



Northern Illinois University

Academic Diversity, Equity and Inclusion Update: Developing A Community of Practice for Equity and Community Partnerships

Vernese Edghill-Walden,
Vice President for Diversity, Equity and Inclusion
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University Mission and Goal Alignment



University Mission

The mission of Northern Illinois University is to empower students through educational excellence and experiential learning as we pursue knowledge, share our research and artistry, and engage communities for the benefit of the region, state, nation and world...We value and practice equity and inclusion.

ADEI Mission

In alignment with [Northern Illinois's University's core values](#), ADEI leads the charge in establishing an equity-minded community that challenges and eliminates exclusionary systems and practices.

Strategic Priorities

1. Cultivating Equity
2. Building an inclusive community
3. Promoting education, awareness and action



Education, Awareness and Action

Faculty Inclusive Teaching & Learning Resources



- Academic Affairs & Center for Innovative Teaching and Learning
 - Association of College and University Educators Partnership
 - Year-long Professional Development
 - Inclusive Teaching micro-credential
- ADEI--Faculty Academy for Cultural Competency and Equity (FACCE) Fall 2022

NIU-FACCE

Nine Monthly Modules

Professional Development Sessions

Week-long Summer Faculty Institute



Truth, Racial Healing & Transformation (TRHT) Campus Center



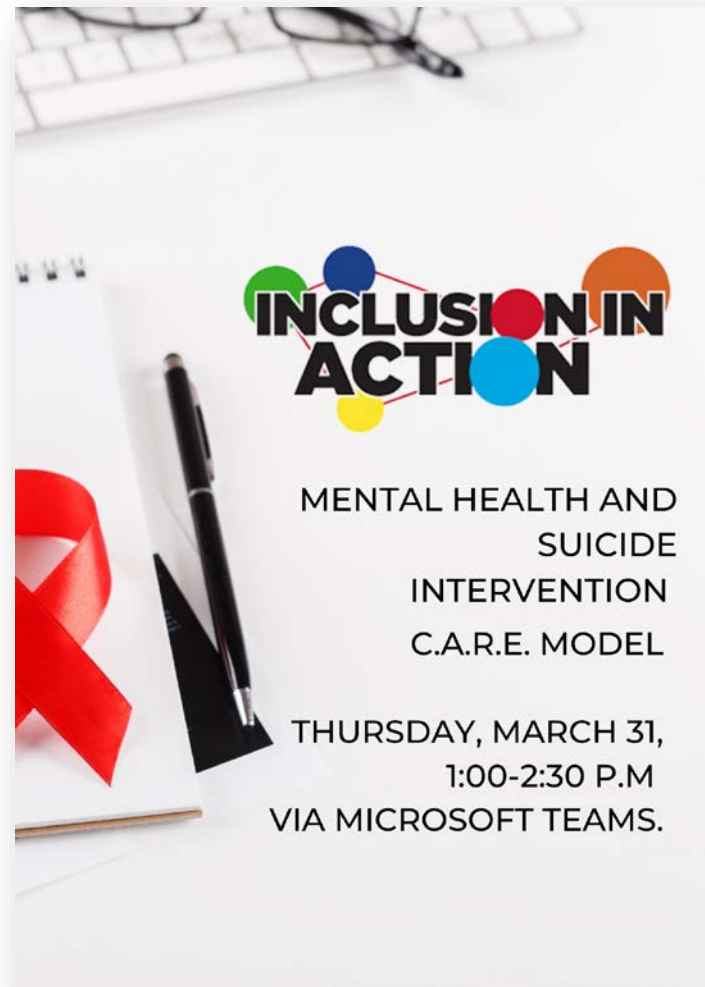
- Fall 2021 awarded \$25,000 grant to launch TRHT by the Association of American Colleges and Universities (AAC&U) .
- NIU is one of only 49 THRT Centers in the United States.

Upcoming Center Programs:

- Arts in Action
- The 1619 Project & discussion –the arrival of enslaved Africans and its lasting impact (musical and discussion with Pulitzer Prize author Nikole Hannah Jones) with CLAS and Cultural Centers
- Racial Healing Campus Conference
- The Stories We tell Ourselves – students' artistic exploration of internalized racist messaging through self-portraits and a story slam



ADEI: Inclusion in Action Series



Launched March 1, 2022

- Offers professional development workshops for staff and faculty
- Led by faculty and staff

Core partner: Human Resources

IDEA Survey: A Campus Climate Survey



- Experts in conducting campus climate surveys; tested for reliability
- Confidential survey with 60 questions and administered over four weeks

2nd IDEA Survey

Launching: April 4, 2022

Administered by:

Viewfinder by *Insight Into Diversity Magazine*



Cultivating Equity

DRAFT Community of Practice for Equity Model



Student Success

- Enhance academic and financial advising services
- Launch Braven
- Engagement and student leadership
- Restorative justice practice in Student conduct
- Cultural programming
- TRHT Center
- Recruitment/Enrollment (SEM)
- Retention and student academic success (SEM)
- Enhance the graduate student experience
- HLC Quality Initiative
- Closing equity Gaps
- Greek Life

Goal 2A, 2B, 2C, 3B, 4B

Staff and Faculty Success

- Staff and faculty DEI PD
- Faculty inclusive teaching PD
- Diversify faculty, staff and administrators
- Supervisor training and leadership development
- Launch academic emerging research opportunities
- Community-engaged scholarship and artistry
- Post-doc/visiting professor
- Diversify faculty pipelines
- Transdisciplinary research
- Faculty evaluation
- Curricular innovation reform

Goal 3A, 4A, 4C, 5B

Leadership and Culture

- Belonging
- Inclusive policies and procedures
- Climate surveys
- Facilities master plan
- Strategic fundraising campaign
- Community partnerships
- Align resources with DEI goals
- Supervisor training and leadership development
- Accessible friendly campus

Goal 4A, 5C, 6B

Shared Leadership and Multi-Year Budget Alignment with University Goal Priorities



Building an Inclusive Community

Belonging: A Community Partnership



Co-creating a Sustainable Belonging Community

- Seen
- Heard
- Valued
- Respected



Grants and In-kind support

- NIU
- City of DeKalb
- Healing Illinois Grant
- Family Service Agency
- DeKalb County Community Foundation

Belonging Council

- City and NIU leadership
- Spiritual leaders
- Non-profits
- Social service agencies
- Community leadership and citizens

Belonging Programs

- **Faces of Belonging (City bus campaign)**
 - VPA Photography faculty and students are continuing this project.
- **Voices of Belonging- March 31,2022**
 - WNIJ Podcast captured voices through interviews and an exhibit in the DeKalb & NIU libraries.
- **Words of Belonging- Fall 2022**
 - A third medium is in development for community to reflect on belonging through poetry, spoken word, essays, and more.

Violence Prevention and Advocacy: A Coordinated Community Response Partnership



1. Elevate prevention education
2. Develop a coordinated community response for victims.
3. Increase strategies to reach the following:
 - a. Underserved and/or culturally-specific populations;
 - b. Lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ);
 - c. Individuals with disabilities including Deaf or hard of hearing
 - d. Persons with limited English proficiency

**CAN YOU
WALK A MILE
IN HIGH HEELS?**

**GRAB YOUR HEELS AND STAND WITH SEXUAL ASSAULT
SURVIVORS DURING A SOCIALLY DISTANCED EVENT**

**APRIL 24 @
NIU'S EAST LAGOON
11:00 AM, RAIN OR SHINE**

FREE & OPEN TO THE PUBLIC | MASKS REQUIRED

**DONATIONS FOR SAFE PASSAGE HAPPILY ACCEPTED
IN LIEU OF ANNUAL REGISTRATION FEE**

  Hosted by Safe Passage and NIU's Office of Academic Diversity, Equity, and Inclusion
For more information visit safepassagedv.org or call 815-756-7930

The poster features a row of high-heeled shoes at the bottom, with one shoe on the left having a heart shape on its side.

Established Coordinated Community Response Team (CCRT)



- Benefits to CCRT
 - Wide range of experiences, education and knowledge in the areas of sexual assault, domestic violence, dating violence, stalking, violence prevention, trauma and law enforcement.
 - Focus on responding effectively to reports of sexual assault, dating violence, domestic violence and stalking.
 - Advocacy and victim services: Focus on working directly with victims/survivors to ensure a trauma-informed, victim-centered approach to care.
 - Violence prevention: Focus on techniques and strategies for preventing relationship violence on campus and the surrounding areas.
- CCRT Partners
 - ADEI, Title IX, Student Affairs/Student Conduct, Campus police, City Police, and Safe Passage



Safe Passage

No one deserves to be abused.

SAFE PASSAGE: A STRONG COMMUNITY PARTNER



Safe Passage Partnership Benefits:

- 24/7 phone and text response with in-person follow up
- Diverse trained counselors and advocates
- Bilingual services
- Offers coordinated training and education (NIU & Safe Passage)
- Cross training of NIU and Safe Passage staff on programs and services offered
- Advocacy, medical and counseling service assistance.
- Supports students, employees and the entire community!



The mission of Safe Passage is “ to promote the right of all to non-violent relationships by providing advocacy, intervention and prevention throughout DeKalb County.”

MEANINGFUL PROGRAMMING AND IMPACT



Collaborative Prevention Education

- Monthly awareness programming

Co-sponsored events and programs

- Facebook Live events
- Panel discussions
- Walk A Mile
- *Swept Under the Rug* Exhibit at the Pick Museum



Trauma-Informed Interview Room



- Student-centered
- Advocacy focused
- Grant funded
- 4th floor Health Services
 - Part of the ADEI Suite
- Student Affairs, ADEI and Safe Passage Collaboration



What Is Next?



- **Finalize Community of Practice for Equity Model**
 - Shared Leadership
 - Shared Accountability
- **Assess climate and culture**
 - IDEA Survey
- **Promote education, awareness and action resources**
 - FACCE (Faculty)
 - TRHT (Students)
 - Inclusion in Action (Staff)
- **Invest in community partnerships**
 - Belonging
 - Safe Passage and The Coordinated Community Response Team



Questions

