Community of Practice and Shared Equity Leadership Model Update

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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

**Staff and Faculty Success**
- Staff and faculty DEI PD
- Faculty inclusive teaching PD to promote equitable outcomes
- 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
- **Collaborate with Union DEI leaders**

**Leadership and Culture**
- University-wide training and PD on DEI
- 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 2A, 2B, 2C, 3B, 4B**
**Goal 3A, 4A, 4C, 5B**
**Goal 4A, 5C, 6B**

Shared Leadership and Multi-Year Budget Alignment with University Goal Priorities
Goal: Engage more people in leading and implementing DEI goals across campus.

- Commit to self-awareness and DEI values and practices
- Must center students' needs

*American Council on Education and University of Southern California
Shared Equity Leadership Principles

• Builds trust and cultivates positive relationships
• Welcomes disagreement and tension
• Sets expectations for the long-term goals
• Commits to transformational outcomes and structural changes
• Challenges the way we have always done it
• Promotes continuous learning and awareness
Adopting Shared Equity Leadership Model

- Centers students’ needs
- Promotes working together to advance university DEI goals, projects and initiatives
- Facilitates cross-sectional teams to communicate and advance NIU’s DEI goals
- Engages leadership, committees, commissions, shared governance groups to advance DEI goals related to student, faculty and staff success
Shared Equity Leadership Structural Models

- **Hub and Spoke Model**
- **Highly Structured Model**
- **Bridging Model**
- **Woven Model**
Hybrid Model Recommendation

**Hub and Spoke Model**

**Bridging Model**
Benefits of Hybrid Model

• Maintain access to DEI resources, expertise and knowledge:
  ▪ Training, education, outreach and professional development
  ▪ Cultural and identity centers
  ▪ Programs and services

• Builds capacity for shared:
  ▪ Accountability
  ▪ Long-term DEI goal development
  ▪ Monitoring of progress towards goals
Next Steps for SEL Hybrid Model

NIU
• Continue to update campus on the evolution of community of practice/hybrid SEL (Fall 2022)
• Utilize model to coordinate and advance ongoing DEI goals

Nationally
• Network with DEI leaders and researchers throughout U.S.
• Incorporate future national research for SEL:
  o Accountability
  o Emotional labor
  o Roles and responsibility
Questions