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Equity, Diversity, and Inclusion Annual Report

Office of the President

Fall 2022

Equity, Diversity, and Inclusion Annual Report, 2020-2021

Illinois State University

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EQUITY DIVERSITY

AND

INCLUSION

2020-2021

ANNUAL REPORT *FOR*
ILLINOIS STATE UNIVERSITY

CREATE
YOUR
LEGACY

ILLINOIS
STATE

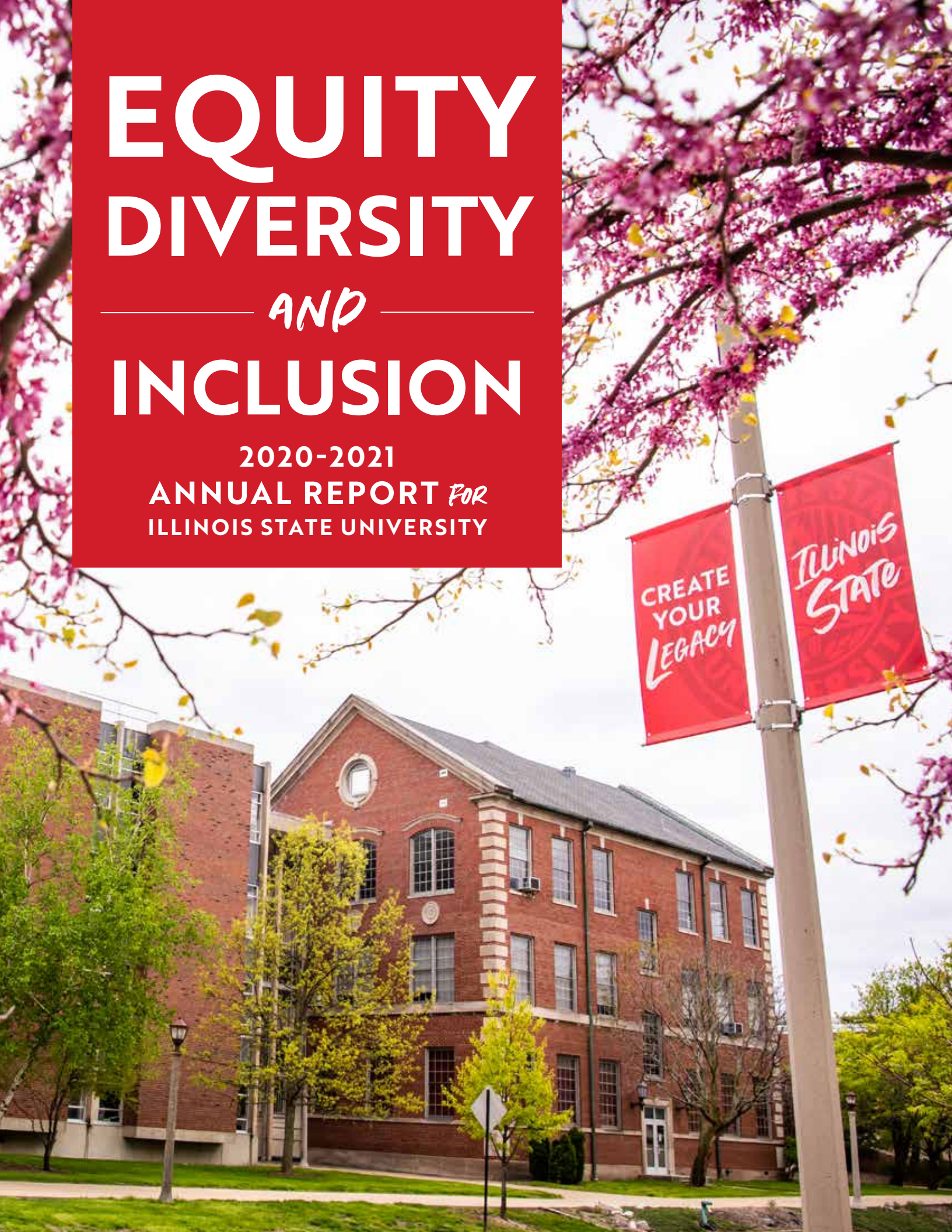




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Editor: Rachel Hatch | Designer: Sean Thornton

EXECUTIVE SUMMARY FROM DR. DORIS HOUSTON

Greetings,

It gives me great pleasure to present Illinois State’s inaugural edition of our Equity, Diversity, and Inclusion (EDI) Annual Report. The values of equity, inclusion, and justice have been championed by faculty, staff, and students who have challenged systemic barriers since Illinois State’s formative years. From the social movements led by women’s suffrage groups of the early 19th century to the civil rights activism of the 1960s, visionary leaders have paved a pathway forward for the foundation of EDI that we continue to build upon today.

This annual report reflects the inspiring contributions, vision, and labor of love offered by members of our campus community during the 2020-2021 academic year. It is their efforts, voices, and unwavering dedication that is represented in the pages of this report. We each have a narrative that is unique to our lived experience and identities. The narratives within this report shine light on the talents, milestones, and advocacy work of our diverse campus community.

As I reflect upon this past year of challenge, I am truly grateful for each and every one of our campus and community partners. For it is through sustained partnerships, collaboration, and leveraging of talent and time, that we are able to celebrate accomplishments and reflect upon the challenges we have overcome. While we must continue to hold ourselves and each other accountable for the work that remains, it is important to afford ourselves the opportunity to find joy in the successes we have built together. These successes can be observed in our classrooms as hundreds of faculty members implement a year of the Framework for Inclusive Teaching Excellence (FITE). These successes can be observed through the work of our student leaders and activists who have challenged us to extend ourselves beyond the status quo. These successes can be viewed through the doors of our new Multicultural Center that provides an affirming environment for students to learn and flourish. Our success can be observed throughout each of our colleges and divisions that have invested in hours of professional development to advance equity, diversity, and inclusion on our campus.

During the 2020-2021 academic year, our focus has been on building a leadership infrastructure and knowledge base of expertise to extend and sustain our efforts. The President’s Diversity and Inclusion Advisory Council (DIAC) works proactively with campus and community partners to create an equitable framework to ensure student, faculty, and staff success is obtainable and accessible for all who are a part of our campus. In addition, 37 departmental/unit-level diversity and anti-racism committees have been formed across our campus as part of our newly formed EDI Leaders Circle.

When I was asked to assume the role of Interim Assistant to the President in early 2020, no one could have foreseen the events that would unfold as COVID-19 loomed on the horizon. Simultaneously, our country and our communities experienced the relentless pain of racial strife, brutality, and civic unrest that challenged us all to reexamine our history, our values, and our perceptions and beliefs.

Yet, during this time of unprecedented challenge and uncertainty, we have persevered. We continue to overcome and we continue to stand here today, together, prepared to do what we do best at Illinois State University—teach, inquire, lead, create, and serve. I welcome you to explore the pages of this annual report and learn more about the ongoing journey of Illinois State as we continue to build our foundation for the benefit of all.



ILLINOIS STATE UNIVERSITY'S COMMITMENT TO EQUITY, INCLUSION, DIVERSITY, AND ANTI-RACISM

A FIVE-YEAR EVOLUTION OF CAMPUS CHANGE

Illinois State University has been on a journey of reflective evaluation and forward actions to promote equity and inclusion while identifying systemic barriers that prevent progress. Below are charges from the Office of the President from 2015 to the present in the ongoing journey for equity.



CAMPUS CLIMATE ASSESSMENT AND CLIMATE TASK FORCE, 2016-2017

Then-President Larry H. Dietz appointed the Campus Climate Task Force in the summer of 2016 to recommend changes related to equity and inclusion based on the results of the Campus Climate Assessment Report, prepared by external reviewers from the Center for Race and Equity at the University of Pennsylvania. The Task Force gathered faculty, staff, and student groups from across campus for a series of year-long dialogues, which resulted in two reports (short-term and long-term) that included specific "action items." The reports were submitted to President Dietz in 2017 and presented to the Illinois State University Board of Trustees. Upon the completion of the Task Force's charge, the Campus Climate Implementation Team was convened in 2017 to carry out the recommendations set forth in the Task Force reports. The short-term and long-term Task Force reports and updates can be found below.

CAMPUS CLIMATE IMPLEMENTATION TEAM, 2017-2019

The Campus Climate Implementation Team was convened in 2017 to implement the recommendations of the Task Force. Consisting of members of the cabinet and others in administration, the team established infrastructure and reporting mechanisms to deliver on suggestions from the Campus Climate Task Force as well as other ongoing retention, recruitment, and campus climate efforts to support underrepresented and historically marginalized groups. Updates from the team were chronicled in the Campus Climate Update Progress Report, which can be found on the DIAC website under Reports.



THE PRESIDENT'S DIVERSITY AND INCLUSION ADVISORY COUNCIL, 2019-PRESENT

In 2019, as the Implementation Team was wrapping up the infrastructure for short-term suggestions, President Larry Dietz formed the President's Diversity and Inclusion Advisory Council (DIAC) to continue advancing equity, diversity, and inclusion at Illinois State. Members were appointed from the campus Interdisciplinary Studies, faculty/staff affinity groups, and student leadership. DIAC members work proactively to create an equitable path to student, staff, and faculty success and a sense of belonging that is obtainable and accessible for all. Members gather monthly to discuss and recommend policy and practice changes, receive updates on campus EDI initiatives, and provide insights on immediate needs while working toward long-term planning and retention. More information can be found on the DIAC website.

RESPONSIVENESS TO STUDENT DEMANDS

COMPREHENSIVE PLAN TO PROMOTE DIVERSITY, EQUITY, INCLUSION, AND ANTI-RACISM

On October 16, 2019, President Larry Dietz convened a workgroup with student leaders from the #anti-BlackISU student movement (ABISU) to address concerns expressed by student activists during the October 7, 2019, student demonstration and subsequent testimony before the Academic Senate. Since the formation of the workgroup, campus administrators representing the Office of the President, Office of the Provost, and Division of Student Affairs met with student leaders two to three times per semester from October 2019 through April 2021 facilitated by Interim Assistant to the President for Diversity and Inclusion Dr. Doris Houston.

Whereas equity and anti-racism goals were also identified by student-athlete demonstrators, graduate students, as well as select groups of faculty and staff, a comprehensive set of priority "action items" was developed by the assistant to the president for diversity and inclusion and implemented by campus leaders throughout 2020-2021. The report titled: "Comprehensive Plan to Promote Equity, Inclusion, and Anti-Racism at Illinois State University" offers a detailed overview of initiatives currently underway to further promote equity, inclusion, and anti-racism at Illinois State University. Find the plan at <http://bit.ly/CompPlanISU>.





STANDING *FOR* JUSTICE

A YEAR OF CIVIC AND COMMUNITY ENGAGEMENT



CENTER FOR CIVIC ENGAGEMENT: VOTER RESTORATION AND ENGAGEMENT

The Voter Restoration Initiative from the Center for Civic Engagement (CCE) worked to acknowledge the histories and legacies of voter suppression within marginalized communities that discourage citizens from participating in the present-day voting process. Resources can be found here: <https://civicengagement.illinoisstate.edu/vote/restoration/>. The Voter Engagement Coalition helped host "Your Voice Matters!" panel with student leaders from University diversity advocacy organizations and local elected officials of color.

DELIBERATIVE DIALOGUES

Deliberative Dialogues are guided conversations on controversial topics, which help participants develop public problem-solving techniques by building listening skills and empathy. CCE helped train 37 facilitators and hosted 70 dialogues with 740 participants in 41 classes and in five out-of-class settings.

MLK JR. DAY OF SERVICE

The MLK Jr. Day of Service at the Midwest Food Bank combined service work with reflection on Dr. King's work.

NAACP VIGIL TO COMMEMORATE GEORGE FLOYD

University leaders, including President Larry Dietz, were invited to speak at the rally in response to the murder of George Floyd on May 21, 2020, sponsored by the NAACP.

VIGIL FOR ASIAN AMERICANS

Items on display at a vigil in Uptown Normal, including the Chinese character for love from AsiaConnect, written by AsiaConnect Vice President Miranda Lin.

Leaders from "Not in Our Schools" and Illinois State's AsiaConnect hosted a vigil and memorial at Uptown Circle, Normal, to honor and celebrate the lives of Asian Americans and Pacific Islanders.



STUDENT ACTIVISM

Students organized social justice and anti-racism demonstrations and vigils throughout the year. Under the name #AntiBlackISU, student leaders sat down two to three times per semester with the president of Illinois State and cabinet leaders to discuss demands for change. Student-athletes formed the committee Redbirds for Change.

WOMEN OF DISTINCTION

Dr. Doris Houston and Dr. Christa Platt were awarded YWCA McLean County's Women of Distinction awards for 2020. Numerous nominees represented the inclusive excellence and leadership of Illinois State, including Olivia Butts, Rachel Hatch, Angell Howard, Jennifer Sedbrook, Dr. Tina Williams, and Michelle Whited.

COVID *Equity* RESPONSE

During the 2020-2021 academic year, institutions of higher education such as Illinois State University were challenged to meet the safety needs of students, faculty, and staff while navigating the uncertainties of COVID-19. The stakes related to expenditures of human capital, social capital, institutional sustainability, and the safety and well-being of the University community were extremely high. The COVID-19 Equity Workgroup at Illinois State provided well-reasoned and compassionate guidance to decision makers while centering the values of diversity, equity, and inclusion.

GOVERNOR'S EMERGENCY EDUCATION RELIEF FUND

Resources to support student retention and success during the COVID-19 pandemic included \$1.9 million from the Governor's Emergency Education Relief Fund to spend during both 2021 and 2022. To date, the University has so far utilized \$963,000 of these funds on the following initiatives:

 **\$841,374**
Loaner laptops and other equipment for students

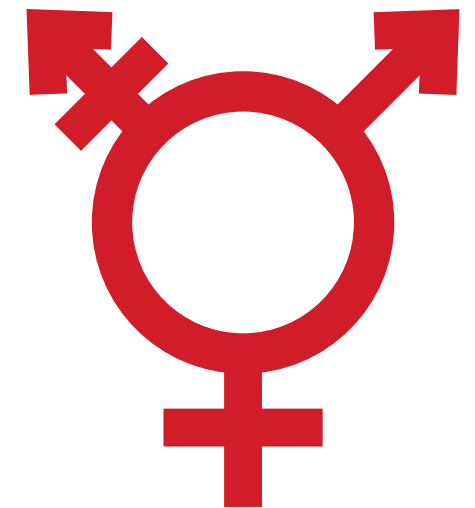
 **\$23,386**
Microgrants for students

 **\$106,512**
Outreach materials/opportunities for student recruitment

 **\$1,888**
Grant funding for registered student organizations

COVID-19 EQUITY WORKGROUP

The DIAC COVID-19 Equity Workgroup provided COVID planning recommendations to Illinois State administrators tackling issues surrounding the pandemic through an equity lens.



IDENTITY MATTERS: PERSONAL PROFILE OPTIONS

Illinois State students and employees can now update personal information that includes pronouns and gender. The changes will appear in select systems, including the admission application and the main campus information system (Campus Solutions).

Resources and work needed came from the All-Gender Committee and the Cross Functional Committee, University Housing, Student Accounts, Human Resources, the Office of the General Counsel, the Office of Financial Aid, and University Advancement.

RECRUITMENT, RETENTION, AND DEGREE COMPLETION

Coordinated efforts between campus divisions are essential in advancing our university's commitment to equity and diversity in student recruitment, enrollment, retention, and degree attainment. As Illinois State expands its efforts and implements new approaches to eliminate opportunity gaps among diverse and underrepresented students, the following outcomes for the 2020-2021 academic year are highlighted here.



RECRUITMENT AND ENROLLMENT OF UNDERREPRESENTED STUDENTS

ADVANCING DIVERSITY IN TEACHER EDUCATION ADMISSIONS

Teach Chicago Tomorrow Pathways Partnership—In an effort to increase the diversity of teachers in the Chicago Public Schools (CPS), Illinois State is partnering with Chicago Public Schools and the City Colleges of Chicago to create a cross-institutional system and structure to guide CPS students and graduates in enrolling in and completing college, earning their teaching credentials, and starting their CPS teaching career.

STREAMLINING APPLICATIONS FOR UNDOCUMENTED STUDENTS

With the help of the Committee Assisting Undocumented Student Achievement (CAUSA), Admissions integrated steps to streamline the application process for undocumented students.

COMMUNITY-BASED ORGANIZATIONS AND OUTREACH

Led by the Office of Admissions with support from University College, the Dean of Students Office, University Housing, and Financial Aid, the University emphasized collaborative recruitment efforts with campus partners who specialize in preparing first-generation and low-income students for college.

OPEN HOUSES AND ATTENDANCE PREP

Along with campus tours, YOU Can Do ISU, and the Redbird Ready program designed for traditionally underrepresented students, and the open house session, *Your Redbird Community*, focuses on opportunities to get involved in diversity- and civic-related opportunities.

RETENTION OF UNDERREPRESENTED STUDENTS

POSITIVE INCREASES

FIRST TIME IN COLLEGE STUDENTS
Highest point in nine years, from
78.6% TO **84.2%**
2018 cohort 2019 cohort

**new freshmen returning for their second year.*

BLACK/AFRICAN AMERICAN STUDENTS
Retention of Black/African American students increased from
66.8% TO **80.2%**
2018 cohort 2019 cohort

HISPANIC STUDENTS
Retention of Hispanic students increased from
67.7% TO **79.9%**
2018 cohort 2019 cohort

MALE STUDENTS OF COLOR
Black male retention increased from
63.46% TO **78.61%**
2018 cohort 2019 cohort

Hispanic male retention increased from
63.26% TO **74.65%**
2018 cohort 2019 cohort



**See more efforts within the division reports (See page 15.)*

DIVISION HIGHLIGHTS

In a manner befitting an institution of higher education, faculty, staff, and students dove into equity-focused professional development workshops, sessions, and trainings. Across all colleges and divisions on campus, areas, departments, centers, and individuals connected with current professional development opportunities and expanded into new areas with an aim toward incorporating an equity lens. Academic Affairs led more than 850 faculty in microaggression training.

DIVISION OF ACADEMIC AFFAIRS

Student Success

Amelia Noël-Elkins was appointed to the new position of interim assistant vice president for student success. The office is tasked with leading student success initiatives for Academic Affairs with primary responsibility for building partnerships to develop campus-wide coordinated approaches that lead to students who feel supported, included, successful, and part of the Redbird community.

University College

Along with continuing programs such as the Persistence Committee and the Mentoring, Academics, Scholarship, and Achievement initiative, University College expanded the University Scholars program, which offers comprehensive mentoring and enrichment to students from underrepresented communities.

Preview Partners

In the summer of 2021, University College expanded “Preview Partners,” which assigns an ISU faculty or staff member to provide guidance to students whose parents or guardians cannot attend Preview.

TRIO/Student Support Services

The TRIO/Student Support Services maintains a 96 percent retention rate of first-generation students. Staff implemented the First-Generation Celebration to honor first-generation students, faculty, and staff.



Holistic evaluation

The Graduate School updated its tuition waiver application process to reflect a holistic evaluation process which includes experiences and perspectives of students as members of traditionally underrepresented groups.

Honors Program

Honors Program reported a rise of more than 600 percent from 2013-2019 in first-year students of color as a result of intentional recruitment, training, and curriculum.

Got Your 6 Pledge

With guidance from Veterans Services in the Office of the University Registrar, the University signed the “Got Your 6 Pledge,” which supports the campus needs of the military and veteran student population.

ATHLETICS

Diversity Officer search

Athletics has created a new position of Diversity Officer to provide leadership athletics’ diversity efforts. The search is complete

Redbirds for Change

The unit convened the social justice group Redbirds for Change in the wake of protests from student athletes. The coaches and staff have committed to completing anti-racism training with Necessary Change Consulting LLC, led by Angell Howard.

DIVISION OF FINANCE AND PLANNING

University Supplier Diversity program

The Office of the Vice President for Finance and Planning looked to expand its partnerships with women and minority-owned businesses under the University’s Supplier Diversity program. The initiative draws from the state’s Business Enterprise Program and the Veterans Business Program.

Search Advocate Program

Human Resources worked extensively with Oregon State University to begin shaping a Search Advocate Program for Illinois State. The program began in fall with the first cohort of faculty and staff that will be available for search committees across campus when training is complete. These external search committee members will be trained to promote equity, access, and diversity within the search process.

DIVISION OF STUDENT AFFAIRS

Inclusion Change Team

Under the guidance of Angell Howard, the Inclusion Change Team practitioners facilitate and promote diversity efforts throughout the division and receive ongoing, in-depth training on evaluation and implementation. Every two years the team conducts diversity, equity, and inclusion department scans that address leadership, environment, policy, and documentation. Each department uses the results to create action plans for improvement.



Multicultural Center

COVID sidelined construction on the Multicultural Center throughout much of 2020, but work resumed in the spring of 2021. The center, led by Dr. Christa Platt, seeks to foster an affirming campus environment where students can flourish in their intersecting identities. During Birds Give Back in February of 2021, Sisters Camille Taylor Carmelita Brown, and Michelle Garner contributed \$25,000 in honor of their mother, and Drs. Charles and Jeanne Morris added an additional \$30,000 toward the center.

Student Counseling Services

New positions set for the fall of 2021 include an expert in racial trauma and marginalized identities that will share time in the Multicultural Center, and a new postdoctoral residency program with a multicultural focus. The Multicultural Outreach Team expanded workshops for faculty, staff, and students.

Student Access and Accommodation Services (SAAS)

The office assisted with the education of campus on the use of live transcription for Zoom, Teams, and PowerPoint, and provided instruction on caption materials that gave faculty and staff autonomy to create universally designed material. SAAS also conducted several Universal Design trainings across campus.

Career Services

Enhanced programming highlighted the Cultural Center Network Program with a Diversity Employer Expo, a Student and Alumni Diversity Meet-Up, and an expanded database for organizing the hiring of international students.

Redbirds Keep Thriving

The Health and Wellness Community of Practice created Redbirds Keep Thriving as a resource for students to manage social, emotional, physical, and financial wellness, including resources on race-related stress trauma. Health and Wellness also continues education efforts on rape culture and for assault survivors.

Staff Orientation and training

The division included a cultural competency component to staff orientation for newly hired

Student Affairs staff. Campus Recreation added training for new student team members on stereotypes and silence.

ISU Police Chief’s Advisory Council

ISU Police Chief Aaron Woodruff convened a newly established advisory council to include student advocates, faculty/staff, administrators, and designees representing the voices of our diverse campus population. The purpose of the Police Chief’s Advisory Council is to provide a forum for the exchange of ideas and to discuss issues impacting the Illinois State University community. Find out more in the *Comprehensive Plan to Promote Diversity, Equity, Inclusion, and Anti-Racism*.

DIVISION OF UNIVERSITY ADVANCEMENT

Training and Listening Sessions

Events drew diverse alumni together virtually, highlighted by a series of Alumni Association Listening Sessions with a focus on advancing equity and inclusive experiences of alumni. Alumni Engagement coordinated equity talks and trainings open to alumni and the current campus community and presented by *Diverse Issues in Higher Education*, Council for Advancement and Support of Education, and alumni and current staff.

Committee focused on equity

Additionally, the Alumni Association Board of Directors convened its inaugural Alumni Association DEI Ad Hoc Committee, led by Nikita Richards.

Highlighting diverse stories

University Marketing Communications created content promoting underrepresented students, faculty, and staff in stories published throughout university digital and print media.



Redbird Impact highlighted the work of staff member Jackie Gunderson for LGBTQ+ issues.

CAMPUS DIVISIONS AND CHANGE

OFFICE OF THE PRESIDENT

Interim Assistant to the President for Diversity and Inclusion

In the summer of 2020, President Larry Dietz appointed Dr. Doris Houston as the interim assistant to the president for diversity and inclusion.

President’s Diversity and Inclusion Council (DIAC)

DIAC subcommittees on retention initiated dialogues with students, faculty, and staff constituencies across campus. At the request of several entities on campus, the council spent the spring of 2021 gathering input and drafting definitions for equity, diversity, inclusion, and access. More information on the work of DIAC can be found on the Office of the President website.

EDI Updates

The office generated diversity, equity, and inclusion updates to keep the campus informed of equity items of action and interested at the behest of students, faculty, staff, and the community.

Identity

Under the guidance of the Identity Editorial Board, the newsletter *Identity* increased publication to every other week, and expanded the audience to include all students on campus as well as faculty and staff.

Equal Opportunity and Access

Understanding Affirmative Action

The office of Office of Equal Opportunity and Access (OEOA) implemented a new program to help departments across campus understand Affirmative Action compliance. Assistant Director and ADA Coordinator Débora Piovezan Barbosa Avelino met with all campus academic and non-academic departments providing targeted presentations on good faith recruitment efforts. OEOA will continue discussing myths and facts when it comes to affirmative action planning.

Dean and Director Program

OEOA Director Jeff Lange and Associate Vice President and Dean of Students John Davenport are in the process of developing a Dean and Director Program, which will offer students a shared space to speak about issues and concerns with the heads of OEOA and the Dean of Students Office.



COLLEGES HIGHLIGHTS

Colleges and areas across campus worked toward long-term commitments to center their efforts within a framework of equity, diversity, and inclusion

PROFESSIONAL DEVELOPMENT

GROWTH Change Team

More than 900 faculty members took part in microaggression workshops through the Division of Academic Affairs, which continued to use the Framework for Inclusive Teaching Excellence and the Framework for Inclusive Support and Service Excellence as a core for all divisional professional development. All offerings through the Center for Teaching, Learning, and Technology were centered in equity.

Working with academic departments across campus, the GROWTH Change Team helped to implement professional development plans within colleges and units, with three to four training sessions on a variety of topics, including anti-racism, decolonizing curriculum, and challenging implicit bias in the classroom.

Student Affairs

The Division of Student Affairs reported more than 100 trainings and events from cultural dinners and “Lunch N’ Unlearn” workshops to trainings in understanding implicit bias and tackling difficult conversations.

Alumni Engagement

Alumni Engagement invited alumni and the campus to join in listening sessions and two dozen training opportunities throughout the year.

COLLEGE OF ARTS AND SCIENCES



Associate Dean Focus on EDI

With the retirement of the Associate Dean for Academic Programs and Student Affairs,

Dr. Sally Parry, the college revised the job title and description into the “Associate Dean for Academic Programs and Student Success” with an enhanced focus on the development of curriculum for student success, equity, and inclusion. Dr. Rocío Rivadeneyra was appointed to the position effective July 1, 2021.

Student Advisory Council

The CAS College Council—which is comprised of faculty, students, and staff—approved the development of a Student Advisory Council. The council will form in the fall plans for an open forum for students to gather feedback about student success and the inclusivity of the academic environment.

Faculty Performance Policies Centered in Equity, Diversity, and Inclusion

Departments across the college are revising Appointment, Salary, Promotion, and Tenure policies to formally recognize the value of equity-based research, teaching, service, and creative works as part of the faculty evaluation process. At least 25 percent of departments thus far have incorporated language that values equity, diversity, and inclusion in faculty productivity with more to come.

COLLEGE OF APPLIED SCIENCE AND TECHNOLOGY

“CAST Connections” Student Center

The college laid the foundation for “CAST Connections.” The new student center will include community outreach opportunities to enhance service learning, support for tutoring in selected CAST major courses, connections to CAST alumni for mentorship, and ongoing professional development opportunities. A faculty/staff advisory board and a student advisory board met throughout the year to plan for the new center. A diverse search committee was also formed for the director search.

Re-evaluating professional development

The work of a college ad hoc committee evolved into the college-wide DEBI Committee (Diversity, Equity, Belonging, and Inclusion).

CAST Persistence Grants

In the fall 2020 and spring 2021 semesters, CAST distributed \$86,770 in student grants to ensure the continued academic progress of CAST students. The one-time funds are awarded to students whose graduation goals are blocked by financial obstacles.

COLLEGE OF BUSINESS



Leadership: Dr. Tina Williams has been named the chair of the Department of Management and Quantitative Methods. The department houses one of the largest number of undergraduates on campus with 1,300 students. Prior to assuming her new position, Dr. Williams served as interim director of the University’s Honors Program

Committee on Diversity Initiatives

The college formed the Committee on Diversity Initiatives, chaired by Dr. Horace Melton. The committee is working toward creating an engaging and committed culture of diversity and inclusion in the college.

EDI-Focused Recruitment

Designed by Dr. Ashley Hicks of the Office of the Dean, the college held the first-ever Multicultural Open House in April 2021 for student recruitment. The college also supports and recruits from the national Ph.D. project, which encourages the pursuit of doctoral degrees for those from underrepresented groups.

Newly Established Associations

ALPFA (Association of Latino Professionals for America), and ACUMEN (Association for Cultural Unity, Mentorship, Education and Networking) joined other business RSOs in providing opportunities for networking and building community. The long-running Alpha Kappa Psi business fraternity added a new diversity and inclusion chair position.

COLLEGE OF EDUCATION



Recognizing the integral role of equity and inclusion in the preparation of teachers and education administrators, the college hired its first-ever diversity officer, Dr. Dakesa Piña, who is supporting diversity initiatives and conversations as well as building a culture focused on diversity, equity, and inclusion in the college.

Chicago Public Schools Teacher Education Partnership

Teach Chicago Tomorrow Pathways Partnership (TCT) program launched in the summer of 2021. The college anticipates having 125 students per cohort when the program is fully operational. A joint effort with Illinois State University’s National Center for Urban Education, Chicago Public Schools, and City Colleges of Chicago, the program is part of a long-term strategy to prepare quality teachers who are committed to CPS schools. The college also announced a university scholarship for TCT students once they enroll at Illinois State.

Professional Dispositions Process

The Council for Teacher Education initiated a holistic review of the “dispositions” process, which assesses teacher candidates’ professional skills and ability to interact with diverse students. Dean James Wolfinger noted the process is now an examination of indicators of cultural competency and implicit bias.

MENNONITE COLLEGE OF NURSING

Holistic Admission Process

The college moved to a new, holistic admission process and saw a rise in diverse applications and admissions. Changes included moving to a model that factors in experiences. Essays ask candidates to connect how they advocate for diversity as it pertains to the college mission statement. An evaluation of the change is in process; Institutional Review Board approval for the evaluation has been received.

Equity in the Faculty Search Process

The college is revising the tenure-track search process that will include an equity element in all job descriptions and interview questions that highlight equity in teaching, scholarship, service, and diversity work.

Task Force

The college convened a DEI Task Force in November with a focus on communication, curriculum, and student support. The Task Force has implemented a survey to assess culture and climate in the college.

MILNER LIBRARY

IDEA Committee

The Milner College Council endorsed the Inclusion, Diversity, Equity, and Access (IDEA) as an official committee. The committee will continue work on removing potential and/or unintended bias from incident reporting while also exploring an environmental scan.

Review of Collections

In an effort to promote an anti-racist library culture, Milner Library has plans to review its library collections to assess what subject areas and scholars are missing as resources for patrons.

New Guides Exploring Oppression, Racism, and LGBTQ+ Resources

Milner Library unveiled the online Systemic Racism guide, which explores systemic racism and the many forms it takes. The guide is available to anyone working to dismantle systems of oppression. The library also announced a new topical library guide on LGBTQIA+ resources.

WONSOOK KIM COLLEGE OF FINE ARTS

Diversity Equity and Inclusion Committee

The college established the Diversity Equity and Inclusion Committee that is comprised of leaders from the School of Theatre and Dance, School of Music, and the Wonsook Kim School of Art, as well as representation from Creative Technologies, University Galleries, and both graduate and undergraduate students. The committee is beginning an analysis of the college strategic plan as well as examining goals and objectives through an equity lens.

Design Streak

A research-based social innovation lab led by the Wonsook Kim School of Art’s Archana Shekara, engages ISU students in pro bono, human-centered design work for numerous community-based and not-for-profit groups including Refuge Food Forest, Bloomington’s West Market Street Council, and Labyrinth House, YWCA.



The Crossroads Project

The Crossroads Project in the School of Theatre and Dance has been active in equity work since 2000 and this year hosted its first two playwright residencies for a new project, the Diverse Voices Playwriting Initiative. The Diversity, Equity, and Inclusion Committee became a standing committee for the School of Theatre and Dance in 2020-2021 and began leading anti-racism discussions for faculty and staff, all of whom received copies of Ibram X. Kendi’s book *How to Be an Antiracist*.



The DePriest Incident was the winner of the 2021 Diverse Voices Playwriting Initiative, with winning playwright Charles Wright. Pictured: Congressman Oscar Stanton De Priest.

Find more college commitments (Link to full College Achievement Reports).

SELECTED *Research*

Faculty members contributed to the dialogue of equity and social justice with publications, books, podcasts, and presentations. Discover faculty research at the Redbird Scholar website. A few highlights include



Dr. Erin Mikulec co-edited *Writing Out of the Closet: LGBTQ Voices from High School* (DIO Press, 2021).



Ama Oforiwaa Aduonum performed *Walking with My Ancestors: A Journey from Slave Dungeons in Ghana to America* for TEDxNormal.



Dr. Noha Shawki co-authored. *Advocating for Refugees in the European Union: Norm-Based Strategies by Civil Society Organizations* (Lexington Books, 2020)

Dr. Alison Bailey authored *The Weight of Whiteness: A Feminist Engagement with Privilege, Race, and Ignorance* (Lexington Books, 2021).

Dr. Ellis Hurd co-edited *Integrative and Interdisciplinary Curriculum in the Middle School: Integrated Approaches in Teacher Preparation and Practice* (Routledge, 2020).



The Obsidian publishing platform, edited by Dr. Duriel E. Harris, was the recipient of a grant awarded by the Amazon Literary Partnership Literary Magazine Fund and the Community of Literary Magazines and Presses, which will support Obsidian's upcoming GenderQueer/GenreQueer Playground issue. The platform was also awarded two National Endowment for the Arts grants of \$30,000 total to build community with Historically Black Colleges and Universities.

Dr. Miranda Lin co-edited *Critical Issues in Early Childhood Teacher Education: Volume 1—U.S. Perspectives Critical Issues in Early Childhood Teacher Education and Volume 2—International Perspectives* (Information Age Publishing, 2020).

Dr. Brea Banks authored "It Offends Us Too! An Exploratory Analysis of High School-Based Microaggressions," published in *Contemporary School Psychology*



Dr. Jason Whitesel published the chapter "Review of Scholarship on Fat Gay Men" in the *International Handbook of Fat Studies*.

Dr. Deneca Avant and Dr. Doris Houston co-authored a chapter for the book *Cultural Competence in Higher Education: Innovations in Higher Education teaching and Learning* titled "Educators as the Gatekeepers: Promoting a Race Informed, Culturally Responsive Pedagogy for Human Service Professionals." The book is co-authored by Dr. Nancy S. Lind of Illinois State University.

EQUITY, DIVERSITY, AND INCLUSION EVENTS A YEAR IN REVIEW

PROGRAMS AND EVENTS INVITE PEOPLE TO SHARE CULTURES, EXPLORE IDEAS, AND ENGAGE IN DIALOGUE. THE FOLLOWING ARE HIGHLIGHTS OF EVENTS DURING THE 2020-2021 ACADEMIC YEAR THAT REFLECT THE RICH DIVERSITY OF CULTURES AND EXPERIENCES AT ILLINOIS STATE UNIVERSITY.

SERIES IN 2020-2021

- The Department of Psychology and the School of Communication offer the virtual colloquium series, "The Extending Empathy Project: On the Way to Tulsa," designed to increase understanding of social, racial, and economical adversity. The eight-part series featured keynote speakers Dr. J. Scott Jordan, Dr. Eric Wesselmann, Dr. Dan Lannin, Dr. Byron Craig, and Dr. Diane Zosky, as well as scholars from institutions around the nation.
- Dr. Robyn Seglem and Dr. Anna Smith drew from their national networks of experts to provide parents, students, and instructors context, support, and guidance with remote and hybrid learning with Connecting the DOTS.
- Dr. Ela Przybylo and Dr. Erika Sparby organized the virtual *Podcasting Toward Social Change* series, featuring podcast practitioners, theorists, and pedagogues.
- Safe Zone evolved into Safe(ish) with sessions facilitated by Dr. Jonathan P. Higgins.
- Dr. Ama Oforiwa Aduonum and Dr. Cora Swenson Lee of the School of Music presented the series *Music a Universal Language? Decoding the role of music in intercultural communication.*
- The Student Advisory Board of the Department of Communication Sciences and Disorders hosted the seven-part docuseries and discussions *Unnatural Causes: Conversations about disparities and inequities.*
- The Native American Film Series offered discussions throughout the academic year of films that focus on historic and contemporary issues facing indigenous peoples. Films included *Return: Native American Women Reclaim Foodways for Health and Spirit* and *Finding Dawn: Missing First Nations Women and the Highway of Tears.*
- The Center for Civic Engagement hosted the series "Exploring Wicked Problems" with conversations around community safety and justice.

SUMMER 2020

- Student Access and Accommodation Services helped celebrate the 30th anniversary of the Americans with Disabilities Act.
- The Student Art Gallery within the Central Illinois Regional Airport exhibited *A lot and a little*, which explored the nuances of identity, sexuality, race, and history, and how those things are transformed through both time and various experiences.
- A Women's, Gender, and Sexuality Studies exhibit by alumna Venise Lashon Keys celebrated the glory and strength of feminine bodies.

SEPTEMBER

- The Office of the President hosted a virtual open house with updates on Interdisciplinary Studies and faculty/staff affinity groups.
- Conversando Entre Nosotros Lecture featured Dr. Kantara Souffrant with "Teaching Diaspora in Museums: A Haitian Art Case Study."

OCTOBER

- ISU Pride celebrated Coming Out Day on the Quad.
- The Voter Engagement Coalition with support from the Center for Civic Engagement hosted a panel and open discussion designed to elevate the voice of students of color with *Your voice matters: Virtual discussion to elevate voices of people of color.*
- The Katie School of Insurance hosted the Diversity Insurance Forum for the fourth year. Attendees learned about scholarships, internship opportunities, mentorships, career options, and educational career paths.
- Milner Library welcomed best-selling author Dr. Safiya Noble for the virtual talk *Algorithms of Oppression: How Search Engines Reinforce Racism.*
- The Multicultural Center hosted a Healing Justice Circle pre-election version with Bert and Det.

NOVEMBER

- University College TRIO hosted the First Generation Celebration, focusing on Leading with LEGACY (Leadership, Education, Growth, Advocacy, Community, Yielding).
- Dr. Gregory Braswell and Dr. Miltonette Craig offered insights for African American Studies with lectures on Afrocentric psychology and policing.

JANUARY

- Dr. Phil Ewell, author of the recent article "Music Theory and the White Racial Frame," presented his talk "How we got here? Where to next? Examining Assimilationism in American Music Studies."

FEBRUARY

- Dr. Calvin White Jr., gave the Black History Month keynote address with "Oscar S. De Priest: A Black Congressman in Jim Crow America."
- "Sustainability and the Soul" explored wellness through virtual yoga and cooking classes with alumnae.

- World-renowned Holocaust historian and author Christopher Browning explained how ordinary people can commit atrocities.
- The School of Music held *Harlem Sings: A Tribute to the Poets of the Harlem Renaissance* with guest artists Kyle Walker and Patrice Eaton.
- The Office of the Provost helped promote the Multicultural Leadership Institute with an information session.
- Dr. Gholdy Muhammad headlined the History-Social Sciences Teacher Symposium exploring equity, identity, and literacy in the classroom.

MARCH

- Guest lecturer Dr. Ollie Watts Davis presented "Yet With A Steady Beat: The Art, Aesthetics, and Activism of the Music of Black Americans."
- The School of Social Work hosted a two-day conference for Annual Social Work Day titled, "Your Normalcy Excludes Me: Eradicating Racism in Social Work."
- The Career Center held a series of events sharing tips for transitioning from college to career with "Success Looks Like Me, She Leads, and Equal Identities."
- African American Studies and Latin American and Latino/a Studies programs hosted a talk by scholars Javier M. Rodriguez and Dean Robinson, "What COVID-19 Reveals about Politics, Policy and Racial Health Inequalities in the United States."

APRIL

- African American Studies hosted Dr. Helen Neville's talk "The Psychology of Radical Healing and Hope: Implications for Research and Practice with Black, Indigenous, and People of Color."

- Health Promotion and Wellness, Student Wellness Ambassador Team, and Students Ending Rape Culture sponsored events for Sexual Assault Awareness Month.
- The annual Women's, Gender, and Sexuality Studies Student Research Symposium explored the theme "Reconcile, Rebuild, and Recover" with student research and scholars Dr. Harsha Walia, Dr. Tristen Johnson, and Laina Reese Carney.
- The School of Theatre and Dance presented a virtual production of *Roe* by Lisa Loomer.
- The Spring Dance Concert featured *Pivot*, a compilation of four dance films, choreographed by School of Theatre and Dance faculty members Laina Reese Carney, Darby Wilde, Kaley Pruitt, and Gregory Merriman.

- AsiaConnect honored Asian Heritage Week under the theme #MyAsianCulturalExperience, joined by events from the Asian Pacific American Coalition.

- Sober Redbirds celebrated National Collegiate Recovery Day on April 15.

- Latin American and Latino/a Studies hosted the Stevenson Center for the talk "Why Do Hispanics Spend More Time in Local Jails Than Whites?"

- Earth Week 2021 featured marine biologist, climate policy expert, and writer Dr. Ayana Elizabeth Johnson, who spoke on environmental justice.

MAY

- Registered Student Organizations affiliated with the Multicultural Center hosted cultural graduation recognition events for students that included Nuestros Logros, Lavender, and Middle Eastern, Asian, Pacific Islander, and Southeast Asian (MAPS).
- The annual Umoja recognition ceremony, planned by the Umoja Community Forum, honors Blackness and community at Illinois State.



Founder of the company The Sioux Chef, Sean Sherman led events in April that explored decolonizing food systems and embracing indigenous foods. Along with a keynote address and cooking demonstration, he joined the Normal Food Summit and lent his expertise to a program with the Horticulture Center called "Seeds of Change." Image from Heidi Ehalt.



Dr. Eddie S. Glaude Jr. discussed the legacy of Dr. Martin Luther King Jr. in light of racial politics with the talk "Democracy in Black" in January. Dr. Byron Craig and Angell Howard co-facilitated this event.



Dr. Nobuko Adachi addressed the growing rate of racial assaults toward Asian Americans during a campus talk in March. AsiaConnect also hosted a healing event "Stop Asian Hate: Open discussion on experiences of Asians and Asian Americans" in April.



Latinx Heritage Month hosted a virtual series of illustrations from artist and writer Dr. Alberto Ledesma from his work, *Diary of a Reluctant Dreamer: Undocumented Vignettes from a Pre-American Life.*



ReggieCon, a national panel of experts led by Illinois State's Dr. J. Scott Jordan, focused on equity as reflected and explored in comics and graphic novels. Guests such as X-Men writer Chris Claremont discussed the need for inclusive stories.



The Culturally Responsive Campus Community (CRCC) Conference dedicated a year to exploring anti-Black racism. The fall conference featured activist Tamika Mallory. The first-ever Spring Institute included keynote speaker Dr. Tyrone Howard of the University of California, Los Angeles. Dr. Kisha Porcher, Dr. Pamela Hoff, and Dr. Beth Hatt led sessions for faculty, staff, and students.

CAMPUS COMMITMENT

TO CHANGE

INTERDISCIPLINARY STUDIES

African Studies

Agbenyega Adedze

African American Studies

Touré Reed and Brea Banks

Ethnic Studies

Susan Kalter, Archana Shekara and Li Zeng

International Studies

Luis Canales

Latin American and Latino/a Studies

Maura Toro-Morn

Middle Eastern and South Asian Studies

Yusuf Sarfati

Native American Studies

Susan Kalter

Women's, Gender, and Sexuality Studies

Alison Bailey

PRESIDENT DIVERSITY AND INCLUSION COUNCIL, 2020-2021

Doris Houston, Interim Assistant to the President for Diversity and Inclusion (Chair)

Alison Bailey, Director of Women's, Gender, and Sexuality Studies

Dave Bentlin, ISU Queer Coalition

Luis Canales, Director of the Office of International Studies and Programs

Barb Dallinger, ISU Queer Coalition

Shannon Epplert, Native American Studies faculty member

Lauren Harris, Student Government Association

Ray Hatch, *Identity* newsletter editor

Tammie Keney, Director of Student Access and Accommodation Services

Ethan Kosberg, Student Government Association

Quanisha Kumi-Darfour, Association of Black Academic Employees

Jonathan Lackland, Office of the President

Jeffrey Lange, Director of the Office of Equal Opportunity and Access (OEOA/administrative support)

Guadalupe Montalvo, Assistant Director for University Housing Services

Mayuko Nakamura, Team Leader with the Center for Teaching, Learning, and Technology

Emily Newsome, Athletics

Dakesa Piña, Diversity Officer for the College of Education (incoming member)

Christa Platt, Director of the Multicultural Center

Touré Reed, Co-director of the African American Studies program

Rocío Rivadeneyra, Chair of the Organization of Latino/a Employees

Yusuf Sarfati, Director of the Middle Eastern and South Asian Minor program

Archana Shekara, Ethnic Studies

Taylor Tian, Office of International Studies

Maura Toro-Morn, Director of the Latin American and Latino/a Studies Program

Jada Turner, Student Trustee

Lindsay Dean, University Advancement

Li Zeng, AsiaConnect

EDI LEADERS CIRCLE, 2020-2021

Administrative/Professional Council

DEI subcommittee—Kevin Goffard

Admissions

Branden Delk

Alumni Association

Alumni Association DEI Ad Hoc Committee—Nikita Richards

Athletics

Student-Athlete Action Team for Social Change—Kyle Brennen, Joe Klausner

Campus Recreation

Diversity, Equity and Inclusion Committee—Matt Seibring

College of Applied Science and Technology

Diversity, Equity, Belonging, and Inclusions committee (DEBI)—Cara Rabe-Hemp

College of Business

Diversity and Inclusion Initiative—Horace L. Melton

College of Education

Diversity Education—Dakesa Piña, Troy Hinkel

Communication Sciences and Disorders

Diversity Equity and Inclusion Committee—Antony Joseph

Department of Chemistry

Craig Gatto, Shawn Hitchcock

Department of English

Equity and Diversity Committee—Ricardo Cortez Cruz

Family and Consumer Sciences,

Bill Anderson, Marla Reese-Weber

Department of Geology, Geography, and the Environment

Diversity and Inclusion Committee—Catherine O'Reilly, Dagmar Budikova

Department of History

Linda Clemmons

Department of Psychology

Climate and Diversity Committee—Eros DeSouza

Department of Technology

Chris Merrill, Haiyan Xi

Honors Program

Diversity, Equity, and Inclusion Council—Amy Secretan; Christie Martin

Katie School of Insurance

James Jones

Mennonite College of Nursing

MCN DEI Taskforce—Barb Stamets, Seon Yoon Chung

Milner Library

Diversity and International Inclusion Committee—Elizabeth Babin, Karmen Beecroft

School of Biological Sciences

Jeff Helms, Ben Sadd

School of Communication

Anti-racism, Social Justice, and Coalition Building Committee—Megan Hopper

School of Information Technology

Will Lewis, Pruthikrai Mahatanankoon

School of Kinesiology and Recreation

Diversity and Inclusion Committee—Olivia Butts, Kelsey Orrill

School of Music

Equity, Diversity, and Inclusion Committee—Adriana Ransom

School of Social Work

Anti-racism Committee—Deneca Avant

School of Theatre and Dance

The Crossroads Project—Kee-Yoon Nahm

Diversity, Equity, and Inclusion Committee—Li Zeng

Student Counseling Services

Multicultural Outreach Team—Danielle Beasley

University College

Training & Learning Committee—Nora Atkins

University Marketing and Communications

Brian Beam, Lawrence Lair

Visor Center

Poshlyn Nicholson

Wonsook Kim College of Fine Arts

Diversity Equity and Inclusion Committee—Sara Semonis

Wonsook Kim School of Art

Belonging and Equity Committee—Archana Shekara

DIVISIONS AND CENTERS

Academic Affairs

GROWTH Change Team

Yojanna Cuenca-Carlino

Center for Mathematics, Science, and Technology

STEM DEI Taskforce

Rebekka Darner

Division of Student Affairs

Inclusion Change Team

Angell Howard

National Center for Urban Education

Maria Zamudio-Mainou

ABISU MEETING PARTICIPANTS

Administrators

University President Larry Dietz

Interim Assistant to the President for Diversity and Inclusion Doris Houston

Then-Vice President for Academic Affairs and Provost Jan Murphy

Current Vice President for Academic Affairs and Provost Aondover Tarhule

Vice President for Student Affairs Levester Johnson

Associate Vice President and Dean of Students John Davenport

Director of the Multicultural Center Christa Platt

STUDENT LEADERS

Isaac Hollis '20, former Black Homecoming Committee Chair

Ashley Dumas

Kiana McClellan, former Black Student Union (BSU) President, former Student Government Association (SGA) member

Genesis Robinson, former SGA member

Alexa Epps '21, BSU President

Samiat Solebo, former SGA President

Lauren Harris, former SGA President

Jada Turner '21, Student Trustee



PROMOTING AFFINITY

Affinity and Registered Student Organizations



Illinois State University
Queer Coalition

QUEER COALITION

The coalition grew out of the Triangle Association, the previous LGBTQIA+ faculty/staff affinity group on campus and has also taken on many of the functions of the former LGBT/Queer Studies and Services Institute.

FACULTY-STAFF AFFINITY GROUPS

Association of Black Academic Employees, chair: Quanisha Kumi-Darfour, ABAE.IllinoisState.edu

AsiaConnect, chair: Dr. Li Zeng, AsiaConnect.IllinoisState.edu

Multicultural Alliance in the Workplace, chairs: Mayuko Nakamura and Will Lewis

Organization of Latino/a/x Employees, chair: Rocío Rivadeneira, OLE.IllinoisState.edu

Queer Coalition, chairs: Byron Craig and Gavin Weiser

EQUITY-FOCUSED REGISTERED STUDENT ORGANIZATIONS (RSO) —SPRING 2021

African Cultural Association, advisor: Ama Oforiwa Aduonum

Asian Pacific American Coalition, advisor: Crystal Jones

Association of Future Black Lawyers

Association of Latinx American Students, advisor: Juanita Carillo

Association of Latino Professionals for America, advisor: Maryam Melgar

Association for Women in Communications, advisor: Stephanie Duquenne

Bangladesh Students Association, advisor: Kaiser Ahmed

Black Artists League, advisor: Laina Carney

Black Communications Association

Black Excellence

Black Greek Leadership Council, advisor: Shawn Dowiak

Black Girl Code, advisor: Touré Reed

Black Student Psychology Association

Black Student Union, advisor: Dyrell Ashley

Braille Birds

Brown Boots

Business Acumen, advisors: Ashley Hicks, Tina Williams

Capoeira Club

Chinese International Association, advisor: Matthew Schwab

Feminist Led Activist Movement to Empower, advisor: Gavin Weiser

First Gen Redbirds

Future Educators of Color, advisor: Sandra Osorio and Cassie Herbert

Hear My Soul, advisor: Shatoya Black

IGNITE ISU

Indian Student Association, advisor: Pranshoo Solanki

Japanese Language and Culture Club, advisor: Roger Thomas

Korean Student Union, advisor: Jun-Hyun Kim

My Sister's Keeper, advisor: Akilah Jones

Music Student Multicultural Association, president: Savannah Griffin

National Association of Black Accountants, advisor: Jomo Sankara

National Association of Colored Women's Clubs, advisor: Angell Howard

National Stuttering Association

Onyx Connect Media

Pride

Progressions of Generations

Recovery for Redbirds

Society Advancing Chicanos/Hispanics and Native Americans in Science, advisor: Andrés Vidal-Gadea

South Asian Student Alliance, advisor: Archana Shekara

Student Disability Network

Students Ending Mental Illness Stigmas

Students Ending Rape Culture

Taiwanese Student Association, advisor: Miranda Lin

Teaching, Reviving, Indigenizing, Beautifying, and Equalizing

Women's History Club

Women in Technology

Women in Technology and Science

The multiple religious and spiritual registered student organizations can be found at Redbird Life.





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