

The background is a light blue gradient. It is decorated with several realistic water droplets of various sizes. Some droplets are at the top left, some are at the bottom right, and others are scattered in the center. Each droplet has a highlight and a shadow, giving it a 3D effect.

IBHE STUDENT ADVISORY COMMITTEE MEETING

FRIDAY, OCTOBER 13, 2023

INTRODUCTION

SAC: HELLO TOYIN FOX! HOW'S YOUR DIVERSITY, EQUITY & INCLUSION JOURNEY?

- MY BACKGROUND
- MY ROLE
- WHAT MAKES IT CHALLENGING TO EXECUTE THE TOP 3 RESPONSIBILITIES OF MY ROLE?
- HOW DO I MANAGE TO GET THEM DONE?
- WHAT BEST PRACTICES DO I USE TO BE SUCCESSFUL?



JALC DEI STRATEGIC PLAN

STRATEGIC GOAL

- DEI STRATEGIC GOAL 6
 - STUDENT-CENTERED
 - DATA-INFORMED
 - COMMUNITY-ENRICHING

JALC CORE VALUES

- STUDENT-CENTERED
 - INTEGRITY
 - RESPECT.
 - COMMUNITY
 - OPTIMISM
- 

JALC CORE VALUES

- **STUDENT-CENTERED**
 - WE ARE COMMITTED TO PROVIDING QUALITY LEARNING OPPORTUNITIES AND ASSISTING STUDENTS AT EACH STEP IN THEIR EDUCATIONAL JOURNEY.
- **INTEGRITY**
 - WE ARE COMMITTED TO CREATING TRUST AND CONFIDENCE IN OUR COLLEGE COMMUNITY THAT ACTS WITH HONESTY AND FORTHRIGHTNESS, HOLDING OURSELVES TO HIGH ACADEMIC AND ETHICAL STANDARDS.
- **RESPECT**
 - WHILE RECOGNIZING AND VALUING THE DIGNITY AND UNIQUENESS OF EVERY PERSON, WE ARE COMMITTED TO CREATING A POSITIVE COMMUNITY WHERE EVERYONE IS APPRECIATED AND CONSIDERED FOR THEIR CONTRIBUTIONS AND PERFORMANCE.
- **COMMUNITY**
 - WE ARE COMMITTED TO CULTIVATING PARTNERSHIPS WITHIN THE COMMUNITY FOR THE MUTUAL BENEFIT OF THE COLLEGE AND THE SOUTHERN ILLINOIS REGION.
- **OPTIMISM**
 - WE ARE COMMITTED TO LOOKING AT THINGS WITH A POSITIVE EYE AND AN OPEN MIND, TRYING TO SEE THE GOOD IN THINGS FIRST. EVERYTHING WE DO IS WITH AN EFFORT TO FOSTER A POSITIVE ENVIRONMENT EVEN IN THE TOUGHEST CHALLENGES.

REFLECTING ON THE DATA

- PELL STATUS GRADUATION RATES (5-YEAR AVERAGE)
 - PELL RECIPIENT: 22.7%
 - NON-PELL RECIPIENT: 33.0%
- Race/Ethnicity Graduation Rates (5-Year Avg.)
 - Black/African American: 13.4%
 - White/Caucasian: 31.4%

AREAS OF CONCERN

- JALC EMPLOYEE DIVERSITY
- PELL RECIPIENT STUDENTS RETENTION & GRADUATION RATES
- BLACK/AFRICAN AMERICAN STUDENTS RETENTION & GRADUATION RATES
- FURTHER COLLECTION OF DATA TO ANALYZE DISABILITY STATUS & AGE STATUS

EQUITY PLANNING

ALIGNING WITH THE ICCB & IBHE FIVE DOMAINS

(DERIVED FROM THE GOVERNOR'S OFFICE ON EQUITY)

- **INCREASE ACCESS AND EDUCATIONAL SUPPORT FOR MINORITY, MARGINALIZED, AND UNDERREPRESENTED POPULATIONS OF STUDENTS**
- **INCREASE BIAS AWARENESS, EDUCATION, AND TRAINING AS WELL AS ADVANCEMENT OPPORTUNITY FOR STUDENTS, FACULTY, AND STAFF.**
- **PROVIDE AND INCREASE DATA, ACCOUNTABILITY, AND EVALUATION.**
- **PROVIDE ONGOING CAMPUS CLIMATE AND CULTURE SURVEYS.**
- **INCREASE COMMUNITY ENGAGEMENT (THRIVING COMMUNITIES).**

INITIATIVES

- INITIATIVES:
- ADDRESS & BREAK BARRIERS TO RECRUITMENT, DUAL CREDIT, FINANCIAL AID, FOOD INSECURITY
- FIRST YEAR EXPERIENCE COURSE – ORI 100
- COLLEGE SUCCESS COURSE
- DIVERSITY & MULTICULTURAL AWARENESS AND EDUCATIONAL PROGRAMMING AND EVENTS
- ADVANCE FACULTY & STAFF MENTORING
- PEER MENTORING & STUDENT DEVELOPMENT -THE BLACK STUDENT ASSOCIATION, CHI ALPHA
- CREATED AN ENGAGED LEARNING FELLOWSHIP PROGRAM
- SUMMER BRIDGE BY THE COLLEGE AND CAREER READINESS OFFICE
- EARLY ALERT/COMMUNICATION AND ADVISING CASE MANAGEMENT (INTRUSIVE ADVISING)
- SUPPORT FOR TECHNOLOGY AND FINANCIAL ASSISTANCE AWARDS
- TUTORING & COUNSELING FOR MENTAL HEALTH SUPPORT THROUGH THE STUDENT SUCCESS CENTER
 - RELAXATION ROOM
- LOGAN FITNESS
- INTERNATIONAL PROGRAM/WEEK & WORLD MUSIC & FOOD DAY
- SAFE ZONE WORKSHOPS
- CAREER AND EDUCATIONAL WORKSHOP FOR UNDERREPRESENTED STUDENTS, ETC

FIGURE 6 | Deloitte's six personas of strategic change as applied to diversity and inclusion



Opposed

A saboteur, deliberately undermining diversity and inclusion goals through words and actions



Unaware

Concerned about how diversity and inclusion may impact him/her or colleagues



Undecided: Anxious

In the dark about diversity and inclusion, either because he/she has never read or heard about it or doesn't remember it



Undecided: Fatigued

Once fired up about diversity and inclusion, now disengaged by the lack of progress



Supportive

In favor of diversity and inclusion, but sees goal achievement as someone else's job



Committed

Takes personal responsibility for achieving diversity and inclusion goals

- EQUITY PLAN—ACCOUNTABILITY

“NOBODY BELIEVES WHAT YOU SAY UNTIL THEY SEE WHAT YOU DO.”

“IT ISN’T WHAT WE SAY OR THINK THAT DEFINES US, BUT WHAT WE DO.”

-JANE AUSTEN “SENSE AND SENSIBILITY”

DEI INITIATIVES EXPERIENCE @ JALC

2008 -2013

DIRECTOR OF EDUCATIONAL PLANNING

COLLEGE & CAREER READINESS PROJECT

FACULTY & STAFF DEVELOPMENT

CHAIR OF DIVERSITY ADVISORY COMMITTEE

DEVELOPED & COORDINATED DIVERSITY AND
MULTICULTURAL EVENTS

SPONSORED & MENTORED STUDENT CLUBS

COMMUNITY OUTREACH,

ETC

2013-2019

DIRECTOR OF DIVERSITY & INCLUSION

DEVELOPED & COORDINATED DIVERSITY AND
MULTICULTURAL EVENTS

CHAIR OF DIVERSITY ADVISORY COMMITTEE

FACULTY & STAFF DEVELOPMENT

SPONSORED & MENTORED STUDENT CLUBS

COMMUNITY OUTREACH,

ETC

2020 TO DATE

DIRECTOR OF DIVERSITY, EQUITY, INCLUSION & ACCESS

DEVELOP & COORDINATE DIVERSITY AND
MULTICULTURAL EVENTS

CHAIR OF DIVERSITY ADVISORY COMMITTEE

FACULTY & STAFF DEVELOPMENT

SPONSORED & MENTORED STUDENT CLUBS

COMMUNITY OUTREACH,

ETC

MINDSET MATTERS!

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- **LEARNER QUESTIONS:**

- WHAT DO I WANT?
- WHAT WORKS?
- WHAT ARE THE FACTS AND WHAT CAN I LEARN?
- WHAT ARE MY CHOICES?
- WHAT ACTION STEPS MAKE SENSE?
- WHAT'S POSSIBLE?

RESULTS:

A MOOD OF OPTIMISM, HOPE, AND POSSIBILITIES

A MINDSET THAT'S THOUGHTFUL, UNDERSTANDING, FLEXIBLE


RELATING THAT IS CONNECTED AND COLLABORATIVE

- **JUDGER QUESTIONS:**


- WHAT IS WRONG WITH ME?
- WHOSE FAULT IS IT?
- WHY ARE THEY SO STUPID?
- HOW CAN I PROVE THAT I'M RIGHT?
- HAVEN'T WE BEEN THERE, DONE THAT?
- WHY BOTHER?

RESULTS:

- A MOOD OF PESSIMISM, STRESS, AND LIMITATION
- A MINDSET THAT'S JUDGMENTAL, REACTIVE, INFLEXIBLE
- RELATING WITH "ATTACK OR DEFENSIVE" BEHAVIOR



GROWTH MINDSET

- EMBRACE CHALLENGES
 - PERSIST IN THE FACE OF SETBACKS
 - SEE EFFORT AS THE PATH TO MASTERY
 - LEARN FROM CRITICISM
 - FIND LESSONS AND INSPIRATION IN THE SUCCESS OF OTHERS
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LESSONS LEARNED

FOR DEI INITIATIVES' SUCCESS & PROGRESS

- ACCOUNTABILITY MEASURES – AT ALL LEVELS
- GENUINE COMMITMENT TO THE COMMON GOOD
- WILLINGNESS TO SHARE RESOURCES TO ACHIEVE EQUITY