Northern Illinois University

Academic Diversity, Equity and Inclusion

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ADEI Overview

- Asian American Resource Center
- Center for Black Studies
- Latino Resource Center
- Gender and Sexuality Resource Center
- Undocumented Student Support
- Social Justice Education
- Affirmative Action and Equal Opportunity Education
Main Features

- ADEI Highlights
- Facilitating Equity
- Planning
- Engagement
- Training
- Closing Messages
ADEI Highlights

- One-year anniversary of the Office of Undocumented Student Support
- Completed the Inclusion, Diversity, Equity and Access (IDEA) Survey
- Day of Giving (D.O.G.) raised $17,000
- Significant increase in faculty of color hires
- DEI Postdoctoral Fellow—Dr. Nicole James
- Expanded the Huskie Celebration for Academic Excellence
Facilitating Equity

![Diagram showing the difference between Equality and Equity](image_url)
DRAFT

Understanding Equity at NIU

Purposefully focused on improving outcomes and experiences at NIU by eliminating barriers that disproportionately hinder the academic achievement of any group.
Institutional Strategies for Reducing Academic Equity Gaps to Increase Student Success

1. Focused academic support inside and outside the classroom.

2. Building capacity in mentoring programs for students of color.

3. Leverage financial aid to support affordability. (i.e.: Huskie Pledge)

4. Remove bias processes that hinder access to financial aid & influence admission decisions

5. Invest in an inclusive teaching and learning model that promotes curricular redesign, culturally responsive teaching strategies and innovative professional development
Data-Informed Decisions

Improving the Student Experience

- Sexual Harassment, Assault and Relationship Experiences (S.H.A.R.E.)
- **Inclusion, Diversity, Equity and Access (I.D.E.A.)**
- National Survey of Student Engagement (N.S.S.E.)

* IDEA Survey findings presented Spring 2020*
Planning

• Accessibility planning with coordinated stakeholders

• 2020 Day of Giving

• 2020 Alumni Meet & Greet

• Implementation of Violence Prevention Grant
University, Alumni & Student Engagement

- Diversity Fair to support Business Enterprise Program (BEP) Goals
- Increased Alumni Engagement
- Student-Led Diversity Ball
Training

Increase participation in:

- Conversation on Diversity and Equity (CODE)
- Ally Trainings
- Implicit bias training for search committees
  - SPS (new Oct 1, 2019)
  - Faculty
ADEI Training Data

Participants: Faculty, Staff, Student Employees, Student Workers

FY 2019
FY 2020 as of 10/19
Upcoming CODE Facilitator Training

Help Jocelyn and become a CODE Facilitator

Save The Dates:
December 17 and 18th

CODE Facilitator Institute
Closing Messages

- CHALLENGE your assumptions and keep an open mind
- ASK, “What’s going on?”
- MEET students where they are
- BE their champion
“Every child college student deserves a champion: an adult who will never give up on them, who understands the power of connection, and insists that they become the best that they can possibly be.”

- Dr. Rita Pierson