

Attendees: Rebekah Buchanan, Merrill Cole, Carl Ervin, Kishor Kapale, Alisha Looney, Lorette Oden, Winter Unverzagt, Katy Valentin, Derek Watts

A. IBHE Equity Plan

1. President Huang's charge is for the IBHE Equity Plan to be incorporated into the WIU Campus Diversity Plan
2. ARTF's goal is to complete the plan and submit it to Pres. Huang for review in March. The President's comments will be used to prepare the completed document for submission to the IBHE in May
3. IBHE Equity Plan Webinar was held on Dec. 4. Once received a copy of the recording will be shared with the members of the ARTF
4. ARTF members are asked to review the equity plans posted at Illinois community colleges for inspiration and ideas. They submitted plans last year and earlier to the IBHE.
5. ARTF members commented that SIU and EIU are 4-year schools to look at as guides. SIUE was described as a school with a detailed plan and based upon what is posted, WIU is on the same track
6. ARTF members will need to work hard as a group to accomplish this project.
7. Others on-campus will need to be included/involved for this to succeed. This includes for example the VRC, MCC, Disability Services, UCOSOGIE, HR, University Diversity Council, Student Organizations that includes Unity, Chingonx, NAACP-IU, Preeminent Gentlemen's Society, Preeminent Ladies' Society, SGA and others
8. Discussed if all student groups or a sample of student groups would be interviewed. The breakdown will depend upon the list of groups. A simple survey with prompt questions will need to be created.
9. Information from the campus diversity plan created in spring 2023 will be added to the IBHE equity plan to create a WIU diversity and equity plan. We already have information for some of the requirements and expectations in the IBHE equity framework. The campus climate survey results will help with the required information. The Town Hall results were not collected in a manner to be useful in the reports. There are some anecdotal comments that may be helpful.

B. ARTF Files

1. Alisha will create a 2023 folder and within it place the IBHE Equity Plan and most up-to-date version of the Campus Diversity Plan. She will convert documents from PDF to Word

C. Campus Climate Survey Results

1. Word clouds of the results were reviewed and impressions were shared by members of the ARTF.
2. The document was a first draft, a work in progress, and not as informative as desired. Recommendations for improvements were shared. Lorette and Kishor will share the recommendations with RPTH Prof. Jeremy Robinette, who volunteered to help with organizing and posting the results collected using Qualtrics. Jeremy is our local WIU expert with Qualtrics.