

UNIVERSITY OF ILLINOIS URBANA-CHAMPAIGN SENATE  
COMMITTEE ON DIVERSITY, EQUITY, AND INCLUSION  
(Final; Information)

EQ.23.03 2022-2023 Annual Report of the Senate Committee on Diversity, Equity, and Inclusion

This report summarizes the activities of the Senate Committee on Diversity, Equity, and Inclusion (EQ) during the 2022-2023 academic year. EQ met on September 13, October 11, November 1, December 6, January 31, February 14, and April 11. More detailed information is provided in the minutes of those meetings.

I. ITEMS APPROVED BY SENATE

**EQ.21.01, Proposed Updated Diversity Statement**

EQ sought input on an updated diversity statement from various groups including cultural houses, faculty, and students. The Diversity Statement will be used as the basis by the Office of the Vice Chancellor for Diversity, Equity and Inclusion in the creation of a University-wide diversity statement. The Senate approved the updated diversity statement on February 6, 2023.

**EQ.22.01, Proposed revision of the *Bylaws*, Part D.10 – Committee on Diversity, Equity, and Inclusion**

EQ proposed a revision to the *Bylaws*, Part D.10 to clarify its role in reviewing process, policy, and aggregate data reports provided by the Office of the Vice Chancellor for Diversity, Equity and Inclusion. EQ also proposed the addition of an *ex officio* member from the Office of the Vice Chancellor for Student Affairs. The Senate approved the revision to the *Bylaws* via SP.23.11 Revision to the *Bylaws*, Part D.10 - Committee on Diversity, Equity, and Inclusion on March 6, 2023.

**EQ.23.01, Follow up on the Committee on Faculty Sexual Misconduct Report and Recommendations (September 20, 2019)**

Guests: Nizam Arian, Associate Vice Chancellor for Access, and Equity (Office of the Vice Chancellor for Diversity, Equity & Inclusion)  
Danielle Fleenor, Director, Title IX Office

Fleenor shared with the committee that after this report was published, proposed regulations to Title IX changes came out and then were published and needed to be implemented by August 2020. At that point there were massive changes to what counted as Title IX sexual misconduct. The campus needed to make changes to specify what counts as Title IX sexual misconduct but also maintain for our campus other prohibited sexual

misconduct for things that might fall outside of the scope of Title IX (such as a sexual assault that occurs in a private apartment).

Arain shared that with the 2019 report, the main thing was implementing the definition for unwelcomed or unwanted sexual, sex or gender-based conduct to capture things that the law doesn't specify but which the institution wants to prohibit. Those definitions apply to the conduct of employees while they are on the job, not students, as students are not agents of the University and employees are. Over the past two years since the new policy has gone into effect, investigators have been trained in the interpretation and application of the new policy definitions. Investigators address all forms of prohibitive conduct under those policies and render their findings.

### **EQ.23.02, Presentation: Gender Equity Council**

Wendy Heller, Professor of Psychology

Haley West, Predoctoral Fellow, Psychology

Sarah Zehr Gantz, Senior Assistant Vice President for Academic Initiatives & Policies

Members of the Gender Equity Council met with EQ to share information about the Council and matters that the Council is working on.

The Council has two primary objectives:

1. Increase the representation of individuals in leadership roles who do not identify as gender men inclusive of individuals who identify as women, women of color, and non-binary and transgender women, and
2. Increase sensitivity, advocacy, and effective practices for current leadership to support and promote careers as well as leadership opportunities for individuals who do not identify as gender men.

The Council would like to meet with EQ at a future time to provide updates on topics, and maybe enlist EQ's help with some of these topics to get help and support from EQ by getting the word out of or by committee members taking a more active role.

#### DIVERSITY, EQUITY, AND INCLUSION

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