



Actions During the Summer



Southern Illinois University System

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Anti-Racism Task Forces

- Each campus and the SIU System have developed Anti-Racism Task Forces either from existing groups (e.g., the SIU Diversity Advisory Council) or by creating new groups. They have been meeting throughout the summer both as larger groups and sub-committees.
- The SIU Diversity Advisory Council developed a list of 12 recommended changes that were shared with the Chancellors. This list is available on the system webpage. Some of the recommendations are being addressed at the system level and some are being addressed at the campus level.
- One of the SIU Diversity Advisory Council sub-committees has developed a list of assessments that we plan to continually monitor at the system and campus levels. This will help us to hold ourselves accountable moving forward. This is also now available on the system website.



Immediate Actions

• Leadership

- Associate Chancellor for Diversity added to the SIUC Chancellors Leadership Team
- SIUE named Dr. Courtney Boddie as the first Associate Dean of Students for Diversity & Inclusion
- Currently developing a position description for a SIU System Chief Diversity Officer
- SIUE Foundation is creating a plan to increase diversity on the Foundation Board and formed their own Anti-Racism Task Force to address unique issues in fundraising

• Training

- SIU Diversity Advisory Council sub-committee is exploring options for training and organizational assessment
- SIUE has provided training to the Deans Council and the Extended Chancellors Council; the campus has also extended the Diversity.EDU training with various groups, including campus police, admissions, and athletics
- SIUC has provided training for various groups, including all Psychology 102 graduate assistants and members of the theatre department

Immediate Actions

- Faculty/Staff Recruitment and Retention

- SIUE has dedicated an additional \$1 million in funding to the strategic hiring initiative (which has had a significant impact on hiring success – 38% of the new faculty this fall are Black)
- SIUC has approved the hiring of three new tenure-track faculty in the Africana Studies Program
- SIU is finalizing an agreement with the Southern Regional Education Board to participate in their Doctoral Studies Program
- SIUE has purchased an institutional membership with the National Center for Faculty Development and Diversity (provides mentorship support to faculty)
- SIUC has established new constituency groups this fall – Black Staff and Faculty Council and Hispanic Staff and Faculty Council
- SIUE Institutional Research has just completed a salary equity study that is being reviewed
- SIUE has changed the approach to developing search committees from asking groups to “send a name” to “send us multiple names and consider diversity in your nominations” to ensure we have diverse search committees. They also developed Equity Advisors for all search committees within Academic Affairs.

Immediate Actions

- Student Support and Experiences

- Changing criteria for merit scholarships to focus on academic performance as opposed to ACT/SAT scores
- SIUC awarded the first George Floyd Scholarship this Fall
- SIUE created a Social Justice Scholarship and used other sources of funding to support the recruitment and retention/graduation of Black students
- SIUC added a diversity component in the UCOL 101 class for Fall 2020
- SIUC reviewed the Student Code of Conduct to include inclusivity

Immediate Actions

- Increased Communication

- SIU Diversity Advisory Council has continued the Conversations of Understanding with tonight's event and have already begun plans for September 21 and October 14
- SIUE has requested recommendations for a nationally recognized speaker to come to campus
- SIUC has begun work on the first Diversity Newsletter to begin in September
- SIU is working on new diversity statements to include in job advertisements, employee orientations, etc.
- SIUE has implemented a student program entitled Sustained Dialogue and are expanding it
- SIUC Faculty Senate passed a resolution to charge each of its Standing Committees to propose tangible and realizable actions that SIUC can take to promote diversity, equity, and inclusion
- SIUE Student Government has created Blackatsiue on Instagram to allow people to share their experiences with racism and provide resources for how to report incidents and seek support



We Are Just Getting Started



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