

Western Illinois University Anti-Racism Task Force (ARTF)  
Meeting Notes  
Friday, February 17, 2023 at 2:30 p.m.  
Multipurpose Room in the Multicultural Center (MCC)

Present:

Lorette Oden [ls-oden@wiu.edu](mailto:ls-oden@wiu.edu)  
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Tim Johnson [t-johnson2@wiu.edu](mailto:t-johnson2@wiu.edu)

Not Present:

Ted Renner [t-renner@wiu.edu](mailto:t-renner@wiu.edu)  
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Charges from President Huang

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

1. Review minutes from February 3, 2023. Passed with revisions changing BSU to BSA in item 2 and adding the OKR's for the Faculty & Staff Hiring, Retention, Promotion Sub-Committee.
2. Identify a note taker for today's meeting: all should take some notes since note-taker is on zoom today.
3. Revise/edit the Climate Surveys

Items submitted by subcommittees will be sent to IRB for approval. The Curriculum subcommittee added some curriculum-related items – essentially that students feel supported and faculty have resources and support for promoting equity and anti-racism practices. Kishor and Rebekah shared the following:

**Students (from curriculum committee)**

I have opportunities to take courses that support anti-racism and DEI.

WIU offers educational programming to support anti-racist work and DEI.

I believe the faculty at WIU create a classroom climate that supports all students

**Students (from Access & Inclusion Subcommittee)**

I felt like I belonged in the classroom environment when the instructor...

To feel welcomed and to be valued member of the WIU campus community I would like to see...

I am aware of the campus resources available for my academic and social-emotional wellbeing.

If the answer to the above question was in the negative, what would you suggest to make these resources widely available and welcoming. (Kishor wanted feedback – it was suggested by Tim that we should add some resources, Rebekah suggested maybe add the resources and give students the chance to respond...either “I have heard of it” or “I have not heard of it”. Tim Johnson will add the list of these resources.

I have used campus resources to address racism related to issues that I encountered on campus.

If the answer to the above question was in the negative, what are the top two reasons for not availing campus facilities.

**Faculty (from Curriculum Subcommittee):**

The curriculum in my program/department supports anti-racist work that leads to socially responsible outcomes.

I have opportunities to engage in DEI work in my department.

I have opportunities to engage DEI work at WIU.

Students have opportunities to engage in anti-racist and DEI curriculum/programs at WIU.

**Kishor asked, Do we need to define “anti-racism”? before using in the survey?**

These have been added to the shared drive and committee members can make edits on the documents in Google Drive – doc reads, “new questions”.

Lorette reminded us of the need to be very aware of adding items that might require additional time to complete. Fifi clarified the technology in LeatherNeck Link that can make the survey more likely to be completed in a timely manner.

Rebekah asked if we want to ask both about experiences/climate and cultural competencies? Are (and how are) we going to use the competencies questions? Lorette and Andrea felt that cultural competencies and climate issues were similar enough that we should keep them in.

Lorette and Kishor felt a need to add some clarity related to accessing Staff perspectives.

How can we gain clarity around where incidents are happening Qc, Macomb, WIU? Tracy offered that we could run focus groups and that there are three doctoral students working with the Student Success and Retention subcommittee to gather qualitative data as well.

Everyone on the committee should be making final suggestions to the Climate Survey this week. Andrea added that we need to reach agreement on which questions will be asked.

4. Select a date to distribute the surveys to the campus: Andrea suggested that every question for every population (faculty, students, staff, etc.) are similarly structured. Also need to be very intentional about clarifying definitions. Again, everyone on the committee should be making final suggestions to the Climate Survey this week. Andrea added that we need to reach agreement on which questions will be asked. All three documents (students, staff, faculty) need to have the same items and similarly structured. Derek added that we need to spend time in the subcommittees to reach consensus on what needs to be asked. Lorette asked that everyone complete survey so that we can SEND out soon after March 3 meeting.

Discussed possibility of getting the survey expedited – usually about a week.

5. Updates from Sub-committees – OKR's

Effective and Sustained Communication

### **Student Success and Retention**

Merrill is unable to serve as co-chair due to Union obligations. Tracy is now a co-chair with Tim Johnson. We also have begun training 3 doctoral students (Naomi Tetteh-Batsa, Elizabeth Mends, and Gloria Osei) to run focus groups and do policy analysis to add qualitative data related to student success and retention.

Faculty & Staff Retention and Promotion

Access & Inclusion

Curriculum

6. Identify constituency groups

As we are writing up the plan, we need to identify constituency groups like Veteran's, LGBTQA, UCOSOGIE, what community groups?, State Police, Sheriff's Dept., Chamber of Commerce, OPS, BSA, CASA, Women's Center. Committee members should add groups who we should meet with.

Talked about moving the March 3 meeting since it is Graduate Research day, to March 2<sup>nd</sup> or another date.

Jade Kastr was hired as the Diversity Officer for the Libraries asked how she should be involved. Consult with the various subcommittees. Rebekah will reach out to her.

Also, talked about some consistency around language used at various offices and definitions.

In terms of a diversity plan, Lorette looked at an Indiana University Diversity plan as an example.

Meeting adjourned 4:20 p.m.

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