freedom of speech.
10. **Sanctioning Scholars:** Northwestern is among the leaders in the country in terms of attempts to sanction scholars for constitutionally protected speech over the last two decades.

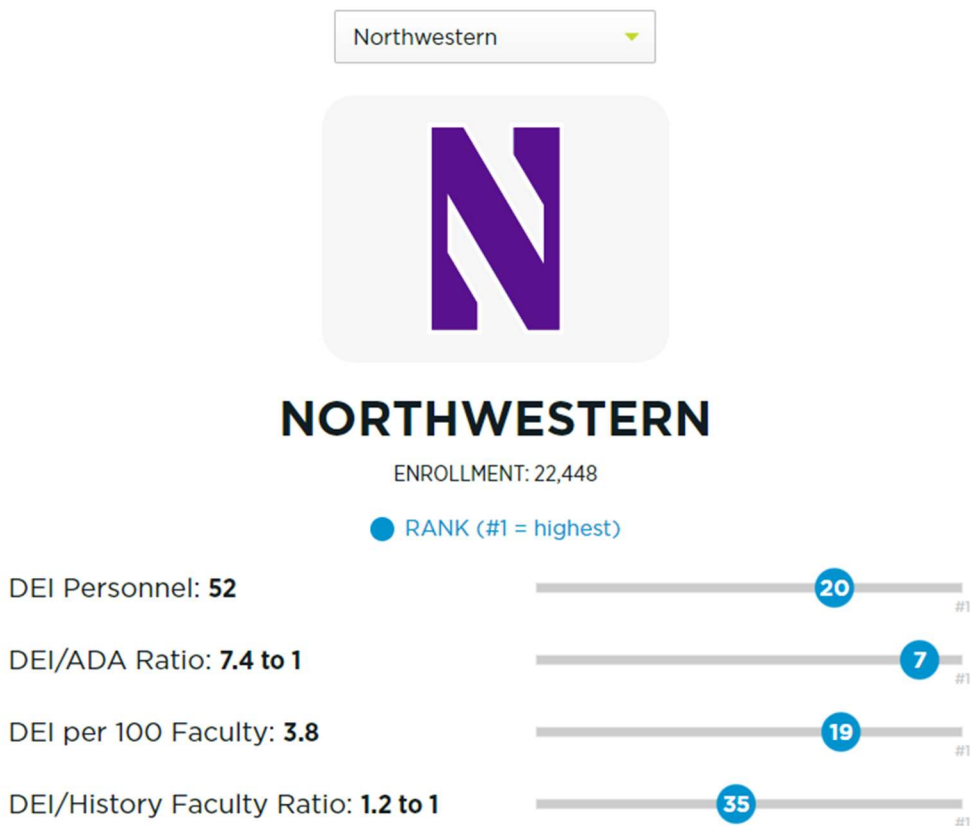
The data for behind each of these conclusions is below:

DEI Personnel at Northwestern University

A 2021 report from the Heritage Foundation (entitled "[Diversity University: DEI Bloat in the Academy](#)") measured the number of DEI personnel at 65 different universities by searching campus websites for terms such as "diversity," "Multicultural Affairs," "African American Culture," "Asian Culture," "Latino Culture," "Native American Culture," "Women's Center," and "LGBTQ Center." Staff identified through these searches were added to their university's count of DEI personnel.

The Heritage report also assessed how DEI personnel compare to other university functions, such as teaching core subjects and providing accommodations to students with disabilities.

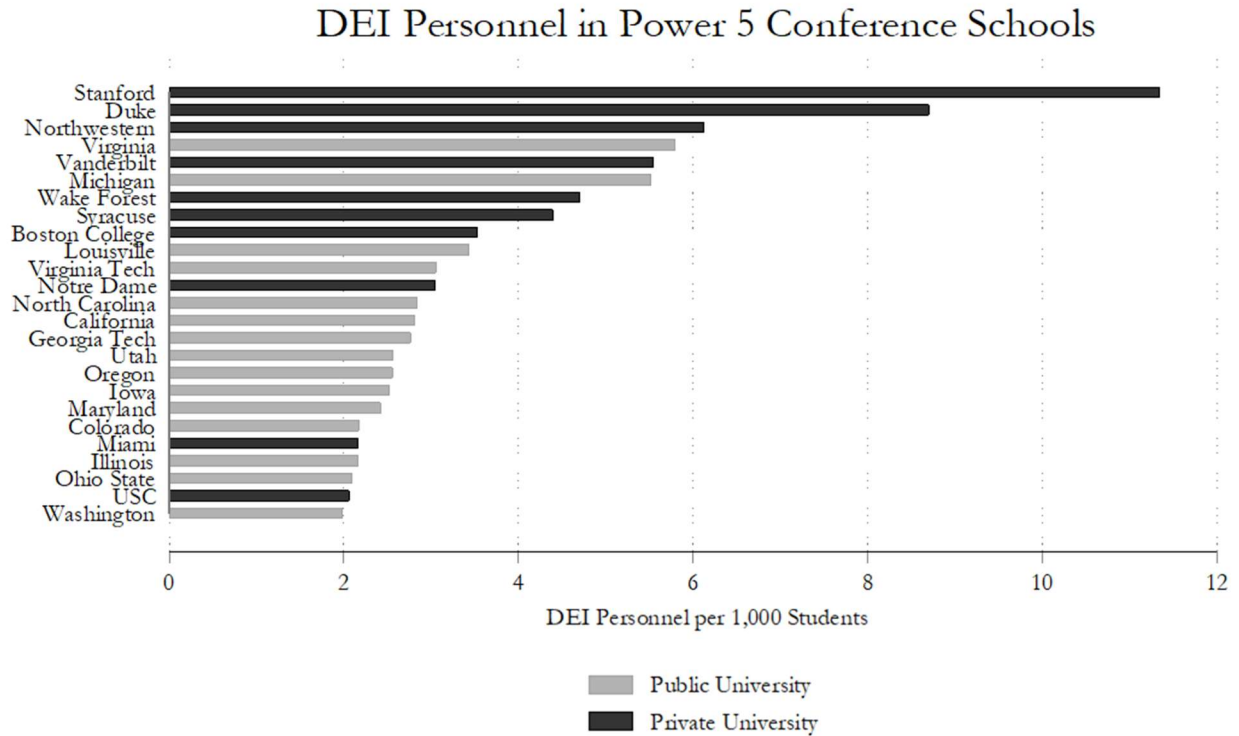
Figure 1 – DEI Personnel at Northwestern University



The Heritage report finds that Northwestern ranks relatively highly in terms of its overall number of DEI personnel and its DEI to faculty ratio (both in the top 20). The Heritage report does not show, however, the DEI personnel

to student ratio. On this measure, Northwestern is one of the worst in the country:

Figure 2 – DEI Personnel per 1,000 Students across Universities



Source: Diversity University: DEI Bloat in the Academy
(<https://www.heritage.org/education/report/diversity-university-dei-bloat-the-academy>)

As Figure 2 shows, Northwestern ranks #3 (out of 65 universities) for the DEI personnel to student ratio.

DEI-Related Tweets from Northwestern University

The National Association of Scholars released a major report on DEI in STEM subjects (entitled "[Ideological Intensification: A Quantitative Study of Diversity, Equity, and Inclusion in STEM Subjects at American Universities](#)"). Among other things, their data tracks how often a university's Twitter feeds use DEI and "social justice" language (e.g. "diversity," "equity," "inclusion," "systemic racism," "white supremacy," "anti-racism," "justice," "privilege," and "critical race theory").

The results for Northwestern University are below:

Figure 3 – DEI Related Tweets from Northwestern University and All Universities

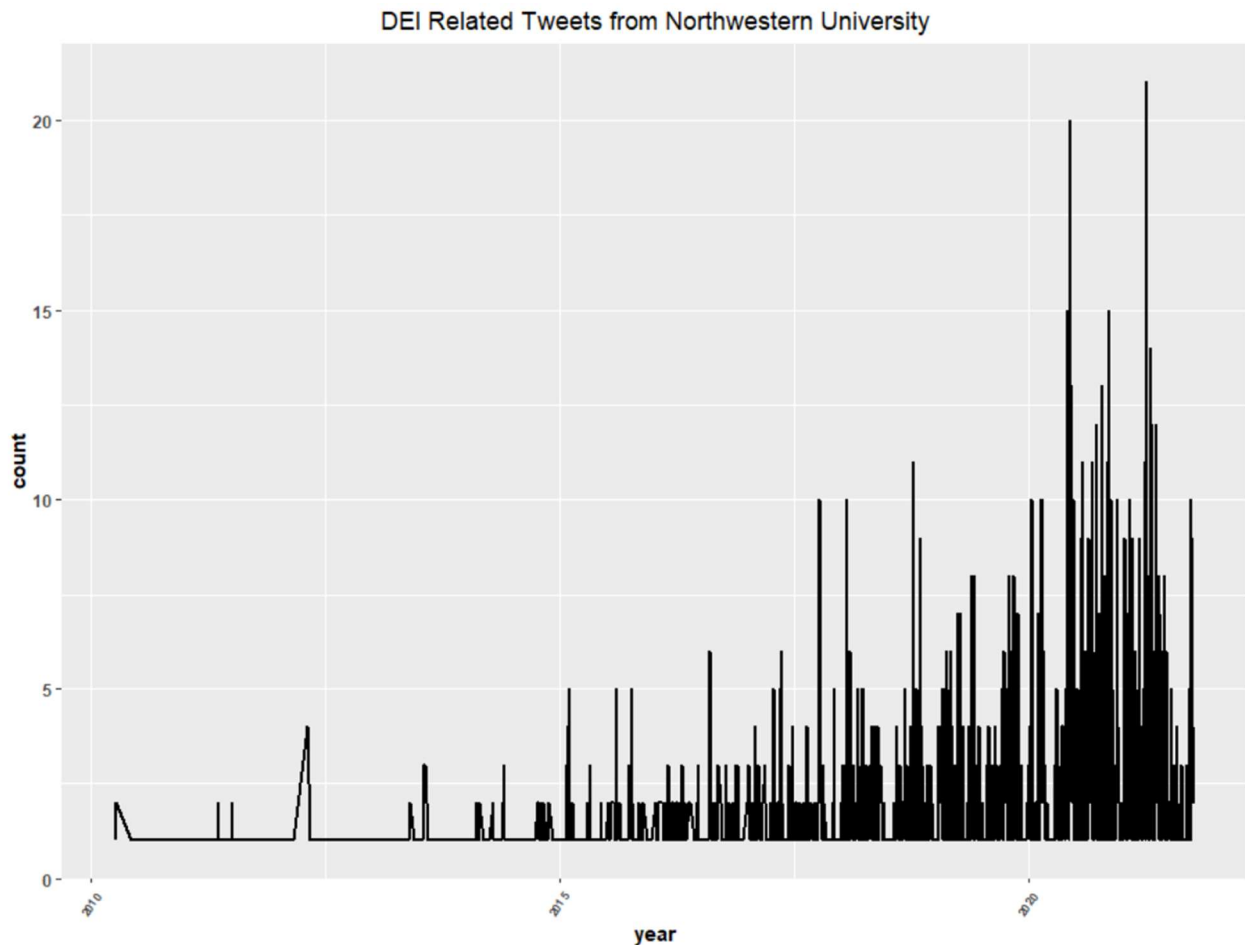
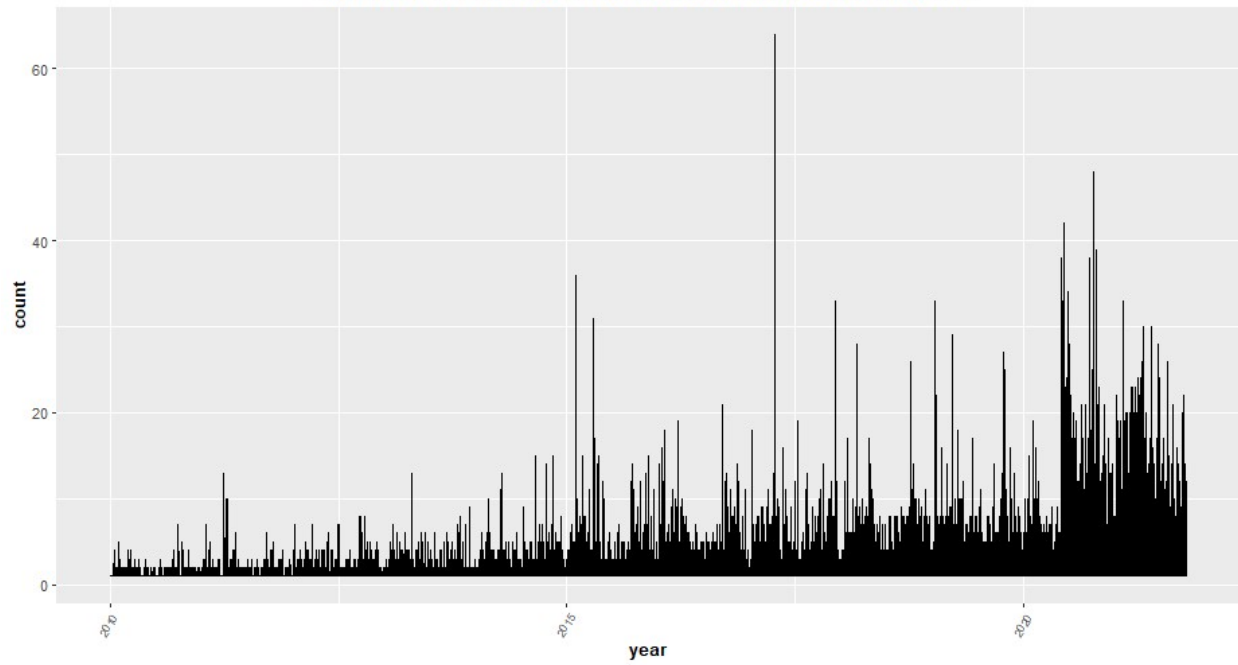


Fig 7. All DEI-related Tweets from all school-related accounts over time



The two graphs show a similar trend. Northwestern University's Twitter accounts, in other words, appear to be typical of those of other universities in terms of their strong emphasis on DEI (particularly after 2020).

Overall Speech Rankings for Northwestern University

FIRE's [2022 College Free Speech Rankings](#) are based on the voices of 45,000 currently enrolled students at over 200 colleges. The rankings are based on a number of factors, including openness, tolerance, self-expression, administrative support for free speech, and campus policies.

Northwestern University was ranked 197 out of 203 universities.

Free Speech Rankings

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 [EXPLORE COLLEGE FREE SPEECH RANKINGS](#)

Overall / out of a top score of 100

Overall Score 23.09

Rankings / out of 203 colleges surveyed

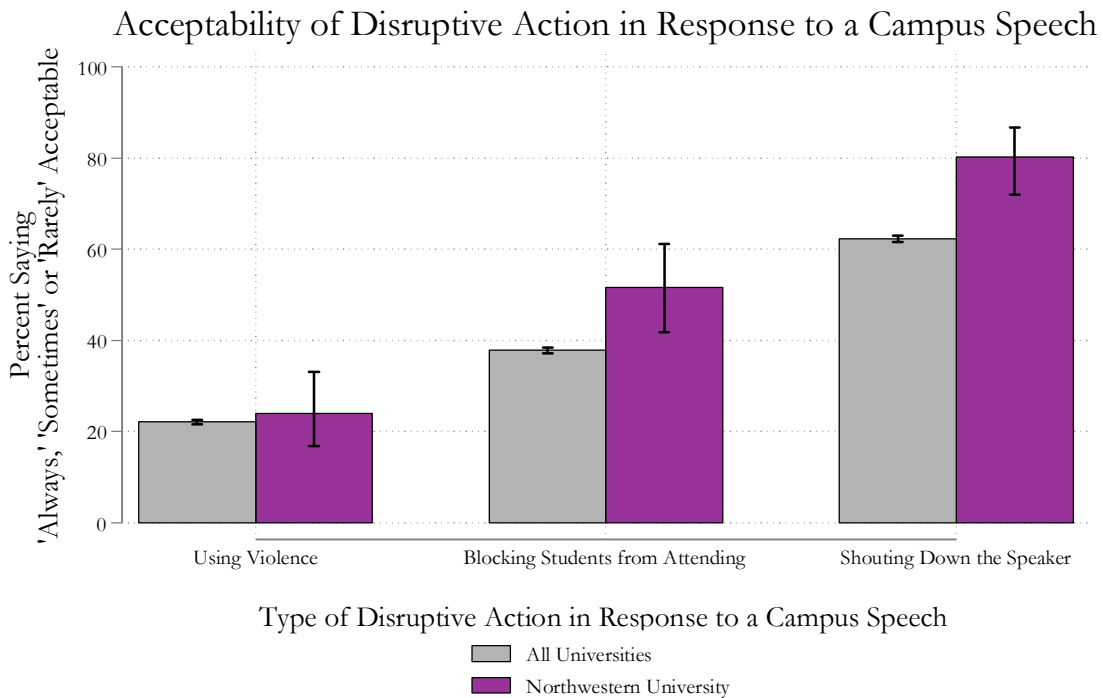
Overall Ranking 197

Support for Disruptive Action in Response to a Campus Speech

The FIRE survey asked respondents “How acceptable [always, sometimes, rarely, never] would you say it is for students to engage in the following action to protest a campus speaker?”:

1. Shouting down a speaker to prevent them from speaking on campus.
2. Blocking other students from attending a campus speech.
3. Using violence to stop a campus speech.

Figure 4 – Acceptability of Disruptive Action in Response to a Campus Speech



Northwestern University students are significantly more likely than college students nationally to support “blocking other students from attending a campus speech” (51.6% to 37.8%) and “shouting down a speaker to prevent them from speaking on campus” (80.3% to 62.3%). Overall, *NU students are some of the worst in the country when it comes to support for disruption, ranking #187 out of 203 universities.*

Tolerance for Allowing Controversial Speakers on Campus

The FIRE survey asks students a series of questions to assess how tolerant they are of controversial speakers. Students were asked whether the following four speakers espousing views potentially offensive to conservatives should be allowed on campus:

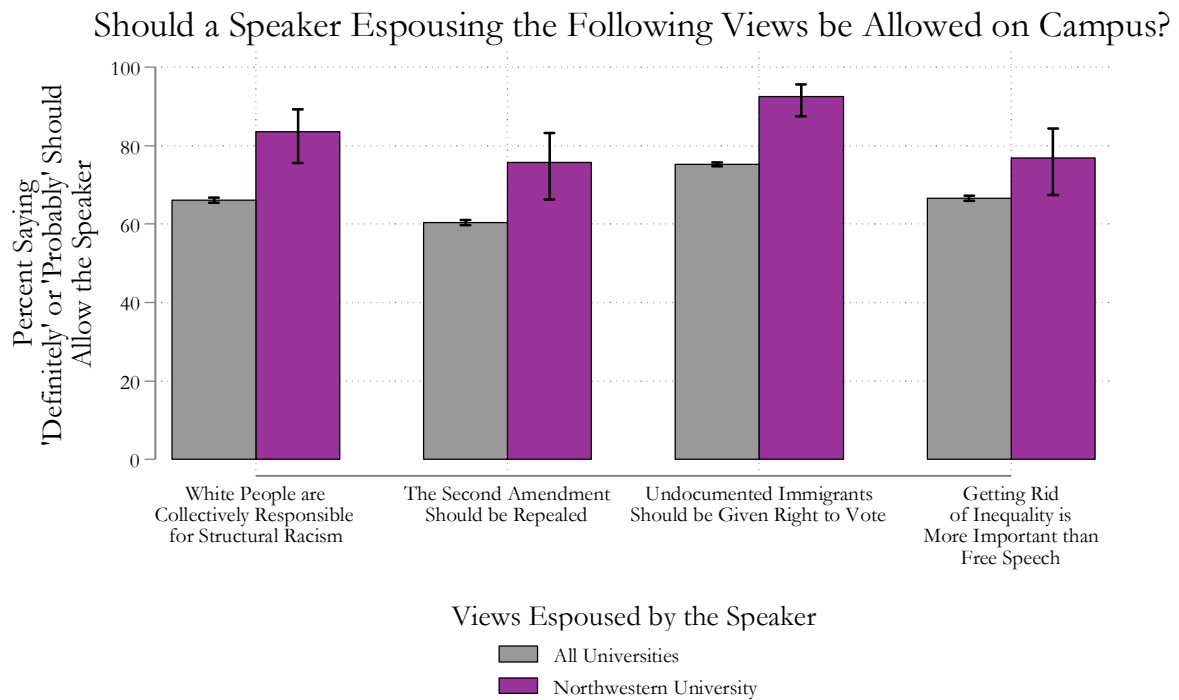
1. The Second Amendment should be repealed so that guns can be confiscated.
2. Undocumented immigrants should be given the right to vote.
3. Getting rid of inequality is more important than protecting the so-called "right" to free speech.
4. White people are collectively responsible for structural racism and use it to protect their privilege.

Students were also asked whether the following four speakers espousing views potentially offensive to liberals should be allowed on campus:

1. Abortion should be completely illegal.
2. Transgender people have a mental disorder.
3. Black Lives Matter is a hate group.
4. The 2020 Presidential election was stolen.

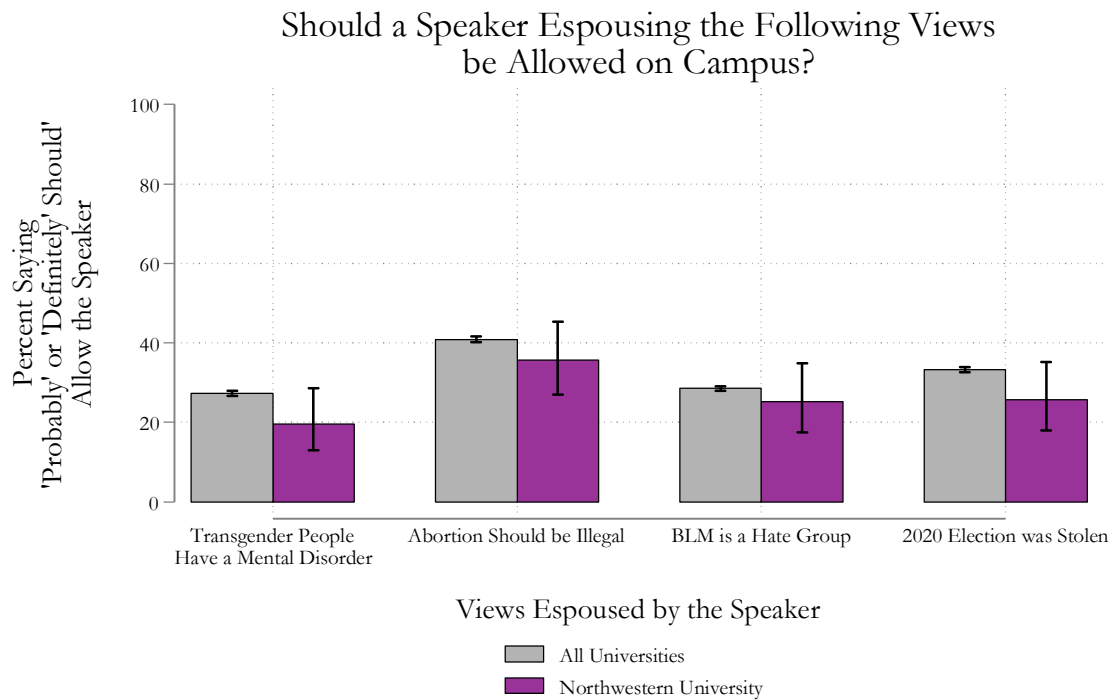
FIRE's question asked students to state their opinion on whether these speakers should be allowed on campus *independent of whether they personally agreed with the speaker's message* ("Student groups often invite speakers to campus to express their views on a range of topics. Regardless of your own views on the topic, should your school ALLOW or NOT ALLOW a speaker on campus who promotes the following idea?").

Figure 5 – Tolerance for Controversial Speakers Offensive to Conservatives



Northwestern University students are significantly more likely than college students nationally to support all four of the hypothetical speakers offensive to conservatives. In fact, more than 80% of Northwestern University students thought the university should allow a speaker arguing that “white people are collective responsible for structural racism and use it to protect their privilege” and more than 90% thought the university should allow a speaker advocating for voting rights for undocumented immigrants. *This places NU students #16 out of 203 universities in terms of tolerance for speakers offensive to liberals.*

Figure 6 – Tolerance for Controversial Speakers Offensive to Liberals



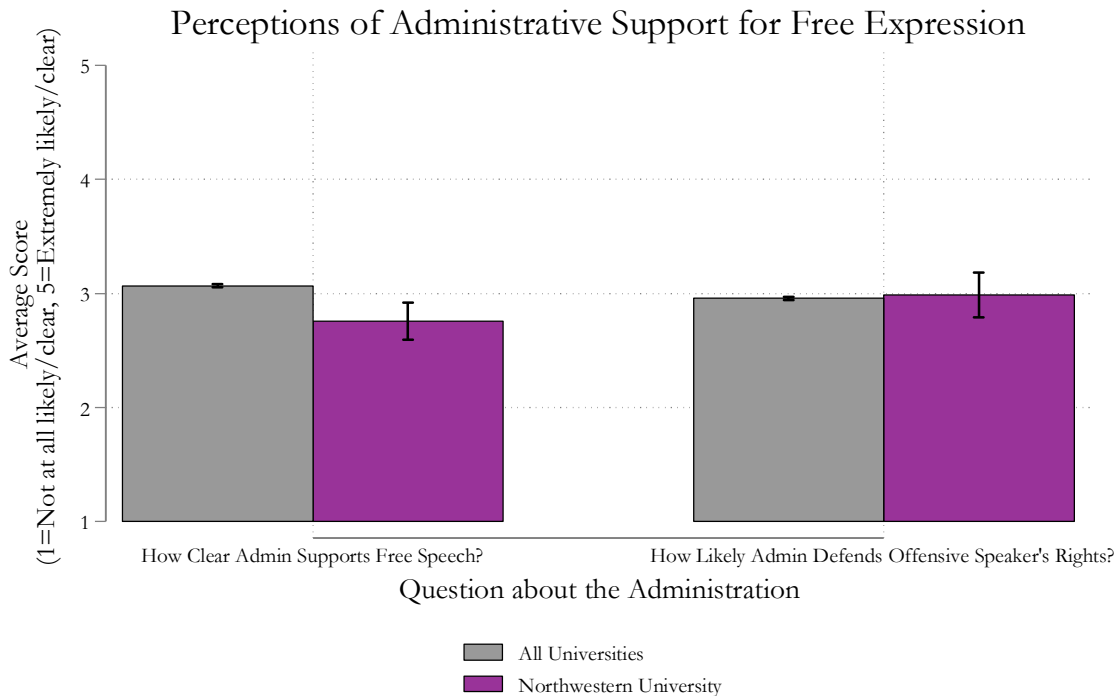
As Figure 6 shows, college students (including Northwestern students) are vastly less tolerant of speakers that are offensive to liberals. Here, there are no meaningful differences between Northwestern students and college students nationally. Strictly speaking, however, NU students rank #140 out of 203 universities in terms of tolerance for speakers offensive to liberals.

Perceptions about Administrative Support for Free Speech

The FIRE survey asked two questions about how students view the administration’s support for free speech:

1. How clear is it to you that your college administration protects free speech on campus?
2. If a controversy over offensive speech were to occur on your campus, how likely is it that the administration would defend the speaker's right to express their views?

Figure 7 – Perceptions about Administrative Support for Free Speech



There are no significant differences between Northwestern students and college students more broadly on the question of how likely the administration would be to defend an offensive speaker’s rights (everyone seems to think it is only “somewhat likely”). There are, however, statistically significant differences on the question of whether the administration supports free speech. Northwestern students were significantly less likely than college students nationally (2.7 to 3.1) to state that their university

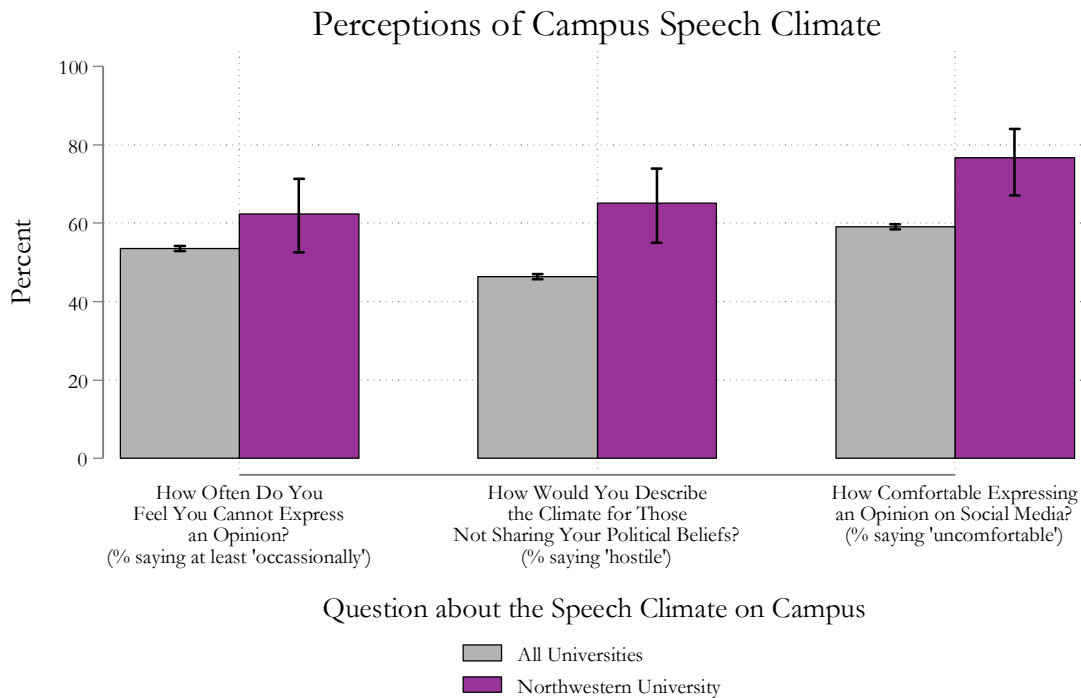
administrators support free speech. Once again, *NU is near the bottom, ranking #152 out of 203 universities in the FIRE study.*

Perceptions of the Campus Speech Climate

The FIRE survey also asks a number of questions about the speech climate on campus:

1. On your campus, how often have you felt that you could not express your opinion on a subject because of how students, a professor, or the administration would respond?
2. How would you describe the climate on your campus towards people who do not share your political beliefs?
3. How comfortable would you feel doing the following on your campus? Expressing an unpopular opinion to your fellow students on a social media account tied to your name?

Figure 8 – Perceptions of the Campus Speech Climate



Once again, Northwestern students are different from students at other universities. NU students were more likely to feel that they “could not express your opinion on a subject because of how students, a professor, or the administration would respond,” that the climate towards others was “hostile,” and that they would be “uncomfortable” sharing an opinion on social media. Altogether, *NU is ranked much lower on student “comfort” than other universities (ranked #156 out of 203).*

Due Process at Northwestern University

According to [FIRE's Spotlight on Due Process report](#), "Policies are rated on their inclusion of 10 due process safeguards. Each policy may receive 2 points for fully including that safeguard, 1 point for partial inclusion, and 0 points for no meaningful inclusion. Most, but not all, institutions have separate policies for sexual misconduct and all other misconduct."

Northwestern receives the following scores:

SEXUAL MISCONDUCT	NON-SEXUAL MISCONDUCT	TITLE IX
F	D	B
4/20 points	5/20 points	15/20 points

	SEXUAL MISCONDUCT	NON-SEXUAL MISCONDUCT	TITLE IX
Meaningful presumption of innocence	✗	-	-
Timely and adequate written notice	✗	✗	✓
Time to prepare with evidence	✗	✗	✓
Impartial fact-finders	✓	✓	✓
Meaningful hearing process	✗	✗	✓
Right to present to fact-finder	✗	✗	✓
Right to meaningful cross-ex	✗	✗	✓
Active participation of advisor	✗	✗	-
Meaningful right to appeal	✓	✓	-
Unanimity or clear and convincing evidence	✗	✗	✗

Campus Speech Codes at Northwestern

According to FIRE, Northwestern University has been given the speech code rating "Red." A "red" light university has at least one policy that both clearly and substantially restricts freedom of speech. The ratings are as follows:

Speech Code Rating

Policy on Institutional Equity: Harassment

Speech Code Rating	Red ●
Speech Code Category	Harassment Policies
Last Updated	July 22, 2022

Harassment: Prohibited harassment is verbal or physical conduct or conduct using technology based on a protected class that has the purpose or effect of:

- Substantially interfering with, limiting or depriving a member of the community from accessing or participating in the...

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Sexual Misconduct Response & Prevention: FAQ- Sexual Harassment

Speech Code Rating	Yellow ●
Speech Code Category	Harassment Policies
Last Updated	July 22, 2022

What are some examples of sexual harassment? Prohibited acts that constitute sexual harassment may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to, the following: ... Engaging in unwelcome...

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Student Organizations & Activities: Planning an Event

Speech Code Rating	Yellow ●
Speech Code Category	Posting and Distribution Policies
Last Updated	July 22, 2022

All posters, flyers, leaflets, and other notices must clearly state the name(s) of the sponsoring student(s) and/or organization(s). Only members of recognized organizations of the Northwestern community are allowed to publicize events on campus. Alcohol and other drugs may not be mentioned...

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Student Handbook: Residence Hall and Housing Policies and Procedures

Speech Code Rating	Yellow ●
Speech Code Category	Posting and Distribution Policies
Last Updated	July 22, 2022

Signs or posters in windows or on doors must have the approval of all roommates and are subject to the approval of the University.

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Student Handbook: Civility, Mutual Respect, and Unacceptability of Violence on Campus

Speech Code Rating	Yellow ●
Speech Code Category	Policies on Tolerance, Respect, and Civility
Last Updated	July 22, 2022

2. Expected behavior. Each community member is expected to treat other community members with civility and respect, recognizing that disagreement and informed debate are valued in an academic community. 3. Unacceptable behavior. Demeaning, intimidating, threatening, or violent behaviors that affect the ability...

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Prohibited Use of Electronic Resources for Threats, Harassment, and Pornography

Speech Code Rating	Yellow ●
Speech Code Category	Internet Usage Policies
Last Updated	July 22, 2022

Use of the University's Electronic Resources by any System User to send threatening or harassing content or messages or to view, download, retransmit, distribute or otherwise communicate content or messages that may violate the University's Policy on Discrimination and Harassment and/or Policy...

Interim Policy on Title IX Sexual Harassment

Speech Code Rating	Green ●
Speech Code Category	Harassment Policies
Last Updated	July 22, 2022

Title IX Sexual Harassment: Conduct on the basis of sex that satisfies one or more of the following: ... Hostile Environment Sexual Harassment: Unwelcome conduct on the basis of sex determined by a reasonable person to be so severe, pervasive, and objectively...

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Rights and Responsibilities for the Use of Central Network and Computing Resources at Northwestern University: Intellectual Freedom

Speech Code Rating	Green ●
Speech Code Category	Advertised Commitments to Free Expression
Last Updated	July 22, 2022

Intellectual Freedom: The University is a free and open forum for the expression of ideas, including viewpoints that are strange, unorthodox, or unpopular. The University network is the same. Network administrators place no official sanctions upon the expression of personal opinion on...

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Student Handbook: Demonstration Policy



Speech Code Rating	Green ●
Speech Code Category	Advertised Commitments to Free Expression
Last Updated	July 22, 2022

Northwestern welcomes the expression of ideas, including viewpoints that may be considered unorthodox or unpopular. The University encourages freedom of speech, freedom of inquiry, freedom of dissent, and freedom to demonstrate in a peaceful fashion.

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Student Handbook: Policy Statement on Student Rights and Responsibilities

Speech Code Rating	Green ●
Speech Code Category	Advertised Commitments to Free Expression
Last Updated	July 22, 2022

8. Students will be free from censorship in the publication and dissemination of their views as long as these are not represented as the views of Northwestern University and do not violate any University policies. 9. Student publications are free from any...

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Student Handbook: Respect NU

Speech Code Rating	Green ●
Speech Code Category	Policies on Bias and Hate Speech
Last Updated	July 22, 2022

A bias incident is an act of conduct, speech, or expression to which a bias motive related to the incident is evident as a contributing factor.... Bias Incident Reports are reported to and reviewed by the BIRT. The Bias Incident Response...

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Campus Inclusion and Community: Northwestern Policies Overview- Academic Freedom/Freedom of Speech

Speech Code Rating	Green ●
Speech Code Category	Advertised Commitments to Free Expression
Last Updated	July 22, 2022

Northwestern University is committed to the ideals of academic freedom and freedom of speech—to providing a learning environment that encourages a robust, stimulating, and thought-provoking exchange of ideas. Our commitment to addressing bias incidents is not intended to stifle these freedoms, nor...

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Scholars “Under Fire” at Northwestern

FIRE’s newly released [“Scholars under Fire” database](#) tracks attempts to “target scholars for sanction because of their constitutionally protected speech” between 2000 and 2022. The schools with the highest number of sanction attempts were: Harvard (23), Stanford (22), UCLA (19), Georgetown (16), Columbia (14), and University of Pennsylvania (14). The database shows 11 targeting attempts at Northwestern (with five coming “from the right” and five coming “from the left”).

Year	School	Scholar	Source	Political motivation	Controversy explanation	Details
2006	Northwestern University	Arthur Butz	Scholar(s), Undergraduate student(s)	From the right	Faculty and students demanded Butz’s resignation due to his revisionist views about the Holocaust.	view
2011	Northwestern University	John Michael Bailey	Administrator(s)	From the right	The university president was “troubled and disappointed” by Bailey’s decision to present his students with an outside-class demonstration that featured a couple engaging in a live sex act using a prop.	view
2014	Northwestern University	Alice Dreger	Administrator(s)	Unclear/irrelevant	Dreger resigned from her professorship, citing continuing censorship by university administrators.	view
2015	Northwestern University	Laura Kipnis	Activist(s), Graduate student(s)	From the left	Calls for sanction ensued from Kipnis’ article criticizing the expansion of Title IX procedures.	view
2017	Northwestern University	Beth Redbird	Undergraduate student(s)	From the left	Students shut down Redbird’s class to protest an ICE representative she invited to speak.	view
2018	Northwestern University	Satoshi Kanazawa	Undergraduate student(s)	From the left	Students called for Kanazawa’s termination and for prohibiting him from conducting research because they believed he used his intellectual identity to promote racism, sexism, and xenophobia.	view
2019	Northwestern University	Steven Thrasher	Activist(s)	From the right	Northwestern rejected demands to rescind a job offer to Thrasher over allegations of anti-Semitism.	view
2019	Northwestern University	Justin Martin	Activist(s), Undergraduate student(s)	From the right	The university president and provost issued a statement condemning Martin’s tweet about 9/11.	view
2020	Northwestern University	Joseph Epstein	Politician(s)	From the left	Epstein was removed from the law dept. website for an op-ed critical of Jill Biden’s use of the title “Dc”.	view
2020	Northwestern University	Steven Thrasher	Politician(s)	From the right	Thrasher faced calls for his termination over tweets supporting protesters who set fire to a police station.	view
2021	Northwestern University (Qatar)	Jocelyn Mitchell	Scholar(s)	From the left	Mitchell withdrew from a research project amid blowback over her 2008 blog post about Qatar.	view