

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, October 13, 2021, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

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

VOTING MEMBERS ABSENT: Books

OTHERS PRESENT: Chomentowski, Hu, Valentiner

OTHERS ABSENT: Palese, Staikidis

I. CALL TO ORDER

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

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

B. Creed moved to adopt the agenda, seconded by **F. Bohanon**. Motion passed.

IV. APPROVAL OF THE SEPTEMBER 15, 2021 MINUTES – Pages 2-3

B. McGowan moved to approve the minutes, seconded by **S. Vahabzadeh**. Motion passed.

V. PUBLIC COMMENT

VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

A. NIU UPI/UFA Anti-Racism Workshop (Update)

Committee members who attended the United Faculty Alliance (UFA) Anti-Racism Workshop reflected on the discussion that took place. Topics included:

- Valuable opportunity to discuss shared concerns and to troubleshoot together.
- Potential opportunity for the FS-SJC to work with the UFA on shared concerns in the future.
- Departmental policies (written and unwritten) pertaining to tenure and promotion.
- Unwritten rules/historic culture, which can lead to inequity in how these unwritten rules are implemented and who is held to them, which allows bias to come into play.
- Core charge – to review policies, procedures and practices contributing to institutional racism.
- UFA President Kerry Ferris will visit FS in February.

VII. UNFINISHED BUSINESS

A. Revisit FS-SJC Goals and Priorities

1. Prioritized Recommendation # 1 & 3 (Academic Affairs)
2. Prioritized Recommendation # 4 (Diversity, Equity, and Inclusion)
3. Prioritized Recommendation # 2 & 5 (Institutional Racism)

The committee members discussed the FS-SJC goals and priorities, including implementation strategies. Discussion points included:

- Recommendation #4, increasing BIPOC faculty hiring, was noted as a priority.
- Previously provided data was incomplete; complete data is necessary. The Presidential Commission on Race and Ethnicity (PCORE) has raw data. Everybody needs to use the same data.
- PCORE has reviewed not just hiring, but also retention.
- What metric can be used to assess progress?
- We must be specific in terms of what we want to achieve.
- Is this goal achieved from the bottom up, or from the administrative level?
- Is there an awareness of this hiring goal at the local/departamental level?
- NIU reports faculty demographic data, but inconsistency in interpretation can be problematic.
- Are these five recommendations still what we feel should be the five prioritized recommendations?

- A system to track progress would be helpful.
- NIU's anti-racism statement is reassuring, but does it instill a sense of shared responsibility within the university?

B. Resumption of FS-SJC and NIU Leaderships Meetings

1. Provost Office
2. ADEI Office

Provost Ingram will meet with FS-SJC Chair I. Montana, Chief Diversity Officer Vernese Edghill-Walden and FS President Pete Chomentowski to receive an update.

VIII. NEW BUSINESS

IX. REPORTS

A. Academic Affairs – Ben Creed

The working group is focused on Recommendation #3, faculty tenure and promotion policy. The group's process includes: bylaw review, working and learning from those across the institution about barriers and challenges, partnering with UFA, developing recommendations for feedback. The plan is to bring final recommendations to Faculty Senate by the end of the academic year.

Hope was expressed that there progress will soon be realized on Recommendation #1, ongoing university support, including release time, for FS-SJC members. It was noted that NIU has received several recognitions recently due, in part, to the work of the FS-SJC.

B. Diversity, Equity and Inclusion – Elisa Fredericks

The working group is focused on Recommendation #4, increasing BIPOC faculty hiring. The group is currently gathering data, as well as fine-tuning that data to define categories and break the information down by department. When the work is completed, other units – Provost's Office? Human Resource Services? Possibly others? – will be involved.

C. Institutional Racism – Beth McGowan

The working group is focused on Recommendation #2, five-year, university-wide DEI strategic plan process. What type of training, or collective conversations, where faculty train faculty, would help members of the NIU community understand the meaning of institutional racism and take personal responsibility for dismantling the domains that contribute to it. Institutional racism is about attitudes, but also about structures; part of the culture change must involve structures. How do we assist our partners in ADEI and other units to move quickly enough so that the FS-SJC can

meet its goals? What metrics can be used to measure progress toward the group's goals? Instead of targeting only the ultimate outcome, can intermediate outcomes, such as how many departments' tenure and promotion policies have been peer reviewed with an eye toward diversity, be identified?

X. ADJOURNMENT

B. McGowan moved to adjourn, seconded by **F. Bohanon**. Motion passed.

Meeting adjourned at 4:16 pm.