

Anti-Racism Taskforce Recommendations

Subcommittee 1: Sustained and Effective Communication	
1.A.1	ESL Shuttle Service
1.A.2	ESL Campus Aesthetics
1.A.3	ESL - ICR Distribution
1.A.4	ESL-Edwardsville Relationship
1.B.5	Communications Hub
1.C.6	Speaker Series
1.7	DEI-related position
1.8	Communications specialist
1.9	Leadership Messaging
1.1	Using the terms Black/BIPOC
1.11	Focus groups -Diversity in materials
1.12	Faculty/Staff diversity training

Subcommittee 2: Access and Success	
2.A.1	Test-blind admission process
2.A.2	Scholarships
2.A.3	Website support
2.A.4	Campus visit program
2.B.5	Mentoring program
2.B.6	Financial assistance
2.B.7	Academic support/Starfish
2.B.8	Programming -Student relationships
2.C.9	Newsletter
2.C.10	Unit Specific-Mentoring program
2.C.11	High school program -career and college options
2.D.12	Non-payment policies
2.D.13	Standardized test-score – advising
2.D.14	Starfish-Early Alert Policy

Subcommittee 3: Curriculum	
3.A.1	Mandatory training -TT-NTT Faculty
3.A.2	Replace SET
3.A.3	Impact Academy-investment
3.A.4	Program Review Antiracism
3.A.5	Evaluation processes review of faculty
3.A.6	Administrator Specific evaluations
3.B.7	Support plans (e.g. SIUE Experience)
3.B.8	Diversity and Inclusion Sessions (e.g. Springboard)

3.B.9	Leadership opportunities (e.g. Cougar Guides)
3.B.10	New Lincoln foundation course
3.B.11	Common readings
3.B.12	Sustained Dialogue Offerings
3.B.13	Certificates in Antiracism/Social Justice
3.B.14	Lincoln Program's U.S. Cultures Experiences
3.B.15	Global Cultures Experience
3.B.16	New initial approval of the EGC and EUSC experience designations
3.B.17	Add question to SET instruments
3.B.18	Courses re-approval with EUSC and EGC
3.B.19	Professional Development Support
3.B.20	STEM Assistant Professor
3.B.21	Student support group/club
3.B.22	Mentoring program in STEM fields
3.B.23	Student employee hiring improvement
3.B.24	Compensation for student leadership
3.B.25	Affinity space student leadership opportunities
3.B.26	Speaker series focusing on antiracism topics
3.B.27	Speaker series on policing
3.B.28	Integrate ESL in supporting community needs
3.C.29	Student Mental Health Support
3.C.30	Anti-racism webpage in SIUE website
3.C.31	Community spaces/Community conversations
3.C.32	Student Academic Success Sessions (SASS)
3.C.33	Antiracism language --> Student Code of Conduct
3.C.34	Anti-racism resources - Lovejoy Library

Subcommittee 4: Faculty and Staff Hiring, Retention, and Promotion	
4.A.1	Anti-racism and bias training for Supervisors/Evaluators
4.A.2	Process for 360 evaluation of every staff person
4.A.3	Eliminating current SETs use for evaluation
4.A.4	Recognizing "invisible labor"
4.A.5	Remove 4 th criteria
4.A.6	Review promotion process
4.A.7	Staff development planning
4.A.8	Professional Development
4.A.9	Policies around retaliation
4.B.10	Cluster hiring
4.B.11	Affirmative Action data in searches
4.B.12	Diverse search committees

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4.B.13	Job descriptions review for bias
4.B.14	Recruitment efforts improvement
4.B.15	Supplement/update Search Committee training
4.B.16	Equity Advisors in all searches
4.B.17	Mid-point review in searches
4.B.18	Changes in SUCCS rules