Office of Academic Diversity, Equity and Inclusion (ADEI): A Vision for the Future

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Vision
The Office of Academic Diversity, Equity and Inclusion visualizes a synergistic and inclusive community where all members are respected for their intrinsic dignity.

Mission
In alignment with Northern Illinois University’s core values, the Office of Academic Diversity, Equity and Inclusion (ADEI) leads the charge in establishing an equity-minded community that challenges and eliminates exclusionary systems and practices.

Purpose
To cultivate a diverse, equitable and inclusive community that is committed to action and education
TOP 5 ACHIEVEMENTS SINCE 2015

**Equity**
- Advanced Academic Equity Gap Initiative

**Inclusion**
- Promoted inclusive policies and practices
- Synergistic alignment of diversity centers, commissions and offices

**Professional Development**
- Increased social justice and equity education programming

**Access**
- Developed strategies for diversifying faculty and staff
PRIORITIES FOR INCLUSIVE EXCELLENCE

1. Cultivating Equity
2. Building an Inclusive Community
3. Promoting Education, Awareness and Action
Cultivating Equity

- Partner with state and national programs dedicated to closing equity gaps
- Strengthen the Black Studies Minor and Asian-American Certificate programs
- Expand non-course human diversity requirement
- Implement strategies to increase recruitment and retention, as well as reduce academic equity gaps
- Develop diversity hiring goals for divisions and colleges
INCREASE NIU WORKFORCE DIVERSITY

• Diversify advertising network
• Increase utilization of affirmative action data to enhance hiring methods
• Establish stronger graduate student and post-doc fellowship pipelines
• Increase diversity recruitment materials and web presence
• Implement national best practices for hiring and retaining women and people of color in all disciplines
1. Engage our campus and community partners to promote inclusive policies, language and practices
2. Increase alumni engagement from diverse affinity groups
3. Use data to inform recommendations to improve campus climate
FY 17 & 18 TYPES OF BIAS INCIDENTS

Comparison FY17 to FY18

- Race
- National Origin
- Religion
- Immigration Status
- Familial Status
- Gender Identity/Expression
- Sexual Orientation
- Political Affiliation
- Disability
- Age
- Other

FY17 vs. FY18
EDUCATION, AWARENESS & ACTION
Through Social Justice Education

Conversations that Matter!

- Faculty & staff Cultural Competency Workshops
- Huskie Conversation Cafes
- Ally Trainings (Trans & LGBTQIA & Undocumented)
- Conversations on Diversity and Equity (CODE) with student organizations
- Diversity Dialogues
- Title IX Education and Sexual Assault Prevention
- PwC Check Your Blind Spots Mobile Bus Tour
Building community capacity!
CODE Facilitator Institute (December 17 & 18th)

CODE Student Organizing Retreat (February 2019)

Increase Implicit Bias Education for all search committees

Create a NEW Disability Ally Training
HUSKIES PROMOTE INCLUSIVE EXCELLENCE