



Campus Climate Task Force Progress Report

2016–2019



ILLINOIS STATE
UNIVERSITY
Illinois' first public university

Campus Climate Task Force

convened 2016–2017

Sponsoring Leadership

Larry Dietz—President

Anne Davis—Board of Trustees Liaison

Levester Johnson—Vice President for Student Affairs

Janet Krejci—Vice President for Academic Affairs and Provost

Dan Stevens—Vice President of Finance and Planning

Pat Vickerman—Vice President of Advancement

Steering Committee

Doris Houston—Faculty—Chair

Guadalupe Montalvo—AP Staff—Co-Chair

Dave Bentlin—Civil Service Staff

Ryan Powers—Student

Rick Lewis—Alumnus

Faculty, Staff, and Students

Wilma Bates

Sam Catanzaro

Sandy Colbs

John Davenport

Michael Gizzi

Stacy Hardin

Rachel Hatch

Arnold Hernandez

Angell Howard

Andrew Jacobs

Jim Jawahar

Hyun-Sook Kang

Tammie Keney

LB Lyons

Jonathan Monroy

Mayuko Nakamura

Mark Olson

Aleisha Reado

Erin Thomas

Maura Toro-Morn

Anthony Walesby



Dear Colleagues,

I am fond of the saying “the largest room in the world is the room for improvement.” It is a saying that certainly applies to Illinois State’s efforts to create and nurture an environment of diversity, inclusion, and respect.

Since January 2017, members of the University’s Climate Assessment Task Force have worked with the entire ISU community to recommend new and enhanced diversity and inclusion initiatives. What follows is a report on the implementation of those recommendations.

I am grateful to the Climate Assessment Task Force members for their tireless efforts. I thank everyone who contributed to their recommendations through meetings and communications to me and to task force leadership.

As we continue to plan our work and work our plan, you can be proud that each member of our campus is a reflection of Illinois State’s core values. Each one of us contributes to making diversity and inclusion a priority.

We have a long way to go, but as a community, we have also made substantial progress. I thank and congratulate you on the work accomplished thus far, and offer my continued commitment toward positive change.

Respectfully,

Larry H. Dietz, Ph.D.
President



Initiative

President Dietz appointed the Campus Climate Task Force in the summer of 2016 to address the results of an independent *Campus Climate Assessment Report* for Illinois State University. The task force included students, faculty and staff members from across campus who united with the aim of making recommendations based on the diversity and inclusion report. During year-long working sessions, the task force met and communicated with constituents across campus. A series of short- and long-term recommendations was compiled. Since then, university leadership has been working to implement many of the recommendations.

The Implementation Team began meeting in 2017, charged with addressing suggestions and moving forward with diversity and inclusion initiatives. The team assigned champions for each suggestion laid out by the Campus Climate Task Force. Updates requested throughout the semester are available on the Campus Climate Task Force website IllinoisState.edu/president/campus-climate-taskforce.

The following report contains some of the efforts across campus from the 2017–2018 academic year based on the task force recommendations.

Titles of the report follow the task force recommendation listings, which can be found at the website IllinoisState.edu/president/campus-climate-taskforce.

Campus Climate Implementation Team

Leadership

Vice President of Student Affairs,
Levester Johnson

Vice President of Academic Affairs
and Provost, Jan Murphy

Team members and champions

Jana Albrecht

Brian Beam

Janice Bonneville

Sam Catanzaro

Jean Ann Dargatz

John Davenport

Kris Harding

Rachel Hatch

Lisa Huson

Katy Killian

Alan Lacy

Claire Lamonica

Larry Lyons

Jeff Mavros

Danielle Miller-Schuster

Stacy Mwilambwe

Ameila Noel-Elkins

Brent Paterson

Stacy Ramsey

Jonathan Rosenthal

Chuck Scott

Ryan Smith

Pat Vickerman

Anthony Walesby

“We not only want to get things done, we want people to know they are being done and to understand the steps being taken to create a more inclusive environment.”

– Doris Houston, Campus Climate Task Force co-chair

Retain Diverse Students

Assess existing academic and nonacademic programming

- Expanded the Mentoring and Academic Scholarship Achievement Initiative, offered jointly by Dean of Students and University College.
- Increased number of partners drawing students from inner-city Chicago schools. Now working with Noble 1, Phoenix Pact, One Goal, and Bottom Line.

Benchmark and research successful programs that serve underrepresented students

- University College worked to identify programs and universities that demonstrate national excellence in retention, and started to implement some of the programs.
- Illinois State joined the Association of Public Land-grant Universities to increase college access and close the achievement gap.

Explore opportunities to develop a case management system through which students with high risk factors for withdrawal/ dismissal receive academic services

- The University instituted the Persistence Committee, which includes membership from University College, Dean of Students, Housing, Financial Aid, Student Accounts, and the Graduate School. The committee discusses individual student cases and recommends action based on each student’s unique circumstances.
- The University started the process of hiring and training Peer Academic Coaches to develop a large corps of peer coaches to support the work of the Persistence Committee.

Identify opportunities for assessment of recent graduates to help identify contributing factors to their success on campus

- Assessment Services is working with the Office of the Registrar, the Division of Student Affairs, the Office of the Provost, the Career Center, and University College to identify opportunities for assessment of recent graduates and contributing factors to their success.

- University Assessment and the Career Center are actively pursuing the First Destination Project, which develops a profile and knowledge rate of an institution’s alumni.

Assess the needs of students from underrepresented groups who leave Illinois State University without completing their degree

- University College started redistributing the survey which asks for feedback from students who choose not to return to Illinois State University.
- University College is also working to research and propose a “degree completion” program that focuses on outreach to students who have left the University and encourages them to return and complete their degree.

Create and Invest in Affirming Spaces for Students of Color

Develop a five-year plan to provide gender-inclusive facilities

- Through the All-Gender Committee, the University designated more than 42 restrooms in 21 buildings across campus gender-neutral, with plans for more. The University is working to put in place more gender-neutral restrooms across campus. Visit [EqualOpportunity.Illinoisstate.edu](https://www.equalopportunity.illinoisstate.edu) to download a map of all-gender restrooms on campus.



Develop a five-year plan for a cultural center on campus

- University leaders formed a Multicultural Center Task Force combining student, faculty, and staff voices to research and visit campuses that have successfully established cultural centers.
- University administration are working to identify a location on campus with enough space to accommodate cultural center needs.



Expand and provide resources for the continuation of the Culturally Responsive Campus Community (CRCC) initiative

- Under the theme Diversity and Inclusion in an Ever-Changing Political Environment, the Culturally Responsive Campus Community (CRCC) drew hundreds of university and community members to engage in panels, presentations, and interactive workshops on a wide range of topics. These included ageism, LGBTQ issues, race, and the wage gap. Planning for the next conference began immediately.

“Quality cannot exist without diversity, and that diversity will only thrive through inclusion.”

– President Larry Dietz

- Funding for the CRCC is provided by Diversity Advocacy, the Office of the Provost, the President’s Office, and Conference Services.

Expand services provided by Event Management, Dining, and Hospitality (EMDH) to better fit students’ cultural, religious, or medical dietary needs

- Event Management, Dining, and Hospitality culinary staff collaborated with those on campus who practice diets such as halal and kosher. In response, EMDH:
 - Developed training materials to educate staff and student workers.
 - Designed a menu review plan that identifies items as meeting halal needs.
 - Expanded vegetarian and vegan menu selections that will encompass religious dietary needs, including “Meatless Monday” at Fresh Bites in Watterson Dining Commons.



CRCC topics

- Tough Decisions about Race in the Workplace
- Immigrant Narratives
- The Framing of Assault in the Queer Community
- Change Starts with Us guided conversations
- Beyond Woke: Embracing Innovation, Entrepreneurship, and Economic Empowerment
- Supporting Students with Learning Disabilities and ADHD
- Multicultural Center Task Force Focus Groups
- United States Holocaust Memorial Museum Teaching Framework in the Humanities
- Framing Multicultural Conversations: A Resource Guide
- Redesign: Researchers Engaged in “Disrupting” Educational Systems, Institutions, Government, and Neighborhoods

- A joint effort of Student Affairs Information Technology and University Marketing and Communications resulted in creation of NetNutrition icons used to designate menu items that adhere to halal and kosher standards.
- EMDH also completed the Food Allergy Research and Education Organization (FARE) dining self-audit. This led to review of management policy, standard operating procedures, and a marketing plan to assist culinary staff in preparing foods that will accommodate those with food allergies and celiac disease.

Maintain active recruitment of diverse students in elected leadership roles

- In 2018, the Student Government Association (SGA):
 - Saw the greatest influx of diverse students elected, creating the most diverse student government in SGA history.
 - Continued the Emerging Leader Program which helps develop student interest in running for SGA.
 - Amended bylaws so Dean of Students ex-officio Student Government Association groups were granted the right to vote.



“We weren’t really finding all the resources we wanted in one place, so we decided to create one ourselves.”

– Melanie Schaafsma, Director, Academic Employment

Elevate and Protect the Status of Women

Promote scholars of color

- The scholarly work of women of color appeared frequently in university publications and web pages. Examples include:
 - Associate Professor Duriel E. Harris shared her poetry that transcends trauma for the cover story of *Redbird Scholar*.
 - Associate Professor Rocío Rivadeneyras shined a light on portrayals of Latinx in the media with her research.
 - Assistant Professor of Psychology Brea Banks expounded on small insults that have a big impact with a study on microaggressions.
 - Professor of Music Ama Oforiwa Aduonum’s new course explored women disturbing tradition in music.

Improve access to high-quality and affordable child and elder care

- Health Promotion and Wellness made access to online databases for child care and elder care more visible on the website.

Expand programming, funding, administrative, and clerical resources for programs

- Student Counseling Services kicked off the Students of Color Process Group (SOCPG), which provides a safe and supportive space for students of color, especially women of color, to make sense of—and give voice to—the wide range of concerns.
- The College of Arts and Sciences continued to provide resources to interdisciplinary studies:
 - Latin American and Latino/a Studies hosted the state professional development conference for the Illinois Latino Council on Higher Education.
- Health Promotion and Wellness increased support for nursing mothers and families.
 - Supported Nursing Mothers Breastfeeding 101, an introductory breastfeeding class for new parents open for faculty, staff, students, spouses, and partners.
 - Supported Nursing Mothers Returning to Work or School, which helps parents prepare to return to work and advises breastfeeding/pumping mothers on how to transition to work.
 - Continued Breastfeeding Support Chat’n Chew, a support group led by a lactation consultant for mothers.



“At no other time has our work been more important. It is exciting to watch ideas take hold and become action.”
 – Vice President of Student Affairs Levester Johnson, in reaction to the presentation of the Campus Climate Task Force suggestions.

Increase Awareness, Institutional Responses, and Office Capacity

Evaluate inclusivity in campus traditions

- University College conducted an extensive review of Preview. Training of Preview guides was revamped to include a focus on diversity and inclusion. Changes to the program also include the addition of an inclusive presentation titled “Redbird Community,” and small group discussions related to identity, respect, and what it means to be a part of the Redbird family.

Required Equity Training/Education for Faculty, Staff, and Students

Publicize existing diversity training and professional development resources

- The Office of Equal Opportunity and Access (OEOA) has been working on a variety of diversity, equity, inclusion and civil rights compliance educational programs for faculty, staff, and students. This training is in addition to the mandated training offered in the fall.

- The Mandatory Reporter Training, offered each October, has been revised and updated to ensure compliance with federal and state requirements.

Recruit and Retain Diverse Faculty and Staff Across the Inclusion Spectrum

Search committee and recruitment

- Human Resources included more diversity-related questions for search committee packets, and created a new unit designed to recruit passive job seekers.

- The Office of Equal Opportunity and Access ensured the annually updated Affirmative Action Plan was uploaded to the office website. The plan includes demographic and other diversity-related data.

Inclusive access to resources and funding for recruitment of faculty and staff

- Human Resources:
 - Engaged in bulk advertising for the publication *Higher Ed Jobs*, which led to more funding for employment advertising.

- Expanded advertising for open positions with more publications geared toward Historically Black Colleges and Universities.
- Reconfigured a staff member’s position to include responsibility for coordinating all spousal hire initiatives.

Expand policies that promote affinity group participation

- The Office of Equal Opportunity and Access is providing mailboxes for faculty and staff affinity groups, including Asia Connect, the Association of Black Academic Employees (ABAE), the Organization of Latino/a Employees (OLE), and the Triangle Association.

Reformulate the underrepresented faculty incentives program

- In collaboration with Human Resources and the Office of Equal Opportunity and Access, the Office of the Provost created the Educational Diversity Enhancement Program as a reformulation of the underrepresented faculty incentives program.
- The reformulated program provides up to \$10,000 annually in support for up to three years, and is designed to be part of the initial offer to candidates for tenure-track positions.
- The guidelines for the program are posted online in the Chair’s and Director’s Handbook for easy accessibility.

Update hiring and recruitment information

- Human Resources created a new page on the Illinois State University website to provide insights into area cultural resources for those deciding whether to make Bloomington-Normal home. The site is available on the Human Resources page, both for current employees and prospective employees.





“Diverse voices have a profound effect on student government. If people want to get out of the routine of ‘business as usual,’ they need to come to the table.”

– Beau Grzanich, SGA President, 2017–2018

Create an Inclusive Classroom

Standard diversity statement

- Based on the suggestion from the task force, University Marketing and Communications added a diversity statement to all university documents that contain 20 pages or more. The statement is available for all faculty syllabi on the Center for Teaching, Learning, and Technology syllabus-creation website:

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quiries or complaints may be addressed by contacting the director of the Office of Equal Opportunity and Access by email at EqualOpportunity@IllinoisState.edu, by calling (309) 438-3383, or by mailing to the office at Illinois State University, Campus Box 1280, Normal, IL 61790.

Create a diversity requirement for graduation

- A committee of faculty and staff worked throughout the 2017-2018 academic year on the potential Inclusion, Diversity, Equity, and Access in U.S. Society graduation requirement (IDEAS). The proposal, which follows the Academic Senate-approved process for graduation requirements, would have students complete at least one course designated in the IDEAS category.
 - After a series of open forums on campus, the University Curriculum Committee sent a recommendation to create the requirement to the provost.
 - The provost approved the recommendation and sent it on to the Academic Senate for approval.

“Students would express that people told them to toughen up, and not take it personally. And students may be tough, but that does not mean they are not being impacted in a negative way because of these interpersonal insults.”

– Brea Banks, Assistant Professor of Psychology, on microaggression research

Incentivize training that promotes diversity

- All Center for Teaching, Learning, and Technology (CTLT) course design workshops now include attention to the development of culturally responsive teaching practices, which is also the focus of the Redesign Your Course for Diversity workshop. CTLT also offers the Intercultural Development Inventory to individual faculty and academic units interested in learning more about ways they can increase levels of intercultural awareness.

Bring in diverse speakers, activities, and books/writers

- The Speaker Series at Illinois State celebrated the works of diversity scholarship, including:
 - Professor of Critical Race Theory Adrienne Dixson as the keynote for Black History Month.

- Deaf community ambassador Nyle DiMarco and Nobel Peace Prize Laureate Muhammad Yunus.
- The ambassador for the #BlackLivesMatter Network Janaya Khan addressed the annual Women’s and Gender Studies Symposium.
- Independent Spirit Award-winning actress and author Gabourey Sidibe highlighted the Women’s History Cultural Dinner.
- Sonia Manzano headlined the Fall Latino Cultural Dinner.
- African American Studies began its first-ever programming by bringing in a speaker panel, and also hosting the author of a new book about the incredible life of former Illinois State faculty member Mildred Pratt.

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