

Diversity and Inclusion Working Group
Southern Illinois University (SIU) System

August 2020

Background:

The Diversity and Inclusion Working Group was developed and convened in February 2020 at the request of the incoming SIU System President Dan

Areas of Focus

Structure and Representation: The working group determined that the Universities need to develop a more structured Diversity, Equity and Inclusion ecosystem with specific attention given to break up silos and create more cohesive and efficient organizational chart and units. Additionally, representation and inclusion of Senior Diversity and Inclusion leadership (Chief Diversity Officer or related position) at the senior administrative level is critical.

- Time to promotion by race and gender

Curriculum, Pedagogy, and Research

- Number of courses added or revised with a focus on DEI
- Student learning outcomes relative to DEI

Philosophy & Mission

- DEI is included in mission statements (Missions are revised as necessary)
- System-wide statement of diversity
- DEI efforts and goals are included in strategic plan (Inclusion in strategic plan)
- DEI is considered whenever making changes or developing new policies and procedures (Number of policies changed or developed)
- Assessment of past naming (awards, buildings, etc.) across campuses and number of new or changed names reflecting DEI priority
- Establishment of processes for the reporting and addressing complaints of bias incidents
- Establishment and assessment of goals for external impact

Student Support and Involvement

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Create anti-bias/anti-racism curricular task force to ensure these topics are threaded throughout the curriculum

Policy Analysis: Most policies developed by the institutions were not created with an equitable, inclusive lens for all. It is critical to review and assess current policies and perform a gap analysis for new policies.

Review policies and procedures at system level and on each campus to assess for equity and inclusion (may be beneficial to hire a consultant to review policies and make

Review our police policies comparing local practices to national/state policies such as ilchiefs.org

Develop hate speech policy for system and each campus

Appendix 1. Working group recommendations for immediate actions submitted to President Mahony.

1. Develop a system-wide anti-racism task force (or charge the current DAC) to develop and implement immediate and sustained recommendations
2. Required anti-bias/anti-racism system-wide training for faculty, staff and students
3. Evaluate our relationship with police departments on campus level (local practices compared to national/state policies such as those found at ilchiefs.org) and review