



Following the approval to establish/reestablish the African American Studies degree program, further discussion will be initiated regarding the requirement of these two courses. To make these courses a requirement for all WIU students, approval is first needed from the Council on Curricular Programs and Instruction (CCPI), followed by the Faculty Senate, and lastly, the Provost and Vice President for Academic Affairs.

**4. We demand that a policy in the code of conduct is created to end hate speech, which should be defined in Western Illinois University Student Code of Conduct as “*public speech that expresses hate or encourages violence towards a person or group based on something such as race, religion, sex,***

Macomb city officials have been made aware of the various issues, concerns, and complaints. University officials continue to work with community leaders to further foster a more supportive town-gown partnership that provides a welcoming, inclusive, and safe environment for WIU students, faculty, and staff.

WIU has created the President's Council on Community Engagement to create positive and productive discourse focused on improving University-community relationships, with an emphasis on social justice and equity, and to discuss the issues and concerns facing our minority populations and the environment in which they live, work, and learn.

A method/manner to identify/verify businesses that "support Black people and Black Lives Matter" does not legally exist, and to create an "approved business list" could subject the University to legal action.

As an alternative approach, the WIU Purchasing Office has been diligently working with campus constituents to increase the institution's expenditures with minority-owned businesses and those that support minority-owned businesses. Additionally, Beginning January 1, 2022, for large purchases made by the University, diversity and inclusion must be considered when

cross-section of candidates from all ethnic, racial, cultural, and gender backgrounds for vacant civil service positions.

WIU has seen a slight increase in the hire of racially diverse faculty and staff in Fiscal Year 2021, including three Black administrators, four Black faculty, and two Black staff members, among others identifying with a particular underrepresented group. The University continues to work to recruit and retain diverse faculty and staff.

The re-established CT Vivian Diversity Teaching Scholars Program ensures we promote black and other minority faculty hires across our campus. The inaugural class of 2021 included two Black, one Hispanic and one Asian faculty scholars. The 2022 class search presently is underway, with the intent of hiring five more faculty scholars for the 2022-2023 Academic Year with more emphasis on hiring BIPOC faculty.

**7. We demand that Western Illinois University's University Union Board intentionally create more programming geared towards the Black college students.**

The University Union Board (UUB) president met with the BSA president in Fall 2021 semester to discuss Spring '22 programs, and plans were made to continue to meet on a periodic basis. The UUB/Office of Student Engagement will schedule a meeting with all MCC student organizations to further discuss programming.

Comedian Kiry Shabazz to WIU, sponsored by UUB and IHC, will be on campus in March (rescheduled from opening weekend). Programming/entertainment/educational scheduled, such as the movie, 'Sorry to Bother You' during Black History Month; updated music playlists for events; prizes to ensure inclusivity, to name a few.

The Office of Student Engagement has:

Volunteer Programs/OSE partnered with the GBCC/MCC for activities during MLK Week, including a service event with Habitat for Humanity.

Student Government Association created a new cabinet position: Director of Diversity, Equity, and Inclusion

OSE is evaluating all areas to ensure DEI is a common practice in programming, and the Homecoming Committee is assessing and evaluating ways to be more inclusive.



WIU incorporates diversity, equity and inclusion throughout the university, departments, colleges, and

**Signed,**

**Black Student Association**

**Black Student Summit N.A.A.C.P.**

**National Association of Colored Women's Clubs, Incorporated**

**Preeminent Gentleman's Society**

**Preeminent Ladies Society**

**African Student Association**

**Black Male Achievement Network**

**Gwendolyn Brooks Cultural Center**

**Eta Eta Chapter of Alpha Phi Alpha Fraternity, Incorporated**

**Zeta Iota Chapter of Alpha Kappa Alpha Sorority, Incorporated**

**Epsilon Beta Chapter of Sigma Gamma Rho Sorority, Incorporated**

**House Arrest 2**

**Elite Beauty**

**DollHouse Dance**

**Gwendolyn Brooks Cultural Center Dance Troupe**

**G.L.A.M. Modeling**

**PPMT**

**National Association of Black Accountants**

**National Association of Black Journalists**

**Beyond Beautiful**