

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, September 15, 2021, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

VOTING MEMBERS PRESENT: Bohanon, Collins, Creed, Fredericks, Maki, McConkie, McGowan, Miguel, Montana, Montgomery, Vahabzadeh

OTHERS PRESENT: Chomentowski, Edghill-Walden, Hu, Palese

OTHERS ABSENT: Staikidis, Valentiner

I. CALL TO ORDER

Faculty Senate-Social Justice Committee (FS-SJC) chair **I. Montana** called the meeting to order at 3 p.m.

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

E. Fredericks moved to adopt the agenda, seconded by **F. Bohanon**. Motion passed.

IV. PUBLIC COMMENT

No public comment was requested. The committee used this time to make introductions among the members and guests.

V. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

Chief Diversity Officer **Vernese Edghill-Walden** reported to the group. The report and follow-up discussion included a variety of topics:

- Cultural Competency Training
- NIU's Resource Centers
- COVID-related challenges
- Community of Practice, an opportunity for various groups on campus to share their goals and progress toward those goals
- National recognition of social justice work being accomplished at NIU

- NIU's anti-racism statement distributed campus-wide and receiving feedback
- United Faculty Alliance (UFA) Anti-Racism and Social Justice Task Force two-day workshop

VI. UNFINISHED BUSINESS

Members' attention was drawn to several items:

- FS-SJC Prioritized Recommendations and Scope of Work – guiding principles agreed upon by the 2020-21 FS-SJC members. Feedback and updates are welcome.
- FS-SJC original charge – “Identify factors contributing to institutional racism at NIU, particularly policies, procedures and practices and take actions to correct them.”

VII. NEW BUSINESS

VIII. REPORTS

A. Academic Affairs – Ben Creed

A tentative structure has been developed for moving forward this year, with a possibility of partnering with the UFA on some projects.

Discussion regarding issues within the purview of the committee and those that are not. Where can the FS-SJC be most effective?

B. Diversity, Equity and Inclusion – Elisa Fredericks

Equity in recruitment and hiring practices, as well as employee retention, are being reviewed. Focus groups to discuss these issues have been, and hopefully will continue to be, offered as part of this review.

C. Institutional Racism – Beth McGowan

How do systems and policies at NIU help or hinder student success? Faculty success? Staff success? Assistant with data might be sought from Office of Institutional Effectiveness.

IX. ADJOURNMENT

B. McGowan moved to adjourn, seconded by **D. Collins**. Motion passed.

Meeting adjourned at 4:07 p.m.