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Equity, Diversity, and Inclusion Annual Report

Office of the President

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Fall 2023

## Equity, Diversity, and Inclusion Annual Report, 2021-2022

Illinois State University

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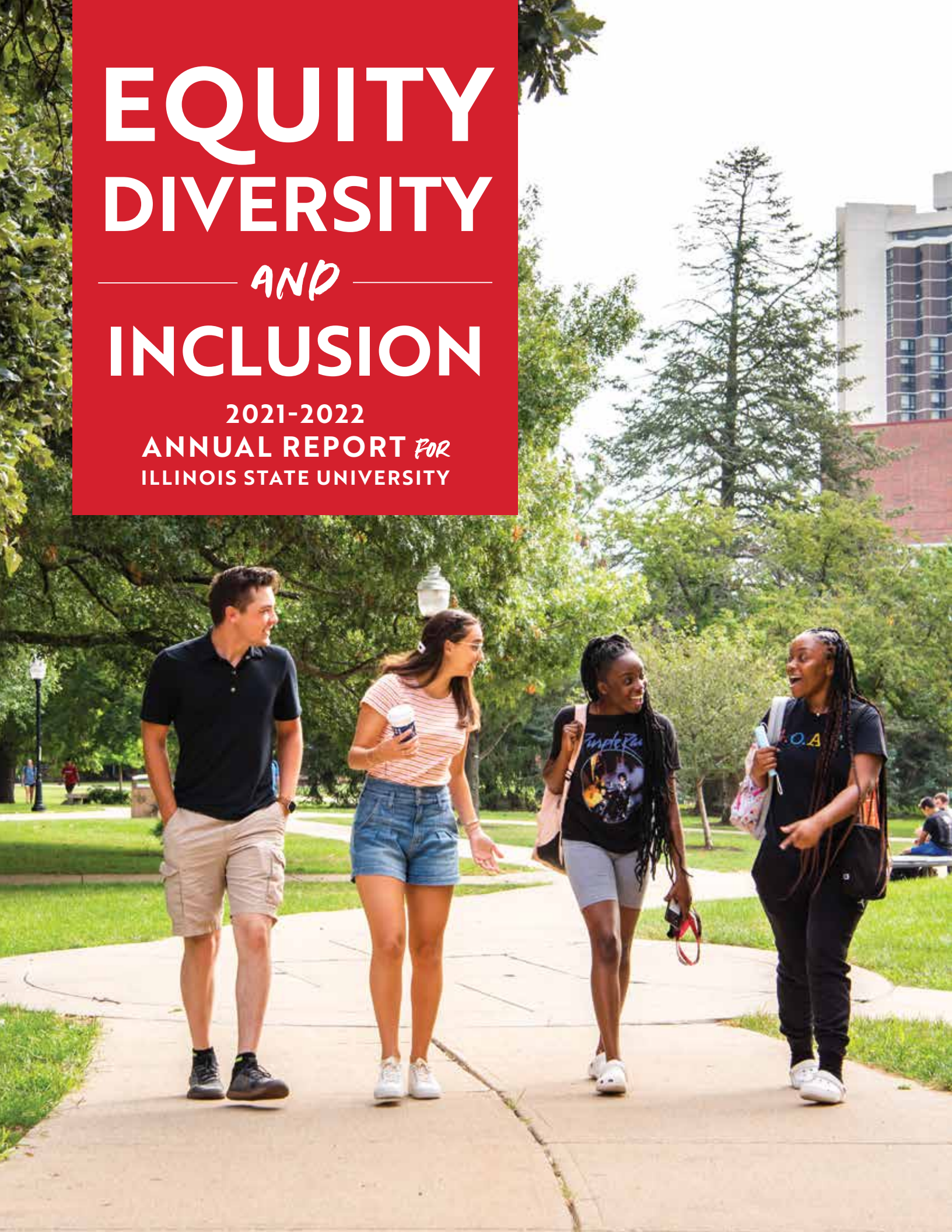
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# EQUITY DIVERSITY *AND* INCLUSION

2021-2022  
ANNUAL REPORT *FOR*  
ILLINOIS STATE UNIVERSITY







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Gradually  
we learn  
and teach



Scan the QR code to access the EDI-A Pillars of Progress document

# INTRODUCTION *FROM* DR. DORIS HOUSTON

CHIEF EQUITY AND INCLUSION OFFICER

## 2021-2022 ACADEMIC YEAR

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Greetings Illinois State University family and friends,

We hope you enjoy reading Illinois State's second annual report on Equity, Diversity, and Inclusion (EDI) as each page of this report represents the best of who we are and what we aspire to be as an equitable and inclusive campus community.

This annual report begins with a 5-year snapshot of our campus progress since ISU's 2016 Campus Climate Task Force Plan. The 5-year overview highlights key areas of accomplishment and work yet to be done. The report shines the light on our student enrollment "by the numbers" and introduces new communities of belonging, such as ISU's Multicultural Center. Readers will learn about our forthcoming diversity education requirements adopted by the Academic Senate for all graduating students, beginning in 2023. They will be introduced to the new faces of faculty, staff, and campus leaders as well as the important and groundbreaking research and creative works underway throughout campus by our scholars.



Over the 2021-2022 academic year, Illinois State became familiar with the campuswide framework for Equity, Diversity, Inclusion, and Access, titled the "EDI-A Pillars of Progress" ([scan QR code, opposite page](#)). The pillars are designed to guide and evaluate institutional change across 10 domains of equity, inclusion, and access. The "Pillars" framework challenges our campus community to re-envision the ways in which we cultivate and incorporate the "cultural wealth" and contributions of diverse students, faculty, staff, and leaders across the spectrum of diverse identities.

In the pages of the report, readers will delve into the power of an inclusive campus community, as evidenced by our *Flags on the Quad* art installation that came to life through a program titled, *I Am Here. We Are Here. We Belong: Flags on the Quad*. The event brought together students, faculty, staff, and community leaders who collectively shared a space on our campus to learn, engage, dialogue, and reflect upon the impact that immigrants have from across the globe in recognition of National Immigrants Day.

To advance our campus goals of attracting and supporting diverse faculty and staff talent, Human Resources launched the ISU "Search Advocate" certification initiative. This program prepares ISU faculty and staff to serve as trained search committee facilitators who play a vital role in establishing creative and inclusive recruitment strategies and candidate selection practices through an EDI lens.

In the areas of student enrollment, retention, and college completion, readers will have an opportunity to learn about Illinois State's new partnership with the Hope Chicago Foundation, established to offer debt-free higher education opportunities to gifted and talented students from Chicago Public Schools and their parents. Additionally, the TRIO program launched its *First Generation Triumph* podcast to elevate the voices of first-generation students at Illinois State University and offer them a space to share their lived experiences.

The advocacy efforts of our campus EDI leaders came to light as the President's Diversity and Inclusion Advisory Council (DIAC) offered its recommendation for the new Office of Equity and Inclusion. Implementation of these transformative recommendations are currently under way while department, college, and division-level EDI committees across campus continue their work through the EDI Leaders Circle as communities of practice.

As the enclosed report offers a small sampling of the efforts underway at Illinois State, it is fair to say that there is much more to be done. In the coming months, with your support and your advocacy, ISU will continue on this journey to build a community of inclusive excellence. We invite you to join us.

Sincerely,

Doris M. Houston, Ph.D.

Chief Equity and Inclusion Officer

# Reviewing

## FIVE YEARS OF EDI PROGRESS

### (2017-2022)

In 2022, Illinois State University embarked on a 5-year review of its Campus Climate Task Force’s “equity plan.” Implemented in 2017, the task force equity plan created a blueprint to improve diversity and inclusion outcomes through the following objectives:

#### OBJECTIVE 1

Create an Inclusive Classroom/  
Campus Environment



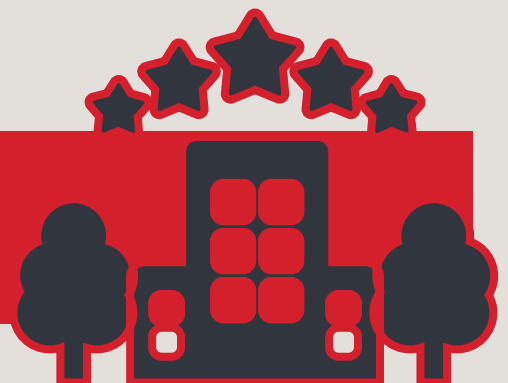
#### OBJECTIVE 2

Recruit/Retain Diverse Faculty and  
Staff Across the Inclusion Spectrum



#### OBJECTIVE 3

Create/Invest in Affirming  
Spaces Close Gaps







### Close the Retention/ Persistence/Graduation Gaps

## OBJECTIVE 4

#### Notable accomplishments during this 5-year period included:

- Increased student enrollment for underrepresented student groups
- TRIO Student Persistence Program expanded services and maintains 93% persistence rates
- New Multicultural Center (opened 2021)
- 57 all-gender restrooms in 21 buildings across campus
- New course requirement: Inclusion, Diversity, Equity, and Access in U.S. Society (IDEAS) (fall 2023)
- New Inclusive Teaching and Curriculum Resources: 2019 Framework for Inclusive Teaching Excellence
- \$4.5 million Faculty Diversity Enhancement Program (FDEP) (2022)
- Human Resource’s “Search Advocate” Programs to promote inclusive hiring (fall 2021)
- Increased diversity among student counseling staff (25%)



Scan the QR code to access the Campus Climate 5-year evaluation document

# MULTICULTURAL CENTER

The Illinois State University Multicultural Center was officially completed in summer 2021 and opened to the campus community in fall 2021. This multi-year journey started nearly five years prior when efforts began to create a center for students through intentional spaces.

The center became a safe haven for those mourning the death of student Jelani Day. Dr. Christa Platt and the Multicultural Center staff led the organization of a memorial service for Day, keeping the wishes of the family at the forefront.

The investment of alumni and friends in naming multiple spaces in the Multicultural Center, including the Dr. Charles E. Morris Jr. and Dr. Jeanne B. Morris Library; Alma V. Samuels Family Room; Dr. Frank Naeymi-Rad and Dr. Theresa A. Kepic Room and the Charles J. "Jack" and GeJuan Cardwell Room, Michael D. Schermer Conference Room; Stan L. and Dr. René R. Shingles Black Student Union Office; and the Jim Bennett and Dr. Terry Vanden Hoek Pride Office.



[MulticulturalCenter.IllinoisState.edu](https://MulticulturalCenter.IllinoisState.edu)





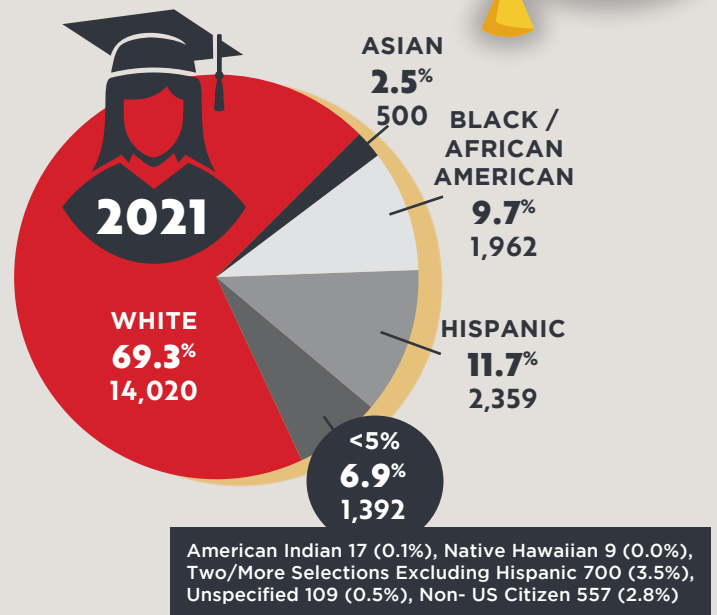
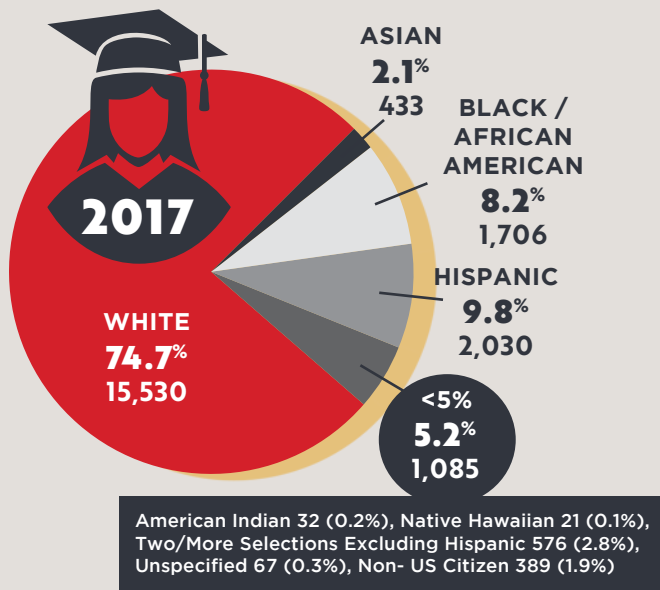


# DIVERSE STUDENT ENROLLMENT

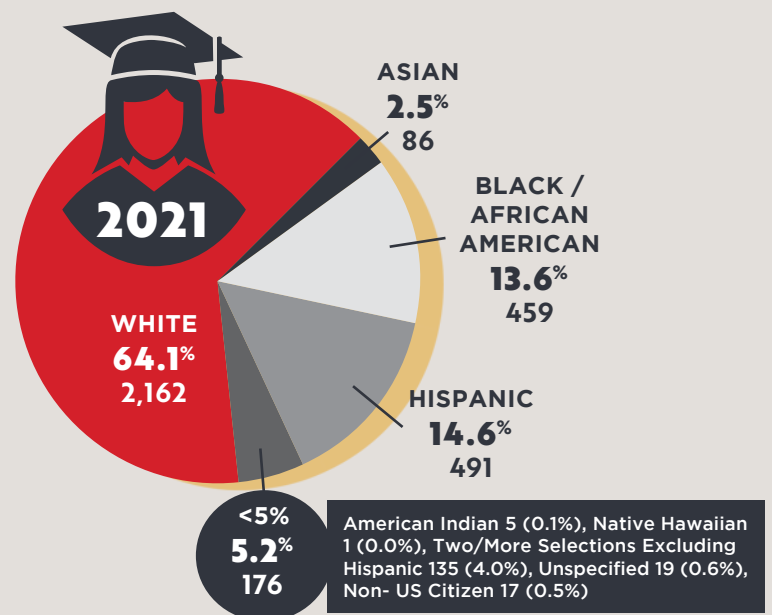
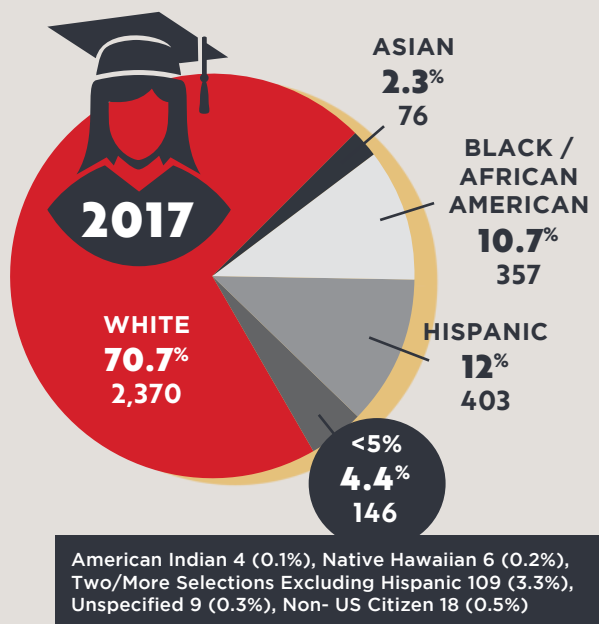
## By The Numbers



### STUDENT ENROLLMENT BY RACE/ETHNICITY



### NEW FIRST TIME IN COLLEGE ENROLLMENT BY RACE/ETHNICITY



# New New FACES ROLES

Illinois State welcomes several new administrators including...



Matt Adachi, MCC associate director for operations



Maya Bulger, director of name, image and likeness and community engagement



Dr. Deneca Winfrey Avant joined the Office of the Provost as interim assistant vice president for faculty development, diversity, and learning.



Tamekia Bailey named director for CAST Connections, the college's new student success center.



Dr. Heather Dillaway appointed dean of the College of Arts and Sciences.



Chris haya Dixon hired as Athletics' first assistant athletics director for equity, diversity, and inclusion.



Dr. Francis Ebenezer Godwyll appointed dean of the College of Education.



Dr. Anthony Jones named director of the Laboratory Schools.



Dr. McLoddy Kadyamusuma named chair of the Department of Communications Sciences and Disorders



Marisa Kresge named the new head coach of women's soccer.



Allie Matters named head coach of women's volleyball.



Dr. Monica T. Overton, MCC associate director of antiracism education



Dr. Anthony Piña selected as director of online education and chief online learning officer for the Center for Integrated Professional Development.



Dr. Roopa Rawjee named executive director of the Office of International Engagement.



Nona Richardson, executive associate Athletics director/student-athlete excellence



Dr. Aslihan Spaulding, chair Department of Economics



Dr. Gaywalee Yamskulna named interim chair of the Department of Mathematics.







# PROFESSIONAL *Development*



## DIVISION OF STUDENT AFFAIRS *Illinois State University*

### DIVISION OF STUDENTS AFFAIRS

The Division led more than 200 professional development opportunities throughout the academic year, including the Redbird Edge series for staff with an EDI track.

### PATHWAYS TO RESTORATIVE LEADERSHIP WORKSHOPS

ISU faculty and staff to learn strategies that promote community building, relationships, and open dialogue through the restorative practices training sponsored by the College of Education and the Regional Office of Education.



## FOUNDATIONS OF DIVERSITY & INCLUSION

### THE CENTER FOR INTEGRATED PROFESSIONAL DEVELOPMENT

The Center for Integrated Professional Development continued its offerings of Foundations of Diversity and Inclusion, Foundations of Equitable and Inclusive Teaching, Neurodiversity in Higher Education, and Safe Zone.

### PARTNERS IN TEACHING AND LEARNING

Human Resources is now partnering with LinkedIn Learning, a digital library of more than 16,000 courses, covering a wide range of topics that encompass equity and inclusion, technical aptitude and application, leadership, mindfulness, and more.



### GROWTH CHANGE TEAM

The Office of the Provost's GROWTH Change Team continued its work across campus, with a focus on collaboration and assessment.



# HIGHLIGHTS

## EDI Leaders Circle

The EDI Leaders Circle represents nearly 40 councils, committees, and areas across campus dedicated to advancing EDI at the University. The Circle is an opportunity for those in grassroots efforts to engage with one another and build a community.



Members gathered for an EDI Leaders Circle Symposium in February to exchange ideas and explore equity Pillars of Progress, designed by Dr. Doris Houston.

## IDEAS graduation requirement

After a years-long effort to adopt a domestic diversity graduation requirement, Inclusion, Diversity, Equity, and Access in U.S. Society (IDEAS) will begin in fall 2023.



## Strand Award

Mayuko Nakamura of the Center for Integrated Professional Development was honored with the 2022 David A. Strand Diversity Achievement

Award, in part for her work with the President's Diversity and Inclusion Advisory Council, AsiaConnect affinity group, Campus Climate Task Force, Office of the Provost's Inclusive Leadership Initiative planning committee, and the Multi-Ethnic Cultural and Co-Curricular Programming Advisory Committee.

## EDI Wordmark

EDI is you. It is a simple, but powerful, message. One that is encapsulated in a new wordmark—or a logo created mainly from text—for Illinois State's commitment to equity work. The EDI ISU wordmark was conceived by Diversity, Equity, and Inclusion Officer Dr. Dakesa Piña from the College of Education and designed with intentionality of font and style by University Marketing and Communications graphic designer Lawrence Lair.



## Faculty Diversity Enhancement Program

In the ongoing effort to recruit and retain outstanding new faculty who promote equity, diversity, and inclusion at the University, Vice President for Academic Affairs and Provost Aondover Tarhule announced the launch of the Faculty Diversity Enhancement Program. The \$4.5 million program will advance teaching, scholarly, and creative efforts of new faculty who promote EDI through their research, teaching, service, and mentoring.

## Search Advocate Program

As part of efforts to recognize and interrupt unconscious bias throughout the search process, Human Resources began training sessions for the Search Advocate Program. Trainings for the first and second cohort were held in the fall and spring, with a special cohort of faculty trained in the summer.

## SOAR Scholars

The 2021-2022 year marked the inaugural year for the Success, Opportunity and Realization (SOAR) Scholar program in University College. In partnership with high schools throughout Illinois, the program focuses on increasing leadership, engagement, retention, and the overall experience of undergraduate students from high schools in underserved communities.



## Service in tenure

The College of Arts and Sciences worked to recognize and encourage more inclusive teaching, research, and service among faculty. Under

the guidance of Interim Dean Diane Zosky, seven of 16 departments amended their faculty appointment, salary, promotion and tenure (ASPT) policy to include performance measures related to EDI efforts. The departments include the Social Work; English; Sociology and Anthropology; Psychology; Communication; Languages, Literatures, and Cultures; and Philosophy.

## Illinois Tutoring Initiative

Illinois State is coordinating the Illinois Tutoring Initiative in partnership with the Governor's Office, the Illinois State Board of Education, the Illinois Board of Higher Education, and the Illinois Community College Board. The program will provide tutoring for approximately 8,500 Illinois students during the two-year period.

## College of Engineering

The Illinois Board of Higher Education approved a new College of Engineering at Illinois State, with the institution centering equity in every stage of development. The new college will focus on addressing disparities in the engineering field by designing a new standard of equity. An Equity Roundtable was convened by Dr. Doris Houston and Provost Aondover Tarhule for the purpose of securing feedback and recommendations from engineering industry professionals, college deans, department chairs, and faculty members from underrepresented groups with expertise in the STEM (science, technology, engineering and math) fields. These recommendations were integrated into the final engineering proposal that was approved by the Illinois Board of Higher Education.

## Outstanding teaching

Dr. Shawn Hitchcock was honored with the Dr. Henry C. McBay Outstanding Teacher Award from the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers.



### Leaders for Liberation

Milner Library conducted seven Leadership for Liberation Library pop-ups during relevant heritage months. These events invited the Illinois State University community to explore cultural leadership as a form of creative resilience through recognizing multicultural writers, artists, and creatives from marginalized backgrounds.

### Grants for EDI

Eight teams in the College of Applied Science and Technology received funds for innovative, grassroots efforts to advance an equitable and inclusive community through the Diversity, Equity, Belonging, and Inclusion (DEBI) Committee. Career Services, in partnership with the Office of the Provost, also developed the Equity, Diversity, and Inclusion Grant project. Milner Library provided funding for a variety of EDI projects and programming, including the purchase of historic art prints and monographs for the collections.

### Spanish Language Resources

The College of Arts and Sciences partnered with Latin American and Latino/a Studies and the Department of Languages, Literatures, and Cultures to create COBAS (Communities of Belonging and Success), learning communities in sections of a general education course, targeting Spanish heritage speakers and taught in translanguaging ways (Spanish, English, and Spanglish). Admissions continued bilingual representation, with families provided the opportunity to speak with a bilingual representative from Admissions or Financial Aid.

### Brown Boots

Brown Boots is a new, registered student organization (RSO) which supports BIPOC students interested in hiking, biking, camping, and an appreciation of the outdoors.



### Rainbow Floor

In Fall 2021, University Housing Services added the Rainbow Floor Themed Living-Learning Community to their housing options. The Rainbow Floor was designed for students interested in living on a floor supportive of the LGBTQ+ community.

### BIPOC features

The University saw a 60% increase in News Hub features about campus individuals and groups that identify as Black, Indigenous, and People of Color (BIPOC). This includes



a 112% increase in stories about BIPOC women scholars from University Marketing and Communications.

Dr. Tina Williams' research on under-employment was featured in *Redbird Scholar*.

### University Police webpage

University Police launched an updated webpage that includes data, reports, and policies. This section, dedicated to transparency, is part of the ongoing work of the ISU Police Advisory Council.

### Application assistance

The Office of Admissions conducted workshops at high schools with large numbers of underserved students to assist them with the application process. Workshop participants, along with all Chicago Public School students, received an application fee waiver to reduce the financial barrier to an Illinois State education.

### CAMP COB

The Department of Management and Quantitative Methods hosted Camp COB, which was designed to show students how majoring in business contributes to income equality, social justice, and generational wealth.

### Low vision and blindness

Consistently ranked as one of the top programs in the state and in the country, the Department of Special Education was lauded as one of 33 low-vision and blindness programs in the country and one of only eight for undergraduates.



Dr. Natalie Shaheen and Dr. Mindy Ely work to advance low vision and blindness programs at Illinois State.

### Amplifiers

The Fall 2021 semester began with instructors having greater access to personal voice amplifiers, which not only assisted low-hearing students, but also faculty who preferred to wear masks.



### Hope Chicago

Illinois State University announced an agreement with Hope Chicago, opening the door for Chicago Public School (CPS) students and their parents to pursue debt-free higher education. Hope Scholars accepted into Illinois State will receive full tuition, fees, room, and board all funded by Hope Chicago, a nonprofit organization. Hope Parent Scholars have the option to apply and attend the following year, with full tuition, fees, and a stipend for

living expenses. There were 60 Hope Chicago students enrolled for the Fall 2022 semester.

### Expanded menus

Event Management, Dining, and Hospitality expanded the number of vegan and vegetarian offerings throughout residential dining, and with support from the Plant-Based Advisory Board.



### Making voices heard

A new podcast launched by Assistant Professor of Race, Visual, and African American Rhetoric Byron Craig, called *Tapis Talk*, explores issues surrounding equity,

diversity, and inclusion.

### First-Generation Triumph podcast

Elevating the voices of first-generation students and their lived experiences is the goal of the *First-Generation Triumph* Podcast, which launched in September.

### Teach Chicago Tomorrow

Students in Teach Chicago Tomorrow, part of the University's new Pathway Partnership program, worked with the National Center for Urban Education at Illinois State for immersion experiences.

### Deliberative Dialogues

The new Deliberative Dialogues program from the Center for Civic Engagement seeks to depolarize opinions and connect students with training in constructive dialogues.

### Women in Technology

The Women in Technology Group formed this year in the Office of Technology Solutions with the purpose of providing a community of support and encourage women's success in a field where women are normally underrepresented.

### Student Access and Accommodation

Student Access and Accommodation Services implemented Accessible Information Management system (AIM) accommodation system.



National Immigrants Day: Flags on the Quad





# RESEARCH

Throughout the 2021–2022 academic year, Illinois State University highlighted research and teaching dedicated to promoting equity, diversity, inclusion, and access.



The National Council on Family Relations honored Dr. Ani Yazedjian with the 2021 Marie F. Peters Award. The biennial award recognizes a distinguished scholar, researcher, or practitioner who has made significant contributions in the area of racial and ethnic diversity in families.

Dr. Cara Rabe-Hemp received the Distinguished Scholar Award from the American Society of Criminology Division on Women and Crime.

Illinois Comptroller Susana Mendoza honored the accomplishments of Dr. Rocío Rivadeneyra as part of Hispanic Heritage Month.



The National Science Foundation awarded more than \$1.3 million for a program led by Dr. Matt Aldeman, Dr. Jin Jo, Dr. Allison Antink Meyer, and Dr. Jeritt Williams to inspire urban Chicago high school students. The innovative after-school program, working with the National Center for Urban Education—led by Dr. Maria Zamudio—will focus on science, technology, engineering, and mathematics.

Dr. Amy Wood earned two prestigious, national fellowships to continue her work on cultural and intellectual history of criminal justice in the United States in the late 19th and early 20th centuries.

The University honored Dr. Kathryn Sampeck with an Outstanding University Researcher Award for her multidisciplinary approach to investigate a variety of topics such as taste, cultural landscapes,

race, literacy, money, and commerce in American commodities in the early modern world.



Dr. Brea Banks, Dr. Melinda Snodgrass, and Dr. Michele Shropshire were awarded several of the University's Research Initiative Awards. Banks has published work

surrounding the microaggressive experiences of adolescents, the cognitive consequences of these race-based insults, their impact on perceptions of climate, and the effectiveness of training and workshops that aim to address microaggressions. Snodgrass' research focuses on building inclusive schools through family-school partnerships, systematic supports planning, and anti-ableist work. Shropshire's research focuses on improving the quality of life, symptom management, and nursing care for older adults.

Psychology student Amani Wise won the Three Minute Thesis competition with research on how white individuals' awareness of their racial privilege impacted their perception of microaggression.

## ADVANCING DISCIPLINES

The work of faculty members advanced a myriad of disciplines, with Illinois State highlighting the work of Dr. Charles Bell who explores the cycle of fighting and punishment in public schools in his book *Suspended: Punishment, Violence, and the Failure of School Safety*. The book was selected as a finalist for the 2021 C. Wright Mills Award, one of the most prestigious, coveted, and competitive awards given in the social sciences.



Dr. Erin Mikulec and Dr. Dawn Beichner published their new book, *Distraction: Girls, School, and Sexuality*, which looks at the ways in which girls are sexualized through school practices.

Nikki Michalak and Dr. Stacey Jones-Bock spoke about alternatives to the practice of seclusion in classrooms in a ISU website story.

Dr. Ela Przybylo's publication *Feral Feminisms* was a special issue focused on asexual ("ace") and aromantic ("aro") authors and ace and aro content.

Alumna Nastasha Powers, who won the Outstanding Graduate Student Award in 2021, talked about her work for survivors of sexual abuse and trauma to Alumni Relations.



Dr. Chang Su-Russell discussed in *Redbird Scholar* how parents can talk about death and racism with their children.

## EQUITY-ORIENTED

The *Redbird Scholar* research publication shined a spotlight on Dr. Terri Goss Kinzy's legacy in research before becoming Illinois State's 20th president.

Dr. Deneca Winfrey Avant, School of Social Work, co-published "When Privilege and Oppression Become 'Real' in the Life of Emerging Social Workers" in the *Journal of Teaching in Social Work*.

Dr. Alison Bailey, Women's, Gender, and Sexuality Studies, discussed her book, *The Weight of Whiteness: A Feminist*

*Engagement with Privilege, Race, and Ignorance* (2021), during an interview on the blog of the APA (American Philosophical Association).



Dr. Charles Bell, Criminal Justice Sciences, contributed the chapter “Special Yet Unequal: Race, Disability, and the Prison Pipeline for Black Youth in America” in the book

*Racism By Another Name: Black Students, Overrepresentation, and the Carceral State of Special Education* (Information Age Publishing).

Dr. Dawn Beichner, Criminal Justice Sciences, published “Racialized mass incarceration in the U.S.A. as a form of macro victimization” in *Macrovictimización, abuso de podery victimología: Impactos intergeneracionales*.

Dr. Joan M. Brehm, Sociology, co-authored “Beyond rules and regulations: understanding the cultural and social significance of beach seine fishery on Lake Tanganyika, Tanzania” for *Maritime Studies*.

Dr. Antonio Causarano, Special Education, published “Teaching Literacy with Picture Books to Students with ASD” in CEC.

Dr. Tamra Davis Connor, Dr. Barbara Ribbens, and Dr. Madeline Trimble, College of Business, presented workshops at the 59th annual fall conference of the Illinois Business Education Association (IBEA): Adding Cultural Fluency to Your Briefcase.

Rachel Hatch, Media Relations, presented “The Wage Gap: Why Does it Matter?” for the Association for Women in Communications.

Dr. Hye Hyon Kim, English, presented “Asian Hate and Graphic City Structure of Terrorism” at Terrorism and the City from the Pacific Ancient and Modern Language Association, and served as panel chair for “Victorian Identities” for Victorian Pasts, Presents, and Futures at Carroll University.

Dr. Melissa Johnson, Art, presented her paper “A world where the body is as eloquent and articulate as the text: Anne Bogart’s theatrical engagement with the

writings of Virginia Woolf,” at the 30th annual International Virginia Woolf Society.

Colleen Karn, English, published “Cultural and Linguistic Misrepresentations in Disney’s *The Princess and the Frog* in the *Journal of American Culture*.

Dr. Jessie Krienert and Dr. Jeff Walsh, Criminal Justice Sciences, published the chapter “Innocence Lost: Educator Sexual Misconduct and the Epidemic of Sexually Victimized Students” in *Invisible Victims and the Pursuit of Justice: Analyzing Frequently Victimized Yet Rarely Discussed Populations*. They also published “Changes in the Tradecraft of Cheating: Technological Advances” in *Academic Dishonesty, College Teaching*.

Dr. Samantha McDonald, Kinesiology and Recreation, co-published “Maternal Moderate-to-Vigorous Physical Activity before and during Pregnancy and Maternal Glucose Tolerance: Does Timing Matter?” in *Sport & Exercise*.

Dr. Phil Mulvey and Dr. Cara Rabe-Hemp, Criminal Justice Sciences, co-authored “Mothering Through Mental Illness: Exploring the Experiences of Motherhood for Criminally Involved Women on Mental Health Probation” in *Crime & Delinquency*.

Dr. Gabriela Fonseca Pereira, Family and Consumer Sciences, presented “Home spaces used as third places during the COVID-19 pandemic among older adults living in the U.S.A. and in Brazil” at the 2022 annual conference of the Interior Designers Education Council (IDEC).



Nastasha Powers, Criminal Justice Sciences graduate student, and Dr. Dawn Beichner, Criminal Justice Sciences, presented “Providing and Coordinating Sexual

Assault Services in the Pandemic” at the American Society of Criminology meetings in Chicago.

Dr. Ela Przybylo, English, published “Ace and Aro Lesbian Aesthetics with Agnes Martin and Yayoi Kusama” for a special issue of the *Journal of Lesbian Studies*.

Dr. Touré Reed, History, published “The Political Economy of Racial Inequality” in *Dissent*.

Dr. Kathryn Sampeck, Sociology and Anthropology, authored “Pandemic and Museums: A View from El Salvador” for *reVista: The Harvard Review of Latin America*.



Archana Shekara, Wonsook Kim School of Art, presented “One Designer, One Work” for the American Graphic Arts Association, speaking on cultural identity and cross-cultural awareness in design.

Dr. Nathan Stephens, Social Work, presented “Concrete Roses: How Policies Racialize the Life Trajectories of Young Black Males” as part of the Race, Place, and Justice conference at the University of Central Lancashire.

Dr. Intan Suwandi, Sociology and Anthropology, co-published “Imperialist appropriation in the world economy: Drain from the global South through unequal exchange, 1990–2015” in *Global Environmental Change*.



Dr. Erika Sparby, English, presented “Memetic critical power tools: Teaching an ethic of privacy and identity for memes in the technical communication

classroom” at the Association for the Teachers of Technical Writing Conference.

Dr. Jason Whitesel, Sociology and Anthropology and Women’s, Gender, and Sexuality Studies, co-authored “Interactive Nature of Fat Activism and Fat Studies Within and Outside Academia” for *Fat Studies: An Interdisciplinary Journal of Body Weight & Society*.

Dr. Skip Williams and Dr. Mary Henninger, Kinesiology and Recreation, along with Margo Coleman and Ryan Burns published “The effect of single-sex versus coeducational physical education on American junior high PE students’ physical activity levels and self-competence” in *Biomedical Human Kinetics*.



# EVENTS

## SERIES AND CELEBRATIONS

### Title IX

A yearlong commemoration of the 50th anniversary of the landmark statute Title IX kicked off with the unveiling of a banner at Redbird Arena for Illinois State trailblazer and longtime coach/administrator Dr. Linda Herman and culminated in a three-day celebration with leaders including Herman, Jill Hutchinson, and President Terri Goss Kinzy. Events took place throughout the year, including the School of Kinesiology and Recreation hosting the Title IX Conference, and the Women's, Gender, and Sexuality Studies program hosting Know Your IX co-founder Alexandra Brodsky, and holding a summer course on the many facets of Title IX.

### Women's, Gender, and Sexuality Studies Student Research Symposium 25th anniversary

The University commemorated 25 years of the annual Women's, Gender, and Sexuality Studies (WGSS) Student Research Symposium with a dynamic lineup of speakers and a retrospective exhibit at Milner Library called 25th & Change.

### International Seminar Series

The International Seminar Series honored "A New Normal in a Global Context," with talks on U.S. foreign policy, the world economy, and public health. Speakers included Dr. Cara Wong, author of *Boundaries of Obligation in American Politics: Geographic, National, and Racial Communities*, presenting "National Identity and Racism in an Era of COVID-19: The Case of Asians and Asian Americans."

### Native American Film Series

The Native American Film Series offered discussions throughout October of films that focused on historic and contemporary issues facing Indigenous peoples. Films included *Our Spirits Don't Speak English*, *Rumble: The American Indians Who Rocked the World*, and *The Peyote Road*.

### Wonsook Kim School of Art Visiting Artist Lecture Series

The Wonsook Kim School of Art Visiting Artist Lecture Series featured works and presentations by artists such as Maria Gaspar, M. Rachael Arauz, Aaron Turner, and Ishan Khosla. Their works delved into spatial justice, identity, and Blackness.

### Experiencing Images: How the visual shapes our world

The Experiencing Images speaker series looked to spark discussion on how people use images to construct identity and meaning. Speakers included Cecil McDonald Jr., Cannupa Hanska Luger, Nicholas Mirzoeff, Dr. Byron Craig, Jin Lee, and Jason Reblando.

### ReggieCon

ReggieCon is a series of virtual panels with experts in comic and popular media, focusing on issues of race and diversity. This year featured panels that focused on the authors and comics of *Black Jack*, *Black Panther*, *Jessica Jones*, *Amulet*, and *My Neighbor Totoro*.

### Breaking Bread

Illinois State's Design Streak Studio helped to design and promote the Breaking Bread series, which explored culture through food.

### Green Screen

The Center for Math, Science and Technology and the Illinois State Office of Sustainability sponsored The Green Screen: A Climate Change Film Series. Films featured a different topic each month, with a focus on the global climate change crisis.

### Water Wednesdays

The Water Center hosted a series of talks on water-related scholarship, known as Water Wednesdays, throughout the spring semester.

## SEPTEMBER

- Events surrounded Recovery Month on campus.
- Filmmaker David Osit and Ramallah Mayor Musa Hadid spoke after students viewed the documentary *Mayor* on September 8.
- Latinx Heritage Month opened with artist Fidencio Fifield-Perez, continued with Dr. Maritza Quiñones-Rivera speaking on Centering Blackness in Latinx, Neyda Martinez showing her film *Decade of Fire*, and the Latinx Cultural Dinner's welcome of Oscar- and Tony-award winning actress Ariana DeBose.
- The LGBTQA+ Alumni Network gathered for a performance of *Kinky Boots* in Chicago.



- The student organization TRIBE@ ISU (Teaching, Reviving, Indigenizing, Beautifying, and Equalizing, Illinois State University Chapter) hosted Honoring Life: Vigil for Residential and Boarding School Victims and Survivors on September 30.

## OCTOBER

- University and community leaders gathered during Homecoming Week to hold a ribbon cutting and dedication for the new Multicultural Center on October 15. See more on Page 4.
- Travis L. Wagner presented “The Algorithm Led Me Here: Using Contemporary LGBTQIA+ to Understand the Future of Queer Archives” for QueerTalks on October 18.
- The Office of the President hosted the first campuswide retreat for the EDI Leaders Circle. Advocate-leaders from across campus gathered to discuss their plans and strategies to advance equity, diversity, and inclusion.
- The Center for Civic Engagement welcomed Dr. Ngozi Ezike, director of the Illinois Department of Public Health, for an exploration into health equity on October 19.

## NOVEMBER

- The University honored National Immigrants Day on October 28, with one thousand 4-by-6-inch flags that lined the Quad for 24 hours on November 1.
- University College’s TRIO hosted First Generation Week from November 1–5. The week was a tribute and celebration

to the often-unsung contributions and achievements of students, faculty, staff, and alumni who were the first in their families to enter higher education.

- Tony-nominated actress Ariana DeBose spoke at the Latino Cultural Dinner on November 8.
- Illinois State University held its annual Veterans Day Ceremony on November 11.
- Illinois State University’s Muslim Student Association hosted an “Introduction to Islam, Myths and Facts with Dr. Sabeel Ahmed” on November 11.
- The School of Theatre and Dance presented *Sueño* by Pedro Calderón de la Barca throughout November.
- The annual Charles Morris STEM Social for Underrepresented Students featured alum and healthcare researcher Dr. Jennifer J. Parker on November 10.
- Queer Coalition and Pride honored Transgender Awareness Week on November 17 with listening circles and a vigil.
- The University Police Department, co-hosting with the Office of the President, brought MacArthur “Genius” Grant recipient Dr. Jennifer Eberhardt to campus in November. Eberhardt, author of *Biased*, spoke about the effects of implicit racial bias and offered suggestions for reform.

## DECEMBER

- #ObsidianVoices celebrated artistic excellence in the African diaspora on December 10.

## JANUARY

- African American Studies hosted “Black Women Rising: From the Classroom to the Boardroom” with Angela Allen and Tiffany Mathis on January 24.
- The Sociology and Anthropology Research Series featured Dr. Liv Stone sharing her research titled “Popularizing Anarchist Ethics: Autogestión in Mexico City” on January 21.
- Dr. Buffie Longmire-Avital explored how academic institutions can mitigate systemic injustices experienced by BIPOC (Black, Indigenous, and People of Color) students in her talk “Historically Underrepresented or Historically Excluded? The Creation of an Institutional Infrastructure that Amplifies Student Capital” on January 28.

## FEBRUARY

- Athletics hosted its annual Pride Night on February 4 in Redbird Arena.
- The 12th annual Play4Kay game returned on February 6. The event raises funds for the Kay Yow Cancer Fund and the fight against all cancers affecting women.
- Author and scholar Dr. Ebony Omotola McGee presented “Black, Brown, Bruised: Looking at racialized STEM education” on February 18.
- The Multicultural Center and the Body Image and Eating Disorder programs co-sponsored two different outreach programs during Eating Disorder Awareness Week.





# EVENTS *Continued*

- The Black Colleagues Association, an alumni affinity group, held its annual meet and greet for admitted students and families.
- Mexican American and Indigenous poet-author Jennifer Givhan offered insight into issues affecting the lives of women and the ways we inherit and construct or reconstruct our identities on February 18.
- State Comptroller Susana Mendoza spoke during one of two February events from the Economic Literacy Project cohort, which promotes economic literacy.
- Adaptapalooza, an annual event put on by students at the Student Fitness Center, provides the community an opportunity to experience inclusive recreation designed for people with physical disabilities.
- AsiaConnect hosted a virtual forum featuring Dr. T.Y. Wang on February 25.
- Jemele Hill called for persistence and resistance at the annual Martin Luther King Jr. Cultural Dinner. The On Common Grounds experience brought students, faculty, and staff together to engage in small group dialogues on diversity and social justice issues connected to this year's Martin Luther King Jr. keynote speaker.

- Undergraduate Women in Economics hosted a watch party of the panel “Diversifying Economics: Moving Beyond the ‘D’ in DEIB (Diversity, Equity, Inclusion and Belonging)” from the virtual Women in Economics Symposium.
- Dr. Zine Magubane delivered the Black History Month lecture “The Uses and Abuses of Jim Crow: Contemporary Race Theory and the Problem of History” on February 28.

## MARCH

- Dr. Mirelsie Velázquez, author of *Puerto Rican Chicago: Schooling the City, 1940-1977*, led CRCC Conversations on communities and spaces of belonging for institutions of higher learning.
- The Multicultural Center presented Sunn M’Cheaux in March and April to lead the “Safe(ish)” program, which helps individuals understand the personal narratives and experiences of gender-expansive and LGBTQIA+ individuals.
- The Women’s History Club hosted speaker Dr. Martha Horst to discuss women and music composition on March 21.
- The Katie School of Insurance hosted a career networking event with a panel titled “The Power of an Inclusive Workforce” that

featured Michelle Schrotter and included a panel discussion with Priscilla Escobar, Angela Allen, Jean Celestin, and Tawonda Goode.

- The School of Theatre and Dance performed the Pulitzer Prize-winning drama, *Fairview*, which shines a spotlight on modern day racism.
- Queer Coalition staged Transgender Day of Visibility Sashay through Uptown Normal on March 31.
- Dr. Charissa Cheah and Dr. David Chih drew attention to the impact of the increase in violence against Asians and Asian Americans during the pandemic in their talk titled “Racial Discrimination against Asians and Asian Americans and Mental Health during the COVID-19 Pandemic” on March 29.

## APRIL

- LaLa Ri, named Ms. Congeniality of RuPaul’s Drag Race season 13, headlined the 23rd annual Pride Charity Drag Show, which raised funds for the LGBTQ+ Support Fund at Illinois State. The LGBTQIA+ Alumni Network hosted the alumni reception prior to the show.
- NexSTEM program students presented research topics at the multi-institution 2021-22 Research Poster Symposium on April 2.



- Pulitzer Prize-winning journalist, Emmy-nominated filmmaker, and Tony-nominated producer Jose Antonio Vargas was the keynote speaker for the Asian Cultural Dinner on April 12.
- In celebration of Bilingual Advocacy Week, a talk by Dr. Kim Potowski explored “Spanish in the U.S.: Myths and Realities” on April 14.
- Aburoo Due Creative Productions, led by Illinois State University Professor of Ethnomusicology Ama Oforiwa Aduonum, performed *Walking with My Ancestors: Cape Coast Castle* on April 8 in Kemp Recital Hall.
- The Black Colleagues Association hosted the Homecoming Dance Party as a fundraising event for student scholarships.
- The annual exhibit *FOOD for THOUGHT: Understanding Cultural Identity and Heritage Through Food* launched on April 19 at Milner Library.
- African American Studies presented sociologist Cedrick-Michael Simmons’ talk “The Challenges of Diversity Management” on April 22. The talk explored the political and structural challenges confronting diversity managers.
- Director of the Center for Civic Engagement Dr. Katy Strzepek and Assistant Director Harriett Steinbach presented on “Designing Civic Engagement Assignments Using an EDI Lens” on April 15. The workshop explored ways to decolonize service learning and other forms of civic engagement.
- The Clothesline Project brought awareness to the unique stories of survivors of sexual assault and violence on April 19. The event was part of Sexual Assault Awareness Month events, hosted by Students Ending Rape Culture and Health Promotion and Wellness.
- Honoring Asian art and artistry highlighted Asian Heritage Week at Illinois State University, with events running from April 22–25.
- Dr. Maura Toro-Morn, professor of sociology and director of Latin American and Latino/a Studies, delivered the 2022 Spring College Lecture on April 25. The talk, “Gendered Migrations in the Age of Global Disruption,” explored global migrations and inequality.
- In recognizing World Design Day, the Multicultural Center hosted “Design Thinking for Student Success” on April 27.
- The Crossroads Project presented a staged reading of *Dear Mr. C* by Tidaya Sinutoke, winner of the 2022 Diverse Voices Playwriting Initiative.
- The Indigenous Advocacy and Student Support Team welcomed Marcie Rendon to campus to talk with students, faculty, and staff. Rendon is an author, playwright, poet, freelance writer, and community arts activist.

## SUMMER

- Illinois State University marked the observance of Juneteenth.
- Illinois State hosted the statewide TRIO conference from June 3–5.
- Illinois State celebrated the 50th anniversary of Pell Grants.
- In light of the U.S. Supreme Court decision on *Roe v. Wade*, Illinois State University held a Listening Circle under the guidance of Associate Director of Diversity, Equity, and Outreach Danielle Beasley of Student Counseling Services on July 7.
- University Galleries presented *Nazafarin Lotfi: Subtle Time* as an online exhibition, exploring experiences of growing up in post-revolutionary Iran and continuing artistic practice as an immigrant in the United States.





# LEAPING THE WAY

## INTERDISCIPLINARY STUDIES

### African Studies

Agbenyega Adedze

### African American Studies

Touré Reed and Brea Banks

### Ethnic Studies

Susan Kalter, Archana Shekara and Li Zeng

### 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, 2021-2022

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

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

Barb Dallinger, ISU Queer Coalition

Chrishaya Dixon, Assistant Athletics Director for Equity, Diversity and Inclusion, Athletics

Barb Dallinger, ISU Queer Coalition

Shannon Epplett, Native American Studies faculty member

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, Center for Integrated Professional Development

Devin Paoni, Student Trustee

Dakesa Piña, Diversity Officer for the College of Education

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, Associate Director for Asia Initiatives of the Office of International Studies and Programs (now Office of International Engagement)

Maura Toro-Morn, Director of the Latin American and Latina/o Studies Program

Lindsay Vahl Dean, University Advancement

Patrick Walsh, Student Government Association

Li Zeng, AsiaConnect

## EDI LEADERS CIRCLE, 2021-2022

### Administrative/Professional Council

DEI subcommittee—Kevin Goffard

### Admissions

Branden Delk

### Alumni Association

Alumni Association DEI Committee—Nikita Richards, Matt Rillie, Stan Shingles

### Athletics

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

### Campus Recreation

Diversity, Equity and Inclusion Committee—Matt Seibring, Kelsey Orrill

### Center for Civic Engagement

Katy Strzepek

### 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, Tina Williams

### College of Education

Diversity Education—Dakesa Piña,

### Communication Sciences and Disorders

Equity, Diversity, Inclusion and Antiracism Committee—Antony Joseph

### Department of Chemistry

Shawn Hitchcock

### Department of English

Equity and Diversity Committee—Ricardo Cortez Cruz



## CAMPUS GROUPS AND ORGANIZATIONS LEADING OUR DIVERSITY EFFORTS

**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 Sally Xie

**Honors Program**  
Diversity, Equity, and Inclusion Council—  
Amy Secretan

**Katie School of Insurance**  
James Jones

**Mennonite College of Nursing**  
MCN DEI Taskforce

**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

**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

## FACULTY-STAFF AFFINITY GROUPS

**Association of Black  
Academic Employees**  
Chair Quanisha Kumi-Darfour  
ABAE.IllinoisState.edu

**AsiaConnect**  
Chair Li Zeng  
AsiaConnect.IllinoisState.edu

**Multicultural Alliance in the Workplace**  
Co-chair Mayuko Nakamura,  
Co-chair Will Lewis

**Organization of Latino/a/x Employees**  
Chair Rocío Rivadeneyra  
OLE.IllinoisState.edu

**Queer Coalition**  
Co-chair Byron Craig,  
Co-chair Gavin Weiser  
About.IllinoisState.edu/QueerCoalition



# Equity FOCUSED

REGISTERED STUDENT ORGANIZATIONS (RSOs)—SPRING 2022

African Cultural Association  
Asian Pacific American Coalition  
Association of Latinx American Students  
Association of Latino Professionals for America  
Association for Women in Communications  
Bangladesh Students Association  
Black Artists League  
Black Communications Association  
Black Girl Code  
Black Student Psychology Association  
Black Student Union  
Braille Birds  
Brown Boots  
Business Acumen  
Capoeira Club

Chinese International Association  
Feminist Led Activist Movement to Empower  
First Gen Redbirds Future Educators of Color  
Hear My Soul  
IGNITE ISU  
Indian Student Association  
Japanese Language and Culture Club  
Music Student Multicultural Association  
National Association of Black Accountants  
National Association of Colored Women's Clubs  
National Pan-Hellenic Council  
National Stuttering Association  
Onyx Connect Media  
Pride

Progressions of Generations  
Recovery for Redbirds  
Society Advancing Chicanos/Hispanics and Native Americans in Science  
South Asian Student Alliance,  
Student Disability Network  
Students Ending Mental Illness Stigmas  
Students Ending Rape Culture  
Taiwanese Student Association  
Teaching, Reviving, Indigenizing, Beautifying, and Equalizing (TRIBE)  
Women's History Club  
Women in Technology  
Women in Technology and Science

*Religious and spiritual registered student organizations can be found at Redbird Life.*



[DeanOfStudents.IllinoisState.edu/involvement/organizations/organizations/](https://deanofstudents.illinoisstate.edu/involvement/organizations/organizations/)









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