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Equity, Diversity, and Inclusion Annual Report, 2022-2023

Illinois State University

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EQUITY DIVERSITY *AND* INCLUSION

2022-2023
ANNUAL REPORT *FOR*
ILLINOIS STATE UNIVERSITY



ILLINOIS STATE
UNIVERSITY
Illinois' first public university

EDI ISU
equity diversity inclusion is YOU
Illinois State University



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INTRODUCTION *FROM* DR. DORIS HOUSTON

2022-2023 ACADEMIC YEAR

CHIEF EQUITY AND
INCLUSION OFFICER



Greetings, Redbird friends and family!

It gives me great pleasure to present Illinois State University's third edition of our Equity, Diversity, and Inclusion (EDI) Annual Report. As you will see from the many initiatives featured in the following pages, Illinois State is on the move to ensure that students, faculty, and staff from all backgrounds and identities have an opportunity to thrive academically, intellectually, socially, and civically.

The 2022–2023 academic year ushered in several pivotal challenges, not only for Illinois State, but for universities across the nation. Two such challenges—the continuing effects of COVID-19 and the 2023 U.S. Supreme Court ruling that overturned affirmative action in the college admissions process—revealed a need to reimagine campus life and reconfirm our commitments to equity and inclusion. More specifically, these challenges have inspired us to invest more intentionally in “people power” as the driving force needed to promote an environment of inclusive excellence in which emerging innovators, global leaders, and civically engaged citizens can thrive while contributing to the greater good of society.

Such contributions by Illinois State University have not gone unnoticed, as our campus was recognized by *Washington Monthly* as one of the top public universities to contribute to the public good through social mobility, research, and public services. In addition, during a year in which our campus enrolled our most diverse freshman class in its history, we were also recognized by *Money.com* as one of the Best Colleges in America for quality education and affordability in 2023.

This annual report reflects the collective efforts of our diverse student leaders, faculty, staff, alumni, and community partners who each contribute in their own ways, to make Illinois State University a place of pride and a place where legacies take shape. As you read through the pages of this report and discover more about the outstanding efforts and innovations taking place each day on our campus, please know that we are by no means suggesting that our work is complete.

We recognize that each day brings new challenges to overcome and new opportunities—to grow, to learn, and to reevaluate—as we strive to foster new partnerships and continue our journey toward inclusive excellence together. We hope you will join us on this journey to make Illinois State University the best it can be—centered in equity, diversity, and inclusion.

Sincerely,
Doris M. Houston, Ph.D.
Chief Equity and Inclusion Officer

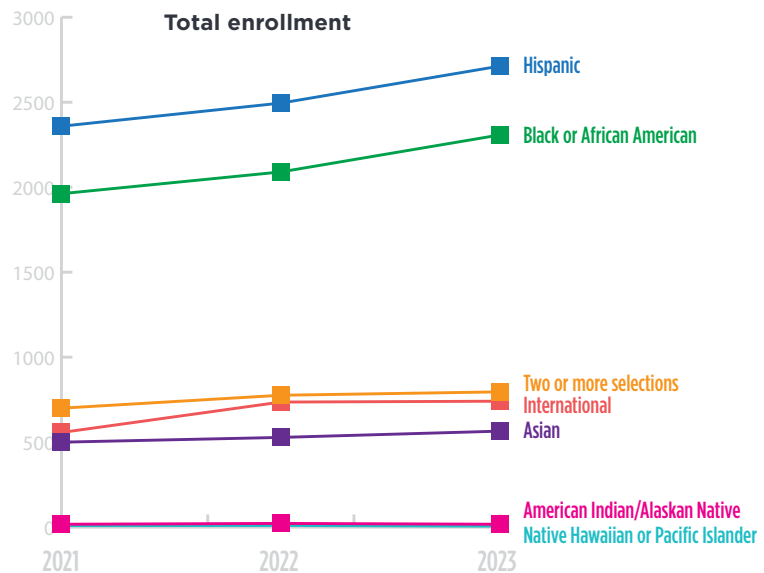
DIVERSE STUDENT ENROLLMENT

By The Numbers

Illinois State University welcomed 4,147 freshmen to its student body for the 2023–2024 academic year, its largest incoming class in 36 years. Total enrollment stands at 20,989. This marks a 1.5% increase in total enrollment and a 4% increase in new freshmen. Illinois State’s student body is becoming more diverse as well. Approximately 41% of 2023’s freshman class come from traditionally underrepresented groups, while 32% of the total student population come from traditionally underrepresented groups.

32%

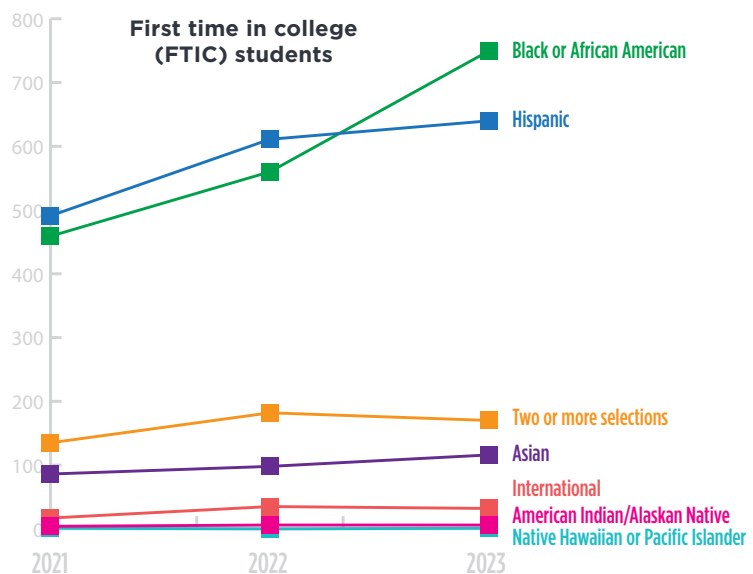
of the total student population come from traditionally underrepresented groups



Approximately

41%

of 2023’s freshman class come from traditionally underrepresented groups



Note: "Hispanic" is the term used by the U.S. Census Bureau for reporting purposes and used by Planning, Research and Policy Analysis for data analysis purposes.

COLLEGE IS FOR *you*



AFFIRMATIVE ACTION AFTER SFFA V. HARVARD AND SFFA V. UNC

Excerpt from Interim President Tarhule's campus-wide message

Because Illinois State University does not use race as a factor in admissions, this Supreme Court ruling will not affect our admissions process. Illinois State employs a comprehensive and well-rounded admissions process that integrates high school or transfer GPA, grade trends, course completion, other factors that may include student co-curricular activities, and evidence of civic engagement and volunteerism. Standardized test scores and personal statements are optional.

Having said that, I want to make abundantly clear that we remain committed and intentional in our efforts to ensure students from all communities and identities across our state and beyond have access to Illinois State's educational opportunities.

The University's deliberate approach to student recruitment and enrollment has been highly successful as evidenced by significant increases in the racial and ethnic diversity of our student population from 15 percent to almost 30 percent over the past 10 years. In fact, our fall 2023 enrollment for first time in college (FTIC) students comprised approximately 37.5 percent students from underrepresented communities, mirroring the demographic composition of the state of Illinois. The University is also deeply committed to providing the ongoing support students need to succeed and graduate.

Institutions of higher education have a mission to attract, cultivate, and nurture the talents of a wide range of students from diverse backgrounds. Such diversity creates a rich environment of innovators and thought leaders who continue to make American institutions of higher education the envy of the world.

Illinois State believes societies thrive when they cultivate and support the full abilities and talents of all members. Consequently, equity, diversity, and inclusion are core values of Illinois State and guide our approach to fostering a welcoming and supportive community for all students, faculty, and staff. We remain unwaveringly committed to these values. We are stronger together!

—Dr. Aondover Tarhule, Interim President

PROFESSIONAL *Development*



ACADEMIC DEVELOPMENT

CULTURALLY RESPONSIVE CAMPUS COMMUNITY CONFERENCE

This conference works to actively recognize and rectify inequitable experiences and create a more just campus. Continuing the work of the previous five years, the CRCC facilitates transformative education and meaningful action for the Illinois State University community, with focus on dismantling anti-Black racism.

MULTICULTURAL LEADERSHIP PROGRAM

The Multicultural Leadership Program (MCLP) is an intensive, nine-month leadership development program designed to develop diverse leaders who engage the power of diverse perspectives to improve our world. Since 2009, MCLP has partnered with almost 50 local nonprofits on capacity-building projects and empowered over 250 alumni leaders, many of whom are Redbirds.

EDI LEADERS CIRCLE SYMPOSIUM

This annual event hosts several workshops and professional development activities related to EDI initiatives and activities that align with Illinois State University's "10 EDIA Pillars of Progress." Leaders Circle advocates are represented within each division of the University, including Academic Affairs, Student Affairs, Finance and Planning, University Advancement, and Athletics.

THE CENTER FOR INTEGRATED PROFESSIONAL DEVELOPMENT

Foundations of Diversity and Inclusion

This series has been offered since fall 2016, and more than 500+ faculty, staff, and graduate students have taken this opportunity to learn about implicit bias, microaggression, power, and privilege.

Foundations of Equitable and Inclusive Teaching

This series consists of five faculty workshops to make classroom curricula more inclusive by examining syllabi, course materials, classroom culture, and student interaction. This program is in its third year, and more than 60 instructors have taken at least one workshop from this series.

Reinvent Your Course for Equity, Diversity, Inclusion, and Access

This summer cohort program provides instructors an opportunity to redesign their course by examining it through an equity lens and using inclusive strategies. More than 100 courses have been redesigned since 2014.

Intro to Queer Allyship, formerly known as Safe Zone

This workshop is tailored to faculty, staff, and graduate assistants with student-facing roles. It covers LGBTQIA2S+ terminology and best practices for creating an affirming, welcoming classroom and workplace. The fiscal year saw 163 participants across 12 events.



STUDENT DEVELOPMENT

CAREER SERVICES

Charles Morris STEM Social for Underrepresented Students

Students connected with Illinois State professors and professionals in science, technology, engineering, and math to learn about career opportunities and majors that match their career goals.

Equity, Diversity, and Inclusion (EDI) Employer Expo

The EDI Expo connected students with employers from a variety of industries to learn about their organizations, their diversity initiatives, and internship opportunities.

She Leads

Students connected with alumni from a variety of industries to learn about their career journeys, challenges, and successes.

Success Looks Like Me

Students connected with alumni to discover how they transitioned from college to career.

International Student Career Series

This series addresses career readiness topics such as resume writing, interviewing, and job search strategies for international students.

REDBIRD READY

Redbird Ready is an annual program serving admitted students from populations traditionally underrepresented on college campuses, including first-generation students.

TRIO/STUDENT SUPPORT SERVICES

Illinois State's TRIO/SSS program walks with first-generation students as they use their social and cultural capital to achieve personal and academic success.

ALTERNATIVE BREAKS

Alternative Breaks, a student organization supported by the Center for Civic Engagement, provides students of Illinois State with opportunities to enact social change.

EMPLOYEE DEVELOPMENT

HUMAN RESOURCES

Recruiting Initiatives and Developing Advocates

In collaboration with partners in the College of Education, the President's Diversity and Inclusion Advisory Council (DIAC), and the Office of Equity and Inclusion, the Search Advocate program was created to promote inclusive hiring practices. Additionally, HR collaborated with the Provost Office on the Strategic Diversity Enhancement Program to provide training and support to search committees.

Learning and Development

Diversity initiative learning sessions ranging from topics on emotional/social intelligence, digital accessibility, trauma-informed practices, and neurodiversity, saw roughly 100 attendees in the fiscal year.

LinkedIn Learning

HR continues to partner with LinkedIn Learning to offer 20,000+ online courses taught by real-world professionals.

HEALTH PROMOTION AND WELLNESS

Certified staff provide wellness development opportunities, such as lifestyle enhancement classes, nutrition consultation, individualized Wellness Coaching, and the Koru Mindfulness Program, for both employees and students.

THE DIVISION OF STUDENT AFFAIRS

The division provided numerous opportunities for professional development for all staff. Equity efforts include environmental scans, new staff orientation, Inclusion Change Team trainings, and the two tracks offered in the Redbird Edge Series.

Selected HIGHLIGHTS ACROSS CAMPUS

While this is by no means a comprehensive list, this report attempts to highlight some of the invaluable efforts of the campus community toward equity, diversity, inclusion, access, and anti-racism. Across all divisions, offices, and schools, there is an ongoing and intensive effort to self-analyze the curriculum with careful attention to student feedback in an effort to foster a more equitable environment. The campus community is banding together with co-curricular offerings, supportive sponsorships, active attendance, and uplifting opportunities. At the core is a deep love of students and mutual understanding that Equity, Diversity, and Inclusion (EDI) is for all of us.

Equity Diversity Inclusion (EDI) Leaders Circle

"The Circle" is comprised of faculty and staff from the nearly 40 department, college, and division-level committees and councils committed to advancing equity, diversity, inclusion, and anti-racism efforts at Illinois State. The EDI Leaders Circle welcomed Executive Director of the Illinois Board of Higher Education (IBHE) Ginger Ostro to the annual symposium. Ostro discussed IBHE's Strategic Plan, "A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth."

LGBTQIA2S+ subcommittee begins work for positive change

The LGBTQIA2S+ Policies and Initiatives Subcommittee, resides at the highest levels in the University, within the President's Diversity and Inclusion Advisory Council (DIAC). Dr. Byron Craig serves as chair and faculty fellow of the subcommittee, which submitted a plan of action to the University's Cabinet members in April of 2023.

Strand Diversity Achievement Award and Panel

Dr. Christa Platt was named the recipient of the 2023 David A. Strand Diversity Achievement Award. Platt serves as the director of the Multicultural Center, a student center for anti-racism, identity, and belonging. She spearheaded the planning of the center, transforming the original blueprint into an innovative student oasis.

To reflect on the legacy of the award, the Office of Equity and Inclusion convened a panel of previous award recipients. The panel included Dr. Christa Platt, Mayuko Nakamura, Dave Bentlin, Dr. Rocío Rivadeneyra, Kim Pereira, Rick Lewis, and Dr. Maura Toro-Morn, and was moderated by Dr.

Doris Houston. Participants reflected on institutional changes since the inception of the award and took time to honor President Emeritus David A. Strand.

EDI in Science, Technology, Engineering, and Math (STEM)



The STEM EDI Taskforce is comprised of faculty or staff members from the Schools of Biological Sciences and Information Technology and the Departments of Chemistry; Geography, Geology, & the Environment; Mathematics; Physics; and Technology. Members from this group and affiliates in neighboring universities/high schools have secured significant grant funding and are working to improve the STEM pipeline from underrepresented and underserved groups.

New EDIA certificate program

The School of Communication's Antiracism, Social Justice, and Coalition-Building Committee (ASC) has led efforts to address issues of race in campus policies, procedures, and classrooms. The ASC is currently working to launch a new EDIA certificate program (non-credit bearing) that will be open to all majors and minors in the school. The ASC was awarded a 2022 University Teaching Grant in the amount of \$5,000 to further this curriculum development.

ACCESS combats food instability

The Student Government Association began exploration of a "Lab" Grocery Store Concept to cater to the needs of students and residents facing food insecurity. The Assessing Concrete Community-wide Equitable Solutions Sustainably (ACCESS) is working toward the possibility of creating partnerships between the community and the University to provide affordable and accessible produce and related items.

Cultural graduation ceremonies

Cultural graduation recognition ceremonies celebrate the accomplishments of graduating Redbirds and their families. Each ceremony recognizes the achievements and successes of Redbird graduates in addition to the traditional commencement ceremonies. Events were held this spring by Umoja, a celebration of Black graduates, Nuestro Logros, which honors Latino/a/x graduates, and MAPS—which recognizes Middle Eastern, Asian, Pacific Islander, and Southeast Asian graduates.

Obsidian honored

Obsidian: Literature & Arts in the African Diaspora was honored with several grants over the past year, including a \$50,000 Equity in Verse grant and another \$12,500 Renewal and Recovery Grant from the Poetry Foundation. The platform also was awarded a Grants for Arts Projects award of \$40,000 from the National Endowment for the Arts. Accolades also went to Obsidian Editor Duriel E. Harris, who was recognized by the Association of Writers and Writing Programs with the 2023 George Garrett Award for Outstanding Community Service in Literature.



Deliberative Dialogues' most successful year

Deliberate Dialogues are guided conversations on difficult or controversial topics, with the help of an issue guide and facilitator. The Center for Civic Engagement (CCE) hosted 200 sessions with 2,056 participants, its most successful year yet. Topics include mental illness, freedom of speech, violence and justice, climate change, the opioid epidemic, sustainability, voting, and land.

Voter engagement and restoration



CCE Assistant Director Harriett Steinbach coordinated the Voter Engagement Coalition, which focused on voter restoration, emphasized the historical and current legacy of voter suppression within minoritized communities, and supported democratic engagement and voting rights. Illinois State University continues to be recognized by the ALL IN Campus Democracy Challenge as a 2022 ALL IN Most Engaged Campuses for College Student Voting.

Alternative Breaks fills financial gaps

Alternative Breaks, a student organization supported by the CCE, provides students with opportunities to enact social change. Since its implementation, there has been an increase in Pell-eligible students participating, to allow for increased accessibility. Additionally, \$13,991 raised during Birds Give Back provided fee waivers.

Nikita Richards '06, M.S. '15, takes on DEI role for the state of Illinois

When the state of Illinois' Office of the Governor established the Commission on Equity and Inclusion, Gov. JB Pritzker appointed alumna

Nikita Richards '06, M.S. '15, as internal/external communications and legislative affairs officer. The new commission works to expand access to state contracts for minorities, women, persons with disabilities, and veterans/service-disabled veterans, as well as to enhance equity and inclusion throughout the workforce.

Career Achievement Award

Doris Houston, Office of the President, was named a recipient of the 2022 Career Achievement Award from the University of Illinois' College of Agricultural, Consumer and Environmental Sciences (ACES) Alumni Association. Houston was also named the 2023 convocation speaker for ACES.

Janelle Jones, M.A. '10, appointed to Department of Labor



State magazine featured alumna Janelle Jones, M.A. '10, who is the first Black woman to serve as the chief economist at the U.S. Department of Labor. As the principal advisor to the Secretary of Labor, she tackled policies and plans tied to President Biden's executive order titled Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.

Hip-Hop in the Arts

Wonsook-Kim College of Fine Arts brought four hip hop artists to campus for residencies in spring 2023, both as visiting artists to perform/choreograph/present their work and to meet with administrators and faculty to discuss potential curricular hip-hop initiatives within the college.

Student trustee Ash Ebikhumi

One of the newest members of Illinois State's Board of Trustees is junior political science major Ash Ebikhumi, the latest in a long line of students to serve on the University's governing body. Elected by their peers, student trustees like Ebikhumi represent current students and shape the future that extends long beyond their time on campus.

Redbird Buzz Podcast takes flight

Redbird Buzz, the official podcast of Illinois State University, intentionally features guests who represent a variety of backgrounds, identities, and lived experiences. The podcast amplifies the voices of guests who discuss topics related to diversity, equity, and inclusion. During FY23, 10 of 22 *Redbird Buzz* episodes (45%) demonstrated diversity among Illinois State's alumni, students, and staff. Accessibility is also a priority for the podcast, with transcripts of each *Redbird Buzz* episode published to Alumni.IllinoisState.edu/Podcast.

Campus Inclusion Survey



The Illinois State University campus took part in a survey to shape future efforts and priorities related to equity, diversity, and inclusion. The ISU Campus Inclusion Survey looked to a range of topics aimed at gauging perceptions of support, accessibility, and a sense of belonging experienced by students, faculty, and staff with diverse life experiences, backgrounds, and identities. Results from the survey will be made available late fall 2023 semester at:

IllinoisState.edu/president/diversity-inclusion-advisory-council/survey-2022.

RESEARCH *AND* SCHOLARSHIP

Throughout the 2022–2023 academic year, Illinois State University highlighted research, presentations, and scholarly efforts dedicated to promoting equity, diversity, inclusion, and access.

University Galleries published three exhibition catalogues focusing on Equity, Diversity, and Inclusion: *Jen Bervin: Shift Rotate Reflect* is Queer artist and poet Jen Bervin's first monograph, a 192-page hardcover book, features selected solo and collaborative projects demonstrating her research on legacies of women artists and writings, relationships between text and textiles, and abstractions of language and landscape. *Bethany Collins: A Pattern or Practice* is Artist Bethany Collins's first monograph, a 112-page hardcover book, features work about the intersection of race and language. *An Infinite and Omnivorous Sky*—this group exhibition features 30 works by 19 artists from Egypt, Peru, India, England, Mexico, Scotland, and the United States, critically engaging in poetic, scientific, and geopolitical views of the cosmos.

Milner Library Digitization Center, in conjunction with the **Dr. Jo Ann Rayfield Archives** and **ISU ReD**, seeks Illinois State alumni and current or former faculty and staff persons from minoritized backgrounds interested in being interviewed for Milner Library's ongoing oral history project. Now in its third year, this project aims to preserve and provide long-term access to the memories of Illinois State affiliates in their own voices and on their own terms.

Edmund Hammah Ankomah, PHI, presented "Dreaming of Elsewheres: Contemplating the Alien Body and Extra-Spatiality in Black Futurist Imaginary" at the Society for Comparative Literature and Arts annual conference in Cincinnati.



Marta Ascherio, CJS and WGSS, published "An Intersectional Analysis of System Avoidance" in *Gender & Society*.



Winfred Avogo, SOC, made a presentation at the Population Association of America (PAA) Annual Meeting in New

Orleans on "Community Characteristics and Adolescent Reproductive Health Transitions in West Africa" in Session 161 "Adolescent Fertility in Sub-Saharan Africa."



Alison Bailey, WGSS and PHI, gave the talk "On Whiteness, Privilege, and Anesthesia" at the Feminist Ethics

and Social Theory Conference in Tampa, Florida.



Dawn Beichner, CJS, co-authored "Prioritizing the Elimination of Violence Against Women Worldwide: Lessons

From the 65th Session of the UN Commission on the Status of Women" in *Violence Against Women*. Beichner also presented "The Researcher-Policymaker Dialogue: International Feminist Criminology and United Nations Commission on the Status of Women" for the *American Society of Criminology*.

Khadidja Belhadi, ENG, authored the article, "Humanizing doctoral mentorship during the pandemic: Transnational women creating feminist spaces through rhetorical listening and reflexivity," in the *Journal of Multimodal Rhetorics*.

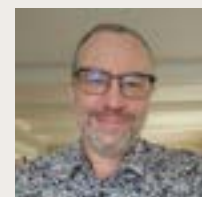


Charles Bell, CJS, was selected as a finalist for the 2021 C. Wright Mills Award for his book *Suspended: Punishment,*

Violence, and the Failure of School Safety. The award, given by the Society for the Study of Social Problems, is one of the most prestigious, coveted, and competitive awards given in the social sciences.



John Blakeman, MCN, co-authored "An Analysis of the Use of the Terms Sex and Gender in Research Reported in Nursing Journals" for *Advances in Nursing Science*.



Christopher Breu, ENG, authored the review "Rethinking Masculinity Studies," in masculinities studies in *American Literary History*.

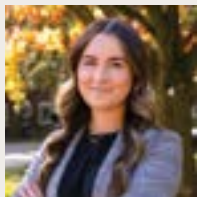
Christopher De Santis, ENG, edited a collection of interviews, speeches, and essays by famed Harlem Renaissance author Langston Hughes in the book *Let America Be America Again: Conversations with Langston Hughes*.



Katherine Ellison, ENG, presented “Masculinity and Foppish Information in Restoration Comedy,” at the American Society for Eighteenth Century Studies conference in St. Louis.



Laura Freyman, Advancement, and **Elena Roth**, EMDH, were honored at the Association for Women in Communications annual Crystal Awards. Freyman won the Communication Innovation Award, and Roth won the Emerging Communicator Award.



Audrey Heffers, presented, “The Radical Possibility of Queer Imagination,” at the Midwest Modern Language Association Convention, and “Queer Love, Queer Life: On Transcending Genre” at the Mid-Atlantic Popular & American Culture Association Conference 2022.

Women of Distinction: Several Illinois State University faculty and staff were nominated for the YWCA McLean County Women of Distinction awards, which honor women who are trailblazers in their professions and pathfinders for social justice. Nominees included **Victoria Harris**, ENG emerita; **Angell Howard**, Division of Student Affairs; **Rocío Rivadeneyra**, College of Arts and

Sciences dean’s office; **Elisabeth Reed**, Office of Sustainability; and **Diane Zosky**, College of Arts and Sciences dean’s office.



Dan Lannin, PSY, co-authored the journal article, “Examining links between black women’s intersectional identities and career interests,” in the *Journal of Career Development*.

Ali Riaz, POL, authored a book chapter titled “Bangladesh in the midst of vaccine diplomacy,” in *The Covid-19 Crisis in South Asia: Coping with the Pandemic*. He also presented at the Inauguration of the Saxena Center for Contemporary South Asia at Brown University. The event titled “Marginalization and Inclusion in South Asia: Economics, Politics, and Culture” explored economic, political, and cultural aspects of several countries in South Asia.



Amy Robillard, ENG, published *Misogyny in English Departments: Obligation, Entitlement, Gaslighting* (Peter Lang, 2023).

Derek Sparby and **Ela Przybyło**, ENG and WGSS, presented “Ace Gaze: Asexuality on Tiktok” at the National Women’s Studies Association 42nd Annual Conference.



Jim Stanlaw, ANT, presented “Pronoun Problems and Pronoun-Envy,” at a conference on Gendered

Expression and Gendered Perspectives: Perceptions and Experiences in Cincinnati.



Chang Su-Russell, FCS, coauthored the article, “Mainland Chinese Mothers’ Autonomy Support Across Four Caring Contexts” in *Journal of Child and Family Studies*.

Laura Sweeney, ENG, presented “Radical Women Self-Portraitists: An Intersectional Exploration of the Poetic Form,” at the National Women’s Studies Association 2022 conference.

Melon Tanui, SOC, presented “Perspectives of Kenyan Women who Underwent Female Genital Mutilation/Circumcision (FGM/C),” at the Midwest Sociological Society Annual Meeting in Minneapolis.

Christine Varga-Harris, HIS and WGSS, published the article “Soviet Women and Internationalism in Socialist Travel Itineraries in the 1950s and 1960s” in *Diplomatic History*.



Jason Whitesel, SOC and WGSS authored the article “On Becoming a Queer Scholar Doing Body-Image Research,”

in *Racial Democracy, Crime & Justice Network: Our Stories*. Whitesel also gave an invited presentation “Weight Bias and Fat Stigma,” at Tufts University Friedman School of Nutrition Science and Policy.

EVENTS *AND* GATHERINGS

SERIES, EXHIBITS, AND SHOWS

University Galleries organized and presented 13 exhibitions with EDI at the core. Examples include:

I want you to know my story

was a solo exhibition of nonbinary artist Jess T. Dugan's photographs of queer intimacy.

A Garden to Build was a solo exhibition of Iranian artist Nazafarin Lotfi's sculptures, drawings, videos, and photographs.

First Gen Fridays are an open-forum learning community and "empowerment zone" for first-generation students, professionals, and advocates. The focus of the events is building unity and bridging the gaps in knowledge, opportunity, and access.

The Green Screen: 2022 Climate Change Film Series—The free, monthly series at the Normal Theater focused on the global climate change crisis. The series is sponsored by Illinois State University's Center for Math, Science and Technology and the ISU Office of Sustainability.

The Women's, Gender, and Sexuality Studies program collaborated with Queer Talks for the **WGSS, Queer Talks speaker series** featuring LGBTQIA2S+ and queer studies research from emerging scholars in the field, including Dr. Ericka Wills, Dr. Juan Ríos Vega, Dr. Ela Przybylo, and Armen Álvarez.

Equitable, inclusive teaching seminars for faculty—online seminar series through the Center for Integrated Professional Development will provide faculty members with the tools to transform and create inclusive and equitable classes.

ReggieCon hosted a series of panels celebrating graphic novels and novelists. The series, sponsored by the Office of Enrollment Management and Academic Services, included works to honor LG-BTQIA2S+ History Month, Native American Heritage Month Universal Human Rights Month, Black History Month, Women's History Month, Arab American Heritage Month, and Asian Pacific Heritage Month.

Safe(ish)—Poet, educator, and performer Yosimar Reyes facilitated the Safe(ish) sessions at the Multicultural Center with a theme of migration and sexuality.

The Queer Coalition hosted **Lunch 'n Learns** in the fall and brown bag lunches in the spring to engage in discussions on LGBTQIA2S+ issues.

Reproductive Justice Speaker Series—Hosted by Illinois State University and YWCA McLean County, the series of panels discussed issues raised by the Supreme Court decision overturning *Roe v. Wade*.

The new registered student organization **Drag Royalty** hosted themed monthly shows, with proceeds going to support LGBTQIA2S+ causes.

The Center for Integrated Professional Development offered the **Introduction to Queer Allyship** lunch-and-learn sessions throughout the spring semester. The sessions were formerly known as Safe Zone.

The Illinois State University Planetarium presented **Mayan Archaeoastronomy**, a unique show exploring how the ancient Maya viewed and understood the universe.

Fall 2022 **International Seminar Series** titled *Durable Engagements: Building lasting international connections, spotlighted outstanding programs within other colleges at ISU*. Spring 2023's seminar theme centered on the FIFA World Cups and the influence of soccer around the world.

AUGUST

Recovery for Redbirds honored National Recovery Month.

SEPTEMBER

For Latinx Heritage Month, the Latin American and Latino/a Studies program and the City of Bloomington collaborated on featured talks and panels from scholars, alumni, and faculty. Bestselling author of *A Ballad of Love and Glory*, Reyna Grande, provided the keynote.

Dr. Lynford Goddard presented "A College Ecosystem for Diversity and Societal Impact" with support from Office of the Provost, the President's Diversity and Inclusion Advisory Council, the College of Arts and Sciences, and the Department of Physics.

The Send Silence Packing traveling exhibit stopped at Illinois State. The exhibit seeks to end the silence that surrounds mental illness and suicide.

TRIBE@ISU (Teaching, Reviving, Indigenizing, Beautifying, and Equalizing, Illinois State University Chapter) hosted Day of Truth and Reconciliation Vigil.

OCTOBER

As part of the Student Affairs Professional Development series, Equality Illinois facilitated the workshop *Advancing LGBTQ+ Equality and Inclusion in Illinois in '22 and Beyond*.



Homecoming 2022 drew alumni to celebrations hosted by the Latinx Alumni Network, the Black Colleagues Association, and the LGBTQA+ Alumni Network.

Author of *Black Trans Feminism*, Dr. Marquis Bey took part in dialogues as part of the Leadership for Liberation Pop-Up Library series, hosted by Leadership Education and Development (LEAD)—a unit of the Dean of Students Office.

Dr. Alexandra Ketchum of McGill University gave the talk “Beyond Open Access: Engaging in Feminist and Accessible Public Scholarship,” sponsored by Milner Library.

The Center for Civic Engagement, the Department of Politics and Government, and the McLean County League of Women Voters co-hosted a campus and community Deliberative Dialogue on the topic of “Elections: How Should We Encourage and Safeguard Voting?”

Illinois State Athletics hosted the annual Pride Night at the Redbird Volleyball match against Missouri State, with funds raised for the LGBTQ+ Student Support Fund.

NOVEMBER

The Department of Communication Sciences and Disorders, in conjunction with the McLean County Alzheimer’s Association, presented the film *In Our Right Mind* to help recognize caregivers supporting family and friends with neurodegenerative diseases.

The *Hostile Terrain* art exhibition remembered the over 3,000 immigrant lives lost at the U.S. border since the 1990s.

Dr. Shannon Epplert of the School of Theatre and Dance and Native American Studies gave the presentation “Native (Self) Representation: From Social Media to Reservation Dogs” to celebrate Native American storytelling in the digital age.

A reception opened the exhibit *Designing Discoveries*, celebrating the 40th anniversary of the Design Streak Studio.

Broadway and film star Lauren Ridloff headlined University Housing’s Latino and Disability Awareness Cultural Dinner.

Students explored majors in science, technology, engineering, and mathematics at the annual Charles Morris STEM Social.

Illinois State University held the annual Veterans Day Ceremony in the Bone Student Center.

Equity in STEM was the focus of the International Symposium on Biomathematics and Ecology Education and Research, hosted by the Intercollegiate Biomathematics Alliance (IBA), which resides at Illinois State’s Center for Collaborative Studies in Mathematical Biology.

Scholar, activist, and academic advocate Dr. Menah Pratt provided the workshop “Envisioning and Implementing Social Change for Sustainable Campus Transformation,” sponsored by Office of the Provost and the President’s Diversity and Inclusion Advisory Council.

Visiting artist Alex Martin led the discussion “Nonbinary Doesn’t Owe You Androgyny: Conversations about Gender Norms and Expectations.” The event was sponsored by the Multicultural Outreach Team within Student Counseling Services.

DECEMBER

The University held a Listening Circle to help process anti-LGBTQ-IA2+ incidents, including the tragic shooting at Club Q in Colorado Springs. This circle was sponsored by the President’s Office of Equity and Inclusion, the Multicultural Center, College of Education’s Equity, Diversity, and Inclusion Unit, and Queer Coalition.

For World AIDS Day, University Galleries partnered with Visual AIDS to host a looped screening of *Being and Belonging*.

JANUARY

Belongingness was the theme of the 2023 University-Wide Teaching & Learning Symposium hosted by the Center for Integrated Professional Development.

The Martin Luther King Jr. Cultural Dinner featured Dr. Yusef Salaam, a member of the Exonerated Five. At 15 years old, Salaam was tried and convicted in the “Central Park Jogger” case along with four other Black and Latinx young men.

FEBRUARY

University Galleries hosted the Office of Student Research’s reception and awards presentation for the fourth annual Image of Research competition exhibit. Award-winning pieces included *naked farm* by Cooper Gibson, *Self-portrait with áo dài* by Jade Nguyen, and *Creating Safe Spaces* by Rachel Meister.

Milner Library presented *Symphonic Diversity*, an exhibit featuring new children’s literature, title artworks, and symphonic music written by composers from historically marginalized communities.

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Dr. Ken Warren delivered the lecture “Rethinking Race and Social Construction: A View from the Humanities” as part of events for Black History Month sponsored by the Department of History and African American Studies.

The Sociology and Anthropology Brown Bag Research Series presented Dr. Charles Bell’s talk *I Never Feel Safe: Exploring Black Students’, Parents’, and Teachers’ Experiences Navigating School Punishment and Violence*.

PubUnits Presents hosted award-winning poets Lara Dopazo Ruibal and Laura Cesarco Eglin at the University Galleries for a discussion of Dopazo Ruibal’s poetry collection *claus and the scorpion* (co•im•press, 2022) and to give a bilingual reading from the book.

For the History and Social Sciences Symposium, Dr. Daniel Moak delivered the talk “The Pitfalls of Faith in Education: The Liberal Origins of Punitive Education Policies.” The lecture was co-sponsored by the Department of History and African American Studies.

An online memorial in honor of the late Dr. Kass Fleisher will include readings from guest authors Tonya M. Foster, Erica Hunt, Bhanu Kapil, and Laura Mullen.

The Black Colleagues Association highlighted Black alumni authors at Redbirds in Ink. Alumni authors included William Anderson, Terrence Seaphus, Felicia Madlock, and Damone Bester.

TRIBE presented the NDN Musica Showcase that engaged the ISU community with contemporary popular and local Native American artists. Featured artists were Sten Joddi and Bill Buchholtz Allison.

CBC Sports Senior Contributor Shireen Ahmed gave the talk “Challenging and Changing the Game: Sports Journalism and Storytelling from an Anti-Oppression Lens” at the Multicultural Center.

The Illinois State University community experienced inclusive recreation at the annual Adaptapalooza, which occurs during Therapeutic Recreation Month to educate the Illinois State University community about therapeutic recreation.

#ObsidianVoices featured poets Aurielle Marie, Jennifer Bartell, and L. Renée.

In honor of Black History Month, Athletics showed the documentary, *The Loyola Project*.

MARCH

The 2023 Culturally Responsive Campus Community (CRCC) conference that year was titled “Advocacy, Solidarity, and Empowerment: The Struggle is Real!”

To celebrate Women’s History Month and International Women’s Day, the A/P Council hosted a Women Leaders in Higher Education panel featuring Lana Cunningham, Dr. Rocío Rivadeneyra, and Stephanie Thompson and moderated by Dr. Katy Strzepek.

Celebrated feminist scholar Dr. Kate Manne served as the keynote speaker for the 26th annual Women’s, Gender, and Sexuality Studies Student Research Symposium with “He Said, She Listened: On Epistemic Entitlement, Mansplaining, and Gaslighting.”

The School of Music, Multicultural Center, and the Center for Civic Engagement at Illinois State University co-sponsored the Afro-

Brazilian Percussion Workshop and Recycled Instrument/Sound Workshop.

Queer Coalition celebrated Transgender Day of Visibility with a sashay around the Quad.

Milner Library hosted Professor of Ethnomusicology Ama Oforiwa Aduonum’s presentation about her new book, *Walking With Asafo in Ghana: An Ethnographic Account of Kormantse Bentsir Warrior Music*.

To mark World Water Day, Zach Welcker delivered the lecture “Tribal Sovereignty and Water: The Long View on Water Use and Management” with support from Illinois State’s Center for a Sustainable Water Future.

The Student Government Association (SGA) held a financial awareness fair with resources for international, veteran/ military, and transfer students. SGA offered information about free thrifting from the ISU Share Shop and campus safety resources from the Safe Redbirds app. Other tables included connections to the Financial Aid Office, the Multicultural Center, Milner Library, the Center for Civic Engagement, the Visor Center, and Student Health Services.

School of Social Work hosted the 3rd Annual Social Justice Action Forum at the Bone Student Center.

APRIL

The Vixen headlined the 24th Annual Charity Drag Show: A Galactic Performance. Proceeds from the event benefitted the LGBTQIA+ Support Fund.

Dr. Khalid el-Hakim presented the “Hip Hop at 50” exhibit as part of the Black History 101 Mobile Museum.



Pulitzer Prize-nominated author and scholar Dr. Amy Stanley delivered the Robert G. Bone Distinguished Lecture, "Stranger in the Shogun's City: Modern History from the Archive to the Page" during which she spoke about problems of narration, methodology, and silence. The event was sponsored by the Department of History.

AsiaConnect hosted the annual Asian Heritage Week Celebration. The 2023 celebration saw over 200 attendees across 16 events like Asian dance performances, music, arts and crafts, a cooking class, and a movie screening with Q&A panel.

African American Studies presented the panel "The Black Church and Progressive Politics: Past and Present Ecclesiastical Views on Race, Inequality, and Agape" with Dr. Nikol G. Alexander-Floyd and the Rev. Joseph Scrivner, Ph.D.

University Housing hosted Bollywood and Emmy-nominated star Vir Das for the Indian Cultural Dinner.

Global human rights advocate Nasreen Sheikh spoke at the annual Earth Day Breakfast. Sponsored by the Office of Sustainability, the talk centered on improving labor rights, ending forced marriages, and showcasing the devastating effects of the fashion industry on the environment and the people behind products.

Throughout the month of April, Health Promotion and Wellness hosted events to raise awareness for Sexual Assault Awareness Month. Events included the Red-birds Unite 5K, Consent Day, Day of Silence, Clothesline Project, and Denim Day.

The Latin America and Latino/a Studies (LALS) program and Universidad Autonoma de la Ciudad de Mexico (UACM) hosted the transnational, transborder, and translingual conference, "Borders, Feminism, Memory, and Identity."

As part of the weeklong celebration of Bilingual Advocacy Week, Dr. González Ybarra gave a talk titled, "Language & Literacy Pedagogies of Solidarity with Latinx Youth and Communities." The events of the week were sponsored by the Department of Languages, Literatures, and Cultures; Latin American and Latino/a Studies program; College of Arts and Sciences; School of Teaching and Learning; College of Education; and Student Association for Bilingual Education.

David A. Strand Diversity Achievement Award recipients took part in a panel to discuss the contribution panelists made to equity, inclusion, diversity, access, and anti-racism.

The African American Studies program hosted Dr. Matt Caplan, who raised awareness of the contributions of Dr. Titus Pankey to the history of astronomy.

The Crossroads Project presented a staged reading of *Pink Man, or, The Only Indian in the Room* by Marty Strenczewilk, winner of the 2023 Diverse Voices Playwriting Initiative.

The Illinois State University West African Drumming and Dance Ensemble presented its 24th end-of-semester concert, directed by Dr. Ama Oforiwa Aduonum.

AsiaConnect's anti-racism working group hosted Dr. Jacob Chacko, who spoke on intersectionality, his katha (story), and moving the Asian Pacific Islander Desi American (APIIDA) community forward with the talk "Understanding Intersectionality and the Asian/Asian American Community: Past, Present, and Future."

MAY

Jane Lynch '82 directed *Lost in Yonkers*. Performances of this play offered opportunities to support the LGBTQ+ Student Support Fund.

Health Promotion and Wellness with the Birth Center of Bloomington Normal for Support for Nursing Mother classes: Breastfeeding 101 and Returning to Work or School.

The 2023 cultural graduation recognition events honored Latino/a/x, LGBTQIA+, Black, and Middle Eastern, Asian, and Pacific Islander, and Southeast Asian graduates, their families, and communities.

JUNE

Communities of Belonging and Success (COBAS) hosted a workshop titled "What does ISU need to know about college-bound Latino/a/x students?"

"Sunset on the Longest Day: An Act of Indigenous Restoration" was a free, outdoor community performance event, centered around listening to Native Americans as a reconciliatory act of land acknowledgement, presented in collaboration with the Illinois State University Horticulture Center, and created by School of Theatre and Dance's Dr. Shannon Epplett.



LEADING 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'S DIVERSITY AND INCLUSION COUNCIL, 2022-2023

Doris Houston, CEIO, Office of the
President

Alison Bailey, Professor of Philosophy;
Director, Women's, Gender, and Sexuality
Studies, Department of Philosophy

Danielle Beasley, Associate Director of
Diversity, Equity and Outreach, Student
Counseling Services

Karmine Beecroft, Digitization Coordinator,
Milner Library

Wilma Bates, Director of Development,
College of Education

Byron Craig, Assistant Professor, School of
Communication

Ash Ebikhumi, Student, Student Trustee

Shannon Epplett, Instructional Assistant
Professor, Department of English

Angell Howard, Program Coordinator,
Student Affairs

Anthony Jones, Director, University Lab
Schools, College of Education

Tammie Keney, Director, Student Access
and Accommodation Services

Quanisha Kumi-Darfour, Associate Director,
Career Services

Lawrence Lair, Graphic Designer, University
Marketing and Communications

Miranda Lin, Professor of Education,
College of Education

Eduardo Monk, SGA President, Student
Body President (SGA)

Guadalupe Montalvo, Assistant Director,
University Housing Services

Mayuko Nakamura, Assistant Director for
Assessment and Equitable Pedagogy, Center
for Integrated Professional Development

Christa Platt, Director, Multicultural Center

Roopa Rawjee, Executive Director of
International Engagement, Office of
International Engagement

Rocío Rivadeneyra, Associate Dean, College
of Arts and Sciences

Yusuf Sarfati, Associate Professor of Politics,
Department of Politics and Government

Archana Shekara, Professor of Art, Wonsook
Kim School of Art

Katy Strzepek, Director, Center For Civic
Engagement

Maura Toro-Morn, Professor of Sociology,
Department of Sociology and Anthropology

EDI LEADERS CIRCLE, 2022-2023

Administrative/Professional Council

EDI subcommittee—Amy Secretan

Admissions

Branden Delk

Alumni Engagement

Kris Harding

Alumni Association

Alumni Association DEI Committee—Stan
Shingles, Danielle Alexander

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—Antonio Causarano,
Sarah Ballard

Communication Sciences and Disorders

Diversity, Equity, and Inclusion
Committee—Antony Joseph

Creative Technologies Program

Greg Corness

Department of Chemistry

George Barnes



CAMPUS GROUPS AND ORGANIZATIONS LEADING OUR DIVERSITY EFFORTS

Department of Family and Consumer Sciences,

Amy Bardwell, Marla Reese-Weber

Department of Geology, Geography, and the Environment

Diversity and Inclusion Committee—
Melissa Heil

Department of Mathematics

Diversity, Equity, and Inclusion Ad hoc
Committee—Amanda Cullen

Department of Philosophy

Tom Buller

Department of Psychology

Climate and Diversity Committee—
Greg Braswell

Department of Technology

Haiyan Sally Xie

Financial Aid Office

Lyn Morris

Honors Program

Diversity, Equity, and Inclusion Council—
Amy Secretan, Linda Clemmons

Katie School of Insurance

James Jones

Milner Library

Inclusion, Diversity, Equity, and Access
(IDEA) Committee—Mallory Jallas, Anna
Twiddy

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

Pruthikrai Mahatanankoon

School of Kinesiology and Recreation

Diversity and Inclusion Committee—
Kelsey Orrill

School of Music

Equity, Diversity, and Inclusion
Committee—Justin Vickers, Rachel
Hockenberry

School of Social Work

Anti-racism Committee—Nathan Stephens

School of Theatre and Dance

The Crossroads Project—Kee-Yoon Nahm

Diversity, Equity, and Inclusion
Committee—Laina Werner-Powell

Student Counseling Services

Multicultural Outreach Team—
Danielle Beasley

University Marketing and Communications

Brian Beam, Lawrence Lair

Women's, Gender, and Sexuality Studies Program

Jacklyn Weier

Wonsook Kim College of Fine Arts

Diversity Equity and Inclusion
Committee—Sara Semonis, Ann Haugo

Wonsook Kim School of Art

Belonging and Equity Committee—
Bert Stabler

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 Employees

Chair Branden Delk
ABAE.IllinoisState.edu

AsiaConnect

Chair Miranda Lin
AsiaConnect.IllinoisState.edu

Organization of Latino/a/x Employees

Chair Rocío Rivadeneyra
OLE.IllinoisState.edu

Queer Coalition

Co-chair Karmine Beecroft
Co-chair Brigid Aslin
QueerCoalition.IllinoisState.edu

Equity FOCUSED

REGISTERED STUDENT ORGANIZATIONS (RSOs)—SUMMER 2023

ADHD Support Group

African Students Association

Asian Pacific American Coalition

Association of Latinx American Students

Association of Latino Professionals for America

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

Drag Royalty

Feminist Led Activist Movement to Empower

First Gen Redbirds

Future Educators of Color

Hear My Soul

Indian Student Association

Japanese Language and Culture Club

Minorities And Philosophy Chapter at Illinois State University

Minorities in Agriculture, Natural Resources, and Related Sciences

Music Student Multicultural Association

National Association of Black Accountants

National Association of Colored Women's Clubs

National Pan-Hellenic Council

Noir dance troupe

Onyx Connect Media

Period.

Pride

Profound Pioneers Entertainment Group

Recovery for Redbirds

Redbirds en Ritmo

Society Advancing Chicanos/Hispanics & Native Americans in Science (SACNAS), ISU Chapter

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)

Undergraduate Women in Economics

Women's History Club

Women in Technology

Women in STEM

Religious and spiritual registered student organizations can be found at RedbirdLife.IllinoisState.edu



DeanOfStudents.IllinoisState.edu/involvement/organizations





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