## Table of Contents

- Executive Summary from Dr. Doris Houston ..........................................1
- Reviewing Five Years of EDI Progress ....................................................2
- Multicultural Center .............................................................................4
- Diverse Student Enrollment by the numbers .........................................6
- New faces, New roles............................................................................7
- Professional Development .....................................................................9
- Highlights ..........................................................................................10
- Research ............................................................................................12
- Events ..................................................................................................14
- Leading the way...................................................................................18
- Equity Focused ....................................................................................20

Scan the QR code to access the EDI-A Pillars of Progress document
Greetings Illinois State University family and friends,

We hope you enjoy reading Illinois State’s second annual report on Equity, Diversity, and Inclusion (EDI) as each page of this report represents the best of who we are and what we aspire to be as an equitable and inclusive campus community.

This annual report begins with a 5-year snapshot of our campus progress since ISU’s 2016 Campus Climate Task Force Plan. The 5-year overview highlights key areas of accomplishment and work yet to be done. The report shines the light on our student enrollment “by the numbers” and introduces new communities of belonging, such as ISU’s Multicultural Center. Readers will learn about our forthcoming diversity education requirements adopted by the Academic Senate for all graduating students, beginning in 2023. They will be introduced to the new faces of faculty, staff, and campus leaders as well as the important and groundbreaking research and creative works underway throughout campus by our scholars.

Over the 2021-2022 academic year, Illinois State became familiar with the campuswide framework for Equity, Diversity, Inclusion, and Access, titled the “EDI-A Pillars of Progress” (scan QR code, opposite page). The pillars are designed to guide and evaluate institutional change across 10 domains of equity, inclusion, and access. The “Pillars” framework challenges our campus community to re-envision the ways in which we cultivate and incorporate the “cultural wealth” and contributions of diverse students, faculty, staff, and leaders across the spectrum of diverse identities.

In the pages of the report, readers will delve into the power of an inclusive campus community, as evidenced by our Flags on the Quad art installation that came to life through a program titled, I Am Here. We Are Here. We Belong: Flags on the Quad. The event brought together students, faculty, staff, and community leaders who collectively shared a space on our campus to learn, engage, dialogue, and reflect upon the impact that immigrants have made from across the globe in recognition of National Immigrants Day.

To advance our campus goals of attracting and supporting diverse faculty and staff talent, Human Resources launched the ISU “Search Advocate” certification initiative. This program prepares ISU faculty and staff to serve as trained search committee facilitators who play a vital role in establishing creative and inclusive recruitment strategies and candidate selection practices through an EDI lens.

In the areas of student enrollment, retention, and college completion, readers will have an opportunity to learn about Illinois State’s new partnership with the Hope Chicago Foundation, established to offer debt-free higher education opportunities to gifted and talented students from Chicago Public Schools and their parents. Additionally, the TRIO program launched its First Generation Triumph podcast to elevate the voices of first-generation students at Illinois State University and offer them a space to share their lived experiences.

The advocacy efforts of our campus EDI leaders came to light as the President’s Diversity and Inclusion Advisory Council (DIAC) offered its recommendation for the new Office of Equity and Inclusion. Implementation of these transformative recommendations are currently underway while department, college, and division-level EDI committees across campus continue their work through the EDI Leaders Circle as communities of practice.

As the enclosed report offers a small sampling of the efforts underway at Illinois State, it is fair to say that there is much more to be done. In the coming months, with your support and your advocacy, ISU will continue on this journey to build a community of inclusive excellence. We invite you to join us.

Sincerely,
Doris M. Houston, Ph.D.
Chief Equity and Inclusion Officer
In 2022, Illinois State University embarked on a 5-year review of its Campus Climate Task Force’s “equity plan.” Implemented in 2017, the task force equity plan created a blueprint to improve diversity and inclusion outcomes through the following objectives:

**OBJECTIVE 1**
Create an Inclusive Classroom/Campus Environment

**OBJECTIVE 2**
Recruit/Retain Diverse Faculty and Staff Across the Inclusion Spectrum

**OBJECTIVE 3**
Create/Invest in Affirming Spaces Close Gaps
Notable accomplishments during this 5-year period included:

• Increased student enrollment for underrepresented student groups
• TRIO Student Persistence Program expanded services and maintains 93% persistence rates
• New Multicultural Center (opened 2021)
• 57 all-gender restrooms in 21 buildings across campus
• New course requirement: Inclusion, Diversity, Equity, and Access in U.S. Society (IDEAS) (fall 2023)
• New Inclusive Teaching and Curriculum Resources: 2019 Framework for Inclusive Teaching Excellence
• $4.5 million Faculty Diversity Enhancement Program (FDEP) (2022)
• Human Resources’ “Search Advocate” Programs to promote inclusive hiring (fall 2021)
• Increased diversity among student counseling staff (25%)
The Illinois State University Multicultural Center was officially completed in summer 2021 and opened to the campus community in fall 2021. This multi-year journey started nearly five years prior when efforts began to create a center for students through intentional spaces.

The center became a safe haven for those mourning the death of student Jelani Day. Dr. Christa Platt and the Multicultural Center staff led the organization of a memorial service for Day, keeping the wishes of the family at the forefront.

The investment of alumni and friends in naming multiple spaces in the Multicultural Center, including the Dr. Charles E. Morris Jr. and Dr. Jeanne B. Morris Library; Alma V. Samuels Family Room; Dr. Frank Naeymi-Rad and Dr. Theresa A. Kepic Room and the Charles J. "Jack" and GeJuan Cardwell Room, Michael D. Schermer Conference Room; Stan L. and Dr. René R. Shingles Black Student Union Office; and the Jim Bennett and Dr. Terry Vanden Hoek Pride Office.
DIVERSE STUDENT ENROLLMENT
By the Numbers

STUDENT ENROLLMENT BY RACE/ETHNICITY

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2017</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE</td>
<td>74.7%</td>
<td>69.3%</td>
</tr>
<tr>
<td>ASIAN</td>
<td>2.1%</td>
<td>2.5%</td>
</tr>
<tr>
<td>BLACK / AFRICAN AMERICAN</td>
<td>8.2%</td>
<td>9.7%</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>9.8%</td>
<td>11.7%</td>
</tr>
<tr>
<td>&lt;5%</td>
<td>5.2%</td>
<td>6.9%</td>
</tr>
</tbody>
</table>

American Indian 32 (0.2%), Native Hawaiian 21 (0.1%), Two/More Selections Excluding Hispanic 576 (2.8%), Unspecified 67 (0.3%), Non-U.S. Citizen 389 (1.9%)

NEW FIRST TIME IN COLLEGE ENROLLMENT BY RACE/ETHNICITY

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2017</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>WHITE</td>
<td>70.7%</td>
<td>64.1%</td>
</tr>
<tr>
<td>ASIAN</td>
<td>2.3%</td>
<td>2.5%</td>
</tr>
<tr>
<td>BLACK / AFRICAN AMERICAN</td>
<td>10.7%</td>
<td>13.6%</td>
</tr>
<tr>
<td>HISPANIC</td>
<td>12%</td>
<td>14.6%</td>
</tr>
<tr>
<td>&lt;5%</td>
<td>4.4%</td>
<td>5.2%</td>
</tr>
</tbody>
</table>

American Indian 4 (0.1%), Native Hawaiian 6 (0.2%), Two/More Selections Excluding Hispanic 109 (3.3%), Unspecified 9 (0.3%), Non-U.S. Citizen 18 (0.5%)
Illinois State welcomes several new administrators including:

- Dr. Heather Dillaway appointed dean of the College of Arts and Sciences.
- Dr. Francis Ebenezer Godwyll appointed dean of the College of Education.
- Chrishaya Dixon hired as Athletics’ first assistant athletics director for equity, diversity, and inclusion.
- Tamekia Bailey named director for CAST Connections, the college’s new student success center.
- Dr. Anthony Jones named director of the Laboratory Schools.
- Dr. McLoddy Kadyamusuma named chair of the Department of Communications Sciences and Disorders.
- Marisa Kresge named the new head coach of women’s soccer.
- Allie Matters named head coach of women’s volleyball.
- Dr. Anthony Piña selected as director of online education and chief online learning officer for the Center for Integrated Professional Development.
- Roopa Rawjee named executive director of the Office of International Engagement.
- Nona Richardson, executive associate Athletics director/student-athlete excellence
- Dr. Aslihan Spaulding, chair Department of Economics
- Dr. Gaywalee Yamskulna named interim chair of the Department of Mathematics.
- Maya Bulger, director of name, image and likeness and community engagement

Dr. Deneca Winfrey Avant joined the Office of the Provost as interim assistant vice president for faculty development, diversity, and learning.
PROFESSIONAL Development

PATHWAYS TO RESTORATIVE LEADERSHIP WORKSHOPS
ISU faculty and staff to learn strategies that promote community building, relationships, and open dialogue through the restorative practices training sponsored by the College of Education and the Regional Office of Education.

THE CENTER FOR INTEGRATED PROFESSIONAL DEVELOPMENT

PARTNERS IN TEACHING AND LEARNING
Human Resources is now partnering with LinkedIn Learning, a digital library of more than 16,000 courses, covering a wide range of topics that encompass equity and inclusion, technical aptitude and application, leadership, mindfulness, and more.

DIVISION OF STUDENTS AFFAIRS
The Division led more than 200 professional development opportunities throughout the academic year, including the Redbird Edge series for staff with an EDI track.

GROWTH CHANGE TEAM
The Office of the Provost's GROWTH Change Team continued its work across campus, with a focus on collaboration and assessment.
EDI Leaders Circle
The EDI Leaders Circle represents nearly 40 councils, committees, and areas across campus dedicated to advancing EDI at the University. The Circle is an opportunity for those in grassroots efforts to engage with one another and build a community.

IDEAS graduation requirement
After a years-long effort to adopt a domestic diversity graduation requirement, Inclusion, Diversity, Equity, and Access in U.S. Society (IDEAS) will begin in fall 2023.

Strand Award
Mayuko Nakamura of the Center for Integrated Professional Development was honored with the 2022 David A. Strand Diversity Achievement Award, in part for her work with the President’s Diversity and Inclusion Advisory Council, AsiaConnect affinity group, Campus Climate Task Force, Office of the Provost’s Inclusive Leadership Initiative planning committee, and the Multi-Ethnic Cultural and Co-Curricular Programming Advisory Committee.

EDI Wordmark
EDI is you. It is a simple, but powerful, message. One that is encapsulated in a new wordmark—or a logo created mainly from text—for Illinois State’s commitment to equity work. The EDI ISU wordmark was conceived by Diversity, Equity, and Inclusion Officer Dr. Dakesa Piña from the College of Education and designed with intentionality of font and style by University Marketing and Communications graphic designer Lawrence Lair.

Faculty Diversity Enhancement Program
In the ongoing effort to recruit and retain outstanding new faculty who promote equity, diversity, and inclusion at the University, Vice President for Academic Affairs and Provost Aondover Tarhule announced the launch of the Faculty Diversity Enhancement Program. The $4.5 million program will advance teaching, scholarly, and creative efforts of new faculty who promote EDI through their research, teaching, service, and mentoring.

Search Advocate Program
As part of efforts to recognize and interrupt unconscious bias throughout the search process, Human Resources began training sessions for the Search Advocate Program. Trainings for the first and second cohort were held in the fall and spring, with a special cohort of faculty trained in the summer.

SOAR Scholars
The 2021-2022 year marked the inaugural year for the Success, Opportunity and Realization (SOAR) Scholar program in University College. In partnership with high schools throughout Illinois, the program focuses on increasing leadership, engagement, retention, and the overall experience of undergraduate students from high schools in underserved communities.

Service in tenure
The College of Arts and Sciences worked to recognize and encourage more inclusive teaching, research, and service among faculty. Under the guidance of Interim Dean Diane Zosky, seven of 16 departments amended their faculty appointment, salary, promotion and tenure (ASPT) policy to include performance measures related to EDI efforts. The departments include Social Work; English; Sociology and Anthropology; Psychology; Communication; Languages, Literatures, and Cultures; and Philosophy.

Illinois Tutoring Initiative
Illinois State is coordinating the Illinois Tutoring Initiative in partnership with the Governor’s Office, the Illinois State Board of Education, the Illinois Board of Higher Education, and the Illinois Community College Board. The program will provide tutoring for approximately 8,500 Illinois students during the two-year period.

College of Engineering
The Illinois Board of Higher Education approved a new College of Engineering at Illinois State, with the institution centering equity in every stage of development. The new college will focus on addressing disparities in the engineering field by designing a new standard of equity. An Equity Roundtable was convened by Dr. Doris Houston and Provost Aondover Tarhule for the purpose of securing feedback and recommendations from engineering industry professionals, college deans, department chairs, and faculty members from underrepresented groups with expertise in the STEM (science, technology, engineering and match) fields. These recommendations were integrated into the final engineering proposal that was approved by the Illinois Board of Higher Education.

Outstanding teaching
Dr. Shawn Hitchcock was honored with the Dr. Henry C. McBay Outstanding Teacher Award from the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers.
Leaders for Liberation
Milner Library conducted seven Leadership for Liberation Library pop-ups during relevant heritage months. These events invited the Illinois State University community to explore cultural leadership as a form of creative resilience through recognizing multicultural writers, artists, and creatives from marginalized backgrounds.

Grants for EDI
Eight teams in the College of Applied Science and Technology received funds for innovative, grassroots efforts to advance an equitable and inclusive community through the Diversity, Equity, Belonging, and Inclusion (DEBI) Committee, Career Services, in partnership with the Office of the Provost, also developed the Equity, Diversity, and Inclusion Grant project. Milner Library provided funding for a variety of EDI projects and programming, including the purchase of historic art prints and monographs for the collections.

Spanish Language Resources
The College of Arts and Sciences partnered with Latin American and Latino/a Studies and the Department of Languages, Literatures, and Cultures to create COBAS (Communities of Belonging and Success), learning communities in sections of a general education course, targeting Spanish heritage speakers and taught in translingual ways (Spanish, English, and Spanglish). Admissions continued bilingual representation, with families provided the opportunity to speak with a bilingual representative from Admissions or Financial Aid.

Brown Boots
Brown Boots is a new, registered student organization (RSO) that supports BIPOC students interested in hiking, biking, camping, and an appreciation of the outdoors.

Rainbow Floor
In Fall 2021, University Housing Services added the Rainbow Floor Themed Living-Learning Community to its housing options. The Rainbow Floor was designed for students interested in living on a floor supportive of the LGBTQ+ community.

BIPOC features
The University saw a 60% increase in News Hub features about campus individuals and groups that identify as Black, Indigenous, and People of Color (BIPOC). This includes a 112% increase in stories about BIPOC women scholars from University Marketing and Communications.

Dr. Tira Williams’ research on under-employment was featured in American Rhetoric.

University Police webpage
University Police launched an updated webpage that includes data, reports, and policies. This section, dedicated to transparency, is part of the ongoing work of the ISU Police Advisory Council.

Application assistance
The Office of Admissions conducted workshops at high schools with large numbers of underserved students to assist them with the application process. Workshop participants, along with all Chicago Public School students, received an application fee waiver to reduce the financial barrier to an Illinois State education.

CAMP COB
The Department of Management and Quantitative Methods hosted Camp COB, which was designed to show students how majoring in business contributes to income equality, social justice, and generational wealth.

Low vision and blindness
Consistently ranked as one of the top programs in the state and in the country, the Department of Special Education was lauded as one of 33 low-vision and blindness programs in the country and one of only eight for undergraduates.

Amplifiers
The Fall 2021 semester began with instructors having greater access to personal voice amplifiers, which not only assisted low-hearing students, but also faculty who preferred to wear masks.

Hope Chicago
Illinois State University announced an agreement with Hope Chicago, opening the door for Chicago Public School (CPS) students and their parents to pursue debt-free higher education. Hope Scholars accepted into Illinois State will receive full tuition, fees, room, and board all funded by Hope Chicago, a nonprofit organization. Hope Parent Scholars have the option to apply and attend the following year, with full tuition, fees, and a stipend for living expenses. There were 60 Hope Chicago students enrolled for the fall 2022 semester.

Expanded menus
Event Management, Dining, and Hospitality expanded the number of vegan and vegetarian offerings throughout residential dining with support from the Plant-Based Advisory Board.

Making voices heard
A new podcast launched by Assistant Professor of Race, Visual, and African American Rhetoric Byron Craig called Tapis Talk explores issues surrounding equity, diversity, and inclusion.

First-Generation Triumph podcast
Elevating the voices of first-generation students and their lived experiences is the goal of the First-Generation Triumph Podcast, which launched in September.

Teach Chicago Tomorrow
Students in Teach Chicago Tomorrow, part of the University’s new Pathway Partnership program, worked with the National Center for Urban Education at Illinois State for immersion experiences.

Deliberative Dialogues
The new Deliberative Dialogues program from the Center for Civic Engagement seeks to depolarize opinions and connect students with training in constructive dialogues.

Women in Technology
The Women in Technology Group formed this year in the Office of Technology Solutions with the purpose of providing a community of support to encourage women’s success in a field where women are normally underrepresented.

Student Access and Accommodation
Student Access and Accommodation Services implemented Accessible Information Management system (AIM) accommodation system.

National Immigrants Day: Flags on the Quad
The National Council on Family Relations honored Dr. Ani Yazedian with the 2021 Marie F. Peters Award. The biennial award recognizes a distinguished scholar, researcher, or practitioner who has made significant contributions in the area of racial and ethnic diversity in families.

Dr. Cara Rabe-Hemp received the Distinguished Scholar Award from the American Society of Criminology Division on Women and Crime.

Illinois Comptroller Susana Mendoza honored the accomplishments of Dr. Rocío Rivadeneyra as part of Hispanic Heritage Month.

The National Science Foundation awarded more than $1.3 million for a program led by Dr. Matt Aldeman, Dr. Jin Jo, Dr. Allison Antink Meyer, and Dr. Jeritt Williams to inspire urban Chicago high school students. The innovative after-school program, working with the National Center for Urban Education—led by Dr. Maria Zamudio—will focus on science, technology, engineering, and mathematics.

Dr. Amy Wood earned two prestigious, national fellowships to continue her work on cultural and intellectual history of criminal justice in the United States in the late 19th and early 20th centuries.

The University honored Dr. Kathryn Sampeck with an Outstanding University Researcher Award for her multidisciplinary approach to investigate a variety of topics such as taste, cultural landscapes, race, literacy, money, and commerce in American commodities in the early modern world.

Dr. Brea Banks, Dr. Melinda Snodgrass, and Dr. Michele Shropshire were awarded several of the University's Research Initiative Awards. Banks has published work surrounding the microaggressive experiences of adolescents, the cognitive consequences of these race-based insults, their impact on perceptions of climate, and the effectiveness of training and workshops that aim to address microaggressions. Snodgrass' research focuses on building inclusive schools through family-school partnerships, systematic supports planning, and anti-ableist work. Shropshire's research focuses on improving the quality of life, symptom management, and nursing care for older adults.

Psychology student Amani Wise won the Three Minute Thesis competition with research on how white individuals' awareness of their racial privilege impacted their perception of microaggression.

EQUITY-ORIENTED

The Redbird Scholar research publication shined a spotlight on Dr. Terri Goss Kinzy’s legacy in research before becoming Illinois State’s 20th president.


Dr. Alison Bailey, Women’s, Gender, and Sexuality Studies, discussed her book, The Weight of Whiteness: A Feminist
Engagement with Privilege, Race, and Ignorance (2021), during an interview on the blog of the APA (American Philosophical Association).

Dr. Charles Bell, Criminal Justice Sciences, contributed the chapter “Special Yet Unequal: Race, Disability, and the Prison Pipeline for Black Youth in America” in the book

Racism By Another Name: Black Students, Overrepresentation, and the Carceral State of Special Education (Information Age Publishing).

Dr. Dawn Beichner, Criminal Justice Sciences, published “Racialized mass incarceration in the U.S.A. as a form of macro victimization” in Macrovictimización: abuso de poder y victimología: Impactos intergeneracionales.

Dr. Joan M. Brehm, Sociology, co-authored “Beyond rules and regulations: understanding the cultural and social significance of beach seine fishery on Lake Tanganyika, Tanzania” for Maritime Studies.

Dr. Antonio Causarano, Special Education, published “Teaching Literacy with Picture Books to Students with ASD” in CEC.

Dr. Tamra Davis Connor, Dr. Barbara Ribbens, and Dr. Madeline Trimble, College of Business, presented workshops at the 59th annual fall conference of the Illinois Business Education Association (IBEA): Adding Cultural Fluency to Your Briefcase.


Dr. Hye Hyon Kim, English, presented “Asian Hate and Graphic City Structure of Terrorism” at Terrorism and the City from the Pacific Ancient and Modern Language Association, and served as panel chair for “Victorian Identities” for Victorian Past, Presents, and Futures at Carroll University.

Dr. Melissa Johnson, Art, presented her paper “A world where the body is as eloquent and articulate as the text: Anne Bogart’s theatrical engagement with the writings of Virginia Woolf,” at the 30th annual International Virginia Woolf Society.

Colleen Karc, English, published “Cultural and Linguistic Misrepresentations in Disney’s The Princess and the Frog” in the Journal of American Culture.

Dr. Jessie Kriensert and Dr. Jeff Walsh, Criminal Justice Sciences, published the chapter “Innocence Lost: Educator Sexual Misconduct and the Epidemic of Sexually Victimized Students” in Invisible Victims and the Pursuit of Justice: Analyzing Frequently Victimized Yet Rarely Discussed Populations. They also published “Changes in the Tradecraft of Cheating: Technological Advances” in Academic Dishonesty, College Teaching.

Dr. Samantha McDonald, Kinesiology and Recreation, co-published “Maternal Moderate-to-Vigorous Physical Activity before and during Pregnancy and Maternal Glucose Tolerance: Does Timing Matter?” in Sport & Exercise.

Dr. Phil Mulvey and Dr. Cara Rabe-Hemp, Criminal Justice Sciences, co-authored “Mothering Through Mental Illness: Exploring the Experiences of Motherhood for Criminally Involved Women on Mental Health Probation” in Crime & Delinquency.

Dr. Gabriela Fonseca Pereira, Family and Consumer Sciences, presented “Home spaces used as third places during the COVID-19 pandemic among older adults living in the U.S.A. and in Brazil” at the 2022 annual conference of the Interior Designers Education Council (IDEC).

Dr. Samantha McDonald, Kinesiology and Recreation, co-published “Maternal Moderate-to-Vigorous Physical Activity before and during Pregnancy and Maternal Glucose Tolerance: Does Timing Matter?” in Sport & Exercise.

Dr. Erika Sparby, English, presented “Memetic critical power tools: Teaching an ethic of privacy and identity for memes in the technical communication classroom” at the Association for the Teachers of Technical Writing Conference.


Dr. Kathryn Sampeck, Sociology and Anthropology, contributed the chapter “Reference, Race, and Anthropology” for the American Graphic Arts Association, speaking on cultural identity and cross-cultural awareness in design.

Dr. Nathan Stephens, Social Work, presented “Concrete Roses: How Policies Racialize the Life Trajectories of Young Black Males” as part of the Race, Place, and Justice conference at the University of Central Lancashire.

Archna Shokara, Wonsook Kim School of Art, presented “One Designer, One Work” for the American Graphic Arts Association, speaking on cultural identity and cross-cultural awareness in design.

Dr. Tara Davis, Criminal Justice Sciences, contributed the chapter “Special Yet Unequal: Race, Disability, and the Prison Pipeline for Black Youth in America” in the book

Carroll University.

Victorian Pasts, Presents, and Futures at Terrorism and the City “Asian Hate and Graphic City Structure of Terrorism” at Terrorism and the City from the Pacific Ancient and Modern Language Association, and served as panel chair for “Victorian Identities” for Victorian Past, Presents, and Futures at Carroll University.

Dr. Melissa Johnson, Art, presented her paper “A world where the body is as eloquent and articulate as the text: Anne Bogart’s theatrical engagement with the writings of Virginia Woolf,” at the 30th annual International Virginia Woolf Society.

Colleen Karc, English, published “Cultural and Linguistic Misrepresentations in Disney’s The Princess and the Frog” in the Journal of American Culture.

Dr. Jessie Kriensert and Dr. Jeff Walsh, Criminal Justice Sciences, published the chapter “Innocence Lost: Educator Sexual Misconduct and the Epidemic of Sexually Victimized Students” in Invisible Victims and the Pursuit of Justice: Analyzing Frequently Victimized Yet Rarely Discussed Populations. They also published “Changes in the Tradecraft of Cheating: Technological Advances” in Academic Dishonesty, College Teaching.

Dr. Samantha McDonald, Kinesiology and Recreation, co-published “Maternal Moderate-to-Vigorous Physical Activity before and during Pregnancy and Maternal Glucose Tolerance: Does Timing Matter?” in Sport & Exercise.

Dr. Phil Mulvey and Dr. Cara Rabe-Hemp, Criminal Justice Sciences, co-authored “Mothering Through Mental Illness: Exploring the Experiences of Motherhood for Criminally Involved Women on Mental Health Probation” in Crime & Delinquency.

Dr. Gabriela Fonseca Pereira, Family and Consumer Sciences, presented “Home spaces used as third places during the COVID-19 pandemic among older adults living in the U.S.A. and in Brazil” at the 2022 annual conference of the Interior Designers Education Council (IDEC).

Nastasha Powers, Criminal Justice Sciences graduate student, and Dr. Dawn Beichner, Criminal Justice Sciences, presented “Providing and Coordinating Sexual Assault Services in the Pandemic” at the American Society of Criminology meetings in Chicago.

Dr. Ela Przybylo, English, published “Ace and Aro Lesbian Aesthetics with Agnes Martin and Yayoi Kusama” for a special issue of the Journal of Lesbian Studies.

Dr. Touré Reed, History, published “The Political Economy of Racial Inequality” in Dissent.
SERIES AND CELEBRATIONS

Title IX
A yearlong commemoration of the 50th anniversary of the landmark statute Title IX kicked off with the unveiling of a banner at Redbird Arena for Illinois State trailblazer and longtime coach/administrator Dr. Linda Herman and culminated in a three-day celebration with leaders including Herman, Jill Hutchinson, and President Terri Goss Kinzy. Events took place throughout the year, including the School of Kinesiology and Recreation hosting the Title IX Conference, and the Women’s, Gender, and Sexuality Studies program hosting Know Your IX co-founder Alexandra Brodsky, and holding a summer course on the many facets of Title IX.

Women’s, Gender, and Sexuality Studies Student Research Symposium 25th anniversary
The University commemorated 25 years of the annual Women’s, Gender, and Sexuality Studies (WGSS) Student Research Symposium with a dynamic lineup of speakers and a retrospective exhibit at Milner Library called 25th & Change.

International Seminar Series

Native American Film Series
The Native American Film Series offered discussions throughout October of films that focused on historic and contemporary issues facing Indigenous peoples. Films included Our Spirits Don’t Speak English, Rumble: The American Indians Who Rocked the World, and The Peyote Road.

Wonsook Kim School of Art Visiting Artist Lecture Series
The Wonsook Kim School of Art Visiting Artist Lecture Series featured works and presentations by artists such as Maria Gaspar, M. Rachael Arauz, Aaron Turner, and Ishan Khosla. Their works delved into spatial justice, identity, and Blackness.

Experiencing Images: How the visual shapes our world
The Experiencing Images speaker series looked to spark discussion on how people use images to construct identity and meaning. Speakers included Cecil McDonald Jr., Cannupa Hanska Luger, Nicholas Mirzoeff, Dr. Byron Craig, Jin Lee, and Jason Reblando.

ReggieCon
ReggieCon is a series of virtual panels with experts in comic and popular media, focusing on issues of race and diversity. This year featured panels that focused on the authors and comics of Black Jack, Black Panther, Jessica Jones, Amulet, and My Neighbor Totoro.

Breaking Bread
Illinois State’s Design Streak Studio helped to design and promote the Breaking Bread series, which explored culture through food.

Green Screen
The Center for Math, Science and Technology and the Illinois State Office of Sustainability sponsored The Green Screen: A Climate Change Film Series. Films featured a different topic each month, with a focus on the global climate change crisis.

Water Wednesdays
The Water Center hosted a series of talks on water-related scholarship, known as Water Wednesdays, throughout the spring semester.

SEPTEMBER
• Events surrounded Recovery Month on campus.
• Filmmaker David Osit and Ramallah Mayor Musa Hadid spoke after students viewed the documentary Mayor on September 8.
• Latinx Heritage Month opened with artist Fidencio Fifield-Perez, continued with Dr. Maritza Quiñones-Rivera speaking on Centering Blackness in Latinx, Neyda Martinez showing her film Decade of Fire, and the Latinx Cultural Dinner’s welcome of Oscar- and Tony-award winning actress Ariana DeBose.
• The LGBTQA+ Alumni Network gathered for a performance of Kinky Boots in Chicago.
• The student organization TRIBE@ ISU (Teaching, Reviving, Indigenizing, Beautifying, and Equalizing, Illinois State University Chapter) hosted Honoring Life: Vigil for Residential and Boarding School Victims and Survivors on September 30.

OCTOBER
• University and community leaders gathered during Homecoming Week to hold a ribbon cutting and dedication for the new Multicultural Center on October 15. See more on Page 4.
• Travis L. Wagner presented “The Algorithm Led Me Here: Using Contemporary LGBTQIA+ to Understand the Future of Queer Archives” for QueerTalks on October 18.
• The Office of the President hosted the first campuswide retreat for the EDI Leaders Circle. Advocate-leaders from across campus gathered to discuss their plans and strategies to advance equity, diversity, and inclusion.
• The Center for Civic Engagement welcomed Dr. Ngozi Ezike, director of the Illinois Department of Public Health, for an exploration into health equity on October 19.

NOVEMBER
• The University honored National Immigrants Day on October 28, with 1,000 4-by-6-inch flags that lined the Quad for 24 hours on November 1.
• University College’s TRIO hosted First Generation Week from November 1–5. The week was a tribute and celebration to the often-unsung contributions and achievements of students, faculty, staff, and alumni who were the first in their families to enter higher education.
• Tony-nominated actress Ariana DeBose spoke at the Latino Cultural Dinner on November 8.
• Illinois State University held its annual Veterans Day Ceremony on November 11.
• Illinois State University’s Muslim Student Association hosted an “Introduction to Islam, Myths and Facts with Dr. Sabeel Ahmed” on November 11.
• The School of Theatre and Dance presented Sueno by Pedro Calderón de la Barca throughout November.
• The annual Charles Morris STEM Social for Underrepresented Students featured alum and health care researcher Dr. Jennifer J. Parker on November 10.
• Queer Coalition and Pride honored Transgender Awareness Week on November 17 with listening circles and a vigil.
• The University Police Department, co-hosting with the Office of the President, brought MacArthur “Genius” Grant recipient Dr. Jennifer Eberhardt to campus in November. Eberhardt, author of Biased, spoke about the effects of implicit racial bias and offered suggestions for reform.

DECEMBER
• #ObsidianVoices celebrated artistic excellence in the African diaspora on December 10.

JANUARY
• African American Studies hosted “Black Women Rising: From the Classroom to the Boardroom” with Angela Allen and Tiffany Mathis on January 24.
• The Sociology and Anthropology Research Series featured Dr. Liv Stone sharing her research titled “Popularizing Anarchist Ethics: Autogestión in Mexico City” on January 21.
• Dr. Buffie Longmire-Avital explored how academic institutions can mitigate systemic injustices experienced by BIPOC (Black, Indigenous, and People of Color) students in her talk “Historically Underrepresented or Historically Excluded? The Creation of an Institutional Infrastructure that Amplifies Student Capital” on January 28.

FEBRUARY
• Athletics hosted its annual Pride Night on February 4 in Redbird Arena.
• The 12th annual Play4Kay game returned on February 6. The event raises funds for the Kay Yow Cancer Fund and the fight against all cancers affecting women.
• Author and scholar Dr. Ebony Omotola McGee presented “Black, Brown, Bruised: Looking at racialized STEM education” on February 18.
• The Multicultural Center and the Body Image and Eating Disorder programs co-sponsored two different outreach programs during Eating Disorder Awareness Week.
• The Black Colleagues Association, an alumni affinity group, held its annual meet and greet for admitted students and families.
• Mexican American and Indigenous poet-author Jennifer Givhan offered insight into issues affecting the lives of women and the ways they inherit and construct or reconstruct their identities on February 18.
• State Comptroller Susana Mendoza spoke during one of two February events from the Economic Literacy Project cohort, which promotes economic literacy.
• Adaptapalooza, an annual event put on by students at the Student Fitness Center, provides the community an opportunity to experience inclusive recreation designed for people with physical disabilities.
• AsiaConnect hosted a virtual forum featuring Dr. T.Y. Wang on February 25.
• Jemele Hill called for persistence and resistance at the annual Martin Luther King Jr. Cultural Dinner. The On Common Grounds experience brought students, faculty, and staff together to engage in small group dialogues on diversity and social justice issues connected to this year’s Martin Luther King Jr. keynote speaker.

MARCH
• Dr. Mirelsie Velázquez, author of Puerto Rican Chicago: Schooling the City, 1940-1977, led CRCC Conversations on communities and spaces of belonging for institutions of higher learning.
• The Multicultural Center presented Sunn M’Cheaux in March and April to lead the “Safe(ish)” program, which helps individuals understand the personal narratives and experiences of gender-expansive and LGBTQIA+ individuals.
• The Women’s History Club hosted speaker Dr. Martha Horst to discuss women and music composition on March 21.
• The Katie School of Insurance hosted a career networking event with a panel titled “The Power of an Inclusive Workforce” that featured Michelle Schrotter and included a panel discussion with Priscilla Escobar, Angela Allen, Jean Celestin, and Tawonda Goode.
• The School of Theatre and Dance performed the Pulitzer Prize-winning drama Fairview which shines a spotlight on modern day racism.
• Queer Coalition staged Transgender Day of Visibility Sashay through Uptown Normal on March 31.
• Dr. Charissa Cheah and Dr. David Chih drew attention to the impact of the increase in violence against Asians and Asian Americans during the pandemic in their talk titled “Racial Discrimination against Asians and Asian Americans and Mental Health during the COVID-19 Pandemic” on March 29.

APRIL
• LaLa Ri, named Ms. Congeniality of RuPaul’s Drag Race season 13, headlined the 23rd annual Pride Charity Drag Show, which raised funds for the LGBTQ+ Support Fund at Illinois State. The LGBTQA+ Alumni Network hosted the alumni reception prior to the show.
• NexSTEM program students presented research topics at the multi-institution 2021-22 Research Poster Symposium on April 2.
• Pulitzer Prize-winning journalist, Emmy-nominated filmmaker, and Tony-nominated producer Jose Antonio Vargas was the keynote speaker for the Asian Cultural Dinner on April 12.

• In celebration of Bilingual Advocacy Week, a talk by Dr. Kim Potowski explored “Spanish in the U.S.: Myths and Realities” on April 14.

• Aburoo Due Creative Productions, led by Illinois State University Professor of Ethnomusicology Ama Ofiriwaa Adounum, performed Walking with My Ancestors: Cape Coast Castle on April 8 in Kemp Recital Hall.

• The Black Colleagues Association hosted the Homecoming Dance Party as a fundraising event for student scholarships.

• The annual exhibit FOOD for THOUGHT: Understanding Cultural Identity and Heritage Through Food launched on April 19 at Milner Library.

• African American Studies presented sociologist Cedrick-Michael Simmons’ talk “The Challenges of Diversity Management” on April 22. The talk explored the political and structural challenges confronting diversity managers.

• Director of the Center for Civic Engagement Dr. Katy Strzepek and Assistant Director Harriett Steinbach presented on “Designing Civic Engagement Assignments Using an EDI Lens” on April 15. The workshop explored ways to decolonize service learning and other forms of civic engagement.

• The Clothesline Project brought awareness to the unique stories of survivors of sexual assault and violence on April 19. The event was part of Sexual Assault Awareness Month events, hosted by Students Ending Rape Culture and Health Promotion and Wellness.

• Honoring Asian art and artistry highlighted Asian Heritage Week at Illinois State University, with events running from April 22-25.

• Dr. Maura Toro-Morn, professor of sociology and director of Latin American and Latino/a Studies, delivered the 2022 Spring College Lecture on April 25. The talk, “Gendered Migrations in the Age of Global Disruption,” explored global migrations and inequality.

• University Galleries presented Nazafarin Lotfi: Subtle Time as an online exhibition, exploring experiences of growing up in post-revolutionary Iran and continuing artistic practice as an immigrant in the United States.
INTERDISCIPLINARY STUDIES

African Studies
Agbenyega Adedze

African American Studies
Touré Reed and Brea Banks

Ethnic Studies
Susan Kalter, Archana Shekara and Li Zeng

Latin American and Latino/a Studies
Maura Toro-Morn

Middle Eastern and South Asian Studies
Yusuf Sarfati

Native American Studies
Susan Kalter

Women’s, Gender, and Sexuality Studies
Alison Bailey

PRESIDENT DIVERSITY AND INCLUSION COUNCIL, 2021–2022

Doris Houston, Interim Assistant to the President for Diversity and Inclusion (Chair)
Alison Bailey, Director of Women’s, Gender, and Sexuality Studies
Barb Dallinger, ISU Queer Coalition
Chrishayia Dixon, Assistant Athletics Director for Equity, Diversity and Inclusion, Athletics
Barb Dallinger, ISU Queer Coalition
Shannon Eppler, Native American Studies faculty member
Ray Hatch, Identity newsletter editor
Tammie Keney, Director of Student Access and Accommodation Services
Ethan Kosberg, Student Government Association
Quanisha Kumi-Darfour, Association of Black Academic Employees
Jonathan Lackland, Office of the President
Jeffrey Lange, Director of the Office of Equal Opportunity and Access (OEOA/administrative support)
Guadalupe Montalvo, Assistant Director for University Housing Services
Mayuko Nakamura, Center for Integrated Professional Development
Devin Paoni, Student Trustee
Dakesa Piña, Diversity Officer for the College of Education
Christa Platt, Director of the Multicultural Center
Touré Reed, Co-director of the African American Studies program
Rocio Rivadeneyra, Chair of the Organization of Latino/a Employees
Yusuf Sarfati, Director of the Middle Eastern and South Asian Minor program
Archana Shekara, Ethnic Studies
Taylor Tian, Associate Director for Asia Initiatives of the Office of International Studies and Programs (now Office of International Engagement)
Maura Toro-Morn, Director of the Latin American and Latina/o Studies Program
Lindsay Vahl Dean, University Advancement
Patrick Walsh, Student Government Association
Li Zeng, AsiaConnect

EDI LEADERS CIRCLE, 2021–2022

Administrative/Professional Council
DEI subcommittee—Kevin Goffard
Admissions
Branden Delk
Alumni Association
Alumni Association DEI Committee—Nikita Richards, Matt Rillie, Stan Shingles
Athletics
Student-Athlete Action Team for Social Change—Kyle Brennen, Joe Klausner
Campus Recreation
Diversity, Equity and Inclusion Committee—Matt Seibring, Kelsey Orrill
Center for Civic Engagement
Katy Strzepek
College of Applied Science and Technology
Diversity, Equity, Belonging, and Inclusions committee (DEBI)—Cara Rabe-Hemp
College of Business
Diversity and Inclusion Initiative—Horace L. Melton, Tina Williams
College of Education
Diversity Education—Dakesa Piña,
Communication Sciences and Disorders
Equity, Diversity, Inclusion and Antiracism Committee—Antony Joseph
Department of Chemistry
Shawn Hitchcock
Department of English
Equity and Diversity Committee—Ricardo Cortes Cruz
Campus Groups and Organizations Leading Our Diversity Efforts

Family and Consumer Sciences,
Bill Anderson, Marla Reese-Weber

Department of Geology, Geography, and the Environment
Diversity and Inclusion Committee—Catherine O’Reilly, Dagmar Budikova

Department of History
Linda Clemmons

Department of Psychology
Climate and Diversity Committee—Eros DeSouza

Department of Technology
Chris Merrill, Haiyan Sally Xie

Honors Program
Diversity, Equity, and Inclusion Council—Amy Secretan

Katie School of Insurance
James Jones

Mennonite College of Nursing
MCN DEI Taskforce

Milner Library
Diversity and International Inclusion Committee—Elizabeth Babin, Carmen Beecroft

School of Biological Sciences
Jeff Helms, Ben Sadd

School of Communication
Anti-racism, Social Justice, and Coalition Building Committee—Megan Hopper

School of Information Technology
Will Lewis, Pruthikrai Mahatanankoon

School of Kinesiology and Recreation
Diversity and Inclusion Committee—Olivia Butts

School of Music
Equity, Diversity, and Inclusion Committee—Adriana Ransom

School of Social Work
Anti-racism Committee—Deneca Avant

School of Theatre and Dance
The Crossroads Project—Kee-Yoon Nahm
Diversity, Equity, and Inclusion Committee—Li Zeng

Student Counseling Services
Multicultural Outreach Team—Danielle Beasley

University College
Training & Learning Committee—Nora Atkins

University Marketing and Communications
Brian Beam, Lawrence Lair

Visor Center
Pashlyn Nicholson

Wonsook Kim College of Fine Arts
Diversity Equity and Inclusion Committee—Sara Semonis

Wonsook Kim School of Art
Belonging and Equity Committee—Archana Shekara

Divisions and Centers

Academic Affairs
GROWTH Change Team
Yojanna Cuenca-Carlino

Center for Mathematics, Science, and Technology
STEM DEI Taskforce—Rebekka Darner

Division of Student Affairs
Inclusion Change Team—Angell Howard

National Center for Urban Education
Maria Zamudio-Mainou

Faculty-Staff Affinity Groups

Association of Black Academic Employees
Chair Quanisha Kumi-Darfour
ABAE.IllinoisState.edu

AsiaConnect
Chair Li Zeng
AsiaConnect.IllinoisState.edu

Multicultural Alliance in the Workplace
Co-chair Mayuko Nakamura,
Co-chair Will Lewis

Organization of Latino/a/x Employees
Chair Rocio Rivadeneyra
OLE.IllinoisState.edu

Queer Coalition
Co-chair Byron Craig,
Co-chair Gavin Weiser
About.IllinoisState.edu/QueerCoalition
REGISTERED STUDENT ORGANIZATIONS (RSOs)—SPRING 2022

African Cultural Association
Asian Pacific American Coalition
Association of Latinx American Students
Association of Latino Professionals for America
Association for Women in Communications
Bangladesh Students Association
Black Artsists League
Black Communications Association
Black Girl Code
Black Student Psychology Association
Black Student Union
Braille Birds
Brown Boots
Business Acumen
Capoeira Club
Chinese International Association
Feminist Led Activist Movement to Empower
First Gen Redbirds Future Educators of Color
Hear My Soul
IGNITE ISU
Indian Student Association
Japanese Language and Culture Club
Music Student Multicultural Association
National Association of Black Accountants
National Association of Colored Women's Clubs
National Pan-Hellenic Council
National Stuttering Association
Onyx Connect Media
Pride
Progressions of Generations
Recovery for Redbirds
Society Advancing Chicanos/Hispanics and Native Americans in Science
South Asian Student Alliance
Student Disability Network
Students Ending Mental Illness Stigmas
Students Ending Rape Culture
Taiwanese Student Association
Teaching, Reviving, Indigenizing, Beautifying, and Equalizing (TRIBE)
Women’s History Club
Women in Technology
Women in Technology and Science

Religious and spiritual registered student organizations can be found at Redbird Life.