

GOALS of CORE*

The goal of CORE is to help North Central College create a stronger, more visible commitment to diversity through comprehensive, sustainable planning which addresses faculty and staff hiring, diversity of students in college programs and organizations, institutional representation, training and support, curriculum, and collaboration with other groups promoting diversity. In particular CORE recommends:

1) Institutional Representation and Inclusion: More formal and visible representation in college governance and messaging through the following:

- A Diversity Officer, at the “director” level (as for CAFÉ and Student Success, for example) who will coordinate, help initiate, and make the college accountable for efforts to create greater diversity on campus; and who will bring expertise and best practices to faculty, staff, and student training and support, as well as the recruitment and retention of diverse faculty, staff, and students, which has become an increasingly important college goal. (See #2 below.)
- Prominence of diversity on the college website and on publications, posters, and images.
- A more prominent place for diversity and internationalization in our college mission statement and strategic plan. We feel it imperative to move decisively on this language, our messaging, and a Diversity Officer by the end of the college year.

2) Faculty, Staff and Student Training and Support: Creation of more opportunities for the entire North Central College Community to receive training in diversity issues and support in sustaining and increasing a thriving atmosphere of diversity. This would include:

- Instituting diversity training as a part of student orientation, FYE, and faculty orientations and workshops.
- Greater support for the activities we already have, in addition to creating a more robust and continuing series of special events which highlight diversity.
- More best-practice training and support for recruiting diverse students and supporting their success when they arrive

3) Curricular Infusion and Concentration: Infusion of diversity as a theme throughout the college’s curriculum, as well as the creation of new courses and programs focused on diversity. This would include:

- Making a course focused on diversity a Gen Ed requirement.
- Making diversity issues a major, formal component of courses like ENG 315.
- Creating an Ethnic Studies Minor.

4) Community Outreach and Development: Participation in and development of larger networks of institutions interested in diversity issues. Among many things, this would mean:

- Being more connected to other colleges, college associations, community groups, and other organizations or foundations deeply committed to diversity.
- Exploring the possibility of grants and other support from such a network.
- Hosting conferences and other forums for this network and the public at large.

* Echoing the historic Congress of Racial Equality, “CORE” stands for Coalition on Race Education, a broad-based group of faculty, staff, and students. It began in reaction to the extraordinary string of events—from Trayvon Martin, to Ferguson, Baltimore, Charleston, and even Naperville’s own Sandra Bland—highlighting the continuing problems of race in the United States. Yet recognizing that “race,” despite its long and terrible history in our nation, is something that continues to divide and intimidate Americans, and recognizing the need to build the widest buy-in possible for its recommendations, CORE has begun to use the term “diversity,” a much less divisive word. It has even considered switching its acronym to CODE, representative of another potent word in dealing with race in America, and a way to recognize the continuing centrality of race as a major issue in our society.