

PUBLIC NOTICE AND AGENDA

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, Sept. 20, 2023, 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 APRIL 12, 2023, MINUTES – Pages 2-4

V. PUBLIC COMMENT

VI. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

A. Brief introduction of committee members and key guests

B. History and Work of the FS Social Justice Committee

1. Prioritized Recommendations and Scope of Work-Fall 2021 – Pages 5-6

2. End of Summer 2022 Report – Pages 7-8

3. 2022-23 Year End Report – Pages 9-14

VII. REPORTS FROM FOCUS AREAS

A. Academic Affairs – Sheila Barrett

B. Diversity, Equity and Inclusion – Natasha Johnson

C. Institutional Racism – Vicky Books

VIII. UNFINISHED BUSINESS

IX. NEW BUSINESS

X. ADJOURNMENT

MINUTES

FACULTY SENATE – SOCIAL JUSTICE COMMITTEE

Wednesday, April 12, 2023, 3 p.m.

Altgeld Hall 125

Northern Illinois University

DeKalb, Illinois

VOTING MEMBERS PRESENT: Bohanon, Duffrin, Hu, Johnson, McConkie, McGowan, Montana (for Scanlon), Palese, Vahabzadeh, Valentiner

VOTING MEMBERS ABSENT: Books, Douglass, Scanlon

I. CALL TO ORDER

Faculty Senate (FS) Social Justice Committee (SJC) chair, **D. Valentiner**, called the meeting to order.

II. VERIFICATION OF QUORUM

A quorum was verified.

III. ADOPTION OF THE AGENDA

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

IV. APPROVAL OF THE MARCH 8, 2023, MINUTES

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

V. PUBLIC COMMENT

VI. REPORTS FROM WORKING GROUPS

A. Academic Affairs – Xiaodan Hu

The group continues to review the tenure and promotion process, summarizing feedback from the college council conversations and preparing its proposal for FS Bylaws, Article 8 revisions. Simultaneously, discussions are ongoing with President Freeman and Provost Ingram regarding their input on Article 8 potential revisions. The working group will complete its own review, but it will also engage with the president and provost. Both parties understand that there is significant alignment but that more will be brought forward by the working group. The timeline is complicated

by several factors, including the development of resources to support the request that colleges regularly review their tenure and promotion process. The immediate next step will be collaboration with the Faculty Senate Personnel Committee.

B. Diversity, Equity and Inclusion – Natasha Johnson

1. DEI Fest Revised Draft Proposal

The committee reviewed and discussed the updated proposal. The working group will refine the proposal further based on today's discussion. President Ingram has suggested that the final proposal be submitted to her office and to the Council of Deans for their partnership in shaping the final structure. Once the proposal is submitted to Provost Ingram, a meeting can be set for further discussion between the provost and the working group.

C. Institutional Racism – Beth McGowan

- Work continues on the formation of a book discussion group to be launched in the fall 2023 semester. The plan is for multiple small groups of 5-7 participants as a start.
- Conversations with the Bursar's Office are ongoing regarding confusion over the textbook purchasing period.
- Research is ongoing regarding the issue of students not having funds to pay for NIU-required vaccinations.
- Conversations with Crossroads are ongoing regarding the provision of DEI training.
- Work continues to solicit contributions to a resource library via Sharepoint.

VII. ITEMS FOR FS-SOCIAL JUSTICE COMMITTEE CONSIDERATION

- It was determined that, while the working groups could benefit from summer support, there is no capacity, at this time, to oversee that support.
- There was consensus to change the May 10 meeting date to Monday, May 15, 1 p.m. The location will remain the same, Altgeld Hall 125.
- Each working group is asked to submit a brief summary/transition report to **D. Valentin** by May 5. These reports should include a focus on what has been accomplished and what work remains relative to the prioritized recommendations. **D. Valentin** will combine those reports and submit one merged document to **P. Erickson** by May 9. Agenda packets for the May 15 meeting will be posted and distributed on May 10.

- Members are invited to review the article: [Cohen, Michael D., James G. March, and Johan P. Olsen. "A garbage can model of organizational choice." *Administrative science quarterly* \(1972\): 1-25.](#) and come prepared to discuss at the May 15 meeting.
- Working groups might want to consider reaching out to Chief Engagement Officer Rena Cotsones and the Centering Engagement, Driving Impact Task Force to share information on the work being accomplished on the FSSJC.

VIII. UNFINISHED BUSINESS

IX. NEW BUSINESS

X. ADJOURNMENT

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

Meeting adjourned at 4:15 p.m.

FS-SJC PRIORITIZED RECOMMENDATIONS & SCOPE OF WORK

Prioritized Recommendations, implementation Strategies and Milestones

Recommendation #	Description	Proposed Actions	Delegated/responsible focus area*	Deliverables & Milestones
1.	Ongoing university support should be provided for the standing Faculty Senate Social Justice Committee (FSSJC). This support should include release time for the Committee Chair and other members of the committee as needed. For example, the FSSJC 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 FSSJC.	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. We propose NIU support one course release for the Committee Chair for the full academic year, summer support, and five partial (one course each for one semester) course release times for work on revising the tenure and promotion policies, hiring strategies, and decolonizing the curriculum. We are also requesting support for a GA/RA that could help with then needed additional BIPOC faculty focus groups and other subcommittee work. We also recommend that the FS Social Justice Committee be invited into networks of higher education institutions working on anti-racism efforts.	AA	
2.	In response to the President’s First Goal calling for empowerment and shared responsibility, the administration and faculty should establish a five-year university-wide Diversity, Equity and Inclusion (DEI) Strategic Plan Process that is owned and shared by the NIU community. The plan should recognize and dismantle the domains of the university that reproduce traditional oppressions, and encompasses NIU’s ideals reflecting a culture of belonging, a sense of value, respect, acceptance and encouragement by the entire Huskie community. This should include moving toward top-down and bottom-up changes in institutional culture and practices to more thoroughly embrace NIU’s mission.	The effort towards institutional cultural change should strive to make each unit and individual feel as though they have a responsibility to be on the same page with the President’s goals. One concrete way to approach this is via common training, such as X-Roads, that leadership shares and participates in to show case commitment. This can lead to an institutional strategic plan to include anti-racism teams across campus. This will require reward structures for participation and include mechanisms to understand outcomes. It is our view that by sharing responsibility we own it.	IR	

FS-SJC PRIORITIZED RECOMMENDATIONS & SCOPE OF WORK

3.	The Faculty Senate should update faculty tenure and promotion policy by embedding equity and social justice principles throughout. For example, DEI scholarship and artistry should be recognized and credited in the tenure and promotion process. The tenure and promotion policy should be aligned with NIU DEI goals	The FS Social Justice Committee will commit to revising our tenure and promotion policies in collaboration with leadership and stakeholders with the goal of having the revisions ready for FS approval by March of 2021 (contingent on Committee support). An important element of these revisions will be completion of additional focus groups with BIPOC faculty not included in the first round of interviews.	AA	
4.	The Faculty Senate should work with the administration to increase hiring Black, Indigenous, and people of color (BIPOC) faculty and double the number of BIPOC faculty in next five years towards the alignment of faculty diversity with student body diversity.	Develop a five-year hiring plan with timeline and commitment to diversity objectives for tenured and tenure track faculty. Link the work of the FS Social Justice Committee with the recently BOT approved RFP and firm for strategic advertising purposes.	DEI	
5.	Recommend Faculty Senate work with Colleges and Departments to decolonize curricula by critically analyzing the underpinnings of current course offerings and including in our courses BIPOC scholars and artists to include non-Western sources.	The FS Social Justice Committee will work with the Provost and ADEI to develop a plan for decolonizing our curriculum and making social justice an inherent element of NIU's pedagogy. This will include a review of curriculum and focus on our General Education program. We urge the Provost and Graduate College Dean to convene regular meetings of department chairs (and curriculum committee chairs) to forge a path ahead.	IR	

*IR=Institutional Racism

AA=Academic Affairs

DEI=Diversity, Equity & Inclusion

September 12, 2022

To: Beth Ingram, Executive Vice President and Provost

From: Ismael M. Montana, FS-Social Justice Committee, Chair (2021/22)

Subject: FS-SJC Prioritized Recommendation # 1: Reports on Activities of the FS-SJC Working Groups
University for the University support for the Faculty Senate-Social Justice Committee

Support Period: May 16 through June 30th.

Report

At the recommendation of the Faculty Senate Social Justice Committee (FS-SJC) that a demonstrable commitment toward moving NIU to a more diverse, equitable, and anti-racist community cannot be sustained without the administrative support, Beth Ingram, the Executive Vice President and Provost, provided four lines of Faculty Fellows, three Graduate Assistantships, and a Research Assistant positions to support the work of the FS-Social Justice Committee. Using this support, the three working groups worked assiduously during the summer of 2022 to advance their endeavors on the following prioritized recommendations that the FS-SJC identified as its main for the AY 2021/22:

1. ***Prioritized recommendation # 2:*** Faculty Senate should work with the administration in response to the President's First Goal calling for empowerment and shared responsibility, the administration and faculty should establish a five-year university-wide Diversity, Equity and Inclusion (DEI) Strategic Plan Process that is owned and shared by the NIU community. The plan should recognize and dismantle the domains of the university that reproduce traditional oppressions, and encompass NIU's ideals, reflecting a culture of belonging, a sense of value, respect, acceptance and encouragement by the entire Huskie community.
2. ***Prioritized recommendation # 3:*** Faculty Senate should update faculty tenure and promotion policy by embedding equity and social justice principles throughout.
3. ***Prioritized recommendation # 4:*** Faculty Senate should work with the administration to increase hiring Black, Indigenous, and people of color (BIPOC) faculty and double the number of BIPOC faculty in the next five years towards the alignment of faculty diversity with student body diversity.
4. ***Prioritized recommendation # 5:*** Faculty Senate work with Colleges and Departments to decolonize curricula by critically analyzing the underpinnings of current course offerings and including in our courses BIPOC scholars and artists to include non-Western sources.

The enclosed reports submitted by the chairs of the FS-SJC's working groups, including **Ben Creed** (Academic Affairs); **Felicia Bohanon** (Institutional Racism); and **Natasha Johnson** (Diversity, Equity, and Inclusion) outline the key activities of the working groups during the summer of 2022 and was made possible by the support of the Provost's Office.

Three days prior to the start of the summer work on May 16, as the then chair of the FS-SJC, I organized an informational session via TEAMS to introduce the FS-SJC's faculty fellows and the four graduate students appointed by the Provost's Office to support the FS-SJC's endeavors. To guide and facilitate collaborative working relationship among the GAs and the faculty fellows, the whole group (GAs and faculty fellows) reviewed and discussed the work/action plan of each of the working groups. I also established a structure to facilitate communication, created repository for data sharing while liaising with stakeholders at NIU to provide data and logistical support required by each working group. Through this structure and arrangements, I worked closely and with Elyzia Powers; the RA assigned to the SJC's chair, and we conducted a weekly meetings and

regular check-ins with the graduate assistants. In addition to using these meetings to providing logistical and administrative support, these meetings provided an opportunity for the GAs to raise issues or obstacles they were encountering either with the internal or external data procurement processes or with personnel issues involving the faculty fellows with whom they were assigned to work with.

Besides the weekly meetings with the RA and GAs to provide guidance and direction, the whole FS-SJC's summer working groups involving the faculty fellows, the RA and the GAs met bi-weekly to discuss and review our work progress and share ideas/experiences with the different aspects of the summer work.

As you can see from the enclosed reports of the chairs of the three working groups of the FS-SJC, the support provided in the form of graduate and research assistants has enabled the working groups to devote time and efforts in their individual tasks and they have accomplished the work summarized below:

- Procured internal and external data and resources needed to advance the work (DEI, AA, IR);
- Reviewed and indent best practices on T&P, DEI, and in the Midwest and across the US;
- Created a repository for easy access and sharing of data and relevant resources (FS-SJC, Chair);
- Worked with IR working group to finalize podcast scripts introducing institutional racism (IR);
- Added to draft on topologies of institutional racism;
- Met with stakeholders across campus to share and discuss work in progress (DEI, AA);
- Developed framework for updating FS Bylaws governing T&P (AA);
- Developed draft memos aimed at updating key faculty groups and campus community on progress made on FS-SJC's Prioritized Recommendation #3 during the Fall 2022 semester. (AA);
- Created a work-plan for AA working group in AY 2022/23 (AA, IR);
- Reviewed DEI's statement by NIU's peer institutions (DEI); and
- Drafted a proposed language for DEI hiring statement (DEI; available in SF-SJC SharePoint Repository).

Despite some minor logistical and other unforeseen challenges that affected the smooth start of the summer work and caused a readjustment of some of the graduate students' work schedules, after these issues were resolved, the work proceeded as planned.

There is no doubt in my mind that the opportunity to dedicate the much-needed time during this summer of 2022 by each of the working groups in their individual tasks enabled them to conduct necessary work required to achieve implementation of the above FS-SJC's prioritized recommendations. As the FS-SJC builds on the work done this summer to move the FS-SJC's endeavors ahead, I would like, on behalf of the FS-SJC, to reaffirm our appreciation to Beth Ingram, Executive Vice President and Provost and NIU administration for its commitment to working with faculty, staff, and students to make NIU an equitable minded institution.

**Faculty Senate – Social Justice Committee
Year-End Report for AY 2022-23
Executive Summary**

Report Preparation

David Valentiner prepared the Executive Summary. Three workgroup reports are appended. Xiaodan Hu prepared the report for the Academic Affairs (AA) workgroup. Natasha Johnson prepared the report for the Diversity, Equity, and Inclusion (DEI) workgroup. Beth McGowan prepared the report for the Institutional Racism (IR) workgroup. This version of the report was finalized on August 23, 2023.

Committee Composition

- Sheila Barrett (Health and Human Sciences, Nutrition and Dietetics) – Fall
- Felicia Bohanon (Supportive Professional Staff)
- Vicky Books (College of Education, Kinesiology and Physical Education)
- Dallas Douglass (Student Government)
- Melani Duffrin (Health and Human Sciences, Interdisciplinary Health Professions) – Spring
- Xiaodan Hu (College of Education, Counseling and Higher Education), Chair of the Academic Affairs Workgroup
- Natasha Johnson (Operating Staff), Chair of the Diversity Equity and Inclusion Workgroup
- Dan McConkie (Law) – Spring
- Beth McGowan (Library), Chair of the Institutional Racism Workgroup
- Biagio Palese (College of Business, OMIS)
- Chris Scanlon (Visual and Performing Arts, Music)
- Sahar Vahabzadeh (College of Engineering and Engineering Technology, Mechanical Engineering)
- David Valentiner, (College of liberal Arts and Sciences, Psychology), Committee Chair

Background

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 report in May 2020. The FS-SJC identified five recommendations from the report for prioritization. The five prioritized recommendations have guided the work of the FS-SJC:

- 1) secure ongoing support from the university administration for the committee’s work;
- 2) work with the administration with recruitment and hiring of 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 has met as a whole approximately once per month during each AY, including during AY 2022-23. Three workgroups have been meeting as needed, generally about once per month, to work on circumscribed tasks associated with the five prioritized recommendations.

AY 2023 Activities and Accomplishments

Some Context

DEI work at NIU is complicated by the fact that there are many individuals and committees that undertake DEI-related initiatives without a formal structure for communication or coordination with others at the university. In addition, there are dramatically different views of social justice issues, at times leading to interventions and approaches that work at cross purposes. Recognizing the need for collaboration across the NIU community, Dr. Vernese Edghill-Walden (NIU's Chief Diversity Officer, and Director of NIU's Office of Academic Diversity, Equity, and Inclusion (ADEI)) identified a strategy to support coordinated action – she introduced the Shared Equity Leadership (SEL) model to NIU. The SEL model shows promise, but its implementation has been slower than anticipated. It is not clear at this time whether the SEL will be implemented successfully.

Summary of Workgroup Reports

At the request of ADEI and in anticipation of the implementation of the SEL, the committee has delayed some initiatives. In addition, the SEL is expected to create a context of shared purpose and understanding, and a willingness to hold each other accountable – the foundation needed for effectively advancing DEI work at NIU. Although the promise of SEL has not yet been realized, the FS-SJC workgroups have continued many of its initiatives, as detailed in the attached workgroup reports. Here is a summary of those reports.

Academic Affairs Workgroup. The AA workgroup has done considerable work of advancing the revision of Tenure and Promotion policies at NIU at the university-wide level. The products of this workgroup's efforts include a set of specific changes to the Faculty Senate by-laws, to be proposed to the Faculty Senate soon, perhaps as early as December 2023. These changes are largely consistent with the changes suggested by President Freeman. In addition, the AA workgroup has begun to develop resources to support and guide the considerable work that remains to be done at the college and unit levels.

Diversity, Equity, and Inclusion Workgroup. Until recently, the DEI workgroup had made little progress in addressing the longstanding problem of securing ongoing access to the type of data that is needed to evaluate NIU's status with regard to diversifying its faculty and staff, and evaluating change over time. Four years ago, then-President of the Faculty Senate, Kendall Thu lamented that appropriate data to evaluate NIU's status and progress toward diversifying its faculty and staff was not available, despite long-standing and repeated requests for access to those data. The problem of access to the appropriate data has not been solved. The DEI workgroup recently received word that access to some data is forthcoming, so perhaps there is reason for optimism despite the historical intractability of this problem.

The DEI workgroup has also submitted a proposal to the Provost for DEI Fest, annual conferences to showcase NIU's diversity-related scholarship and community. Shortly after submitting this proposal, President Freeman announced a "Racial Healing: Through the Lenses of Truth Campus Conference," led by Student Affairs and ADEI. The co-occurrence of two similar proposals is another instance of ineffective communication and coordination of DEI efforts at NIU. At present, the status of the DEI workgroup's proposal and the reconciliation of these initiatives have not been addressed.

Institutional Racism Workgroup. The IR workgroup has been charged with moving NIU forward in its goal of addressing institutional racism. A top-down approach to institutional change for addressing DEI issues is seen as necessary, but incomplete. Such a model begins with the articulation of a vision and mission by the leadership, which President Freeman has substantially advanced through the articulation of the annual Presidential Goals. The top-down approach also involves ensuring alignment to the President's Goals throughout the NIU community (e.g., committees, colleges, departments, faculty, etc.). In addition to attempting to facilitate the top-down approach, the IR group attempted several initiatives to supplement that approach. These initiatives included the development or accessing of more effective DEI training resources, and the establishment of mechanisms for more effective coordination of efforts. Multiple initiatives by this group during the past year were met with request from ADEI to delay action until the SEL could be implemented.

Efforts by the IR workgroup to activate several key committees of the university to more effectively align with the President's goals have generally met with resistance. It appears that many of the individuals and committees that the IR workgroup has interacted with anticipate resistance from others, do not believe that they have the authority to make demands of others, and/or do not believe that there is institutional support for the work that is being asked of them. Presumably, the implementation of the SEL model will lead to clearer directives from the shared equity leadership teams, reducing fear of implementing controversial changes.

Looking Forward

Some of the workgroup's initiatives have met with success and some have not. The future of DEI efforts at NIU appears to depend heavily upon the successful implementation of the SEL model. Of particular importance, it is not clear whether Dr. Edghill-Walden's successor will have the commitment and skill needed, and whether there will be adequate administrative support to implement the SEL model. Of note, the SEL model requires the creation of "spaces to support personal journeys," including spaces for NIU's leadership to effectively engage in "personal journeys toward critical consciousness." Such spaces will also require that members of the NIU community will care enough about the development of NIU leaders to "allow some things to be vulnerable, so that their leadership can actually have some space to make errors, or to try things, or to be courageous and step out a little bit more." Some have doubted the practicality of the SEL imperative that we all "engage with emotions" and engage in "personal journeys toward critical consciousness." Detailed steps for achieving this cultural shift have not been delineated. NIU's plan to address DEI issues requires that we successfully meet this formidable challenge of implementing the SEL model.

FSSJC – Academic Affairs Workgroup Annual Report

1. Accomplishments of 2022-23 goals:
 - a. Established the goals for 2022-23
 - b. Completed remaining [presentations](#) to College Councils
 - c. Summarized findings from 2021-22 first-round College Council meetings ([Summary of 2021-22 First-Round College Council Conversations.docx](#))
 - d. Based on the current literature, best practices in the field, 2020-21 BIPOC faculty conversations, and first-round of findings, we discussed [potential changes to FS bylaws](#) in second-round college Council meetings
 - e. Summarized findings from 2022-23 second-round College Council meetings ([Summary of 2022-23 Second-Round College meetings summary.docx](#)) to inform future FS bylaws language changes
 - f. The Office of the Executive Vice President and Provost released proposed language changes to Article 8 (relating to T&P policies) that are consistent with our recommended revisions
2. Our subcommittee’s three recommended principles for revising the FS bylaws are:
 - a. Add DEI content to the Preamble so that FS Bylaws demonstrate commitment to DEI within T&P and encourage alignment with university goals
 - b. Add recommended cycles of review (perhaps 5-10 years) for each academic unit’s T&P policies to regularly re-align them with core values and existing knowledge of DEI
 - c. List resources that offer specific DEI-relevant examples within the existing T&P categories of teaching, research, and service
3. 2023-2024 Tasks:
 - a. Propose specific amendments to the FS bylaws based on the three recommended principles by December 2023
 - b. Provide the resources listed above in Part 2(c)
 - c. Continue to engage college councils and complete outstanding second-round meetings with the College of Business, College of Law, the Libraries, and College of Engineering and Engineering Technology next semester

FSSJC – Diversity, Equity, and Inclusion Workgroup Annual Report

The charge of the Diversity, Equity and Inclusion Subcommittee of the Faculty Senate Social Justice Committee is to (a) identify factors contributing to institutional racism at NIU, particularly policies, practices and procedures hampering diversity, equity and inclusion (DEI); (b) study best practices of selected group of US and Canada institutions that are at the forefront in the implementation of DEI; (c) review current practices on diversity, equity and inclusion at NIU and compare them with the above mentioned institutions; (d) engage BIPOC faculty regarding their perceptions of NIU's DEI practices; and (e) review past and current data for BIPOC faculty, the student-faculty ratio and their retention at NIU.

At the start of the Fall semester, the Diversity, Equity and Inclusion Subcommittee of the Faculty Senate Social Justice Committee asked for access to university data. Those data are required to perform disaggregated analyses that could help the group in understanding the status quo and in providing recommendations for the 5 years plan. Due to delays outside our control, in the data acquisition process and other unforeseen priorities of Affirmative Action we have postponed the data analysis to Summer/Fall 2023.

At the start of the Spring semester, the Diversity, Equity and Inclusion Subcommittee of the Faculty Senate Social Justice Committee began to work on the creation of a brand-new university-wide annual event that will expose and involve faculty, staff, students and the community to various DEI topics. The event named DEI Fest will have not only an academic side but also an entertaining side. The structure, content and budget of the DEI Fest has been vetted by the Faculty Senate Social Justice Committee and other committees across campus. We are currently awaiting approval from Provost Ingram to move forward with this initiative.

Towards the end of the Spring semester, the Diversity, Equity and Inclusion Subcommittee of the Faculty Senate Social Justice Committee met with an Affirmative Action group of stakeholders regarding gaining access of the data required for our data analysis. We are getting approval and receiving the data needed to offer informed recommendations for a 5-year action plan that is part of our subcommittee charges. As soon as we receive the data, we will be able to move forward with this task.

FSSJC – Institutional Racism Workgroup Annual Report

Two priorities were set out for the IR working group in the summer of 2021: the first was to change the culture of the University; the second was to decolonize the curriculum. While the working group made several attempts to begin these monumental tasks by addressing our concerns to bureaucratic structures that oversee culture and curriculum, we found that the University structures inhibited us. Our task force's goals collided with normative procedures that continuously placed the responsibility to effect change elsewhere, hampering this group's efforts. For example, to decolonize the curriculum, we approached the Baccalaureate Council, only to be told that the role of the Baccalaureate Council was not to interrogate the content of course offerings, that being the sole purview of departments, but to oversee course changes only for their effect upon graduation rates and for consistency. The goal of decolonizing the curriculum, our group's goal and consistent with Presidential goals, did not filter down into the oversight group overseeing NIU's undergraduate curriculum and could therefore not be enforced. Therefore, the members of the subcommittee question the feasibility of the priorities as outlined in the 2021 report at this time. Perhaps the Shared Equity Leadership Model will ameliorate the issues involved.

Goal One: Change Culture of University

Things attempted:

- Pass a FS resolution that would bring a university-wide education training about racism to NIU via Crossroads
 - Rejected by ADEI bc they feared the primary focus on racism that Crossroads training provides would alienate others across campus.
- Pass a FS resolution to require all units on campus to create a DEI plan by the end of 2024
 - Rejected by ADEI and then FS-SJ committee bc ADEI wanted to go more slowly, did not want to alienate those on and off campus. Furthermore, depended upon creation of a rubric for units to follow.

Accomplishments

- Create materials to send to all faculty re: Xroads so that individual faculty members can spend their allotted professional development or private funds to pursue this training.
- Choose a title on racism and higher ed, to support a ONE READ, coordinate individual reading groups of 5 to 6, chosen work begun
- Discuss individual policies brought to our attention that might adversely affect poor and/or BIPOC students
 - Bursar/bookstore/one card book buying, meeting scheduled
- Created repository for Departments to share their revised Bylaws and T & P documents to address issues of social justice

Goal Two: Decolonize the Curriculum:

- Approached Baccalaureate Council – told this was not the job of the Council to look at this, that this was an issue only for departments
- Approached Grad Council re: request that grad faculty submit a DEI statement, told that this is up to individual colleges not for the University to make such a plan Already a standing committee supposed to do this, headed by ADEI's Vernese Edgehill Walden, designated low priority work at this time. This committee's work to be rolled into SEL model.