

*On the Pathway to Equity,
Inclusion, and Social Justice:
Colleges Share Forward Movement
2020-2021*



On the Pathway to Equity, Inclusion, and Social Justice: Colleges Share Forward Movement, 2020-2021¹

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1. This report is the result of dialogues between the Interim Assistant to the President for Diversity and Inclusion Dr. Doris Houston and university deans at Illinois State University. Meetings took place in May of 2021.

Faculty Professional Development: GROWTH and CHANGE

All colleges concentrated professional development opportunities for faculty and staff with a lens toward equity, diversity, and inclusion (EDI).

The Office of the Provost's [GROWTH Change Team](#), under the leadership of Assistant Vice President for Academic Administration Dr. Yojanna Cuenca-Carlino, assisted colleges in tailoring professional development to the needs of their faculty and staff within the [Framework for Inclusive Teaching Excellence \(FITE\)](#) model.

- FITE provides six dimensions for development that helps faculty integrate EDI concepts into course design and delivery. Colleges chose which dimensions to highlight for the 2020-2021 year, and what professional development would best serve the needs of their faculty and staff.
 - The Science of Learning
 - The Impact of Course Design
 - Evidence-based Pedagogy
 - Classroom Climate and Culture
 - Feedback and Assessment Loop.
 - Data-Informed Reflection
- Within the FITE model, colleges offered multiple trainings, including with:
 - The Center for Teaching, Learning, and Technology's Microaggression training, Foundations of Diversity and Inclusion series, and Reinvent Your Course for Diversity, Equity, and Inclusion workshop
 - The Culturally Responsive Campus Community Conference and Spring Institute

- Development workshops from Associate Director of Professional Development & Staff Recognition Angell Howard
- Crossroads Antiracism Training
- Workshops and webinars with speakers and panels dedicated to supporting equity and tackling systematic oppression.

College of Arts and Sciences

- **Associate Dean's Focus on EDI:** With the retirement of the Associate Dean for Academic Programs and Student Affairs, Dr. Sally Parry, the College revised the job title and description into the “Associate Dean for Academic Programs and Student Success”. The role will now be outreach-based with an enhanced focus on the development of curriculum for student success, equity, and inclusion.
- **Council and Committee:** The CAS College Council—which is comprised of faculty, students, and staff—approved the development of a Student Advisory Council. The Council will form in early fall with an open forum for students to gather feedback about student success and the inclusivity of the academic environment.
- **Equity, Diversity, and Inclusion into ASPT:** Departments across the College are revising Appointment, Salary, Promotion, and Tenure (ASPT) policies to formally recognize the value of equity-based research, teaching, service, and creative works as part of the faculty evaluation process. At least 25 percent of

departments thus far have incorporated language that values equity, diversity, and inclusion in faculty productivity.

College of Applied Science and Technology

- **“CAST Connections” Student Center:** The College lay the foundation for “CAST Connections.” Set to launch in the fall of 2021, the new student center will include community outreach opportunities to enhance service learning, support for tutoring in selected CAST major courses, connections to CAST alumni for mentorship, and ongoing professional development opportunities. A faculty/staff advisory board and a student advisory board met throughout the year to plan for the new Center. A diverse search committee was also formed for the director search.
- **Re-evaluating Professional Development:** The College convened an Ad Hoc Committee to review professional development held in 2019-2020, and worked with Necessary Change Consulting, LLC, to meet assessed needs. The College will evolve the work of the Ad Hoc Committee into a new College EDI committee in the fall.
- **CAST Persistence Grants:** In the Fall 2020 and Spring 2021 semesters, CAST distributed \$86,770 in student grants to ensure the continued academic progress of CAST students. The one-time funds are awarded to students whose graduation goals are blocked by financial obstacles.

College of Business

- **Committee on Diversity Initiatives:** The College formed the Committee on Diversity Initiatives, chaired by Dr. Horace Melton. The committee is working toward creating an engaging and committed culture of diversity and inclusion in the College.
- **EDI-Focused Recruitment:** Designed by Dr. Ashley Hicks of the Office of the Dean, the College held the first-ever Multicultural Open House in April 2021 for student recruitment. The College also supports and recruits from the national Ph.D. project, which encourages the pursuit of doctoral degrees for those from underrepresented groups.
- **Newly Established Associations:** ALPFA (Association of Latino Professionals for America), and ACUMEN (Association for Cultural Unity, Mentorship, Education and Networking) joined other business RSOs in providing opportunities for networking and building community.
- **Diverse Leadership:** Dr. Tina Williams has been named the chair of the Department of Management and Quantitative Methods. The department houses one of the largest number of undergraduates on campus with 1,300 students.

College of Education

- **New Diversity Officer role:** The College hired its first-ever Diversity Officer, Dr. Dakesa Pina, who is supporting diversity initiatives and conversations as well as building a culture focused on diversity, equity, and inclusion in the College.
- **Chicago Public Schools Teacher Education Partnership:** Teach Chicago Tomorrow Pathways Partnership (TCT) program launched in the summer of 2021. The college anticipates having 125 students per cohort when the program is fully operational. A joint effort with Illinois State University's National Center for Urban Education (NCUE), Chicago Public Schools, and City Colleges of Chicago, the program is part of a long-term strategy to prepare quality teachers who are committed to CPS schools. The College also announced a university scholarship for TCT students once they enroll at Illinois State.
- **Professional Dispositions Process:** The Council for Teacher Education initiated a holistic review of the "dispositions" process, which assesses professionalism and ability to interact with students. Dean James Wolfinger noted the process is being examined for implicit bias, consistency, and cultural competency.

Mennonite College of Nursing

- **Holistic Admission Process:** The College moved to a new, holistic admission process, and saw a rise in diverse applications and admissions. Changes included moving to a model which factors in experiences and attitudes as well as metrics (EAM). Essays ask candidates to connect how they advocate for diversity as it pertains to the College mission statement. An evaluation of the change is in process; Institutional Review Board approval for the evaluation has been received.
- **Equity in the faculty Search Process:** The College is revising the tenure-track search process that will include an equity element in all job descriptions, and interview questions that highlight equity in teaching, scholarship, service, and diversity work.
- **Task Force:** The College convened a DEI Task Force in November with a focus on communication, curriculum, and student support. The Task Force has already assisted with a survey to assess culture and climate in the College.

Milner Library

- **IDEA Committee:** The Milner College Council endorsed the Inclusion, Diversity, Equity, and Access (IDEA) as an official committee. The committee will continue work on removing potential and/or unintended bias from incident reporting while also exploring an environmental scan.
- **Review of Collections:** In an effort to promote an anti-racist library culture, Milner Library has plans to review its library collections to assess what subject areas and scholars are missing as resources for patrons.
- **New Guides Exploring Oppression, Racism, and LGBTQ+ Resources:** Milner Library unveiled the online [Systematic Racism guide](#), which explores systemic racism and the many forms it takes. The guide is available to anyone working to dismantle systems of oppression. The library also announced a new topical library guide on LGBTQIA+ resources.

Wonsook Kim College of Fine Arts

- **Diversity Equity and Inclusion Committee:** The College established the Diversity Equity and Inclusion Committee that is comprised of leaders from the Schools of Theater and Dance School of Music, and the Wonsook Kim School of Art, as well as representation from Creative Technologies, University Galleries, and both graduate and undergraduate students. The committee is beginning an analysis of

the College strategic plan as well as examining goals and objectives through an equity lens.

- **Design Streak:** A research-based social innovation lab led by the Wonsook Kim School of Art's Archana Shekara, Design Streak dedicated pro bono design work for the Refuge Food Forest.
- **The Crossroads Project:** The Crossroads Project in the School of Theatre and Dance has been, active in equity work since 2000. This year, the Project hosted their first two playwright residencies for a new project, the Diverse Voices Playwriting Initiative. The Diversity, Equity, and Inclusion Committee became a standing committee for the School of Theatre and Dance in 2020-2021 and began leading anti-racism discussions for faculty and staff, all of whom received copies of ordered Ibram X. Kendi's book *How to Be an Antiracist*.

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Dr. Doris Houston
Interim Assistant to the President
for Diversity and Inclusion
2021