

**Western Illinois University Anti-Racism Task Force (ARTF)**  
**March 9, 2023 Multicultural Center (MCC) 9:30 a.m.**  
**Multipurpose Room in the Multicultural Center (MCC)**

Present:

Lorette Oden [ls-oden@wiu.edu](mailto:ls-oden@wiu.edu)  
Tracy Davis [tl-davis1@wiu.edu](mailto:tl-davis1@wiu.edu)  
Kishor Kapale [KT-Kapale@wiu.edu](mailto:KT-Kapale@wiu.edu)  
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Jim LaPrad [jg-laprad@wiu.edu](mailto:jg-laprad@wiu.edu)

Carl Ervin [cw-ervin@wiu.edu](mailto:cw-ervin@wiu.edu)  
Fiifi Godwyll [f-godwyll@wiu.edu](mailto:f-godwyll@wiu.edu)  
Derek Watts [dj-watts@wiu.edu](mailto:dj-watts@wiu.edu)  
Rebekah Buchanan [rj-buchanan@wiu.edu](mailto:rj-buchanan@wiu.edu)  
Ruby Herrera, Student

Not Present:

Ted Renner [t-renner@wiu.edu](mailto:t-renner@wiu.edu)  
Merrill Cole [m-cole@wiu.edu](mailto:m-cole@wiu.edu)  
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Tim Johnson [t-johnson2@wiu.edu](mailto:t-johnson2@wiu.edu)  
Andrea Henderson [AD-Henderson@wiu.edu](mailto:AD-Henderson@wiu.edu)

**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 17: and added Leann Walters to attendance list. There was a question about whether people on the “not present” list are still on the committee and Lorette and other subcommittee chairs said that most were attending subcommittee meetings and helping with tasks.
2. Revise/edit/finalize the Climate Surveys – Wednesday March 22, will be the final deadline for feedback. Lorette and Carl will send to Rebecca Van Tine over break. Date for sending out prior to April 1 and complete data collection by April DEVELOP a QR code and put it on Leatherneck link, social media, and ask student organizations via student success subcommittee. Nick Katz and Fiifi can help, tabling in the union QR code (maybe food – Dr. LaPrad wants Cheetos. Can also place some flyers with the QR code in the MCC, Residence Halls, and various buildings on campus. Maybe set up a “Rocky Dollars” award drawing for those who submit. Make sure language is clear that survey is anonymous even when we collect information.

Give two weeks to complete and then send a second reminder or reopening.

**3. Changes made to surveys are reflected in the ARTF Folder:**

\*other issues on Student Success subcommittee:

“Western Illinois” rather than Macomb or Moline, are we capturing more. Have you experienced harassment/discrimination in Moline or Macomb – then, ask have you experienced harassment in an off-campus setting in Western Illinois.

\*were you satisfied with response? Did you report it? KEEP CHANGES IN RED so that we make them parallel.

## Guidelines

- remove cultural competency kinds of questions (remove 9 questions?) – can we find one question handle all 9 of the cultural competency questions. Lorette thought it was important to keep these, Kishor thought 2 of the questions were telling,
- keep surveys short and closed-ended enough so that surveys will be completed and focused on the survey.

Kishor will take all the feedback, add them as comments, and then the chairs need to either accept or deny. Committees should go through and suggest which questions should be deleted (e.g. on the issue of cultural competency) in order to make the survey effective yet efficient. The final document has Kishor's eyes on it and then sent to Lorette and Carl.

Faculty survey – Q42 “if I would leave...” over focuses on money, but what about those who need to stay here. Q on “raise a family” – might be something to drop. There was lots of discussion on which questions to include and which to drop. Rebecca and Jim will go through and make edits. Rebecca wanted feedback or clarification regarding some of the demographic questions: a) gender (check in with Merrill), b) why 18 year old for faculty; c) religious – why not LDS.

Possible good resolution to some of the demographic categories issue is to leave open-ended (e.g. sexual orientation, gender, religious preference, race and relationship status. Discussion about what language is used can be helpful in understanding the climate. Kishor raised the issue that it makes data analysis much more difficult if the demographic questions are not categorical. So we decided to leave at categorical and include “other” as an open-ended response option.

## 4. Updates from Sub-committees

Subcommittees were all meeting and moving forward on OKR's.

Meeting adjourned 11:00 a.m.

### **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  
Fiiifi 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

## 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             |

## **Anti-Racism Task Force (ARTF) Agenda**

**March 9, 2023 Multicultural Center (MCC) 9:30am**

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

Finalize the Climate Surveys for students, faculty and staff Draft a Diversity Plan (include IBHE, WIU Strat. Plan, & more)

1. Review minutes from February 17, 2023
2. Revise/edit/finalize the Climate Surveys
3. Select a date to distribute the surveys to the campus
4. Updates from Sub-Committees - OKRs
5. Identify constituency groups
6. Discuss anti-racism initiatives