

Academic Diversity, Equity and Inclusion

January 26, 2021



Northern Illinois University
Your Future. Our Focus.



ADEI: Yesterday, Today & Tomorrow



Outline of the Monthly Leadership Presentation

- Alignment with University and SEM goals
- Initiatives and Accomplishments
- Action steps
- Questions

ADEI Strategic Priorities

1. Cultivating equity
2. Building an inclusive community
3. Promoting education, awareness and action



ADEI's Continued Alignment with University Goals

- Alignment
 - Mission, Vision, and Goals
- Integration
 - Strategic Enrollment Management
 - Annual University goals
- Builds
 - Framework for NIU's commitment to social justice, equity and inclusion.



Equity at NIU

Northern Illinois University strives to improve outcomes for all students by identifying and removing barriers that disproportionately hinder the academic achievement and student experience of historically and currently underserved populations. (Spring 2020)

State of Illinois and National Recognition

- Honorable mention by the National Association of Diversity Officers in Higher Education (NADOHE) Award for Institutional Excellence (Spring 2020)
- Illinois Board of Higher Education (IBHE), Illinois Equity Attainment and IBHE Public University Trustee Conference recognized NIU for advancing equity and student success

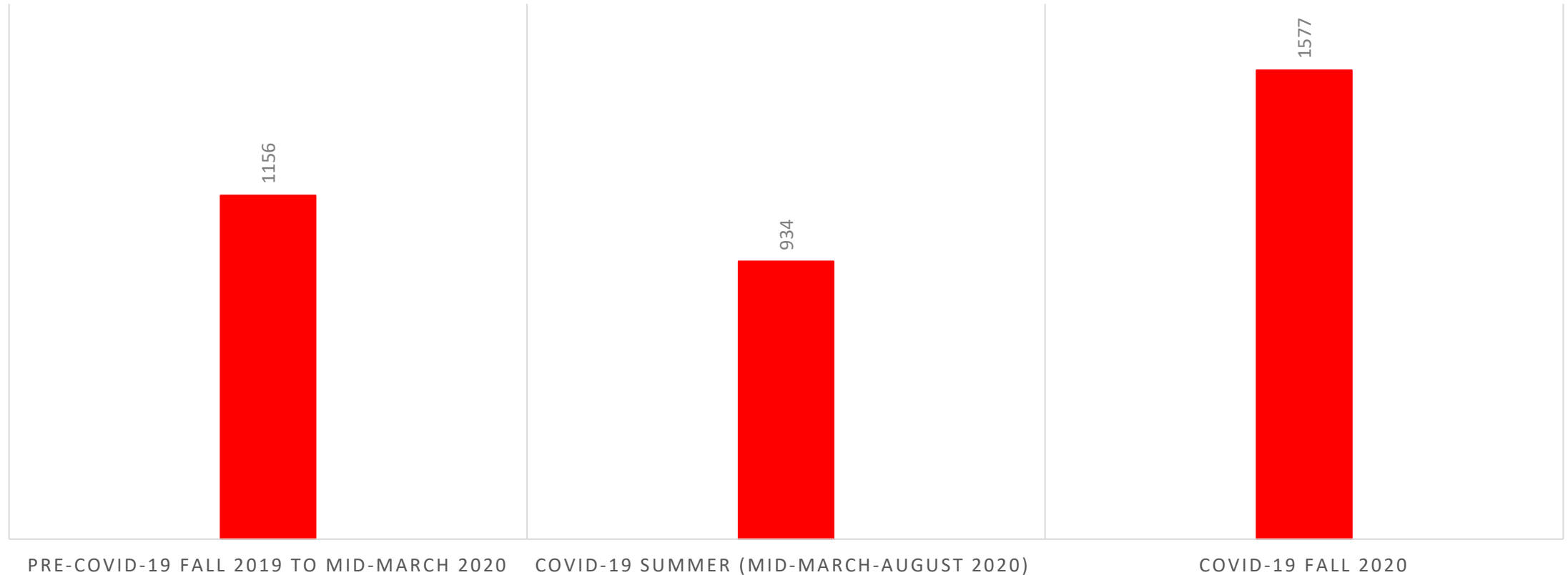


Initiatives and Accomplishments



Conversation on Diversity + Equity

NUMBER OF PARTICIPANTS



Collaborations to Build an Inclusive Community

Summer 2020

- Diversity, Equity and Inclusion website launched

Fall 2020

- Athletes organized and supported social action and freedom of expression events
- Developing inclusive teaching and learning professional development opportunities for faculty and graduate students
 - Center for Innovative Teaching and Learning (CITL), Office of the Provost and College of Liberal Arts and Sciences
- Black Lives Matter Art Project: A Community Event
 - College of Visual and Performing Arts hosted in support of the Center for Black Studies
- Developed a comprehensive disability resource website
- [Belonging](#): A Community Conversation with Dr. John A. Powell
 - City of DeKalb and Rockford



Grants, Donations & Gifts



- Healing Illinois Grant
- Office of Violence Against Women Grant in 3rd year
- ADEI alumni and donor engagement
 - Thousands Strong: Day of Giving
 - Huskies United
- Corporate Sponsorships
 - Target
 - John Deere

How To Get Involved: Action Steps for Meaningful Change



Virtual Events and Program Highlights



- Hateful Things Exhibit Facebook Live Opening with Pick Museum
 - Active Bystander Workshop
 - LGBTQ Philanthropy-Spring 2021 Speakers Series
 - Huskie Conversation Café Podcast
 - Curated Anti-Racism Reading List
- Conversations on Diversity + Equity (CODE) Workshops
 - Pa'lante Con Mino Lora
 - Social Justice Town Halls

For more events, go to the [ADEI Events and Registration](#) webpage

Advancing Equity and Inclusion @NIU

Spring 2021

- Chief Diversity Officer appointed to national Anti-Racist Framework Task Force: NADOHE
- Developing DEI Accountability Website: Anticipated Spring 2021
- Integrating self-reporting feature for Gender Identity and Sexual Orientation in PeopleSoft
- Continuing to address academic equity gaps and student success
- Expanding Diversity Programming for Diversity and Cultural Resource Centers (Fall 2021)
- Launched Anti-Racist Coordination Committee
 - Developing strategies
 - Promoting collaboration
 - Finding synergies
 - Defining terms for common language (i.e., What Does It Mean to Be Anti-Racist at NIU?)
 - Addressing policies, procedures and practices with an equity lens

Questions



Co-creating with others...that is belonging.

~Dr. john a. powell