Western Illinois University Anti-Racism Task Force (ARTF) March 9, 2023 Multicultural Center (MCC) 9:30 a.m. Multipurpose Room in the Multicultural Center (MCC)

Guidelines

remove cultural competency kinds of questions (remove 9 questions?) can we find one question handle all 9 of the cultural competency questions. Lorette thought it was important to keep these, Kishor thought 2 of the questions were telling,

keep surveys short and dosed-ended enough so that surveys will be completed and focused on the survey.

Kishor will take all the feedback, add them as comments, and then the chairs need to either accept or deny. Committees should go through and suggest which questions should be deleted (e.g. on the issue of cultural competency) in order to make the survey effective yet efficient. The final document has sent to Lorette and Carl.

Faculty survey those who need to stay might be something to drop. There was lots of discussion on which questions to include and which to drop. Rebecca and Jm will go through and make edits. Rebecca wanted feedback or clarification regarding some of the demographic questions: a) gender (check in with Merrill), b) why 18 year old for faculty; c) religious why not LDS

Possible good resolution to some of the demographic categories issue is to leave open-ended (e.g. sexual orientation, gender, religious preference, race and relationship status. Discussion about what language is used can be helpful in understanding the climate. Kishor raised the issue that it makes data analysis much more difficult if the demographic questions are not categorical. So we decided to leave at -ended response option.

4. Updates from Sub-committees

Subcommittees were all meeting and mo

Meeting adjourned 11:00 a.m.

Effective and Sustained Communication

Timeline	
Jan. 20, 2023	Overall Goals
Feb. 3, 2023	OKR Subcommittee Reports
March 31 -	Subcommittee Updates and Needs
April 14	Finalized sections from subcommittees
May 12	Final report to Dr. Huang

Anti-Racism Task Force (ARTF) Agenda March 9, 2023 Multicultural Center (MCC) 9:30am

1. Identify initiatives to address racism