

# Academic Support Unit Assessment

Academic Equity, Diversity and Inclusion

Social Justice Education

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Monique Bernoudy, Assistant Vice President

Jocelyn Santana, Director of Social Justice Education



**Northern Illinois  
University**

Accreditation, Assessment and Evaluation (AAE)

# Academic Support Unit Assessment

## Part I: Assessment Plan

### 1. History and Context

The history and context of Social Justice Education (SJE) are connected directly with those of the Division of Academic Diversity, Equity and Inclusion (ADEI). This section will begin with a brief history and contextual background of ADEI to better understand SJE.

#### *Academic Diversity, Equity and Inclusion*

In September of 2013, the Office of Academic Affairs sponsored a President's Diversity Leadership Summit coordinated and hosted by Janice Hamlet in her role as Coordinator of Academic Diversity Programs. This event drew together seventy-seven diversity leaders and stakeholders on campus comprised of administrators, faculty, staff and student leaders from all across the university to discuss initiatives centered on Inclusive Excellence. As a result, the President and Provost established a Diversity and Inclusion Task Force in the spring of 2014. The task force completed their work and produced a thorough Diversity and Inclusion Task Force Report released in fall 2014.

The Diversity and Inclusion Task Force established thirteen recommendations, which included the hiring of Northern Illinois University's first Chief Diversity Officer (CDO). In 2015, the Office of Academic Diversity, Equity and Inclusion (ADEI) was established and expanded to include the four diversity and cultural resource centers that have supported students at NIU prior to the formation of ADEI. In 2018, there was a second expansion to include the Offices of Undocumented Student Services and Affirmative Action Equal Opportunity Education.

ADEI has developed a comprehensive social justice education framework that supports equity-minded practices and strengthened the NIU Human Diversity baccalaureate degree requirement. The focus of ADEI includes increasing academic equity and success for all students beginning with the launch of the campus sexual misconduct Sexual Harassment, Assault and Relationship Experiences (SHARE) and climate Inclusion, Diversity, Equity and Access (IDEA) surveys. The Bias Reporting program provides the NIU community to report incidents of bias they have observed or experienced. The data from the surveys and bias incident reports will inform ADEI's Social Justice Education practices and programs while allowing the university to continuously evaluate and revise policies and practices with an equity lens to ensure they reflect the institutional mission and reinforce our values of respecting the intrinsic dignity of all Huskies.

ADEI, along with campus partners, has collaborated to make NIU a more inclusive and welcoming community. ADEI diversity and cultural resource centers, programs, and offices play a vital role for the students, faculty, and staff of all backgrounds. The ADEI mission, vision, goals, and strategic priorities compliment and support the University's mission and values, Strategic Enrollment Management (SEM) Plan, and the President's annual goals for diversity, equity and inclusion.

## *Social Justice Education*

ADEI's Social Justice Education provides the university community with educational experiences that assist in building and sustaining an inclusive campus where everyone respects the value and dignity of all its members. The program, framed by the theme "Conversations that Matter," is comprised of People Organizing Weekend Empowerment Retreat (POWER), Huskie Conversation Cafés, Conversations on Diversity and Equity (CODE) workshops, CODE Facilitator Institute, Diversity Dialogue Series, (SHARE) Survey and the Survey.

Each of these SJE programs engage the entire campus community in learning about the cultural differences that shape our world. Participants explore complex aspects of the diversity and equity framework through the exploration of key social justice concepts such as diversity, self-awareness, bias, and cultural competency.

## **2. Mission, Goals and Objectives**

### *Mission Statement*

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.

### *Unit Goals and Objectives*

**Goal 1.** SJE will support a diverse and inclusive NIU campus community by obtaining information about the campus climate to inform its work in addressing gaps and inequities in cultural competency.

**Objective 1.1.** Gather data related to instances of sexual misconduct (e.g., stalking, dating violence and sexual violence on campus).

**Assessment Method:** SJE will conduct the Sexual Harassment, Assault and Relationship Experiences (SHARE) Survey every two years of all enrolled students to examine instances of sexual misconduct (e.g., stalking, dating violence and sexual violence on campus).

**Target:** 700-1,000 enrolled students will complete the survey.

**Target:** Identify at least three survey-result action items that NIU can use to inform improvements to reduce instances of sexual misconduct.

**Assessment Method:** SJE will conduct the IDEA Survey (Inclusion, Diversity, Equity and Access-- a comprehensive survey of NIU faculty, staff and students to acquire the experiences and perceptions concerning the living, learning and working environment.

**Target: Total of 1,500-2,000 current students, faculty and staff to complete the survey.**

**Target:** Social Justice Education will establish benchmarks for climate data based on the FY19 survey.

**Goal 2.** SJE will provide ongoing social justice education that supports students, faculty and staff in order to promote an inclusive campus community that recognizes and celebrates cultural differences.

**Objective 2.2.** NIU students will demonstrate intercultural listening, participation and personal interaction with a diverse group of peers by completing at least one cultural-competency education workshop (e.g., Conversations on Diversity and Equity- CODE).

**Assessment Method:** Data analysis between student sign-ins for CODE workshops and enrollment in ENG 103 and ENG 104 classes at the start of the fall and spring terms. (Note: SJE will collaborate with ENG 103 and 104 sections to bring students to the workshops).

**Target:** All (100%) new first-year students at NIU will complete at least one cultural-competency education workshop (e.g., Conversations on Diversity and Equity- CODE) by 2023

**Assessment Method:** Data tracking of student participants at cultural-education workshops, comparing with lists of NIU students employed on campus or serving in a leadership role in an NIU student organization.

**Target:** 200 student staff will participate in at least one CODE workshop annually, 2020-2025. (This number will be assessed to determine if the goal is realistic; may be adjusted to a percentage).

**Target:** 600 student leaders in an NIU student organization will participate in at least one CODE Workshop. (This number will be assessed to determine if the goal is realistic; may be adjusted to a percentage).

**Objective 2.1.** Fifty percent of NIU's faculty and staff will participate annually in cultural-competency education.

**Assessment Method:** Data tracking: SJE will maintain records for those who participate in cultural education programs; keep a tally of the numbers of attendees and will calculate the participation rate among the number each year of staff and faculty members.

**Target:** ~300 faculty, instructors, and teaching assistants participants in year one with realistic incremental increases each year.

**Target:** 200-350 staff participants in year one with realistic incremental increases each year.

**Assessment Method:** Needs assessment: SJE will survey participants to gather information to inform improvements to the workshops; improvements will focus on what a sampling of participants perceive as gaps in the workshop content. The survey will be sent four to six weeks after the workshop to give participants time to reflect on and to apply what they have learned.

**Target:** 80% of survey respondents will be able to describe how they applied one concept from a workshop they attended to a situation from their work/practice.

**Target:** More than 50% of survey respondents will be able to describe one recommendation to improve the workshops (e.g., concept, facilitation method).

### 3. Assessment Methods

**ASSESSMENT METHODS TABLE**

Assessment Method	Explanation			
	Description	Assessment-Level Target <sup>a</sup>	When Data Will be Collected	Person Responsible
Bi-annual Survey: SHARE	Conduct the Sexual Harassment, Assault and Relationship Experiences (SHARE) Survey every two years of all enrolled students to examine instances of sexual misconduct (e.g., stalking, dating violence and sexual violence on campus).	<p><b>Target:</b> 700-1,000 enrolled students will complete the survey.</p> <p><b>Target:</b> Identify at least three survey-result action items that NIU can use to inform improvements to reduce instances of sexual misconduct.</p>	Spring 2018	Assistant Vice President
Bi-annual Survey, IDEA	Conduct the IDEA Survey (Inclusion, Diversity, Equity and Access-- a comprehensive survey of NIU faculty, staff and students to acquire the experiences and perceptions concerning the living, learning and working environment.	Establish benchmarks for climate data based on the FY19 survey	Spring 2019	Assistant Vice President
Data Analysis	Data analysis between student sign-ins for CODE workshops and enrollment in ENG 103 and ENG 104 classes at the start of the fall and spring terms. (Note: SJE will collaborate with ENG 103 and 104 sections to bring students to the workshops).	All (100%) new first-year students at NIU will complete at least one cultural-competency education workshop (e.g., Conversations on Diversity and Equity-CODE) by 2023	Spring 2023	Director, Social Justice Education

Assessment Method	Explanation			
	Description	Assessment-Level Target <sup>a</sup>	When Data Will be Collected	Person Responsible
Data Tracking	Data tracking of student participants at cultural-education workshops, comparing with lists of NIU students employed on campus or serving in a leadership role in an NIU student organization	<p>200 student staff will participate in at least on CODE workshop annually, 2020-2025. (This number will be assessed to determine if the goal is realistic; may be adjusted to a percentage).</p> <p>600 student leaders in an NIU student organization will participate in at least one CODE Workshop. (This number will be assessed to determine if the goal is realistic; may be adjusted to a percentage).</p>	Fall 2020	Director, Social Justice Education
Data Tracking	Data tracking: SJE will maintain records for those who participate in cultural education programs; keep a tally of the numbers of attendees and will calculate the participation rate among the number each year of staff and faculty members	<p>~300 faculty, instructors, and teaching assistants participants in year one with realistic incremental increases each year. ~300 faculty, instructors, and teaching assistants participants in year one with realistic incremental increases each year.</p> <p>200-350 staff participants in year one with realistic incremental increases each year.</p>	Fall 2020	Director, Social Justice Education

Assessment Method	Explanation			
	Description	Assessment-Level Target <sup>a</sup>	When Data Will be Collected	Person Responsible
Needs Assessment Survey	Needs assessment: SJE will survey participants to gather information to inform improvements to the workshops; improvements will focus on what a sampling of participants perceive as gaps in the workshop content. The survey will be sent four to six weeks after the workshop to give participants time to reflect on and to apply what they have learned	80% of survey respondents will be able to describe how they applied one concept from a workshop they attended to a situation from their work/practice.  More than 50% of survey respondents will be able to describe one recommendation to improve the workshops (e.g., concept, facilitation method).	Fall 2020	Director, Social Justice Education
<p><i>Note.</i> <sup>a</sup> Assessment-level target is the level of performance the unit hopes to see on the assessment (e.g., 85% percent of participants demonstrate X, Y, and Z).</p>				



**ASSESSMENT METHODS-BY-OUTCOMES MATRIX**

Assessment Method	Goal						
	1. support a diverse and inclusive NIU campus community by obtaining information about the campus climate to inform its work in addressing gaps and inequities in cultural competency.			2. provide ongoing social justice education that supports students, faculty and staff in order to promote an inclusive campus community that recognizes and celebrates cultural differences			
Bi-annual Survey: SHARE	S, I	S, I					
Bi-annual Survey, IDEA	S, I	S, I					
Data Analysis				F, D			
Data Tracking				S, I			
Data Tracking				S, I			
Needs Assessment Survey				S, D			
<i>Note.</i> F=formative assessment, S=summative assessment, D=direct assessment, and I=indirect assessment							