

**PUBLIC NOTICE AND AGENDA**

**FACULTY SENATE – SOCIAL JUSTICE COMMITTEE**

**Wednesday, December 7, 2022, 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 12, 2022, MINUTES – Pages 2-4**

**V. PUBLIC COMMENT**

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

A. Update on the status of President Freeman’s request for feedback

B. Academic freedom event and/or resources

**VII. UNFINISHED BUSINESS**

A. FS-SJC updated description for  
[Working Together for Racial and Social Justice, Equity and Inclusion](#)  
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**VIII. NEW BUSINESS**

A. Proposed Affirming Equity Resolution – Page 6

B. Request for mechanism for anonymous feedback

**IX. REPORTS FROM WORKING GROUPS**

A. Academic Affairs – Xiaodan Hu

B. Diversity, Equity and Inclusion – Natasha Johnson

C. Institutional Racism – Beth McGowan

**X. ADJOURNMENT**

## 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.

The Faculty Senate Social Justice Committee (FS-SJC) was created as a standing committee of the Faculty Senate based on the recommendations of the Ad Hoc Social Justice Committee of the Faculty Senate, as described in the ad hoc committee's draft report in spring 2020. The FS-SJC identified five recommendations from the report for prioritization. These prioritized recommendations have guided the work of the FS-SJC since the committee started its work in 2021-22 academic year. The five prioritized recommendations identified in the ad hoc committee's draft report are: (1) secure ongoing support from the university administration for the committee's work; (2) work with the administration on recruitment and hiring of Black, Indigenous and people of color (BIPOC) faculty; (3) work with the administration to assure equity in NIU's tenure and promotion policies; (4) work with the administration to develop a five-year university-wide diversity plan; and (5) work with colleges and departments to critically evaluate the course offerings, academic programming, curriculum and pedagogy to address equity and social justice concerns.

The FS-SJC meets approximately monthly during the academic year with a focus on circumscribed tasks associated with the five prioritized recommendations. The work thus far includes:

- Best practices of 50 peer institutions have been reviewed, and model institutions have been identified. A faculty diversity, equity and inclusion (DEI) hiring statement is under development.
- A strategy to track progress toward hiring, tenure and promotion goals is under development, including through the review of data for BIPOC student-faculty ratio and BIPOC faculty retention at NIU.
- The FS-SJC has reviewed (1) the literature and evidence-based practices related to equitable hiring, tenure and promotion practices in public colleges and universities in the nation, and (2) NIU's hiring, tenure and promotion policies, procedures and practices.
- The FS-SJC has engaged and will continue to engage in conversations with individual faculty and personnel committees to identify ongoing and planned DEI-related work in tenure and promotion. The findings will aid colleges and departments through the improvement of tenure and promotion policies and procedures to achieve the university goals.
- The FS-SJC has worked with the Division of Academic Diversity, Equity and Inclusion (ADEI) to develop a strategy to prompt and support faculty to develop their understanding of equity and social justice concerns. This strategy includes the Faculty Academy for Cultural Competence and Equity (FACCE), the Association of College and University Educators (ACUE) and Conversations on Diversity and Equity (CODE) training opportunities provided by ADEI. Implementation of that strategy is underway.
- The FS-SJC, in consultation with ADEI, also is developing a strategy to ensure that departments develop and implement plans to address equity and social justice concerns in multiple domains, including hiring, tenure and promotion, as well as programming, course offerings, curriculum and pedagogy.
- The FS-SJC, in consultation with multiple groups on campus, is developing a method to make university practices combatting social and racial injustice open to the public, facilitating accountability.

## **Affirming Equity Resolution**

LET IT BE RESOLVED that all academic and administrative units/divisions/departments within Northern Illinois University create unit-, division-, or department-specific diversity, equity and inclusion plans, and that the University provide training, support, and guidance for developing these plans. Unit/division/department plans should be congruent with the University mission and strategic goals, and with University-wide diversity, equity and inclusion plans or initiatives in the spirit of the Presidential Goal of empowerment and shared responsibility. It is recommended that these plans be completed by December of 2024.