

Western Illinois University Anti-Racism Task Force (ARTF)
April 28, 2023 Multicultural Center (MCC) 2:30 p.m.
Multipurpose Room in the Multicultural Center (MCC) & Zoom
<https://wiu.zoom.us/j/95986064575>

Present:

Lorette Oden ls-oden@wiu.edu
Tracy Davis tl-davis1@wiu.edu
Kishor Kapale KT-Kapale@wiu.edu
Barry McCrary bs-mccrary@wiu.edu
LeRon Williams

Carl Ervin cw-erwin@wiu.edu
Fiifi Godwyll f-godwyll@wiu.edu
Katy Gorsuch
Jim LaPrad jg-laprad@wiu.edu

Not Present:

Ted Renner t-renner@wiu.edu
Merrill Cole m-cole@wiu.edu
Jerel Jones jjones@macombpolice.com
Curtis Pointer cj-pointer@wiu.edu
Derek Watts dj-watts@wiu.edu
Alisha Looney aa-looney@wiu.edu
Jalen Carlos ja-carlos@wiu.edu

Hector Maymi-Sugranes hj-maymi-sugranes@wiu.edu
Rob Jeter rd-jeter@wiu.edu
Michelle Narvaez ma-narvaez3@wiu.edu
Ariahna Hightower ad-hightower@wiu.edu
Tim Johnson t-johnson2@wiu.edu
Andrea Henderson AD-Henderson@wiu.edu
Rebekah Buchanan rj-buchanan@wiu.edu

Charges from President Huang

1. Identify initiatives to address racism.
2. Draft a diversity plan. Due end of Spring 2023 semester

1. Rebecca Van Tine came in to respond to questions. First, if we place the results of the survey on line: can only be used to create the diversity plan; as long as we are not generalizing themes like a research publication, but only for quality improvement – so, it can be published to the Board and on our website – since it is quality improvement.

2. President Huang will be at the May 12 meeting where we share a draft with him.

3. Review minutes from April 14: We would like to have an initiatives list for each subcommittee. This will help us tell the President about the direction we see the ARTF moving in. To accomplish this, put proposed initiatives in "Proposed Initiatives" google doc in the Google Drive, as a group we said the easiest way to know your initiatives is to copy then reformulate/contextualize your OKR's for the initiative document.

We also spoke about asking Justin Schuch, Executive Director of Retention Initiatives, to expand the Leatherneck Care Referral to include DEI issues by simply adding a specific statement that prompts users to know that the form can also be used for DEI issues.

Fiifi gave an update on the focus groups we are meeting with, and explained the purpose behind meeting with the groups.

We spoke about the campus wide survey name for Monday Announcements and such. We landed on "Win a WIU Parking Pass & Initiate Change on Campus"

4. Climate Survey Updates

Tracy suggested that the group frame our data collection as coming from 3 main sources: the climate survey, the focus groups, and the expertise and diverse lived experiences of the carefully constructed ARTF Committee members.

Here is an update of the survey responses from Bob Emmert as of 4.28.29. There is a lot of work to be done in order to improve the response rates. Please share your ideas on how to improve the response rates at the meeting today.

Students

- 213 Completed
- 198 In Progress
- 6844 Emails Sent

Faculty

- 157 Completed
- 26 In Progress
- 575 Emails Sent

Staff

- 214 Completed
- 74 In Progress
- 750 Emails Sent

Alisha Looney: Posters should be going up all over campus on Monday promoting the survey. Table tents will also be going up in the Union.

Katy idea of sending to graduating students and prize (diploma frame, coffee mug, etc.) also asked about a graduate student pool, faculty, etc. Carl is going to check into alumni swag.

The original email was re-Sent again last week.

MCC (Katy) is going to promote completing the survey at several events, including the QR code at the Block Party.

The group discussed several ways of promoting the completion of the survey.

5. Look at the draft of the Diversity Plan

Diversity Plan sent to the committee. We reviewed the format. Carl suggested that we rearrange OKR format to standardize for everyone. Match the first committee that places their Objectives & Key Results and everyone else follow the same structure.

The request is that the OKRs have a standard format.

- Please format your subcommittee's OKRs so that they are similar to the OKRs submitted by the Access and Inclusion subcommittee
- The goal is to have them submitted by the end of the day on Monday.
- The committee understands that Alisha is out until Tuesday and asks that the Effective and Sustained Communication subcommittee provides the reformatted OKR by the end of the day on Tuesday.

- Please send the updated OKRs to Lorette and Carl

There was a question on anti-racism initiatives and since the form, located at

<https://docs.google.com/document/d/1-3qTx37YTQy3JgC-GTAXDbDeOkVdNNvhxi5Gw-eVF2s/edit>

Was not yet filled out, we need to have all sub-committee chairs make sure they are filling out this form of recommended initiatives based on the data we gathered.

Process suggested to get proposed initiatives submitted to the above document before it gets into the diversity plan document.

Meeting last Monday was well attended, lots of discussion about the culture surrounding the events of this semester, cultural awareness training – done by others (tired of having the burden of being the person who trains others – need white folks, men, etc. , also need more people who look like them,

Part 6 – need to define racism (Fiifi) lots of misunderstanding the important differences between racism and prejudice. Barry said also to add definitions of racial stereotypes.

6. Updates from Sub-committees

Student Success and Retention – We have one more focus group to conduct. We’ve conducted three so far: one with graduate students and international students, one with residence hall students, one with students involved with the MCC, and an additional one coming next week with Hope Scholars and few other first generation students. Fiifi reported out – faculty issues, not a lot of overt racism but some, not enough stories from those who are targeted,

LeRon reported out some of his findings – funding going to orgs that are not functioning – need a new process to reward those who are using it effectively (like BSA) – idea to give points for those programs that are most successful.

Barry’s experience with telling a story via folks come to class and interviewed him. Sell a narrative.

Katy and LeRon talked about this – tell a bunch of podcast stories about CAMPUS DIVERSITY HEROES.

Meeting adjourned

Effective and Sustained Communication

Alisha Looney Co-Chair
Ted Renner Co-Chair
Derek Watts
Jerel Jones
Ariahanna Hightower

Access and Inclusion

Kishor Kapale Chair
Rob Jeter
Michelle Narvaez
Carl Ervin

Student Success and Retention

Tracy Davis Co-Chair
Tim Johnson Co-Chair
Merrill Cole
Fiifi Godwyll
Curtis Pointer

Curriculum

Jim LaPrad Co-Chair
Rebekah Buchanan Co-Chair
Barry McCrary

Faculty & Staff Retention and Promotion

Lorette Oden Chair
Andrea Henderson
Hector Maymi-Sugranes
Jalen Carlos
Katy Gorsuch

Timeline

Jan. 20, 2023	Overall Goals
Feb. 3, 2023	OKR Subcommittee Reports
March 31 -	Subcommittee Updates and Needs
April 14	Finalized sections from subcommittees
May 12	Final report to Dr. Huang