

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, October 12, 2022, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

VOTING MEMBERS PRESENT: Barrett, Bohanon, Books, Douglass, Hu, Johnson, Montana (for McGowan), Palese, Scanlon, Valentiner

VOTING MEMBERS ABSENT: McGowan, Vahabzadeh

OTHERS PRESENT: Flynn

I. CALL TO ORDER

Faculty Senate Social Justice Committee (SJC) chair, D. Valentiner, called the meeting to order at 3:01 p.m.

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

D. Douglass moved to adopt the agenda, seconded by **B. Palese**. Motion passed.

IV. APPROVAL OF THE SEPTEMBER 14, 2022, MINUTES

D. Douglass moved to approve the minutes, seconded by **B. Palese**. Motion passed.

V. PUBLIC COMMENT

VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

VII. UNFINISHED BUSINESS

- A. Updated Information for [Working Together for Racial and Social Justice, Equity and Inclusion](#)
Have the working group leaders provided a brief progress report to David Valentiner?

This work is in progress. **D. Valentiner** will continue to coordinate with the working group leaders to refine the information, and membership will have opportunity to review it before submission. If the site is to be updated annually, this could be taken into consideration as the content is updated.

- B. Future work of the FS Social Justice Committee

Discussion included the following points:

- The SJC work needs to be coordinated with other stakeholders on campus. A Community of Practice model has been developed and will be reviewed by President Freeman and senior leadership. The intent is to coordinate the diversity, equity and inclusion (DEI) activities of the various university stakeholders, so that everyone is aware of each other's ongoing work.
- Stakeholders came together in 2021 to identify commonalities, but the Community of Practice is the next step in that effort to ensure that all stakeholders are systematically and intentionally coming together. The work needs to be distributed across campus units, but also coordinated.
- Should the SJC's current work focus on research to support future initiatives as we prepare for stakeholder collaboration once the Community of Practice is approved? The SJC was encouraged to move forward with its work, but with the understanding that the Community of Practice is being developed to eventually coordinate that work with other university stakeholders.
- We want to ensure that we're making the best use of time and resources. The work of the SJC will set the foundation for future initiatives.
- The Office of Academic Diversity, Equity and Inclusion is charged with ultimate responsibility.
- The Shared Equity Leadership document was referenced and will be sent to SJC members following the meeting.
- SJC Recommended Priority #1, university support for the work of the SJC, is substantially completed.

VIII. NEW BUSINESS

IX. REPORTS FROM WORKING GROUPS

A. Academic Affairs – Xiaodan Hu

- The plan is to return to the college councils, continue to engage, report on common themes identified from original visits. This can be accomplished while waiting for university-wide collaboration through the Community of Practice.
- There is a concern regarding anti-racism fatigue. The work is taxing, and workers can lose momentum. We must focus on the concrete deliverables.

B. Diversity, Equity and Inclusion – Natasha Johnson

- Data access continues to be a challenge. **I. Montana** will follow up with Human Resource Services in regard to two sets of exit data that have not yet been received. **F. Bohanon** might be able to assist and will work with **N. Johnson** on this.
- Faculty Senate is the voice of the faculty, but Faculty Senate is not charged with assuring DEI at NIU. Administration is responsible for generating reports. Once the Community of Practice is implemented, the SJC's expertise will be valuable in critiquing reports generated by administration.

C. Institutional Racism – Beth McGowan

- How can faculty be motivated to take the DEI training being offered?

X. ADJOURNMENT

F. Bohanon moved to adjourn, seconded by **D. Douglass**.

Meeting adjourned at 4:03 p.m.