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12-2016

Campus Climate Task Force, Short-term Suggestions

Campus Climate Implementation Team
Illinois State University

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Recommended Citation

Campus Climate Implementation Team, "Campus Climate Task Force, Short-term Suggestions" (2016). *Campus Climate Task Force*. 2. <https://ir.library.illinoisstate.edu/cctf/2>

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2016-2017
Illinois State University Climate Assessment Task Force
Status Report and Recommended Action Items
Submitted: December 2, 2016

Submitted by:

2016 Climate Task Force Steering Committee:

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Introduction

On August 25, 2016 the Steering Committee of the Illinois State University Climate Task Force convened for its first meeting to discuss expected outcomes from our work with the Climate Assessment Task Force. The Steering Committee agreed that the ultimate objectives of our work would be to: 1) develop a sense of community among ourselves as campus “change agents”; 2) revisit the context and impetus for the 2016 climate assessment; 3) synthesize the content and implications of the climate assessment findings; 4) and develop an organizational structure to move forward with recommendations from the Task Force as a whole.

Following August 25 planning meeting, the Steering Committee took part in a four-hour self-guided retreat on September 2 to develop the conceptual framework for organizing the work of the 27-member task force. It should be noted that the Steering Committee was keenly aware that the Illinois State campus community would not likely be receptive to another diversity-oriented task force and report¹ that did not produce evidence of visible and structural results related to inclusive, responsive, and equitable campus policies and practices. With these concerns and challenges in mind, the Steering Committee presented a plan to the full task force to translate the five core recommendations of the climate assessment into “actionable items”. The core recommendations from the Climate Assessment Report are as follows:

1. Elevating and Protecting the Status of Women
2. Creating and Investing in Affirming Spaces for Students of Color
3. Increase Awareness, Institutional Response, and Office Capacity
4. Require Equity Trainings/Education for Faculty, Staff, and Students
5. Intentionally Recruiting, Selecting, and Retaining Diverse Talent

Keeping in mind the importance of addressing immediate concerns with the need for a strategic institutional response, the Steering Committee requested that the Task Force prepare a continuum of recommended action items to be considered and approved by the Leadership Team based upon the following timelines:

- Immediate implementation (30-60 days)
- Expand or increase awareness of existing initiatives (currently being implemented)
- Short-term implementation (less than 12 months)
- Long-term implementation (12 months or more)

The Task Force as a whole convened monthly over the course of the semester on September 26, October 31, and November 17. Additionally, four workgroups were formed by constituency groups (Faculty-Staff; Faculty-Civil Service; Students; and Administrators) and these small groups devoted time outside of the full group meetings to discuss, prepare, and prioritize specific recommendations. Task Force members also solicited suggestions from campus affinity groups, consulted with “in-house” equity experts, reviewed equity-focused research, and examined models of diversity and inclusive excellence from other institutions. While this process will continue throughout the academic year, this interim report summarizes the proposed actions steps as recommended by the Task Force for the first two timelines: *immediate implementation* and *expansion/awareness of existing initiatives*. It should be noted that each recommendation is linked to one or more of the following institutional priorities:

- Increase student admissions among underrepresented groups.
- Increase student retention and completion among underrepresented groups.
- Increase faculty/staff recruitment and hiring among underrepresented groups.
- Increase faculty/staff retention among underrepresented groups.
- Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.

¹ See for example, the 2009 and 2011 Diversity Task Force Reports

1. Elevate and Protect the Status of Women

RECOMMENDATIONS FOR IMMEDIATE IMPLEMENTATION		
Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Highlight women scholars of color:</u> Increase the visibility of female faculty of color and their scholarly contributions through a series of "feature segments" within Redbird Scholars; Identity; College and Departmental newsletters, and other media outlets.</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff recruitment and hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>Media Relations Department Chairs College Deans</p>
<p><u>Improve access to high-quality and affordable child care and elder care:</u> Improved communication regarding available/affordable child care and elder care options will be posted on pertinent websites by Human Resources.</p> <p>Create and advertise an interactive listserv dedicated to posting ads for needs/wants of child and elder care (i.e., creating a site, care.com specifically for/by Illinois State community).</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff recruitment and hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>Human Resources Media Relations Marketing Department Chairs Dean of Students</p>

RECOMMENDATIONS TO EXPAND OR INCREASE AWARENESS OF EXISTING INITIATIVES		
Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Promote/expand Women and Gender Studies:</u> Market the course offerings and programming of WGS within the campus and wider community.</p> <p><u>Promote/expand mentoring of women:</u> Provide course release time, funding, or comp time to faculty and staff who mentor students outside of the classroom.</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>Office of the Provost Media Relations Department Chairs College Deans</p>

2. Create and Invest in Affirming Spaces for Students of Color

RECOMMENDATIONS FOR IMMEDIATE IMPLEMENTATION		
Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Declare Illinois State University a safe space for undocumented students to learn, grow and live.</u> Protect the student’s confidential information within our legal obligations.</p> <p>Ensure that students feel confident and safe in communicating crimes to Illinois State University Police, and other university officials regardless of immigrant status.</p>	<ul style="list-style-type: none"> ➤ Increase student admission among underrepresented groups ➤ Increase student retention and completion among underrepresented groups. 	Office of the President
<p>Declare Illinois State University a safe and open space where any form of discrimination and harassment are not tolerated while continuing to ensure that first amendment rights of our students and staff are protected.</p>	<ul style="list-style-type: none"> ➤ Increase student admission among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. 	Office of the President
<p><u>Provide Gender Inclusive facilities on campus:</u> Provide gender inclusive bathrooms in the residence halls where there is access to three bathrooms or more per floor.</p> <p>Create gender inclusive rooms for students who do not identify within the gender binary.</p>	<ul style="list-style-type: none"> ➤ Increase student admission among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	All Gender Committee Student Affairs University Housing Services

RECOMMENDATIONS TO EXPAND OR INCREASE AWARENESS OF EXISTING INITIATIVES

Proposed Action	Connection to Institutional Priorities	Unit Responsible
Expand and provide resources/funding for Latino/a Studies, Women and Gender Studies, African American Studies, LGBT Queer Studies.	<ul style="list-style-type: none"> ➤ Increase faculty/staff recruitment and hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Office of the Provost
Expand and provide resources for the continuation of the Culturally Responsive Campus Community (CRCC) initiative.	<ul style="list-style-type: none"> ➤ Increase faculty/staff recruitment and hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Office of the Provost
Ensure community kitchens in all residential areas of campus are functional to meet students cultural, religious, or medical needs in the residence halls.	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	University Housing Services
Expand services provided by Event Management, Dining, and Hospitality to better fit the students' cultural, religious, or medical dietary needs.	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Event Management, Dining and Hospitality

3. Increase Awareness, Institutional Response, and Office Capacity

RECOMMENDATIONS FOR IMMEDIATE IMPLEMENTATION		
Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Campus review of hate speech and harassment policies and sanctions:</u> Illinois State to begin the review of current student, staff, faculty, and guest policies, related to hate crimes, hate speech, and harassment in campus spaces while continuing to ensure first amendment rights of our campus community.</p> <p>Illinois State to begin the review of policies at other institutions related to hate crimes, hate speech, and harassment in campus spaces.</p>	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>Office of the President Office of the Provost Legal/Office of Equal Opportunity and Access Academic Senate</p>
<p><u>Increase campus awareness of LGBTQ Resources:</u> Widely distribute information about the LGBTQ institute – including the research archive that is available as a teaching and learning resource – across colleges and departments.</p>	<ul style="list-style-type: none"> ➤ Increase student admissions among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. ➤ Increase faculty/staff hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>Office of the Provost Student Affairs College Deans Media Relations</p>
<p><u>Increase campus awareness of African American Studies, Latino/a American Studies, Women and Gender Studies, and Ethnic Studies/Asia, the Middle East, Africa, Latin America or Indigenous Peoples of the world (AMALI) minors:</u> Each college and campus unit to widely distribute information about African American Studies, Latino/a American Studies, Women and Gender Studies, Ethnic Studies, and AMALI minors and encourage ALL students to take advantage of these rich learning opportunities.</p>	<ul style="list-style-type: none"> ➤ Increase student admissions among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>Office of the Provost Student Affairs College Deans Department Chairs Media Relations</p>

RECOMMENDATIONS TO EXPAND OR INCREASE AWARENESS OF EXISTING INITIATIVES

Proposed Action	Connection to Institutional Priorities	Unit Responsible
Evaluate inclusivity in campus traditions such as Homecoming, Welcome Week, Family Weekend, Siblings Weekend, Redbird Forever, etc.	➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.	VP of Student Affairs University College
Coordinate and merge diversity programs and initiatives offered within Student Affairs and Academic Affairs for greater impact and visibility.	➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.	Office of the Provost Student Affairs College Deans Department Chairs Media Relations
<u>Increase Campus Awareness of faculty/staff/administrator demographics</u> For the purpose of strategic planning and recruitment, office of Planning, Research, and Policy Analysis to distribute current faculty/staff demographic data to all department chairs/unit directors for distribution, review and discussion.	➤ Increase student admissions among underrepresented groups. ➤ Increase faculty/staff hiring among underrepresented groups.	Office of the Provost Planning, Research, and Policy Analysis
<u>Integrate Student Affairs and Academic Affairs Diversity efforts:</u> Student Affairs and Academic Affairs to develop/revise protocol for sharing information related to diversity and inclusion events, programs, resources, and policies. Information should be shared as a standard agenda item at each staff and faculty meeting to facilitate and encourage collaboration while minimizing duplication of programs.	➤ Increase student retention and completion among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.	Office of the Provost Student Affairs Media Relations
Broaden Student Access and Accommodation Services outreach to varying departments with a component of inclusion training.	➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.	Student Access and Accommodations Services
Mentor “students like you and not like you” into student leadership positions-- this is something university housing already engages in and could be expanded to other campus departments. This could eventually lead to faculty and staff recruitment and students become invested in the field of higher education and the institution.	➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.	Vice Presidents Department Heads

<p>Expand the “House calls” University Housing program where faculty and staff come together to knock on student’s doors and see how they are experiencing campus. This program should be implemented beyond once a year and include questions regarding feeling safe in the community.</p>	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>University Housing Services Department Heads</p>
<p>Implement the “Mobile Dean” model which promotes relationship building between the Dean of Students and the campus community.</p>	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p>VP of Student Affairs Dean of Students</p>

4. Require Equity Trainings/Education for Faculty, Staff, and Students

RECOMMENDATIONS FOR IMMEDIATE IMPLEMENTATION		
Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Publicize Existing Diversity Training and Professional Development Resources:</u> The Provost’s Office to designate a point person to coordinate and publicize all available diversity and equity training opportunities (academic affairs, student affairs, Human Resources, and Office of Equal Opportunity and Access (OEOA) and within the community.</p> <p>Encourage department heads to have brown bag lunches within their units with topics tailored specifically to diversity and inclusion.</p> <p>University to research existing webinars, Ted talks and incorporate them into department meetings, retreats, or other development opportunities.</p>	<ul style="list-style-type: none"> ➤ Increase student admissions among underrepresented groups. ➤ Increase student retention and completion among underrepresented groups. ➤ Increase faculty/staff hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Vice Presidents Department Heads
<p><u>Communicate the Expectation of Diversity Professional Development:</u> The President's Office to formally request that all administrators, unit directors, and deans complete a series of in-house equity and diversity trainings/staff development opportunities to be arranged and delivered by Center for Teaching, Learning and Technology (CTLT), the Task Force, and/or Culturally Responsive Campus Community (CRCC).</p> <p>The President’s Office to distribute an overview of upcoming faculty, administrator, staff trainings and professional development opportunities focused on diversity, inclusion, and systems of oppression.</p>	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Office of the President Center for Learning and Technology Student Affairs
<p><u>Search committee training and technical assistance:</u> Human Resources to confirm that all search committee participants have completed search training with inclusive hiring practice strategies.</p> <p>Human Resources to schedule consults with each search committee to provide support and tools to help committee members read applicant materials with a lens of inclusivity beyond the usual “keywords”.</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Human Resources

RECOMMENDATIONS TO EXPAND OR INCREASE AWARENESS OF EXISTING INITIATIVES

Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Develop a plan for continuous diversity training and professional development:</u> The Provost's Office and VP of Student Affairs to develop a diversity and inclusion training plan to coordinate all training opportunities for faculty and staff. This plan should be integrated into faculty and staff evaluations.</p>	<p>➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff.</p>	<p>Vice Presidents Department Heads Academic Senate</p>

5. Intentionally Recruit, Select, and Retain Diverse Talent

RECOMMENDATIONS FOR IMMEDIATE IMPLEMENTATION		
Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Merge/coordinate Student Affairs and Academic Affairs search and recruitment resources:</u> Approve the expansion of Student Affairs inclusive search and hiring training to be made available to all search teams.</p> <p>Review and revise funding guidelines for Faculty Recruitment, A/P recruitment, and CS recruitment to determine if resources for advertising can be leveraged.</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Vice Presidents Human Resources
<p><u>Data driven planning and decision making:</u> Office of Planning, Research, and Policy Analysis (PRPA) to provide data on faculty/Administrative Professional/Civil Service attrition by race/ethnicity and gender.</p> <p>PRPA to compile and analyze institutional data relating to percentages of women and minorities in the university workforce, and compare their retention and promotion rates to the general figures for the workforce.</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff hiring among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. 	Office of the Provost Planning, Research, and Policy Analysis
<p><u>Policies that promote affinity group participation:</u> Approve release time for employees to attend activities and meetings of the employee affinity groups with which they identify.</p> <p>Provide employee affinity groups with university budgets and staff support so they can grow and better serve their specific constituencies.</p>	<ul style="list-style-type: none"> ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote and inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	Human Resources

RECOMMENDATIONS TO EXPAND OR INCREASE AWARENESS OF EXISTING INITIATIVES

Proposed Action	Connection to Institutional Priorities	Unit Responsible
<p><u>Promote Diverse Faculty and Staff Social Support Networks</u> Add more substance to the Diversity Reception to include ice-breakers or team builders that would promote cross communications between staff and faculty.</p>	<ul style="list-style-type: none"> ➤ Promote and inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p align="center">Office of the President</p>
<p><u>Inclusive Access to Resources and Funding:</u> Better publicize and promote the diverse programs, activities, and scholarships available at the University.</p>	<ul style="list-style-type: none"> ➤ Increase student retention and completion among underrepresented groups. ➤ Increase faculty/staff retention among underrepresented groups. ➤ Promote an inclusive, equitable, and culturally responsive campus environment for students, faculty, and staff. 	<p align="center">Media Relations</p>