



January 25, 2023

PRESIDENTIAL CHARGE

President's Diversity and Inclusion Advisory Council (DIAC)
Subcommittee on LGBTQAI+ Policies and Initiatives

Dear Colleagues,

Thank you for agreeing to serve on the Sub-Committee. Dr. Byron B Craig, Assistant Professor in the School of Communication, OEI Faculty Fellow Co-President of Queer Coalition will chair this committee.

As stated in my remarks this fall, Illinois State University holds true to our values of diversity and inclusion, respect, and dignity and as such.

In addition, I think that the DIAC structure, dedicated members, and thoughtful and hard working sub committees have greatly benefited our campus community.

Therefore am convening this subcommittee to lay out a framework for our university to take the necessary steps forward to prevent and/or dismantle anti-LGBTQIA+ sentiments and acts of bias that harm our campus community and identify areas where we have shown progress to highlight those efforts.

I ask that the work of this subcommittee begin with a foundational acknowledgement that anti-LGBTQAI+ sentiments are an unfortunate reality in our society and as a reflection of our larger community Illinois State is not immune. As such, it is our responsibility to educate our campus community while also taking intentional, considered actions necessary to redress and help prevent harmful anti-LGBTQAI+ biases and actions.

Now is the time for our university to leverage its abundance of expertise, knowledge, will, and hopes for a better future, into motion to make Illinois State a place of safety, belonging, and joy for the members of the LGBTQIA+ community and the campus at large.

I ask that your committee:

- Review the role of the university in addressing anti-LGBTQAI+ actions affecting our campus as well as in the larger Bloomington-Normal city in ways that can impact our community, the larger society and nation.
- Identify institutional success in current equity, diversity and inclusion policies and initiatives that directly support our LGBTQAI+ community and institutional gaps and barriers related to these initiatives.
- Assess processes, structures, and action plans that could establish the foundation for lasting, positive systemic change throughout and through Illinois State University.
- Describe the continuity and structures necessary for sustained university community commitment and initiatives for the well-being for LGBTQAI+ members of our community.
- Suggest timelines and achievable milestones to facilitate the implementation of action steps and recommendations and tie them to the current EDI plan.
- Develop the accountability measures necessary to produce honest evaluations of effectiveness, critical assessments, cultural competency, and recommendations for future improvement (that is culturally relevant). This should follow our current review process and build into that and NOT a separate set of practices.

The subcommittee will be responsible for writing an interim mid-semester update report and a final report that advises specific strategies and recommendations initiatives for next steps that demonstrate an institutional commitment to the needs of the university's LGBTQAI demographic. It is my hope that the final report will be completed and submitted by the end of this fiscal year, June 30, 2023.

I thank you for your service as we leverage the capacity of Illinois State University to create a safer and just community and society.