Community of Practice and
Shared Equity Leadership Model Update

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DRAFT Community of Practice for Equity Model

Student Success
- Enhance academic and financial advising services
- Launch Braven
- Engagement and student leadership
- Restorative justice practice in Student conduct
- Cultural programming
- TRHT Center
- Recruitment/Enrollment(SEM)
- Retention and student academic success (SEM)
- Enhance the graduate student experience
- HLC Quality Initiative
- Closing equity Gaps
- Greek Life

Goal 2A, 2B, 2C, 3B, 4B

Staff and Faculty Success
- Staff and faculty DEI PD
- Faculty inclusive teaching PD to promote equitable outcomes
- Diversify faculty, staff and administrators
- Supervisor training and leadership development
- Launch academic emerging research opportunities
- Community-engaged scholarship and artistry
- Post-doc/visiting professor
- Diversify faculty pipelines
- Transdisciplinary research
- Faculty evaluation
- Curricular innovation reform
- *Collaborate with Union DEI leaders*

Goal 3A,4A, 4C, 5B

Leadership and Culture
- University-wide training ad PD on DEI
- Belonging
- Inclusive policies and procedures
- Climate surveys
- Facilities master plan
- Strategic fundraising campaign
- Community partnerships
- Align resources with DEI goals
- Supervisor training and leadership development
- Accessible friendly campus

Goal 4A, 5C, 6B

Shared Leadership and Multi-Year Budget Alignment with University Goal Priorities

Shared Equity Leadership (SEL) Model: Making Equity Everyone's Work
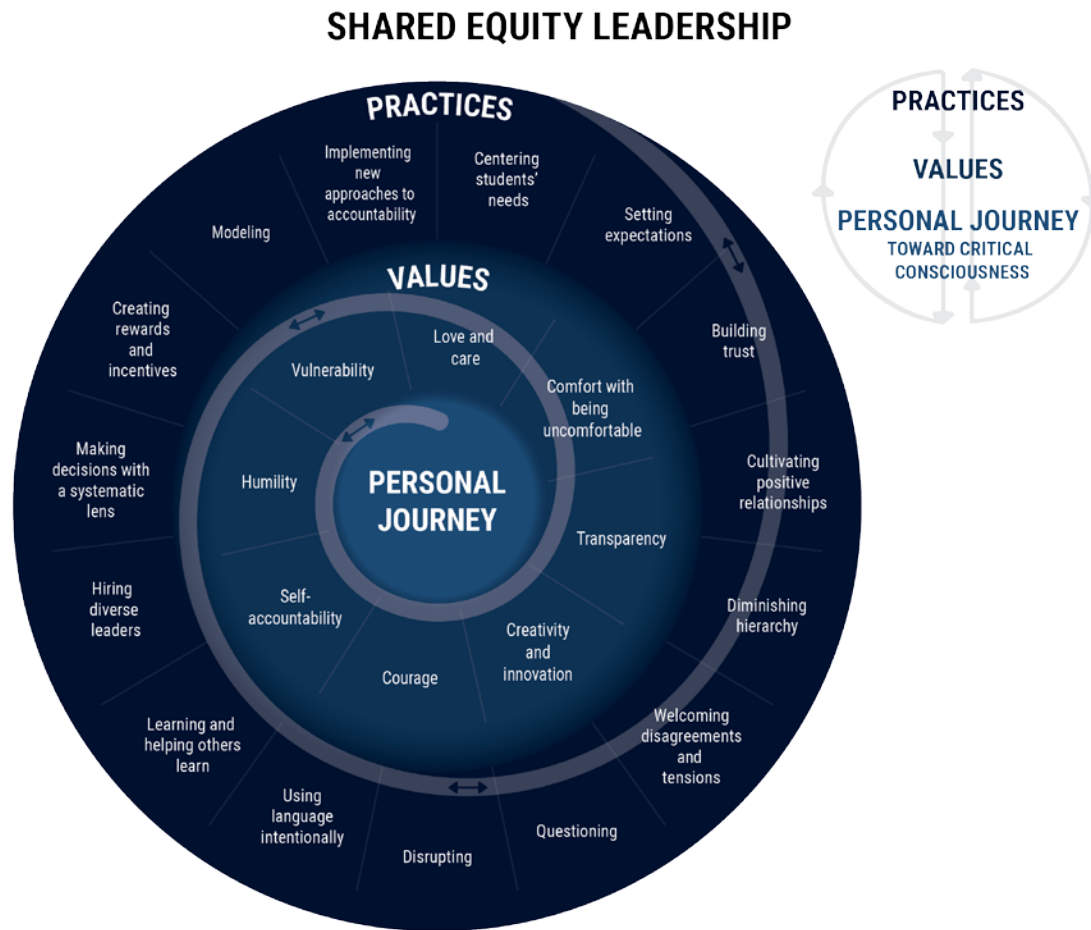

SHARED EQUITY LEADERSHIP

Goal: Engage more people in leading and implementing DEI goals across campus.

- Commit to self-awareness and DEI values and practices
- Must center students' needs

[*American Council on Education and University of Southern California](#)

Kezar, Adrianna, Elizabeth Holcombe, Darsella Vigil, and Jude Paul Mathias Dizon. 2021. Shared Equity Leadership: Making Equity Everyone's Work. Washington, DC: American Council on Education; Los Angeles: University of Southern California, Pullias Center for Higher Education.

Shared Equity Leadership Principles

- Builds trust and cultivates positive relationships
- Welcomes disagreement and tension
- Sets expectations for the long-term goals
- Commits to transformational outcomes and structural changes
- Challenges the way we have always done it
- Promotes continuous learning and awareness

Adopting Shared Equity Leadership Model

- Centers students' needs
- Promotes working together to advance university DEI goals, projects and initiatives
- Facilitates cross-sectional teams to communicate and advance NIU's DEI goals
- Engages leadership, committees, commissions, shared governance groups to advance DEI goals related to student, faculty and staff success
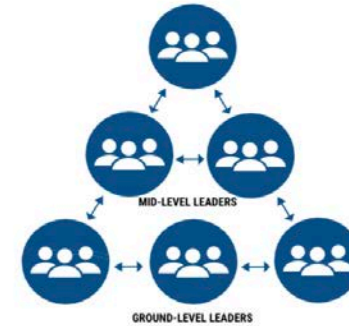
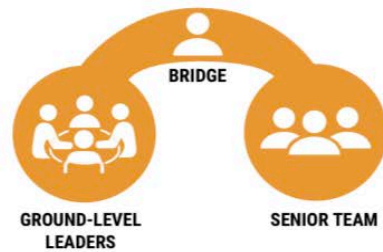# Shared Equity Leadership Structural Models
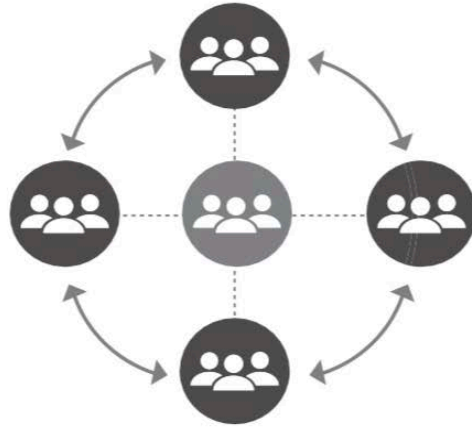
Hybrid Model Recommendation

Hub and Spoke Model

Bridging Model

BRIDGE

GROUND-LEVEL LEADERS

SENIOR TEAM
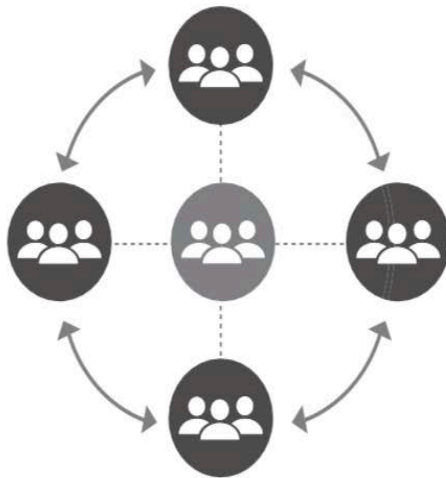
Benefits of Hybrid Model

- Maintain access to DEI resources, expertise and knowledge:
  - Training, education, outreach and professional development
  - Cultural and identity centers
  - Programs and services

- Builds capacity for shared:
  - Accountability
  - Long-term DEI goal development
  - Monitoring of progress towards goals

Next Steps for SEL Hybrid Model

NIU

- Continue to update campus on the evolution of community of practice/hybrid SEL (Fall 2022)
- Utilize model to coordinate and advance on-going DEI goals

Nationally

- Network with DEI leaders and researchers throughout U.S.
- Incorporate future national research for SEL:
  - Accountability
  - Emotional labor
  - Roles and responsibility

Questions