

Western Illinois University Anti-Racism Task Force (ARTF)  
Meeting Notes  
Friday, January 20, 2023 at 2:30 p.m.  
Multipurpose Room in the Multicultural Center (MCC)

Present:

Lorette Oden <a href="mailto:ls-oden@wiu.edu">ls-oden@wiu.edu</a>	Carl Ervin <a href="mailto:cw-ervin@wiu.edu">cw-ervin@wiu.edu</a>
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Hector Maymi-Sugranes <a href="mailto:hj-maymi-sugranes@wiu.edu">hj-maymi-sugranes@wiu.edu</a>	

Not Present:

Ted Renner <a href="mailto:t-renner@wiu.edu">t-renner@wiu.edu</a>	Merrill Cole <a href="mailto:m-cole@wiu.edu">m-cole@wiu.edu</a>
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Curtis Pointer <a href="mailto:cj-pointer@wiu.edu">cj-pointer@wiu.edu</a>	Ariahna Hightower <a href="mailto:ad-hightower@wiu.edu">ad-hightower@wiu.edu</a>

Opened meeting at 2:35 with Lorette Oden and Carl Ervin as facilitators

1. Lorette discussed the charge from President Huang to identify initiatives to address racism and have a Diversity Plan draft submitted by the end of Spring 2023 semester.
2. Lorette asked for a volunteer to take minutes and Tracy Davis volunteered. Lorette also reminded committee members to use the microphone so participants on Zoom can hear.
3. Goals
  - A. Lorette stated that we need to address the Black Student Association (BSA) List of Demands. Kishor Kapale asked for the link for the Fall 2022 BSA Demands Update. Committee members were directed to the Fall 2022 BSA Demands Update Report with the University community at <http://www.wiu.edu/dei/pdfs/Nov2022BSAupdate.pdf>. In addition, other initiatives and programs can be found on [wiu.edu/dei](http://wiu.edu/dei). If anyone has any questions, ideas or feedback, they can email Carl at [CW-Ervin@wiu.edu](mailto:CW-Ervin@wiu.edu) or [diversity@wiu.edu](mailto:diversity@wiu.edu).

**ACTION ITEM:** Barry McCrary suggested establishing a liaison to the BSA. Lorette mentioned that both Ari Hightower and Jalen Carlos are ARTF members who are

also members of BSA. Barry recommended that the ARTF also have a faculty representative to BSA. For the meeting coming up on Monday, January 30<sup>th</sup> in the Lincoln Room at 4:00 p.m. Dr. McRary, Jerel Jones (and possibly one of Jerel's officers), Derek Watts, and Fifi Godwyll are all going to try and attend. Jarel offered that we should also have ARTF members attend various student organization meetings like LatinX groups, various social identity groups, SGA, etc. Fifi offered to gather a list of organizations that members of the ARTF will go to attend a meeting. Kishor added that there needs to be a place to disseminate the data we gather at these meetings and asked if there are meeting notes so that the ARTF can be better informed about BSA needs. Jalen offered to provide some background to those who are interested and talked about #BlackAtWIU which has illustrated a lot of microaggressions students have experienced in the community and on campus. Students want to have an opportunity to express their experiences, and this would be a good data point for the ARTF.

ARTF Members who attend a student organization meeting should take notes and submit them at the following ARTF meeting. Should also leave your email contact with the student organization for those who think of something later can submit their comments. Tracy asked committee members to remember that this is a data collection stage where we are there to listen and gather data.

Barry and Jalen discussed the need to begin providing leadership training that illustrates how to effectively promote change and move needs forward (Barry, Fifi, Carl, Jalen).

#### B. Complete a Climate Survey

A survey done in 2018. Lorette mailed it to each committee member on January 23, 2023. The following three links related to campus climate surveys were also shared by Heather McIlvaine-Newsad:

<https://irds.iupui.edu/documents/diversity/campus-climate-for-diversity-survey/2018%20Campus%20Climate%20Survey%20Report.pdf>

<https://diversity.umich.edu/wp-content/uploads/2017/11/STUDENT-SAMPLING-SURVEY.pdf>

<https://provost.uchicago.edu/sites/default/files/documents/reports/Spring2016ClimateSurveyReport.pdf>

**ACTION ITEM:** Jim LaPrad asked about setting a climate survey deadline for Feb. 3<sup>rd</sup>. Lorette and Carl asked all committee members to review the 2018 WIU Climate Survey and other campus climate surveys so that they can come to the next meeting and finalize what we want to ask in the next survey.

\*Fifi mentioned a need to focus on not only on data collection and dissemination, but also how the data will be used to have impact. Suggested that subcommittees should provide ways that the data can make change. Jarel agreed that we need to put out solutions and make changes so that students and others don't continue to experience the same oppression.

**ACTION ITEM:** Andrea Henderson reminded group we need to submit a draft of the Climate Survey to Sponsored Projects for permission to send it out to campus community members.

### C. Draft a Diversity Plan

**ACTION ITEM:** Carl and Lorette would like for subcommittees to meet soon (before next meeting) to work on your OKR's (Key objectives, timelines, - START SMALL). Subcommittees are asked to consider their OKR's as a step toward drafting the Diversity Plan. Carl asks us to review the following forms: Initiatives Progress, Diversity Draft, Impact Statements (Needs of students, staff & faculty). Subcommittees should be focusing on our task force is communicating and interacting with each of the other areas. Carl – noted that we can work on the Diversity Plan report by working backward from May 12 deadline for final report to Dr. Huang. Each subcommittee should use the Timeline and plug their subcommittee work accordingly. Dr. LaPrad clarified that the OKRs are part of and will turn into the Diversity Plan document. Subcommittees should be meeting before the next larger ARTF meeting on February 3<sup>rd</sup> to finalize OKR's in addition to being ready to provide a critique of 2018 Climate Survey.

4. Lorette wants all committee members to keep notes on how what they are doing is contributing to the strategic plan.
5. Lorette mentioned that she is a Board Member for the Illinois Student Assistance Commission and encouraged committee members to help recruit students (including Educational Leadership doctoral students and other graduate students) for the Minority Teachers of Illinois (MTI) Scholarship program. Students may qualify for up to \$7500 per year for up to four years. Please help identify underrepresented

students who are willing to work in Illinois following their participation in the scholarship program. Details about this scholarship can be found [here](#). There is also a CT Vivian scholars program that we should be promoting.

Adjourned...3:45 p.m.

Minutes Approved 2/3/23