

IU Northwest Council Meeting Notes

Meeting Held Tuesday, October 13, 2020

Meeting notes from the September 2020 Council meeting were provided to Council members.

I. Dr. Lemuel Watson Presenting on Indiana University's Antiracist Initiative

Dr. Lemuel Watson, dean of the Indiana University School of Education in Bloomington, joined the Council meeting to facilitate a discussion around the very important anti-racist initiatives currently in effect at all Indiana University campuses. He recently assumed the role of associate vice president for diversity, equity and multicultural affairs and, in that role, will spearhead a major new set of anti-racist initiatives to further equity and inclusion throughout the university community. These efforts include:

- [Antiracist Agenda Framework](#)
- Creation of a new [Pandemic Health Disparities Fund](#) to address health disparities among Black and Hispanic communities, supported by a task force led by Wimbush.
- A [new Health Resources and Services Administration grant](#) to help the IU School of Medicine better educate medical students to care for underserved populations.
- A new [Racial Justice Research Fund](#) to support IU faculty research on issues of racial equity and justice.
- The [renaming of the Intramural Center](#) to honor legendary IU basketball player Bill Garrett.
- A systematic review of all named buildings or structures on all IU campuses to ensure that they are named for individuals whose values reflect those of the university.

The Council and Dr. Watson engaged in robust conversation and dialogue around these topics. In light of recent and ongoing calls for racial and social justice across the nation, Indiana University has placed a renewed focus on enhancing antiracist policies and practices, enforcing its commitment to denouncing racism and discrimination in all forms. Dr. Watson will coordinate resources and programs to address systemic racism, and he explained that addressing these issues is not just his work, work of diversity officers, or the chancellor, but the work of all leaders to make certain that we are holding ourselves, and each other, accountable for the success of these initiatives. All must be responsible to build a community where all people feel they belong and matter, where open dialogues can be held around diversity, inclusion and multicultural issues. It is important that IU be a work and educational environment that is equitable, and where all people feel they belong. We must make institutions more diverse and representative of the people we serve, and everyone must be held accountable for treating people fairly.

Included in the Antiracist Agenda are essential areas of focus, with phases and timelines for the work. While not an exhaustive list, below are a few of the most important areas to consider moving forward:

Guiding Principles • To identify, attract, and retain diverse faculty, staff, and student populations; and to aid in timely graduate of all students • To foster a climate of antiracism • To promote antiracism, diversity, and inclusion in teaching, public service, research, and training across campuses and partnerships (global and domestic) • To ensure accountability for antiracism on all campuses

Essential Areas of Focus for the Antiracist Agenda for Indiana University • Faculty Environment, Experiences, and Governance • Review of Building and Space • Students Environment and Experiences (undergraduates and graduates) • IU Police Department Environment and Experiences, Procedures, and Process • Admissions and Enrollment • Research Initiatives • Staff Environment and Experiences • Procurement Procedures and Processes • Administration Environment and Experiences • International and Global Initiatives

II. Microaggressions concerning students and staff of color

IU Northwest Council Meeting Notes
Meeting Held Tuesday, October 13, 2020

Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups. There have been several incidents of microaggression displayed toward students and staff of color at IU Northwest and, in those situations, the person does not feel a sense of belonging, or value, in the organization. When microaggressions occur, students, faculty and staff of color seek out each other to share their negative experiences and discuss the best way to move forward. Increased awareness about microaggressions is needed on campus, and some recommendations include informing the aggressor about their behavior, in a respectful way, to make them aware and accountable. These disrespectful situations are serious for people of color on campus, and Council discussions will continue to determine the best approach to address and eliminate this behavior. This discussion was timely, considering the antiracist discussion with the Council and Dr. Watson. The Antiracist Agenda Framework provides guidance on addressing microaggressions, and campuses are expected to develop strategic recommendations to create a systemic implementation plan for change. Ongoing discussions will guide the creation of that plan. The following link was shared as a resource to assist, moving forward, with continuing the conversation and determine what can be done to address these unfortunate experiences: <https://davidsonmicroaggressionsproject.org/>

III. Student Government Association Update

The SGA is pleased about the success of the peer mentoring program linked to Biology 101. They have 15 mentors, and 30 mentees, and are looking to expand the program into other classes.

The annual student leadership banquet will not be held this year but instead, SGA hosted movie night, for students who are involved in clubs, on Friday, October 23 in Parking Lot #2, and provided box lunches. A goal is to expand student engagement in clubs.

The SGA is interested in helping to expand the awareness of the food pantry to students, and they are considering hosting food drives to expand the current offerings. A suggestion was offered to frame the initiative as a wellness resource rather than a charity, due to the discomfort and sensitivity felt by some regarding the need for charitable contributions.

IV. Chancellor's Updates

For Spring 2021, new student applications are up approximately 20%, but applications are down significantly for fall 2021. A new Strategic Enrollment Management Committee is convening to address, in a coordinated effort, enrollment challenges across every sector of the campus.

In an effort to continue to provide students with a high-quality academic experience, the IU Northwest campus will remain open November 23, 2020 through February 7, 2021. During this time period, most IU Northwest classes will transition to fully online, but our campus will be open weekdays (Monday – Friday) from 7 a.m. until 3 p.m. Only bathrooms on the first floor of buildings will be open and accessible. Additional details will be forthcoming.

Chancellor Iwama engaged in his first meeting with individual departments, meeting with Biology and Chemistry, and expressed that the meeting was engaging, uplifting, and a wonderful opportunity for sharing of great ideas. Other meetings with cohorts are being scheduled, and he thanked the Faculty Organization Executive Committee for their assistance in establishing meetings with academic units. Going forward, meetings will be established with all units and areas, and he is looking forward to listening to ideas about IU Northwest's growth, future and focus.

IU Northwest Council Meeting Notes
Meeting Held Tuesday, October 13, 2020

A presidential search process has begun to identify President Michael McRobbie's successor ([IU Presidential Search](#)). While there is no one from IU Northwest on the search committee, IU Kokomo Chancellor Susan Sciame-Giesecke was appointed to represent regional campuses, and Chancellor Iwama has scheduled a meeting with her to determine the best way to involve IU Northwest campus constituents in the process.

V. Bicentennial Campaign, Philanthropy Week and Chancellor's Medallion

Vice Chancellor Gabbert announced that the Bicentennial Campaign has ended, and the IU Northwest campus had more than 4,089 donors, resulting in a very successful campaign, with donations totaling \$10,357,949! She expressed appreciation for a great job by the Advancement team, and extended a sincere "thank you" to all donors.

The annual Philanthropy Week celebration took place during the week of October 19. This celebration aims to raise awareness to the importance of philanthropy on our campus, and encourages students, faculty, and staff to make a financial contribution to support student success. Several successful campus events were held during the week.

The Chancellor's Medallion is going virtual, and will be held on November 19 at 4:30 p.m. This year, Chancellor's Medallion Student Scholarship recipients will be recognized. Additional details to follow.

VI. IU Northwest National Study of Learning, Voting and Engagement

Information was shared from the National Study of Learning, Voting and Engagement (NSLVEJ), which is a service to colleges and universities, that provides more than 1,100 participating institutions with reports of their students voting rates. The purpose is to understand why students vote, identify ways to mobilize their participation, and examine the question of higher education's role in preparing citizens for participation in democracy. An update specific to our campus was provided, and the data suggests that students are becoming more actively engaged in voting and voter registration practices, and also in community-related activities associated with issues that are of critical importance to students and campuses. For additional information, contact Ellen Szarleta at esarlet@iun.edu.

VII. Other Business