

EQUITY & DIVERSITY INCLUSION

LEADERS CIRCLE AT ILLINOIS STATE UNIVERSITY
2023 SPRING SYMPOSIUM
TUESDAY, FEBRUARY 14
OFFICE OF EQUITY AND INCLUSION



Welcome to the EDI Leaders Circle Symposium!

On behalf of the Office of Equity and Inclusion, it is our pleasure to welcome you to the second annual EDI Leaders Circle Symposium. This year we are pleased to host you and your teams for a full-day event that includes statewide leaders in higher education in addition to Illinois State University campus innovators who will inspire and empower you as you continue your EDIA journey.

The 2023 Symposium will start with our morning keynote address and interactive discussion led by Illinois Board of Higher Education Executive Director Ginger Ostro, who will discuss the state's plan to reduce equity gaps in college access and completion. Following our keynote, we invite you to stay for lunchtime networking and a creative expression performance, followed by invigorating afternoon breakout sessions and a plenary session that explores the social and emotional health of the ISU community.

Each session has been planned to provide you and your teams with ample opportunities to learn new strategies and exchange concrete ideas to move your EDIA work forward in alignment with Illinois State University's "[10 EDIA Pillars of Progress](#)."

We are excited to host each of you as leaders and lifelong learners and we encourage you to take full advantage of this day of networking, community-building, and exchange of ideas as Illinois State continues its journey to advance equity, inclusion, access, and anti-racism. Please join me in expressing sincere appreciation to our awesome volunteers, speakers, panelists, and everyone who helped to bring us the EDI Leaders Symposium.

Sincerely,



The EDI Leaders Circle was formed in 2021 as a grassroots community of EDI advocates and practitioners representing 40+ departments, colleges, and divisions across campus who come together to collaborate and share strategies that advance equity, diversity, inclusion, access, and anti-racism efforts at Illinois State. Leaders Circle advocates are represented within each division of the University, including Academic Affairs, Student Affairs, Finance and Planning, University Advancement, and Athletics. If you would like to join (or start) an EDI Leaders Circle community in your department or unit, contact Dr. Doris Houston at dmhous2@ilstu.edu or Mayuko Nakamura at mnakamu@ilstu.edu.



Dr. Doris Houston
Chief Equity and Inclusion Officer
Symposium Chair



Dr. Dakesa Piña
Director of Diversity, Equity, and Inclusion
at the College of Education
Symposium Steering Committee



Mayuko Nakamura, M.S.
Assistant Director for Assessment and
Equitable Pedagogy, Center for Integrated
Professional Development
Symposium Vice-Chair



Danielle Beasley, M.S.W, LCSW
Associate Director of Diversity, Equity and
Outreach at Student Counseling Services
Symposium Steering Committee



Keynote Speaker

Ginger Ostro, Illinois Board of Higher Education

Ginger Ostro brings extensive policy and finance leadership to the Illinois Board of Higher Education. She previously served as interim Chief Financial Officer and Vice-President of Financial Operations at Chicago State University. Ginger served as Executive Director of Advance Illinois as it helped architect the successful effort to fix the nation's least-equitable K12 funding formula. She played a lead role as budget director and CFO at Chicago Public Schools in developing and implementing a more equitable system of allocating funding across schools as well as managing the district's \$6 billion operating budget and the capital budget. Earlier in her career, Ginger served as Deputy Executive Director at the Illinois Student Assistance Commission and as Director of the Office of Budget Planning at Governors State University.

Since joining IBHE in February 2020, she has led the agency's response to the COVID-19 pandemic; worked with other agencies and stakeholders to develop a strategic plan for Illinois higher education, A Thriving Illinois; and is currently working on multiple new initiatives, including the Equitable Public University Funding and the Early Childhood Access Consortium for Equity.

Ginger holds a BA in Politics, Economics, Rhetoric, and Law from the University of Chicago and a Master's in Public Policy, Health, and Human Services from Harvard's Kennedy School. She lives in Chicago.

EQUITY IN ACTION: PATHWAYS TO INCLUSIVE STUDENT, FACULTY AND STAFF SUCCESS

TUESDAY, FEBRUARY 14, 2023

9-10 a.m. Ballroom 3	Check in/continental breakfast
10-11:30 a.m. Ballroom 3	<p>Welcome Remarks</p> <ul style="list-style-type: none"> • Doris Houston, Chief Equity and Inclusion Officer • President Terri Goss Kinzy • Provost Aondover Tarhule <p>Keynote Address: Promoting a Thriving Illinois through Equity-Centered Higher Education</p> <p>Ginger Ostro, Executive Director of the Illinois Board of Higher Education (IBHE) will serve as a keynote speaker for the symposium. Her talk will focus on IBHE's Strategic Plan, "A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth." IBHE challenges higher education institutions to advance equity-centered initiatives that promote successful outcomes among historically underserved and underrepresented students. Such initiatives will ensure that all students can thrive. Ostro provides us with an overview of the state's strategic plan, the data on equity gaps, and Equity and Access initiatives from other Illinois public universities.</p>
11:30 a.m.-12:30 p.m.	<p>Lunch, Creative Expression by registered student organization (RSO) DRAG ROYALTY featuring:</p> <ul style="list-style-type: none"> • Gabriel Barta • Jonathan Irace- Gutiérrez • Jakai Martin • Kate McConville
12:30-2 p.m. Ballroom 1	<p>Breakout 1: Panel – Ingredients for Equity-Centered Faculty/Staff Success and Well Being</p> <ul style="list-style-type: none"> • Dakesa Piña, Director of Diversity, Equity, and Inclusion, College of Education • Todd McLoda, Dean, College of Applied Science and Technology • Cara Rabe-Hemp, Associate Dean, College of Applied Science and Technology • Scott Jordan, Chair, Department of Psychology • Angell Howard, Associate Director of Professional Development and Staff Recognition, Student Affairs • Deneca Avant, Interim Assistant Vice President for Faculty Development, Diversity, and Learning, Office of the Provost <p>It could be argued that the most important role of university faculty and staff is student success, but can this be accomplished without focusing on the success of our faculty and staff? This panel discussion will highlight several initiatives focused on identifying and eliminating barriers to equitable treatment, access, opportunity, and advancement among historically marginalized faculty and staff followed by a question-and-answer period. If you are interested in operationalizing the University's definition of Equity for your unit's faculty/staff, this is the session for you.</p> <p>Moderator: Mayuko Nakamura</p>

Schedule continues next page...

12:30-2 p.m. Ballroom 2	<p>Breakout 2: Panel – Ingredients for Equity-Centered Student Success and College Completion</p> <ul style="list-style-type: none"> • Chrishaya Dixon, Assistant Athletic Director for Equity Diversity and Inclusion, Athletics. • Keenan Wimbley, Assistant Director of Academic Services, University College • Deanna Stewart, Hope Chicago Coordinator • Pam Cooper, Director, Career Services • Amy Hurd, Associate Vice President for Undergraduate Education, Office of the Provost • Jim Pancrazio, Professor, Department of Languages, Literatures and Cultures • Maura Toro-Morn, Professor, Department of Sociology <p>A cornerstone of equity, diversity, and inclusion in higher education, is the ability for leaders to implement student success strategies that center the experiences and talents of diverse learners. Participants who attend this session will be offered examples of effective strategies that recognize and cultivate the talents of traditionally underserved BIPOC (Black, Indigenous, and People of Color) students.</p> <p>Moderator: Quanisha Kumi-Darfour</p>
12:30-2 p.m. Circus Room	<p>Breakout 3: Introduction to Restorative Practices</p> <ul style="list-style-type: none"> • Robyn Seglem, Professor, School of Teaching and Learning <p>All humans are hardwired to connect. Just as we need food, shelter and clothing, human beings also need strong and meaningful relationships to thrive. Restorative practices aim to help make these connections by building relationships to develop community, to reduce tensions, and to manage conflicts, utilizing researched-based restorative processes to repair harm when it happens and restore the community that was developed. This session will introduce you to the tenets of restorative practices, focusing on how to implement structures that help reduce conflict before it starts. If you are interested in how to build community, this session is for you!</p>
2-2:30 p.m. Ballroom 3	<p>Break and networking</p>
2:30-3:30 p.m. Ballroom 3	<p>Afternoon Plenary Session - Social and Emotional Health: Building and Sustaining Infrastructure for Support, Belongingness, and Identities</p> <ul style="list-style-type: none"> • Jill Benson, Associate Dean of Students, Student Affairs • Tashay Dennie, Assistant Dean of Students, Student Affairs • Stacy Jones Bock, Associate Dean for Academic Programs and Fiscal Planning, College of Education • David Adams, Interim Clinical Services Director, Student Counseling Services • Matt Schwab, Associate Director, International House and Special Programs, Office of International Engagement <p>Students have traditionally been at the forefront of conversations on college campuses, regarding support for their mental health needs and increasing their belongingness and connection to campus. However, it's equally important to acknowledge and underscore the importance of faculty and staff wellbeing. This panel will address the landscape of social and emotional health in academia, highlighting and discussing critical issues around wellbeing for faculty, staff, and students, providing resources and exploring strategies that promote wellness and foster a campus culture that prioritize wellbeing as a value.</p> <p>Moderator: Danielle Beasley</p>
3:30-3:35 p.m. Ballroom 3	<p>Closing remarks</p> <ul style="list-style-type: none"> • Dr. Andy Morgan, the Assistant Vice President and Dean of Students

COMMUNITY AGREEMENT FOR TODAY'S SYMPOSIUM

Let's agree to

- Seek to understand vs. seek to be understood
- Respect, non-judgement, avoid assumptions
- Call in vs. call out
- Ensure that everyone in your group is SEEN and HEARD
- Be aware of power differences/Seek contributions from all
- Avoid “doing what we’ve always done”
- Lead with “EQUITY”: “Equity includes a commitment to restorative practices that promote equitable treatment, access, opportunity, and advancement among historically marginalized groups and individuals. Such restorative practices include identifying and eliminating barriers that prevent historically underrepresented and underserved groups from having access to resources, information, and social influence. Equity goes beyond acknowledging diversity, and advocates for justice regarding historically unbalanced conditions.” (DIAC, 2021)
- “A” for anti-racism and access: EDIA refers to Equity, Diversity, Inclusion, Anti-Racism, and Access
- “Start where you are... but don’t stay there.”

Speaker and moderator bios

David Adams

David Adams serves as interim Associate Director for Clinical Studies at Student Counseling Services. He completed both his master's degree in community counseling and Ph.D. in counseling psychology at Ball State university, as well as his predoctoral internship in health service psychology at the University of Iowa. David is committed to social justice and equity within education. Throughout his graduate training and professional work over the past fifteen years, he has collaborated with others at multiple institutions on initiatives aimed at social change. His collaborations and research have focused enhancing academic support services for students with disabilities; the impact of gender conformity on coping, help-seeking, and body image; initiatives focused on addressing the harms of racial microaggressions within higher education; as well as the transformative impact of counseling on academic outcomes, with a call for colleges and universities to lead in addressing institutional racism so as uplift and empower all students.

Deneca Avant

Dr. Deneca Avant serves as the Interim AVP for Faculty Development, Diversity, and Learning in the Office of the Provost. Avant is responsible for leading and enhancing professional development programming and supports for faculty and staff within Academic Affairs, bringing an equity-diversity-inclusion lens to this work. A Professor of Social Work, Avant joined Illinois State in 2009 and served as the School of Social Work Interim Director from 2020-2022. Avant oversees First Star Academy, a national program that improves the lives of foster youth by providing academic, life skills, and supports needed to successfully transition to higher education and adulthood. Avant's research focuses on Social Justice, School Social Work Practice, Youth in Foster Care, and Faculty Supports.

Danielle Beasley

Danielle Beasley is the Associate Director of Diversity, Equity, and Outreach at Illinois State University Student Counseling Services (SCS) and has been with the University since 2016. Danielle started at SCS as the Case Manager and transitioned into her new role as Associate Director in the Spring of 2021. The Associate Director of Diversity, Equity, and Outreach is a newly created position that is multifaceted in scope and function. Her leadership role includes the professional development of SCS with a focus on enhancing inclusive practices, developing culturally informed outreach, reducing barriers, and increasing access to services. Danielle leads efforts in assessing, re-defining, and re-developing programming that is innovative, responsive, culturally relevant, and coordinated. She received her bachelor's degree in psychology from DePaul University and her master's degree in Social Work from Illinois State University. Danielle is a Licensed Clinical Social Worker who provides inclusive and affirming therapy.

Jill Benson

Jill Benson, Associate Dean of Students, has worked in Student Affairs at Illinois State University since 1994. Her professional roots are in student group advising and student-facing programming, but her career branched her into many administrative and advocacy roles. She created or serves a role in many student-facing care systems and has ensured that direct student contact has been a mainstay of her career. Some of her most fulfilling work has centered on creating care systems for students—through the Dean on Duty program, the Critical Incident Response Team, the LGBTQ+ Student Support Fund, and most recently, the Student Navigator Network to address students' basic needs.

Stacy Jones Bock

Dr. Stacey Jones Bock is Associate Dean in the College of Education at Illinois State University and Co-PI on the A+ grant. She received her Ph.D. from the University of Kansas, where she co-authored the Asperger Syndrome Diagnostic Scale upon completing her dissertation. In recent years she expanded her line of research to include children with autism spectrum disorders and a dual diagnosis of hearing impairment. Dr. Jones Bock receives invitations to present at conferences, create webinars, write journal articles, and consult for large school districts across the country in this area. She's written grants and received funding totaling over \$3.1 million. Her responsibilities on the A+ grant include supporting behavior change teams through coaching sessions and creating content for professional learning.

Pam Cooper

Pam Cooper has been a member of the Illinois State University Career Services team for 22 years. Prior to becoming Director in 2015, she served in the roles of Assistant Director for Professional Practice, Career Advisor, and Associate Director for Employer Relations. Mrs. Cooper is a proud Illinois State University alumna and holds a bachelor's degree in sociology (1994) and a master's degree in Higher Education Administration (2000). Mrs. Cooper created the Cultural Career Network (CCN) at ISU to prepare students of diverse backgrounds for success in the workplace, providing students with networking opportunities to connect with key alumni and employers. Hundreds of students have benefited from the CCN, attributing a significant portion of their career success to what they learned from Cooper's visionary initiative. She has been described as a "servant leader" who leads with humility without expectation of recognition. Known as approachable and compassionate, Cooper blends together the notion of challenge and support in an effort to empower students to acknowledge where they are and to develop a future full of opportunity.

Tashay Dennie

Interweaving various community, leadership, and student-based theories, the root of Tashay Dennie's work lives at the intersection of leadership and equity. As a critical leadership studies scholar and practitioner, Tashay's professional portfolio reflects over eight years of progressive strategic planning and leadership programming proficiency, as well as her commitment to educating, challenging, and inspiring students to be life-long leaders and learners. As the Assistant Dean of Student for Leadership Development and doctoral student at Illinois State University, her expertise entails creating high-impact programming that intentionally makes space for critical dialog around the socio-historic implications of leadership and how it intersects with equity, diversity, culture, community, productivity, and power.

Chrishaya Dixon

Chrishaya Dixon is the Assistant Athletic Director for Equity Diversity and Inclusion. She began her time here in Normal as an undergraduate student that never left. In her current position, her focus is on creating a sense of belonging for every staff and student athlete within the athletic department. During her free time, she enjoys watching and participating in sports, reading, and exercise. She is so thrilled to be a part of the EDI Leaders Circle Symposium.

Angell Howard

Angell Howard is currently the Associate Director of Professional Development and Staff Recognition in the Office of the Vice President for Student Affairs at Illinois State University. She is a two-time graduate of ISU, with a bachelor's degree in psychology and a master's degree in social work, and currently pursuing her doctoral degree in Higher Education Administration. Her 13-year career consists of the support and development of students and staff within higher education systems. She is also the owner of Necessary Change Consulting LLC and has spent the last 10 years creating and facilitating diversity, equity, and inclusion trainings, challenging professionals to change and create change within their organization utilizing an antiracist lens.

Doris Houston

Dr. Doris Houston is the Chief Equity and Inclusion Officer where she leads institutional efforts to advance equity, diversity, and inclusion (EDI) on the campus of Illinois State University. This role extends to campus and community stakeholders and includes partnerships and engagement with students, faculty, alumni, community leaders, and business leaders invested in educational access and accountability in higher education. In 2021, she founded the “EDI Leaders Circle” at Illinois State—A consortium comprised of 37+ grass-roots groups across campus devoted to examining and eliminating systemic bias and potential barriers in hiring, student admission, curriculum development, and college completion. As Chair of the EDI Leaders Circle, Doris authored and is currently implementing the “EDI Pillars of Progress” framework that guides campus leaders through a process of examining department and unit-level policies, practices, and outcomes with a goal of community and relationship building, transparency, accountability, and targeted change. In addition to her leadership role within the President’s cabinet, Dr. Doris Houston maintains her appointment as a tenured Professor of Social Work.

Amy Hurd

Dr. Amy Hurd is the Associate Vice President for Undergraduate Education and a professor in the School of Kinesiology & Recreation. For 13 years she taught undergraduate and graduate courses in the area of recreation administration with an emphasis in marketing, human resources, leadership, and finance. Dr. Hurd then moved into the administration side of higher education where she served as the Director of Graduate Studies for five years and obtained her current position in 2019. Her professional and research interests are in the areas of competency development, succession planning, and management issues in public parks and recreation. Dr. Hurd has authored 14 textbooks on these topics.

Scott Jordan

Dr. Jordan Scott is the Chair of the Department of Psychology and a director of the Institute of Prospective Cognition which he founded in 2008. He received his Ph.D. from Northern Illinois University in 1991, he has since continued his research on the dynamic relationship between action, perception, and cognition. His empirical research continues to focus on the relationship between spatial perception and action planning, with an increasing emphasis on social influences. He also investigates social perception during interaction and the way these social dynamics influence perceived similarity, use of stereotypes, and desire to reengage. His theoretical work (i.e., Wild Systems Theory) focuses on moving scientific psychology away from the current computational-ecological debate, toward an integrated framework that conceptualizes organisms as embodiments of the phylogenetic, cultural, social, and developmental contexts from which they emerged and in which they sustain themselves.

Terri Goss Kinzy

President Kinzy came to Illinois State from Western Michigan University, where she served as Vice President for Research and Innovation. Previously at Rutgers, Dr. Kinzy served in a series of administrative roles, including director of the RWJMS/Rutgers University/Princeton University MD/Ph.D. Program, executive director of the RWJMS DNA Core Facility, and senior associate dean of the Graduate School of Biomedical Sciences and Research at RWJMS. Dr. Kinzy was elected to the University Master Educator Guild, selected as a Bridges to the Professoriate Faculty Mentor of the Year from the Compact for Faculty Diversity, named a Woman of the Year in Medicine for Somerset County, New Jersey, and a Crain’s Detroit Notable Woman in STEM. She is a Fellow of the American Association for the Advancement of Science and was a fellow in the Hedwig van Ameringen Executive Leadership in Academic Medicine Program. Her mentoring of others has been recognized with the New Jersey Association for Biomedical Research Outstanding Mentor Award and the R. Walter Schlesinger Basic Science Mentoring Award.

Quanisha Kumi-Darfour

Quanisha Kumi-Darfour is the Associate Director of Student Relations in Career Services and an Illinois State alum ('06). She is the President of the Association of Black Academic Employees (ABAE) and served as the first coordinator of case management in the Dean of Students Office, working with and advocating for students during their times of need. Quanisha believes higher education plays a critical role in developing our future leaders. She values working with students, staff, and faculty to ensure they feel supported, welcomed, and affirmed as members of the ISU community.

Todd McLoda

Todd McLoda serves as the Dean of the College of Applied Science and Technology and is a professor in the School of Kinesiology and Recreation. He earned his bachelor's, master's, and Ph.D. from Ohio University. He has engaged in work on student personal relevance and belongingness within and beyond the classroom for more than 27 years and has provided and supported programming and initiatives related to faculty and staff equity, diversity, inclusion, and belongingness for the last 7 years.

Andy Morgan

Dr. Morgan is the Assistant Vice President and Dean of Students at Illinois State University. Morgan came to Illinois State from Indiana State University, where he serves as associate vice president for Student Affairs. He also served as dean of students at Indiana State, where he expanded student mental health and wellness services and worked to renovate the campus African American Cultural Center, Women's Resource Center, Multicultural Services and Programs, and Student Counseling Center. Morgan has been active with the Higher Learning Commission as a peer reviewer, the national board of directors for Gamma Sigma Alpha Greek Honor Society, the National Association of Student Personnel Administrators, the American College Personnel Association, and the Association of Fraternity/Sorority Advisors. He is the inaugural recipient of the Dr. Robert Andrew Morgan Alumni Engagement Award from SIUC.

Mayuko Nakamura

Mayuko Nakamura is an Assistant Director with the Center for Integrated Professional Development on campus and guides faculty in developing equitable practices in the classroom. Mayuko has three primary areas of focus at CIPD: Diversity, equity, and Inclusion, Student Success, and Global Learning. For each of her focus areas, she offers workshops, consultation, and teaching-learning communities and actively participates in the campus and community initiatives related to these focus areas. She also works on the retention and recruitment efforts of faculty of color.

Jim Pancrazio

James J Pancrazio is a Professor of Spanish and Latin American literature and culture. He is a specialist in Cuban studies. Dr. Pancrazio has also been involved in an initiative in Latin American and Latino/a Studies to redesign an introductory course for Latino Studies to build community and academic success among first time in college students in their first semester. The purpose of the course is to build social connections, a sense of belonging, and introduce the broader expectations of the university.

Dakesa Piña

As the Diversity, Equity, and Inclusion (EDI) Officer for the College of Education (COE), Dakesa is implementing a systemic and sustainable framework for EDI work within the college. One of these systemic and sustainable initiatives is implementing Oregon State University's Search Advocate program, brought to ISU by Human Resources, as a foundational practice for hiring in the College of Education. Utilizing the Search Advocate Program, Dakesa has a goal of training 30 COE faculty/staff annually to assist in accomplishing the College's goal of, "Supporting, recruiting, and retaining educators (faculty and students) who work to eliminate systemic inequities and promote inclusion in education." Dakesa is also leading the COE in creating a Search Advocate Train-the-Trainer program collaboratively with Human Resources and Oregon State University during the summer of 2023. Before working in the COE, Dakesa used her focus on EDI to serve the mental health and educational needs of the ISU student population by working as a therapist at Student Counseling Services and as an Instructional Assistant Professor in Psychology and Education Administration and Foundations.

Cara Rabe-Hemp

Cara Rabe-Hemp, PhD is the Associate Dean in the College of Applied Sciences and Technology (CAST) and a Professor of Criminal Justice Sciences. Passionate about Faculty Success and EDIA, Cara co-chairs the CAST Diversity, Equity, Belongingness, and Inclusion and GROWTH committees and supports CAST's mentoring and faculty and staff success initiatives. Cara, along with CAST Dean Todd McLoda, will be discussing the college's equity, diversity, inclusion and belongingness efforts in faculty and staff success.

Matt Schwab

Matt is an ISU alumnus twice over, holding a bachelor's degree in political science and Spanish (2007) and a master's degree in College Student Personnel Administration (2009). As a graduate student, he worked with the State Department's Middle Eastern Partnership Initiative at Benedictine University. He has been a full time professional at Illinois State University since 2009, and has worked in the areas of Residence Life and International Studies. He is currently the Program Director for the International House and Special Programs unit of the Office of International Engagement, and coordinates international student orientation, community building, support services, and co-curricular programming.

Robyn Seglem

Dr. Robyn Seglem is currently serving as an interim Associate Dean for the College of Education and is a Professor in the School of Teaching and Learning at Illinois State University where she teaches content literacy and language arts courses to middle-level preservice teachers, as well as graduate level literacy and educational technology courses. She serves as a co-editor of the national journal *Voices from the Middle* and is a nationally board-certified teacher. Robyn works closely with Kevin Jones of Pathways to Restorative Leadership, providing professional development for educators and community members around leading through restorative mindsets. She taught for nine years in the middle school and high school language arts classroom.

Deanna Stewart

Deanna Stewart, born and raised in Chicago, Illinois, arrived at Illinois State University as a first-generation student in 2015. She currently holds a bachelor's degree in Theatre-Acting and is a graduate student in the Social Work program. In addition, she is a first-year professional at ISU serving as a Program Support Specialist for Hope Chicago, a zero-debt based scholarship program. She works daily to provide wrap-around services while fostering a familial space for marginalized students and developing skills-based programming to support their journeys through higher education."

Aondover Tarhule

Dr. Tarhule, the Provost and Vice President for Academic Affairs provides leadership in the planning, development, implementation, and assessment of all academic programs and many service areas. He serves as the chief academic officer of the University with responsibility for academic and senior-level internal leadership and serves as the primary representative for the President in his absence. The Provost also coordinates the team of senior staff to achieve the University's established major goals as identified by the President and the Board of Trustees. This team coordinates reporting units, carries out teaching and learning initiatives, and works with other representative bodies to maintain the University's tradition of shared governance. Dr. Tarhule joined Illinois State University in 2020. His immediate prior administrative appointment was Vice Provost and Dean of the Graduate School at Binghamton University (State University of New York). Before that, he was Executive Associate Dean and Department Chair in the College of Atmospheric and Geographic Sciences at the University of Oklahoma. In these positions, he worked on creating new academic programs, increasing student enrollment, increasing diversity, faculty retention, shared governance, and international partnerships and linkages amongst other things.

Maura Toro-Morn

Dr. Maura Toro-Morn is the Director of the Latin American and Latina/o Studies Program at Illinois State. of the founding members of the Organization of Latino/a Employees (OLÉ), she is instrumental in the planning of the annual Latinx Heritage Month. Toro-Morn is also a founding member of CAUSA, the University's Committee Assisting Undocumented Student Achievement. She was also instrumental in launching the Latino Oral History Project in the McLean County Museum of History. Toro-Morn is a two-time past recipient of the Strand Diversity Award.

Keenan Wimbley

Keenan is the Assistant Director of Academic Services in University College and has been in this role for over 2 years. As the Assistant Director of Academic Services, Keenan manages the Julia N. Visor Academic Center and its delivery of campus wide academic support services for undergraduate students at ISU and the academic support communities housed in the Visor Center. Keenan also serves as the institutional liaison and supervisor between college access programs such as Hope Chicago, One Goal, Bottom Line, Phoenix Pact, and College Possible. Keenan also created, implemented, and developed the SOAR Scholars program at ISU. Keenan received his bachelor's degree and master's degrees from ISU and will be graduating with his Ph.D. in Higher Education Administration from ISU this spring.

Lunchtime Creative Expression: Drag Royalty

Drag Royalty is a registered student organization (RSO) at Illinois State University. They are here to pay homage to the fabulous art of drag through education and performance! For more information, visit by [clicking this link](https://fuchsia-crocodile-6dbw.squarespace.com) or by going to fuchsia-crocodile-6dbw.squarespace.com.

Thank you

to the Office of Sustainability to make our symposium a Zero Waste Event!

What is Zero Waste?



Zero waste means that by weight, 90 percent or more of all products/waste is REUSABLE, RECYCLABLE, OR COMPOSTABLE.

[Only 10 percent or less may be disposed of as landfill.]

About the Office of Sustainability

The Illinois State University Office of Sustainability serves as a leader for sustainability initiatives and climate commitments across campus. We are dedicated to creating a culture of sustainability at ISU through interdisciplinary and inclusive collaboration with students, faculty, and staff. We strive to develop solutions to reduce our environmental impact, integrate best practices into campus operations, and use every corner of our living laboratory to educate and inform our Redbird community.

What is Sustainability? Sustainability is a practice in which we consider the implications of our individual and collective actions; the interconnectivity among people and ecosystems coexisting within communities and across the globe; and a vision for an equitable and thriving planet for generations to come.

At Illinois State, putting sustainability into practice means:

- fostering a culture of sustainability through leadership, commitments, engagement, and traditions
- finding solutions through diverse, interdisciplinary collaboration, teaching, research, and innovation
- integrating accessible environmental stewardship into campus operations

What is Environmental Justice? We define environmental justice as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. This goal will be achieved when everyone enjoys the same degree of protection from environmental and health hazards, and equal access to the decision-making process to have a healthy environment in which to live, learn, and work.

As we pursue greatly reducing single-use plastic across Illinois State University, we are finding alternatives with reusables and other materials such as commercially compostable materials and aluminum. Unlike plastic, aluminum is infinitely recyclable. The environmental injustices of the fossil fuel and plastics industries are deeply troubling, predominantly effect people of color both here in the United States in communities along the Mississippi River and in locations across the globe.

For these reasons, the Office of Sustainability remains steadfast in our commitment to reducing single-use plastic at ISU, and sourcing environmentally and socially responsible products across campus. Our ISU branded bottled waters are reusable, refillable, and recyclable.



CULTURALLY RESPONSIVE CAMPUS COMMUNITY

CULTURALLY RESPONSIVE CAMPUS COMMUNITY

Save the Date CRCC Spring Conference

Advocacy, Solidarity, & Empowerment

“The Struggle is Real!” March 29 Wednesday 2023

8:30 a.m.-4:30 p.m.

Bone Student Center

For more information email: CRCC@ilstu.edu

Web: CRCC.IllinoisState.edu



THANK YOU TO OUR PLANNING COMMITTEE AND VOLUNTEERS!

Danielle Beasley
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Paige Buschman
Narry Kim
Quanisha Kumi-Darfour
Lawrence Lair
Madison Laughlin
Caitlyn Maley
Mayuko Nakamura

Dakesa Piña
Elisabeth Reed
Eli Rudin
Liam Rudin
Camlynn Taylor
Delaney Westen
Tina Williams

EMDH staff
Mollie Alden,
Jonathan Bowling,
and Sam Bruner

A special thank you...

to Nikki Brauer and Michelle Starkey from Health Promotion and Wellness for donating 207 wellness packs and 2 bags of goodies for the afternoon plenary of the EDI Leaders circle.

Related Resources:

[Presidents Diversity and Inclusion Advisory Council](https://illinoisstate.edu/president/diversity-inclusion-advisory-council)
[IllinoisState.edu/president/diversity-inclusion-advisory-council](https://illinoisstate.edu/president/diversity-inclusion-advisory-council)

[Equity Diversity And Inclusion 2020-2021 Annual Report For Illinois State University](https://illinoisstate.edu/downloads/president/EDI-Annual-Report-2021.pdf)
[IllinoisState.edu/downloads/president/EDI-Annual-Report-2021.pdf](https://illinoisstate.edu/downloads/president/EDI-Annual-Report-2021.pdf)

[Diversity Campus/Alumni Affinity Groups and Registered Student Organizations](https://illinoisstate.edu/president/diversity-inclusion-advisory-council/resources/#groups)
[IllinoisState.edu/president/diversity-inclusion-advisory-council/resources/#groups](https://illinoisstate.edu/president/diversity-inclusion-advisory-council/resources/#groups)



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