



**Northern Illinois
University**

Academic Diversity, Equity and Inclusion

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ADEI Overview



- ❖ Asian American Resource Center
- ❖ Center for Black Studies
- ❖ Latino Resource Center
- ❖ Gender and Sexuality Resource Center
- ❖ Undocumented Student Support
- ❖ Social Justice Education
- ❖ Affirmative Action and Equal Opportunity Education

Main Features



- **ADEI Highlights**
- **Facilitating Equity**
- **Planning**
- **Engagement**
- **Training**
- **Closing Messages**



ADEI Highlights



- One-year anniversary of the Office of Undocumented Student Support
- Completed the Inclusion, Diversity, Equity and Access (IDEA) Survey
- Day of Giving (D.O.G.) raised \$17,000
- Significant increase in faculty of color hires
- DEI Postdoctoral Fellow—Dr. Nicole James
- Expanded the Huskie Celebration for Academic Excellence

ADEI Highlights



Published Annual Report



SOCIAL JUSTICE EDUCATION AND ADVOCACY

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ADEI's Social Justice Education and Advocacy program provides the university community with experiences that assist in building and sustaining an inclusive campus where everyone respects the value and dignity of all its members. The program, framed by the theme "Conversations that Matter" is comprised of People Organizing Workday Empowerment Retreat (POWER), Huskie Conversation Cafes, Conversations on Diversity and Equity (CODE) workshops, CODE Facilitator Institute and the Diversity Dialogue Series.

Each of these programs engage the entire campus community in learning about the cultural differences that shape our world. Participants explore complex aspects of the diversity and equity framework through the exploration of key social justice concepts such as diversity, self-awareness, bias, and cultural competency.

PROMOTING EDUCATION, AWARENESS AND ACTION

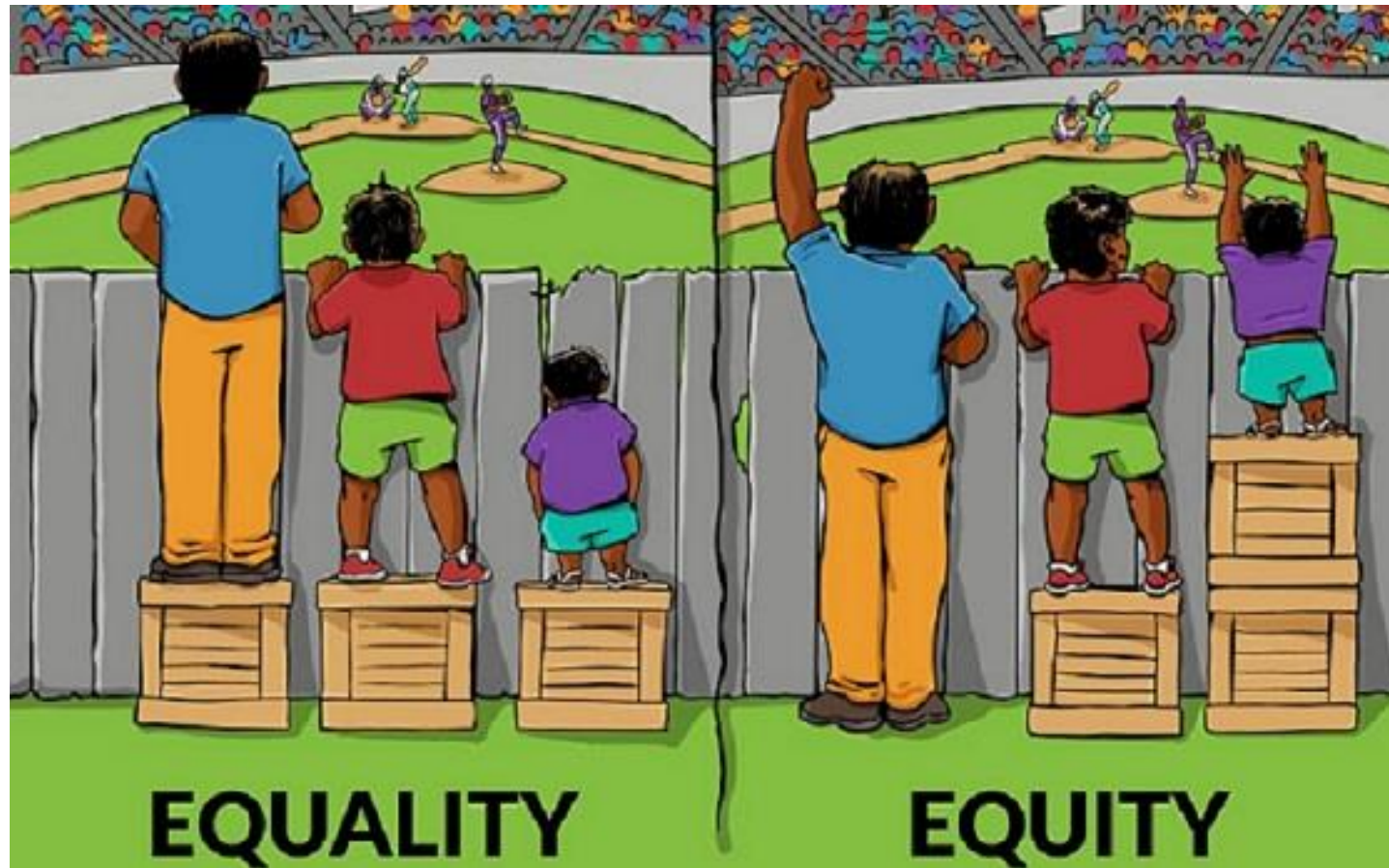
PwC CEO Action and Check Your Blind Spots Mobile Bus Tour

CEO Action for Diversity and Inclusion is a group of more than 450 chief executive officers, and the largest CEO-driven business commitment to advancing diversity and inclusion in the workplace. CEO-Action, along with their lead signatory, PricewaterhouseCoopers (PwC) launched the Check Your Blind Spots interactive mobile bus tour in fall 2018. NIU was one of 100 stops made at colleges, universities and businesses across the country. Hosted by ADEI, 430 students, faculty and staff participated and pledged to diminish their blind spots or implicit biases by critically thinking before they act.

- 650+** CEOs and higher education institutions are signatories who pledge to check their bias, stand up for others and show up for all.
- 5 hours** Multimedia experience designed to identify and minimize potential biases which narrow vision and potentially influence behaviors and decisions.
- 430** students, faculty and staff members participated in the 10 minute interactive experience.
- 100** Percentages of participants who signed the pledge to "keep an open mind" and "challenge their thoughts."

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Facilitating Equity





DRAFT

Understanding Equity at NIU

Purposefully focused on improving outcomes and experiences at NIU by eliminating barriers that disproportionately hinder the academic achievement of any group.



Institutional Strategies for Reducing Academic Equity Gaps to Increase Student Success

1. Focused academic support inside and outside the classroom.
2. Building capacity in mentoring programs for students of color.
3. Leverage financial aid to support affordability. (i.e.: Huskie Pledge)
4. Remove bias processes that hinder access to financial aid & influence admission decisions
5. Invest in an inclusive teaching and learning model that promotes curricular redesign, culturally responsive teaching strategies and innovative professional development

Data-Informed Decisions



Improving the Student Experience

- Sexual Harassment, Assault and Relationship Experiences (S.H.A.R.E.)
- **Inclusion, Diversity, Equity and Access (I.D.E.A.)**
- National Survey of Student Engagement (N.S.S.E.)

*** IDEA Survey findings presented Spring 2020**

Planning



- Accessibility planning with coordinated stakeholders
- 2020 Day of Giving
- 2020 Alumni Meet & Greet
- Implementation of Violence Prevention Grant



University, Alumni & Student Engagement



- Diversity Fair to support Business Enterprise Program (BEP) Goals
- Increased Alumni Engagement
- Student-Led Diversity Ball

Training

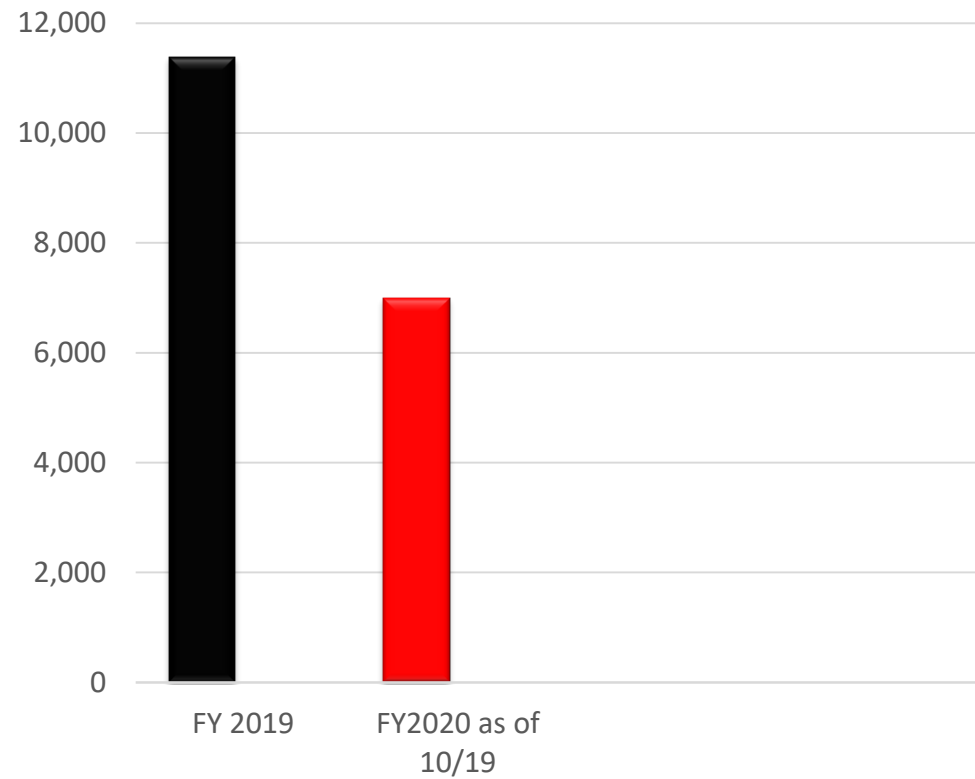


Increase participation in:

- Conversation on Diversity and Equity (CODE)
- Ally Trainings
- Implicit bias training for search committees
 - SPS (new Oct 1, 2019)
 - Faculty



ADEI Training Data



Participants: Faculty, Staff, Student Employees, Student Workers



Upcoming CODE Facilitator Training



Help Jocelyn and become a CODE Facilitator

Save The Dates:

December 17 and 18th

[CODE Facilitator Institute](#)

Closing Messages



- CHALLENGE your assumptions and keep an open mind
- ASK, "What's going on?"
- MEET students where they are
- BE their champion

QUESTIONS?



“Every ~~child~~ college student deserves a champion: an adult who will never give up on them, who understands the power of connection, and insists that they become the best that they can possibly be.”

- Dr. Rita Pierson