

**PUBLIC NOTICE AND AGENDA**

**FACULTY SENATE – SOCIAL JUSTICE COMMITTEE**

**Wednesday, December 8, 2021, 3 p.m.**

**Altgeld Hall 125**

**Northern Illinois University**

**DeKalb, Illinois**

**I. CALL TO ORDER**

**II. VERIFICATION OF QUORUM**

**III. ADOPTION OF THE AGENDA**

**IV. APPROVAL OF THE OCTOBER 13, 2021 MINUTES – Pages 2-5**

**V. PUBLIC COMMENT**

**VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION**

- A. Open forum on CLAS’ anti-racism activities and recommendations

**VII. UNFINISHED BUSINESS**

**VIII. NEW BUSINESS**

- A. Discussion of FS-SJC prioritized recommendation #1  
(ongoing NIU support for the FS-SJC) – Page 6
- B. Alan Clay, Associate Director for Affirmative Action and Equal Opportunity  
NIU Human Resource Services

**IX. REPORTS**

- A. Reports on monthly FS-SJC monthly updates  
Meeting #1: 10/27/21  
Meeting #2: 11/17/21
- B. Academic Affairs – Ben Creed
- C. Diversity, Equity and Inclusion – Elisa Fredericks
- D. Institutional Racism – Beth McGowan

**X. ADJOURNMENT**

## **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.

## FS-SJC Prioritized Recommendation # 1

***Focus:*** To procure ongoing university support for the Faculty Senate Standing Social Justice Committee (FS-SJC).

***Delegated Working Group:*** Academic Affairs

### ***Overview of Recommendation:***

In acknowledgment of the scope of the work of the standing Faculty Senate Social Justice Committee (FS-SJC), the FS-SJC recommended that to achieve the implementation of its recommendations outlined in its draft report submitted to the Faculty Senate in Spring 2021, ongoing university support will be necessary. We proposed that this support should include release time for the Committee Chair and other members of the committee as needed. The FS-SJC will collaborate with the administration to facilitate data collection and analyses to better understand how institutional racism functions at NIU to support the work of the FS-SJC.

### ***Rationale for Support for the FS-SJC***

The AY 2020-2021 demonstrated the commitment and resolve the FS-Social Justice Committee has toward moving NIU to a more diverse, equitable, and anti-racist community. However, the service commitment by committee members for this work is not sustainable without support. Considering this reality, the FS-SJC is recommending NIU help to support this work as follows:

1. *Three GA/RAs for Spring 2022 Semester*— one for each (or for all) working groups
  - *GA/RAs to provide programmatic support especially in data collection, input, and analysis. GA/RAs will also help with focus groups, online surveys and will serve as administrative liaison for the FS-SJC*
2. *One month of summer salary for the FS SJC chair* —course release/stipend?
3. *One month of summer salary per subcommittee* – This is in recognition for the need for ongoing work over the summer and will be allocated by the individual subcommittees
4. *Other?* Support for Anti-Racism trainings???