

# **Dialogue: ICISP's Equity, Diversity, Inclusion, and Anti-Racism (EDIA) Statement: Meaning & Integration**

**Spring 2023 ICISP Professional Development Session**

**Presented by the following ICISP EDIA Committee Members:  
Brandie Windham, Gavin Lee, Katherine Haan, Katherine Schuster,  
Laura Ortiz (EDIA Coordinator) and Sherri Morrow**

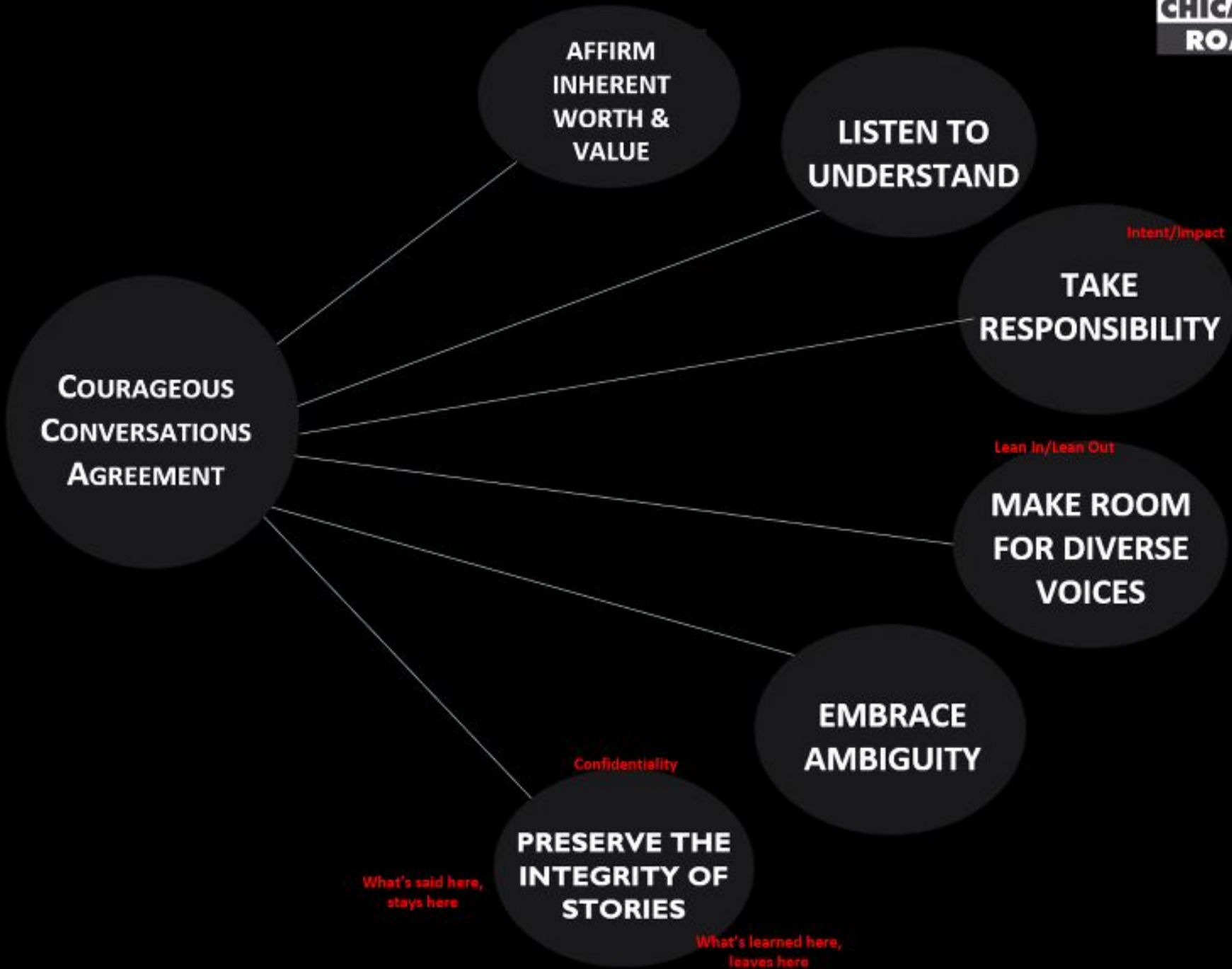
**02.23.23**

# Land Acknowledgement

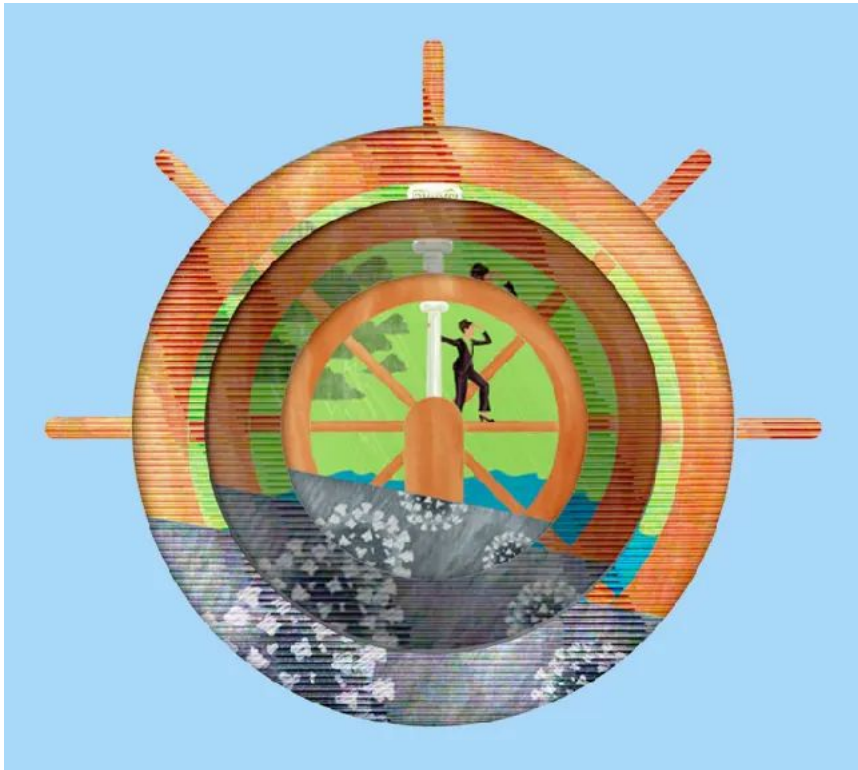
## **Land Acknowledgment for Oakton College**

Oakton is the community's college. We recognize that our community embodies a network of historical connections and contemporary relationships with Native peoples, families, students, and alumni. We continue to live and work on the traditional homelands stolen from many different Native peoples, including but not limited to the Bodéwadomi (Potawatomi), Ojibwe (Chippewa), Odawaa (Ottawa), Kiikaapoi (Kickapoo), Mamaceqtaw (Menominee), Myaamiaki (Miami), Thakiwaki (Sac and Fox) and Hoocągra (Ho-Chunk) nations. Others have settled and cared for this land from time immemorial. The land of our Des Plaines campus nurtured a large Potawatomi settlement along the Des Plaines River. This was a site of trade, travel, and gathering for many Native people. With the lush forests and vibrant river, these communities flourished in this beautiful land of biodiversity and reciprocity. These lands are still home to many Native people of many nations.

Approved by the Board of Trustees on December 13, 2022.



# Agenda



- ★ Introductions, Community Agreement, & Mindfulness Minutes
- ★ History, Progress, and Looking Forward
- ★ ICISP's EDIA Statement
- ★ ICISP's Guiding Principles
- ★ How We Manifest This
- ★ EDIA Committee's AY22-23 Objectives & Actions
- ★ Questions, Sharing, & Discussion

# EDIA Committee Membership

- ★ **Angelia Williams**, Waubonsee Community College, Administrative Support
- ★ **Brandie Windham**, Morton College
- ★ **Gavin Lee**, Heartland Community College
- ★ **Katherine Haan**, Chicago State University
- ★ **Katherine Schuster**, Oakton College
- ★ **Laura Ortiz (ICISP EDIA Coordinator)**, Waubonsee Community College
- ★ **Merri Fefles**, Moraine Valley Community College
- ★ **Sherri Morrow**, Joliet Junior College

# ICISP EDIA Committee's AY22-23 Objectives

## EDIA Review

Conduct an equity and anti-racism review of ICISP policies, practices, and materials; for example, website, applications, curriculum, syllabi, marketing materials, media (social, video, etc.).

## ICISP Diversity Goals

Establish ICISP diversity goals informed by our collected baseline ICISP Participant Demographic Data Survey data and the [ICCB Annual Enrollment and Completion Data](#).

## Curriculum & Professional Development

Collaborate with the Curriculum Committee to examine the “Life and Culture of “X”” course for each of the consortial programs, and partner with the PD Committee on a Critical Conversations Series: Navigating Study Abroad

# ICISP EDIA Action Steps

## Apply

Apply the [Equity, Diversity, Inclusion and Anti-Racism \(EDIA\) Evaluation Tool](#) to all ICISP materials, website, applications, curriculum, syllabi, marketing materials, media (social, video, etc.), etc.

## Analyze

Analyze the baseline ICISP Participant Demographic Data Survey data and the [ICCB Annual Enrollment and Completion Data](#) to determine diversity goals.

## Examine, Report, Collaborate, & Recommend

Examine the “Life and Culture of “X”” course for each of the consortial programs and report findings. Assist with a Spring 2023 ICISP EDIA Critical Conversations Webinar Series: Navigating Study Abroad.

# Mindfulness Minutes

MINDFULNESS MINUTES

**GRATEFULNESS**

Take a moment to think of someone you are grateful for. Now, take the next few seconds to send that person positive thoughts, positive affirmations and overall good energy/vibes.



# Mindfulness Minutes

MINDFULNESS MINUTES

## GRATEFULNESS

It's easy for us to send others good energy, but we must also send good energy to ourselves. With that being said, take the next minute to think of a few things you like about yourself. Be grateful for you.



# Equality vs Equity

## Equality

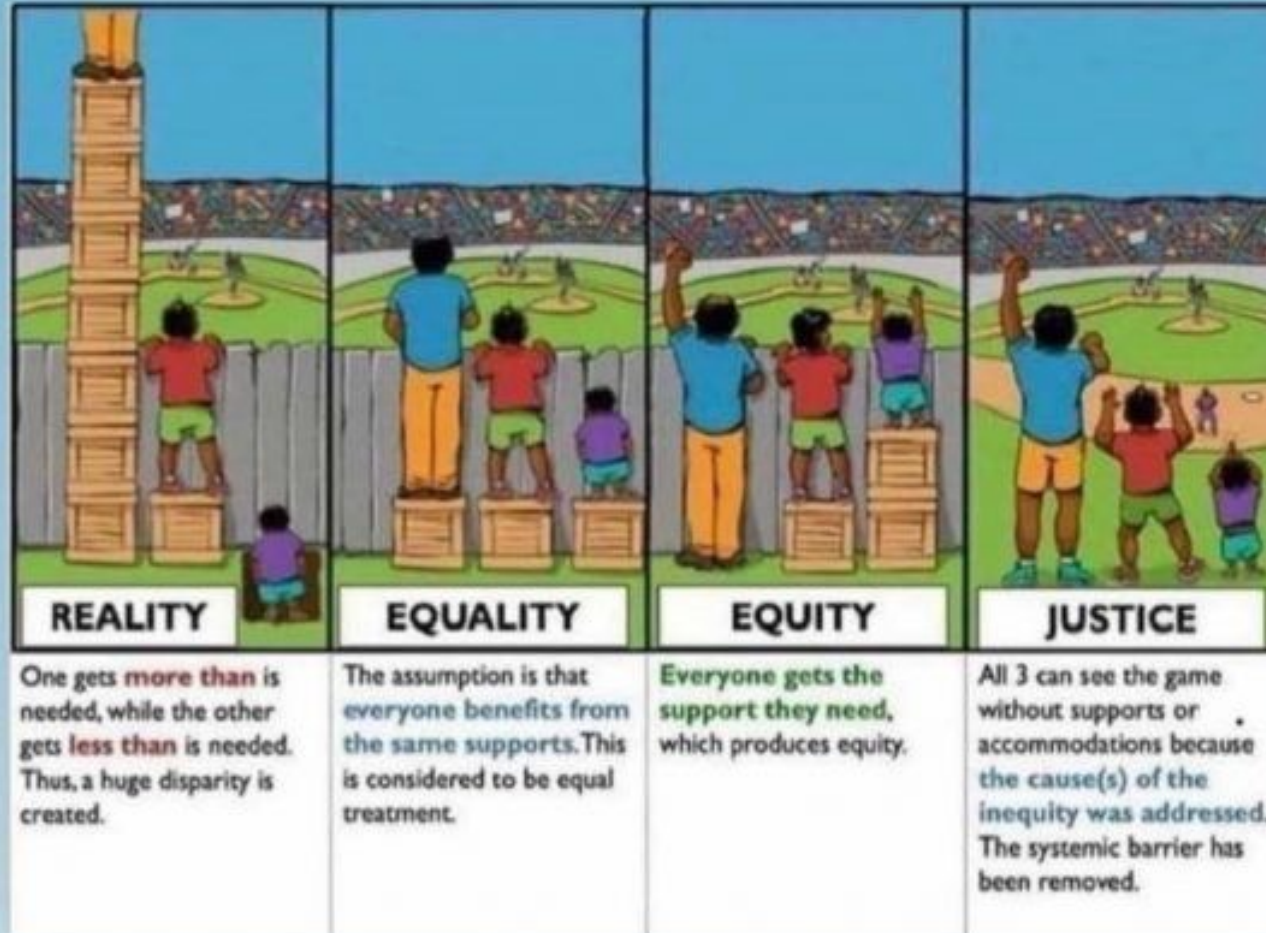


## Equity



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# Equality vs Equity



# Brief History

- ★ **August 2020:** ICISP Equity, Anti-Racism Task Force Chartered – Members: Rosemary Cheek, Lauren Nehlsen, Laura Ortiz, Katherine Schuster, Derek Shouba
- ★ **January 2021:** The ICISP Equity, Anti-Racism Task Force submitted their final recommendations to the ICISP Executive and Governing Boards, which included the following:
  - ICISP Equity, Diversity, Inclusion, and Anti-Racism (EDIA) Statement
  - ICISP EDIA Guiding Principles
  - How ICISP Manifests the Statement and Guiding Principles
  - The establishment of a new, standing EDIA Committee
- ★ **August 2021:** The EDIA Committee convened for the first time with the following founding members: Amanda Cook-Fesperman, Merri Fefles, Gavin Lee, Sherri Morrow, Lauren Nehlsen Laura Ortiz (EDIA Coordinator), Katherine Schuster and Brandie Windham. Administrative support expertly provided by Angelia Williams.

# ICISP EDIA STATEMENT

The Illinois Consortium for International Studies and Programs (ICISP) recognizes that systemic racism is pervasive within our society and actively commits to advancing anti-racist practices by creating an environment that is inclusive to all, celebrates and honors diversity, and promotes individual growth and social responsibility for success in a global world. ICISP strives to eliminate structural racism and inequities within the organization, education abroad, global professional development programming, and campus internationalization efforts.

# ICISP EDIA GUIDING PRINCIPLES

- ★ The lens of diversity, equity, and inclusivity should be embedded within the structure of the organization and integral to its practices.
- ★ The inclusion and celebration of a diversity of voices and experiences enriches our organization and is essential to our success.
- ★ International education and professional development are tools for cultivating anti-racist, anti-biased, and decolonial thought in students.
- ★ Safe and brave spaces, communication, and sharing and learning promote a sense of belonging, value, and meaningful contribution.
- ★ Equity, diversity and inclusion are on-going endeavors that require reflective practitioners willing to support and challenge one another.

# How ICISP Manifests the Statement & Guiding Principles

ICISP will make our policies and practices more equitable, actively encourage member colleges to diversify representatives and program participants and develop engaging programs with particular consideration of historically marginalized or minoritized groups. ICISP will engage with the greater field of international education by employing equity-minded practices, analyzing disaggregated data, and contributing to the body of relevant scholarship and discourse.

-Adapted from the Forum on Education Abroad

# Group Discussion

How can you intentionally practice EDIA within your ICISP work?

- ★ Recruiting with a focus on underrepresented and minoritized populations
- ★ Classroom presentations
- ★ Financial advising/resources
- ★ Meeting with affinity/student groups
- ★ Providing identity-specific resources
- ★ Etc :)





# Group Discussion

What are the perceived and real obstacles to implementing this work at ICISP and/or at your home institution?



# How can we support you?

How can the ICISP EDIA Committee help you advance in your EDIA practice?



# Reflection: Your Next Steps



# ICISP is a Member of the Illinois Community College Diversity Commission (ICCDC)

## Pronoun Workshop

*Michelle Dahlstrom, Student Life Manager, and  
Marleigha Evans, Senior Diversity, Equity and Inclusion Coordinator, Waubensee Community College*

February 28, 2023, 2:30 to 4 p.m.

Via [Zoom](#)

## Land Acknowledgements & Labor Acknowledgements: Meaning, Writing, & Implementation

March 21, 2023, 2:30 to 4 p.m.

Via [Zoom](#)

## Equity Plans: Developing, Writing, Implementing, & Assessing

April 25, 2023, 2:30 to 4 p.m.

Via [Zoom](#)

The ICCDC Leadership Team is pleased to bring you the  
**ICCDC 2023 Spring  
Professional Development Series**



The Zoom room will be open  
15 minutes before each  
session for greeting and  
chatting.

[2023 Spring ICCDC General  
Assembly Meeting](#)

Friday, April 21, 2023

10:00 a.m. to Noon

ICCDC is seeking new  
institutional and individual  
ICCDC members for FY24.  
Share the [FY24 ICCDC  
Membership Form](#) today!

All ICCDC members are welcome!  
Those with institutional memberships may invite their  
colleagues to participate in this virtual series!

This series will provide a safe, brave, unrecorded space to  
collaborate and experientially learn with your DEI  
colleagues. You'll gain new skills, perspectives and  
approaches related to diversity, equity, inclusion, and  
belonging to bring to your institution.

Zoom in, engage in your own development,  
and take time to recharge, stay encouraged,  
and focus on what we can do to advance DEI.

### Session #1

#### Pronoun Workshop

*Michelle Dahlstrom, Student Life Manager, and  
Marleigha Evans, Senior Diversity, Equity and Inclusion  
Coordinator, Waubensee Community College*

February 28, 2023, 2:30 to 4 p.m.

Via [Zoom](#)

### Session #2

#### Land Acknowledgements & Labor Acknowledgements: Meaning, Writing, & Implementation

March 21, 2023, 2:30 to 4 p.m.

Via [Zoom](#)

### Session #3

#### Equity Plans: Developing, Writing, Implementing, & Assessing

*ICCDC Leadership Team*  
April 25, 2023, 2:30 to 4 p.m.

Via [Zoom](#)

# Questions, Feedback, Suggestions?



# Thank You

